PSYCHOMETRICS · SIGMUND

PRO AGRI-FOOD SKILLS®

Practical aptitude, crop and herd knowledge, hygiene in practice and endurance for field roles. 20 minutes.



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THE SOLUTION TO FARM AND AGRI-FOOD HIRING

Field work punishes approximation: a treatment mistimed, a herd left unwatched, a cold chain broken. The qualities that matter are learned outdoors and seldom written on a CV. The test measures observation, method, hygiene and endurance, so you staff a season with people who read a field before they touch it.

What is it used for? Farm workers, livestock handlers, seasonal pickers, agri-food line operators, vineyard and landscaping staff. Fits seasonal peaks and multi-site recruitment.



01 **Farm manager**
Check observation and autonomy before the season starts

02 **Agri-food plant manager**
Secure hygiene and protocol discipline on the line

03 **Vineyard or estate manager**
Compare seasonal crews on method and endurance

04 **HR, agricultural group**
Staff several sites from one shortlist

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WHAT THIS TEST CHANGES FOR YOU.

Four dimensions: field method, team fit, physical capacity, sector knowledge.

01

Field observation

Monitoring, verification and attentive reading of crops or animals.

02

Hygiene in practice

Quality and hygiene discipline from field to packing line.

03

Crop and herd skills

Cultivation, fertilisation, animal health and herd management.

04

Endurance

Physical stamina for outdoor work across a full season.

05

Autonomy

Initiative and reactivity when weather or equipment changes plans.

06

Sector knowledge

Viticulture, agroecology, landscaping and precision agriculture.

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IPSATIVE · ~120 QUESTIONS · ~20 MINUTES

DIMENSIONS & CRITERIA ASSESSED

19 criteria across 4 dimensions.

01 PROFESSIONAL DIMENSION

7 CRITERIA

Thoroughness, method, and organization in daily tasks

Compliance with instructions and safety standards

Monitoring, verification, and attentive observation

Quality and hygiene in practices

Ability to report and follow procedures

Adaptation to new technologies and methods

+ 1 more criteria

02 INTERPERSONAL DIMENSION

2 CRITERIA

Teamwork and cooperation

Availability and commitment to tasks

03 PERSONAL DIMENSION

4 CRITERIA

Physical stamina and endurance

Aptitude for hands-on and practical activities

Autonomy, responsiveness, and initiative

Anticipation and management of unexpected events

04 TECHNICAL SKILLS

6 CRITERIA

Cultivation techniques, soil management, sustainable fertilization

Crop protection, precision agriculture, agroecology

Animal nutrition, health, reproduction, herd management

Viticulture, oenology, sustainable vineyard management

Landscaping, ecological maintenance, natural resource management

+ Over 500 job knowledge questionnaires

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RESULTS YOUR HR TEAM CAN USE IMMEDIATELY.

After the assessment, SIGMUND turns answers into concrete markers to recruit, compare and prepare the interview. An AI-based assistant, available as a chatbot, also helps you interpret the results and move to action.



01

Scores and reference profile

A competency report with detailed scores, self-assessment and comparison against the expected profile.

02

Report that fits the need

From the full report to the short summary, depending on the level of detail the recruiter or manager needs.

03

Clear visualisations

Radar charts, histograms and comparisons to spot strengths and development areas at a glance.

04

Action guides

Interview questions and tailored follow-up tracks to dig deeper and prepare next steps.

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SCIENTIFIC RELIABILITY

A test built to support hiring, assessment and development decisions.

~120

QUESTIONS

4

DIMENSIONS

~20 minutes

COMPLETION TIME

VALIDATION

- **Independent external validation**
  Internal validation and consistency
- **Reliability and stability**
  Consistency of answers and scales
- **Job knowledge**
  500+ job-specific knowledge questionnaires

AVAILABLE IN

More than 10 languages

French · English · German · Spanish and more

Contact our team for a demo: service@sigmund.net

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