

PRO 5 FACTORS ®

“Pro 5 Factors ®” measures the 5 most important personality traits according to the “Big 5” model.

THE STRONG POINTS OF THIS TEST

- ✓ Secure your strategic recruitment | 🚀 Maximize team performance
- 🔍 Uncover hidden talent | ⚡ Speed up your HR processes
- ✗ Eliminate costly mistakes | 📊 Make every recruitment decision objective

BENEFITS

Pro 5 Factors® is the ultimate solution for HR managers, recruiters, occupational psychologists, consultants and coaches who want to transform their recruitment decisions, optimize career paths and maximize human potential. This scientifically validated assessment tool allows you to accurately identify key personality traits, drastically reduce hiring errors and enhance your human capital at every stage of the career path.

Thanks to an exclusive approach that translates the Big Five model into 20 concrete behavioral skills, you simultaneously assess strategic soft skills, interpersonal skills, professional qualities and technical knowledge essential for success. You thus transform your HR processes into real levers of organizational performance, employee engagement, employer attractiveness, talent development and operational excellence, by aligning behavioral profiles with the strategic objectives of your organization.

Investing in Pro 5 Factors® means choosing an innovative strategic assessment solution, designed to meet the complex challenges of scientific recruitment, optimized internal mobility, objective skills assessment, targeted talent development, personalized coaching, predictive job management and HR excellence. It also guarantees secure recruitment, optimization of training investments and a more efficient, engaged and adaptive organization.

PSYCHOMETRY

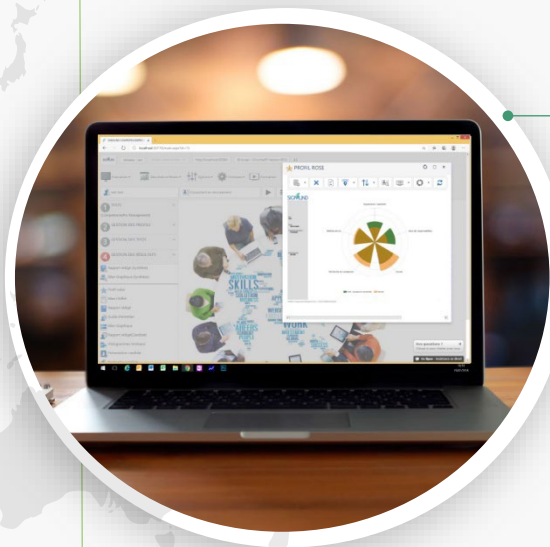
Test construction:

- Questionnaire type: Ipsative
- Number of questions: +186
- Time to complete: 15 minutes

Test validation:

- Double external validation
- Internal validation, consistency
- Loyalty
- Reliability

Test available in



1800 job descriptions included



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TRAITS AND CRITERIA EVALUATED

OPEN MINDEDNESS

- Initiative
- Attention to detail
- Capacity for innovation
- Analytical capacity

PROFESSIONAL CONSCIENCE

- Professional reliability
- Sense of effort
- Will and perseverance
- Method / rigor

CONVIVIALITY

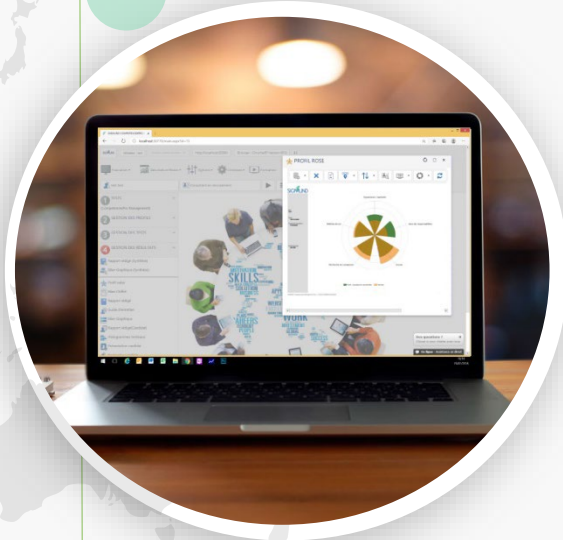
- Concern for others
- Teamwork
- Ethics
- Availability

PERSONAL BALANCE

- Self control
- Stress resistance
- Adaptability
- Resistance to failure

EXTROVERSION

- Sociability
- Leadership
- Autonomy
- Dynamism



TECHNICAL DIMENSION

500 multiple-choice questions on professional knowledge and know-how

