

POTENTIAL JUNIOR®

“Potential Junior®” measures the predictive criteria of future performance in young graduates.



THE STRONG POINTS OF THIS TEST

- ✓ Reveal the hidden potential of talents
- 🎯 Secure your campus recruitment effectively
- ⚡ Speed up your selection process
- 📊 Promote your modern employer brand
- 🔍 Detect potential before your competitors
- ⚡ Build a pipeline of future leaders



BENEFITS

Potential Junior® is the ideal solution for **HR managers , recruiters , HR directors** and **talent managers** who want to **identify high potentials , reduce recruitment errors** and **accelerate their campus campaigns** . This innovative and **scientifically validated test** allows a complete assessment of the **soft skills , cognitive abilities** and **motivation levers** of young talents leaving school or university.

Thanks to an objective, rapid and digitalized approach, you **optimize your selection process** while offering a **modern candidate experience** . You thus strengthen your **employer brand** , secure the integration of young recruits and build a **strategic pool of future leaders** aligned with your corporate culture and your growth challenges.

By choosing **Potential Junior®** , you are investing in a complete solution, designed to meet modern HR challenges: **securing junior recruitment , accelerating sourcing campaigns , retaining young talent , managing diversity** and **anticipating career developments** . A winning approach to **align your human resources with the challenges of tomorrow** .



PSYCHOMETRY

Test construction:

Pack : HR

Questionnaire type: Normative

Number of questions: +400

Completion time: 50 minutes

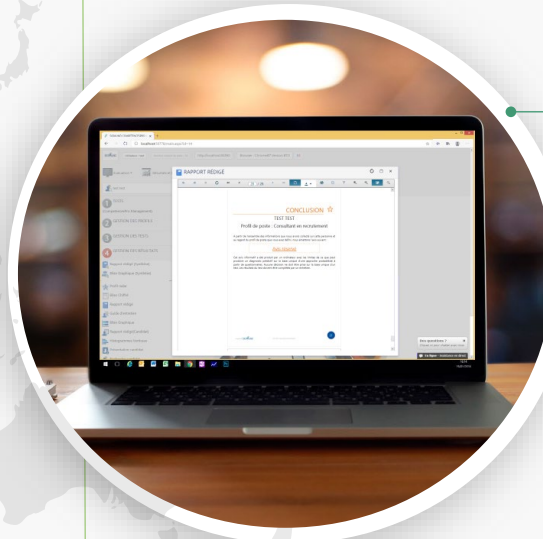
Test validation:

Double external validation

Internal validation, consistency

Loyalty

Reliability



Test available in



2,500 job descriptions
included



DIMENSIONS AND CRITERIA EVALUATED

PROFESSIONAL DIMENSION

- **Work power** in professional commitment
- **Willingness and perseverance** in the missions entrusted
- **Ambition** to progress and evolve
- **Sense of competition** in a stimulating environment
- **Sense of effectiveness** in achieving objectives
- **Natural authority** in professional exchanges
- **Ability to lead** a project or team
- **Ability to persuade** in presenting one's ideas
- **Negotiation skills** in collaborative situations
- **Ability to take measured risks** to move forward
- **Initiative** to propose solutions
- **Organizational skills**

INTELLECTUAL DIMENSION

- **Analytical mind** to understand complex situations
- **Ability to summarize** to formulate clear ideas
- **Logic** in reasoning and decisions

PERSONAL DIMENSION

- **Independence** in managing one's work
- **Self-confidence** in taking initiatives
- **Sense of reality** in professional expectations
- **Resistance to failure** in a learning journey

TECHNICAL DIMENSION

Knowledge and know-how of the profession

RELATIONAL DIMENSION

- **Tact and diplomacy** in professional relations
- **Ease of contact** with different interlocutors
- **Teamwork** in a collaborative environment
- **Ability to listen** and understand the needs of others
- **Ability to speak in public** in a professional setting
- **Adaptation** to new and unforeseen situations
- **Creativity** in problem solving
- **Resistance to stress** in the face of deadlines or challenges
- **Spontaneity** in professional exchanges
- **Resistance to failure** and ability to bounce back

