

PRO CONSTRUCTION SKILLS®

“Pro Construction Skills®” measures the criteria that have become essential in the construction industry.



THE STRONG POINTS OF THIS TEST

- ✓ Construction site accidents avoided thanks to safety profiles
- ✂ Costly mistakes eliminated by careful selection
- ☀ Delays eliminated thanks to reliable teams
- 📊 Safety standards met by qualified professionals
- 🔍 Reduced turnover thanks to recruiting the right profiles
- ⚡ ROI optimized by efficient recruitment



BENEFITS

Pro Construction Skills® is the essential solution for **recruiters**, **HR managers** and **construction companies** who want to **make their recruitment more reliable**, **reduce operational risks** and **improve safety on construction sites**. This predictive test allows **profiles to be effectively assessed** on essential criteria such as **field rigor**, **safety culture** and **professional and interpersonal skills**.

With a **scientifically validated multi-criteria approach**, you quickly identify **reliable, competent and committed talent** who will integrate sustainably into your teams and contribute to **reducing turnover**, controlling **costs** and preventing **accidents**. You professionalize your recruitment process while strengthening your image as a demanding and attractive employer.

By choosing **Pro Construction Skills®**, you are choosing a **strategic HR solution**, specifically designed for the challenges of the construction sector: **compliance with safety standards**, **operational performance**, **efficiency of field teams**, **reduction of accidents** and **profitability of projects**. It is the ideal tool for recruiting quickly, accurately and with complete confidence.



PSYCHOMETRY

Test construction:

Pack: Recruitment

Questionnaire type: Ipsative

Number of questions: 163

Completion time 20 minutes

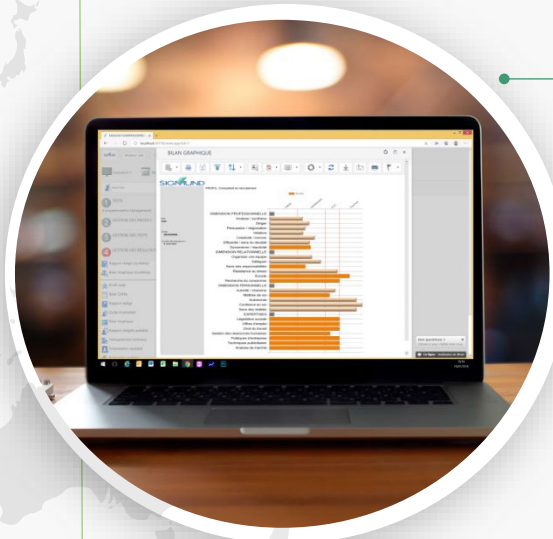
Test validation:

Double external validation

Internal validation, consistency

Loyalty

Reliability



Test available in



31 job descriptions
included



PRO CONSTRUCTION SKILLS®



DIMENSIONS AND CRITERIA EVALUATED

PROFESSIONAL DIMENSION

- **Ability to make decisions** quickly and effectively
- **Sense of responsibility** and **quality** in execution
- **Organization** and **priority management**
- **Manual dexterity** and **precision**
- **Flexibility** and **availability** in the face of unforeseen events
- Regular **updating of technical knowledge**
- **Rigor** in the execution of tasks
- **Careful observation** and **quality control**
- **Ease of collaboration** and integration into a team

RELATIONAL DIMENSION

- **Clear communication** and **effective transmission** of information
- **Ability to report** and **collaborate**
- **Initiative** and **autonomy** in action

TECHNICAL DIMENSION

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

PERSONAL DIMENSION

- **Physical resistance** and **endurance**
- **Reasoning** and **logic skills**
- **Self-control** and **stress management**
- **Willpower**, **perseverance** and **motivation**

