

TRAJECTORY®

Supports your performance reviews and individual employee development. « Trajectory® » assesses the technical and behavioral skills most important for career development and employee engagement. The "Trajectoire" test supports and facilitates annual performance reviews.



THE STRONG POINTS OF THIS TEST

- ✓ Interviews transformed into levers of motivation and engagement
- ✳️ Reduced turnover thanks to clear perspectives
- 📊 Performance boosted by predictive assessment
- 🔍 Precise identification of potential and key skills
- ☀️ Strategic alignment between individual and business objectives
- ⚡ Reinforced loyalty with targeted development plans



BENEFITS

Trajectory® is the essential solution for **recruiters**, **managers** and **HR managers** who want to **transform the annual evaluation into a lever for sustainable performance**, **retain key talents** and **align professional aspirations with the company's objectives**. Thanks to a scientific, comprehensive and predictive assessment, you reliably identify the **strengths**, **motivations** and **areas for development** of high-potential employees.

By integrating **8 performance dimensions** – technical, managerial, behavioral, economic, relational, cultural, professional and personal – Trajectory® provides a structuring framework for **constructive HR interviews**, **targeted training plans** and **agile career management**. It thus becomes a real strategic asset for **preventing disengagement**, **reducing turnover** and **cultivating a results-oriented HR culture**.

Choosing Trajectory® means adopting a **digital and validated HR solution**, designed to meet current challenges: **employee engagement**, **collective performance**, **strategic talent planning**, and **promoting annual reviews** as growth tools. Available in **4 languages**, interconnected with your HRIS tools and compatible with more than **3,000 business repositories**, Trajectory® adapts to all organizations and all sectors of activity.



PSYCHOMETRY

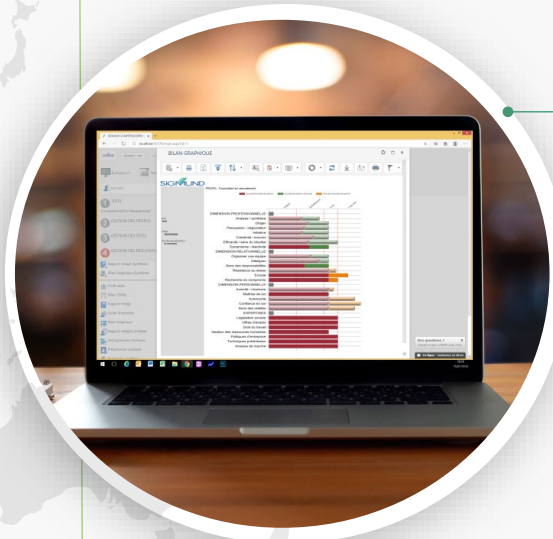
Test construction:

Questionnaire type: Normative
Number of questions: 50/480
Time taken: 15/60 minutes

Test validation:

Double external validation
Internal validation, consistency
Loyalty
Reliability

Test available in



3000 job references
included





DIMENSIONS AND CRITERIA EVALUATED

TECHNICAL DIMENSION

- **Sense of responsibility** within the framework of the position held
- **Mastery of the technical skills** expected for the position
- **Motivation for the job** and interest demonstrated on a daily basis
- **Managing constraints** and adapting to job requirements
- **Autonomy in assigned missions** and operational initiative

CULTURAL DIMENSION

- **Adherence to corporate culture** and shared values
- **Sense of belonging** to the organization
- **External image of the company** as it is perceived
- **Overall job satisfaction** in the current environment
- **Perception of the organization** and its internal structure

BEHAVIORAL DIMENSION

- **Capacity for work and perseverance** in long missions
- **Search for work well done** and care for deliverables
- **Professional ambition** and career projection
- Positive and driving **competitive spirit**
- **Orientation towards efficiency** and productivity
- **Initiative** and capacity for field **innovation**
- **Personal organization** in task management
- written and oral **communication**
- **Adaptability to change** in a changing environment
- **Professional mobility** and openness to opportunities

Relational DIMENSION

- **Quality of the hierarchical relationship** and level of trust
- **Respect for social rules** and collective practices
- **Capacity for constructive self-criticism** in return situations
- **Positive relationships with colleagues** and team climate
- **Feeling of social recognition** and perceived value

PROFESSIONAL DIMENSION

- **Understanding of objectives** and ownership of issues
- **Achievement of results** set by the organization
- **Promotion of the organization** through the actions carried out
- **Smooth and relevant internal communication**
- **Clear positioning** in structure and roles
- **Interest in continuing education** and skills development
- **Confidence in the professional future** within the company

ECONOMIC DIMENSION

- **Satisfaction with the remuneration** received
- **Perception of the remuneration system** (fairness, transparency)
- **Assessment of the social benefits** offered by the company

MANAGERIAL DIMENSION

- **Natural authority and leadership**
- **Quality of human relations** with teams
- **Ability to take action** and decide quickly
- **Negotiation** and interest management skills



TECHNICAL DIMENSION

Knowledge and know-how of the professional

PERSONAL DIMENSION

- **Willingness and perseverance** in the missions entrusted
- **Tolerance and open-mindedness** in working relationships
- **Positive attitude** towards new situations
- **Self-control** in the face of pressure or criticism
- **Resistance to failure** and ability to bounce back
- **Pragmatism and a sense of reality** in decision-making
- **Self-confidence** in the initiatives taken
- **Seeking quality** in the work accomplished

