

PERSONALITY®

“ Personality® ” measures the personal characteristics that predispose one to success in a profession.



THE STRONG POINTS OF THIS TEST

- ✓ Orientation errors eliminated with scientific precision
- ✚ Rapid diagnosis covering more than 3000 professions
- ☀ Hidden talents revealed and valued
- 📊 Secure choices thanks to the O*NET model
- 🔍 Perfect match between profile and job
- ⚡ Recognized expertise serving demanding consultants



BENEFITS

Personality® is the ultimate solution for **skills assessment consultants**, **career coaches**, **career development specialists**, **occupational psychologists** and **HR assessors** who want to **transform their career guidance practices**, **optimize career paths** and **reveal human potential**. This scientifically validated assessment tool allows you to accurately identify **key soft skills**, **drastically reduce career errors** and **maximize professional development** at every stage of your clients' journey.

Thanks to an exclusive approach based on the **O*NET model** translating **personality traits** into **concrete behavioral skills**, you simultaneously assess **strategic soft skills**, **natural predispositions**, **intrinsic motivations** and **untapped potential** essential for professional success. You thus transform your support into real levers for **precise orientation**, **targeted development**, **controlled career progression**, **successful retraining** and **sustainable professional fulfillment**, by aligning behavioral profiles with the requirements of more than 3,000 referenced professions.

Investing in **Personality®** means choosing an innovative **strategic guidance solution**, designed to meet the complex challenges of **in-depth skills assessments**, **precise career guidance**, **objective assessment of potential**, **targeted talent development**, **personalized coaching**, **controlled professional mobility** and **excellence in support**. It also guarantees **secure guidance**, **optimized career paths** and **more fulfilled, engaged and successful clients**.



PSYCHOMETRY

Test construction:

Pack : Assessment

Questionnaire type: Normative

Number of questions: +269

Completion time: 25 minutes

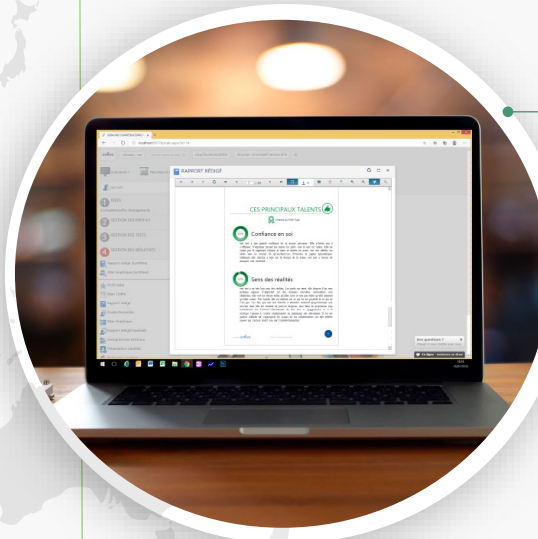
Test validation:

Double external validation

Internal validation, consistency

Loyalty

Reliability



Test available in



2800 job references
included



PERSONALITY ®



DIMENSIONS AND CRITERIA EVALUATED

PROFESSIONAL DIMENSION

- **Sense of effort** and **perseverance** in achieving long-term goals
- **Willingness to achieve goals** with consistency and commitment
- **Initiative** and **autonomy** in daily action
- **Ability to lead** and **take responsibility** in real situations

SOCIAL DIMENSION

- **Sociability** and **interpersonal skills** in varied environments
- **Concern for others** and **empathy** in daily collaboration
- **Teamwork** and active **cooperation** in collective dynamics

PERSONAL DIMENSION

- **Self-control** and **stress management** in demanding situations
- **Adaptability** and **flexibility** in the face of changing contexts
- **Reliability** and **professional rigor** in the execution of tasks
- **Attention to detail** and constant concern for **quality**
- **Ethics** and **integrity** as the foundation of professional trust
- **Autonomy** in conducting missions
- **Capacity for innovation** to develop methods and practices
- **Analytical skills** and **structured thinking** in decision-making

TECHNICAL SKILLS

- **Mastery of tools** specific to the targeted position
- **industry**
- **Project management** and use of **agile methods**
- **Mastery of foreign languages** useful in the professional context
- **Data analysis** and **ability to interpret** results
- **IT security** and **data protection**
- **Written and oral communication** in a professional setting
- **Negotiation** and **Conflict Resolution** : Managing Complex Relationships

TECHNICAL DIMENSION

Knowledge and know-how of the profession

