

“Profile®” measures the qualities most in demand among employees in companies.



THE STRONG POINTS OF THIS TEST

- ✓ Reduced turnover and improved operational performance
- ✈ Reliable recruitment without stress or hidden costs
- ⚡ Fast processes that attract the best candidates
- 🔍 Real potential revealed beyond subjective assessments
- 📊 Predictive selection guaranteeing team stability
- ⚡ Optimized field performance from the moment of integration



BENEFITS

The Profile® Test is the essential solution for **recruiters**, **HR managers** and **operational managers** wishing to efficiently recruit reliable, motivated and quickly operational **execution profiles**. Thanks to a **precise assessment of professional skills**, **interpersonal skills** and **adaptability**, this test allows you to **drastically reduce recruitment errors**, **reduce turnover** and **secure your hiring**.

With a **scientific and predictive approach**, the Profil® Test analyzes the essential **field performance factors**: autonomy, rigor, collaboration, stress management, technical mastery... You benefit from a powerful tool to **accelerate your processes**, **optimize interviews** and **align each profile with your business requirements**. This HR solution allows you to **recruit faster**, **fairer** and **more sustainably**, while enhancing your employer image.

Choosing the **Profile® Test** means investing in an **efficient, fast and digitalized HR solution**, designed to meet the real-life challenges of **recruiting executive profiles**: **shortage of qualified candidates**, **high turnover**, **difficult integration**, **productivity issues**. Available in several languages, adaptable to more than **3,200 job repositories**, with **tailor-made reports**, it integrates easily into your processes to **improve your HR ROI** while guaranteeing **operational excellence**.



PSYCHOMETRY

Test construction:

Pack: HR

Questionnaire type: Normative

Number of questions: +320

Completion time : 35 minutes

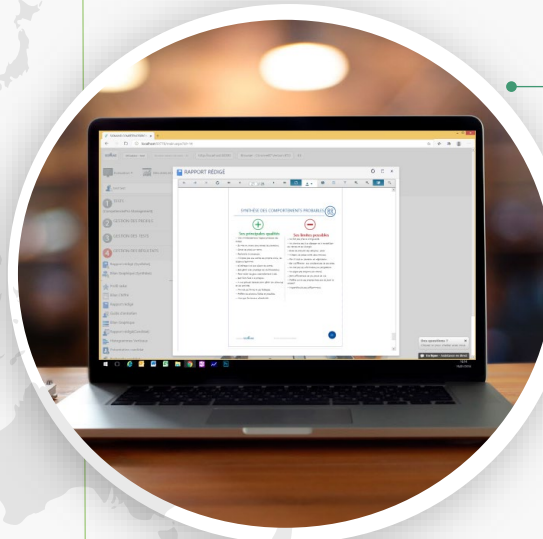
Test validation:

Double external validation

Internal validation, consistency

Loyalty

Reliability



Test available in



1200 job references
included





DIMENSIONS AND CRITERIA EVALUATED

PROFESSIONAL DIMENSION

- **Taste for effort** in carrying out tasks
- **Sense of initiative** in daily actions
- **Sense of efficiency** in respecting deadlines
- **Rigor and method** in carrying out the work
- **Sense of consensus** in collective decision-making
- **Ability to adapt** to operational constraints
- **Accuracy** in carrying out instructions
- **Ambition** and motivation to progress in one's position

PERSONAL DIMENSION

- **Ease of contact** with colleagues and clients
- **Listening** and understanding instructions or needs
- **Team spirit** in a collaborative environment
- **Stability of behavior** under pressure
- **Self-confidence** in taking simple initiative
- **Resistance to failure** to bounce back from a mistake
- **Sense of concreteness** in approaching problems

RELATIONAL DIMENSION

- **Mastery of applied operational procedures**
- **Understanding of safety and quality standards**
- **Use of specific tools and machines**
- **Work organization and time management**
- **Solving real-life problems** in the field
- **Continuous improvement** in working practices
- **Mastered business IT tools**
- **Customer service** : good operational practices

TECHNICAL DIMENSION

Knowledge and know-how of the profession

