

SKILLS PRO MANAGEMENT®

A test to measure “soft skills”, personality and the knowledge essential to the performance of managers



THE STRONG POINTS OF THIS TEST

- ✓ **Successful casting** : suitable and efficient managers
- ✈ **Accelerated recruitment** by identifying real potential
- 📊 **HR decisions secured** by scientific evaluation
- ⚡ **Boosted performance** thanks to committed teams
- 🔍 **Optimized internal mobility** and developed talents
- ☀ **Improved candidate experience** and strengthened employer image



BENEFITS

Skills Pro Management® is the ultimate solution for **HR managers , HR directors , recruiters** and **consultants** who want to **secure their recruitment decisions , optimize internal mobility** and **develop leadership potential** . This scientifically validated managerial assessment tool allows you to **accurately identify key skills , drastically reduce recruitment errors** and **enhance your human capital** at every stage of your career path.

Thanks to a comprehensive multidimensional approach, you simultaneously assess the **professional skills , interpersonal skills , personal qualities** and **technical knowledge** essential for success in managerial roles. You thus transform your recruitment processes into real levers for **collective performance , employee engagement , employer attractiveness , talent development** and **organizational excellence** , by aligning managerial profiles with the strategic objectives of your organization.

Investing in **Skills Pro Management®** means choosing an innovative **strategic recruitment solution** , designed to meet the complex challenges of **managerial recruitment , internal mobility , skills assessment , talent development , manager coaching , job planning** and **HR excellence** . It also guarantees **secure recruitment , optimization of training investments** and a **more efficient, committed and agile organization** .



PSYCHOMETRY

Test construction:

Questionnaire type: Ipsative
Number of questions: +140
Completion time: 25 minutes

Test validation:

Double external validation
Internal validation, consistency
Loyalty
Reliability



Test available in



600 job descriptions
included



SKILLS PRO MANAGEMENT ®



DIMENSIONS AND CRITERIA EVALUATED

PROFESSIONAL DIMENSION

- Ability to **analyze** and **synthesize** strategic information
- Ability to **lead** with clarity and effectiveness
- Talent for **persuasion** and **negotiation** in varied contexts
- Spirit of **initiative** and strength of proposal
- Ability to **innovate** and drive change
- Orientation towards **efficiency** and **results**
- **Dynamism** and responsiveness to challenges

RELATIONAL DIMENSION

- Know how to **organize** and structure a team
- Ability to **delegate** effectively
- Strong sense of **responsibility**
- Resistance to **stress** in demanding environments
- Quality of **listening** and adaptation to interlocutors
- Active search for **compromise** and shared solutions

TECHNICAL DIMENSION

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

PERSONAL DIMENSION

- **Natural authority** and charisma
- Self-control, even in tense situations
- Great **autonomy** in mission management
- Strong **self-confidence**
- Sense of **reality** and pragmatism

