

PRO ENGINEER & SENIOR TECHNICIAN SKILLS®

“Skills Pro Engineer – Senior Technician ®” measures the essential criteria for successfully recruiting engineers or technicians.



THE STRONG POINTS OF THIS TEST

- | ✓ Objective assessment of technical skills before the interview
- | 🚀 Accelerated selection processes in just 20 minutes
- | 🛡️ Secure and reliable technical recruitment
- | ☀️ Fair comparison of candidates based on identical criteria
- | 🔍 Revealing hidden technical potentials not visible during interviews
- | ⚡ Prediction of future performance in demanding technical positions



BENEFITS

Pro Engineer & Senior Technician Skills® is the essential assessment tool for **HR managers**, **recruitment agencies**, **technical managers** and **selection officers** who are looking to **make their recruitment processes more reliable**, **reduce selection errors** and **optimize the candidate-position match**. This scientific assessment solution allows you to **accurately identify essential technical skills**, **objectively measure potential** and **secure your strategic HR decisions** for all your technical positions.

Thanks to a rigorously validated methodology, you reliably measure the **logical abilities**, **specific technical skills**, **cognitive abilities** and **spatial reasoning** essential to the performance of engineers and technicians. You thus transform your recruitment challenges into real levers of **organizational performance**, **technical innovation**, **business competitiveness**, **operational excellence** and **team productivity**, by aligning individual skills with the technical requirements of your projects.

Investing in **Pro Engineer & Senior Technician Skills®** means choosing a **scientific HR solution** designed to meet the critical challenges of **technical recruitment**, **skills assessment**, internal **mobility**, **talent development**, **forecasting**, **assessment centers** and **specialized training**. It also guarantees **objective decisions**, a **measurable ROI on your selection processes** and **more efficient, engaged and innovative technical teams**.



PSYCHOMETRY

Test construction:

Pack: Recruitment

Questionnaire type: Ipsative

Number of questions: 120

Completion time 20 minutes

Test validation:

Double external validation

Internal validation, consistency

Loyalty

Reliability



Test available in



364 job
descriptions
included





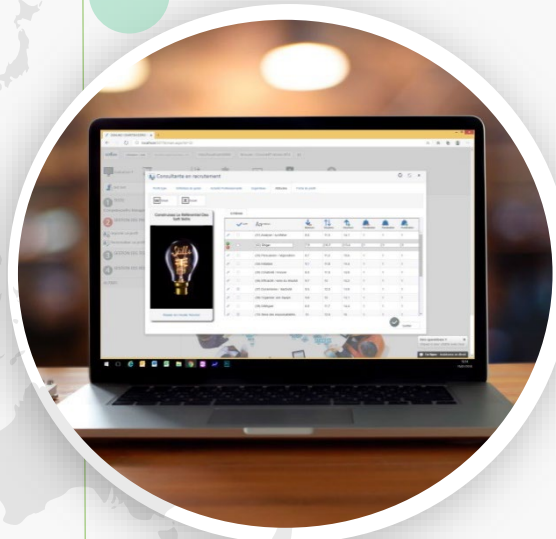
DIMENSIONS AND CRITERIA EVALUATED

PROFESSIONAL DIMENSION

- **Rigor** in the execution and monitoring of technical tasks
- **Vigilance** and ability to anticipate risks
- **Involvement** and commitment to the mission entrusted to you
- Effective work **organization and priority management**
- Quality **control and compliance with standards**
- **Clarity** in reporting on actions taken
- **argumentation** and negotiation of solutions

RELATIONAL DIMENSION

- **collaboration** within multidisciplinary teams
- **authority** in his field
- **transmission** of knowledge and teaching methods
- **communication** with different interlocutors



TECHNICAL DIMENSION

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

PERSONAL DIMENSION

- **Analysis** and synthesis of complex technical information
- **Dynamism** and responsiveness to unforeseen events
- **Initiative** to propose improvements
- **Anticipation** of needs and constraints

