

“Panorama®” assesses the motivation and professional involvement of employees.

## THE STRONG POINTS OF THIS TEST

- ✓ Early detection of silent disengagement
- 🚀 Anticipating departures and improving retention
- ☀️ Collective performance reinforced by targeted motivation
- 😊 Positive social climate and increased attractiveness
- 🔍 Identification of weak signals before impact on performance
- ⚡ Personalized re-motivation levers for your teams

## BENEFITS

Panorama® is the essential tool for **HR managers**, **recruiters** and **HR consultants** who want to **anticipate disengagement**, **retain high-potential profiles** and **sustainably stimulate professional motivation**. Thanks to a detailed, scientifically validated assessment, you have a **strategic reading of the real involvement** of each employee.

By identifying **motivation drivers**, **organizational barriers** and **weak signals of disengagement**, Panorama® allows you to intervene precisely before demobilization sets in. You thus strengthen your **loyalty policy**, secure your **HR investments** and **align motivation levers** with your company's objectives to promote a **positive social climate** and **sustainable collective performance**.

Choosing **Panorama®** means opting for a **strategic HR solution** adapted to current challenges: **large resignations**, **increased turnover**, **unanticipated mobility**. It also means implementing a robust system for **preventing disengagement**, **continuously improving QWL** and **enhancing human capital**. The test is available in **French**, **English**, **Spanish** and **German**, and can be easily integrated into all your recruitment and career management processes.

## PSYCHOMETRY

### Test construction:

Pack: HR

Questionnaire type: Normative

Number of questions: 120

Completion time: 20 minutes

### Test validation:

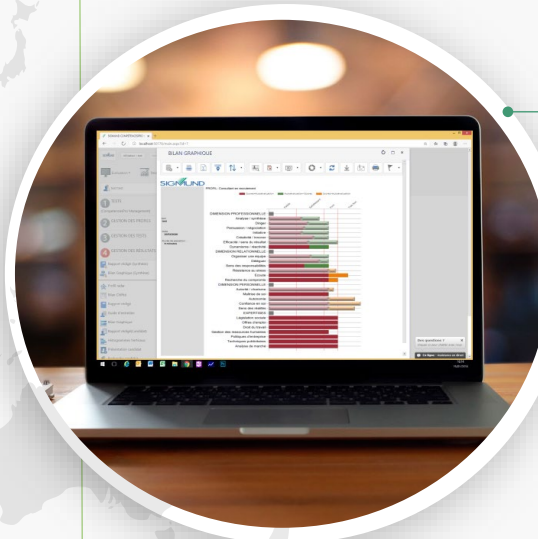
Double external validation

Internal validation, consistency

Loyalty

Reliability

### Test available in





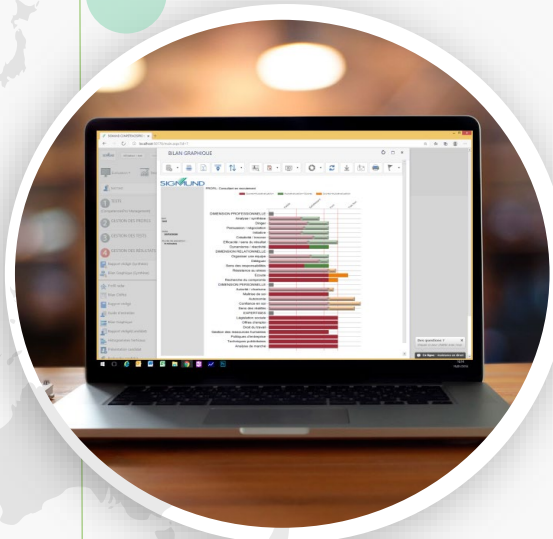
## DIMENSIONS AND CRITERIA EVALUATED

### PERFORMANCE DIMENSIONS

- **Job autonomy** : Measures the decision-making latitude granted. A lack of autonomy generates frustration and immediate disengagement.
- **Understanding Objectives** : Assesses the clarity of missions and their link to strategy. Without clear objectives, your teams are navigating blindly.
- **Self-actualization in the job** : Analyzes the osmosis between the person and their activities. A low score = guaranteed demotivation.
- **Opportunities for advancement** : Measures prospects for progression. Blocked horizons = guaranteed talent drain.

### RELATIONAL DIMENSIONS

- **Communication** : Measures the quality of vertical and horizontal exchanges. Poor communication = isolation and rumors.
- **Relationships with others** : Evaluate the atmosphere and mutual support between colleagues. "Every man for himself" kills collective performance.
- **Recognition** : Analyzes the appreciation of contributions and efforts. Lack of recognition = immediate loss of motivation.
- **Sense of belonging** : Measures identification with the company and its culture. Without pride of belonging, your talents will look elsewhere.



### ORGANIZATIONAL DIMENSIONS

- **Confidence in the future** : Assesses optimism about the health of the company. Pessimism = desire to look elsewhere.
- **Work-life balance** : Measures respect for private life. Chronic overload = planned burnout.
- **Sense of fairness** : Analyzes the fairness of the compensation system. Perceived inequalities = collective demobilization.
- **Overall risk** : 🚨 **ALERT SIGNAL** - Overall risk average across all criteria for urgent intervention.

