

PRO OPERATORS & TECHNICIANS SKILLS TEST®

“Pro Operator Skills ®” measures the criteria currently most sought after for operator and technician professions.



THE STRONG POINTS OF THIS TEST

- | ✓ Recruitment without costly mistakes
- | 🚀 Accelerated selection thanks to an automated test
- | 📊 Secure teams with reliable profiles
- | ⚡ Optimized productivity from day one
- | ☀️ Strengthening teams with compatible profiles
- | 🔍 Differentiation through professional assessment



BENEFITS

Pro Operators & Technicians Skills Test® is the benchmark solution for **HR managers**, **recruitment officers**, **production managers** and **HR consultants** who want to **make their recruitment more reliable**, **strengthen their operational teams** and **reduce the costs associated with casting errors**. Thanks to a 360° assessment, you can accurately identify the **technical skills**, **behavioral aptitudes** and **soft skills** needed to succeed in the field.

This certified psychometric test transforms your recruitment into a strategic lever for **productivity**, **security**, **industrial quality** and **turnover reduction**. Its **short (20 minutes)**, **automated** and **reliable** format allows you to quickly pre-select the right profiles, **reduce time-to-hire** and **optimize your recruitment ROI**, while strengthening your employer image.

Adopting **Pro Operators & Technicians Skills Test®** means choosing a **scientifically validated recruitment tool**, available in **several languages** (French, English, German, Spanish), capable of **meeting current HR challenges** of performance, agility and industrial competitiveness. It integrates into all HR processes: **initial recruitment**, **internal mobility**, **skills assessment**, **GPEC** and **field onboarding**.



PSYCHOMETRY

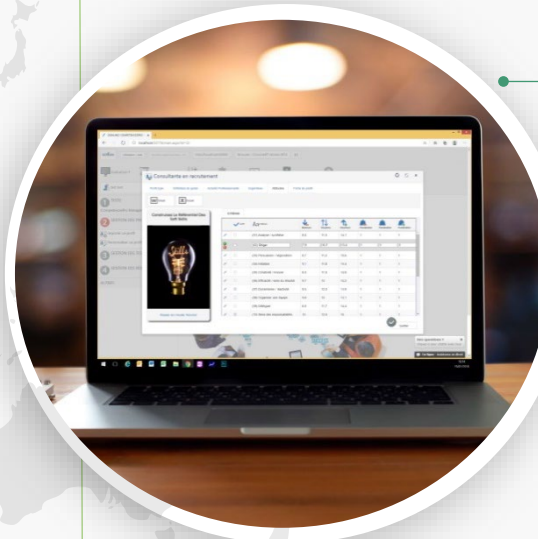
Test construction:

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



454 job descriptions
included



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DIMENSIONS AND CRITERIA EVALUATED

PROFESSIONAL DIMENSION

- **Personal organization** and effective priority management
- **Sense of quality** and respect for standards
- **Vigilance** and sustained attention
- **Adaptation to technology** and developments
- **Skill** and dexterity in professional gestures
- **Working power** and endurance

RELATIONAL DIMENSION

- **Team spirit** and cooperation
- **listening** and communication skills

PERSONAL DIMENSION

- **Logic** and reasoning
- **Initiative** and autonomy
- **Rigor** and reliability
- **Ability to anticipate** and prevent errors

TECHNICAL DIMENSION

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

