PSYCHOMETRICS · SIGMUND

PRO 5 FACTORS®

Five personality traits, translated into 20 work behaviours, in 30 minutes.



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THE SOLUTION TO TURN PERSONALITY INTO HR COMPETENCIES

5 Factors Pro® starts from the Big Five model and translates it into 20 observable soft skills: initiative, rigour, leadership, teamwork, stress resistance. Recruitment and mobility decisions then rest on named, comparable competencies instead of an impression formed in an interview.

What is it used for? Hire against precise behavioural competencies, prepare an internal move, target a development plan or give an appraisal interview a factual basis.



01 **HR managers**
Ground job fit in named behavioural competencies

02 **Recruiters**
Compare candidates across 20 named soft skills

03 **Line managers**
Adapt management style to dominant traits

04 **Consultants**
Build a targeted development plan

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WHAT THIS TEST CHANGES FOR YOU.

Five dimensions, twenty competencies: a reading you can use in the interview itself.

01

Openness

Initiative, innovation, analysis and attention to detail, scored apart.

02

Conscientiousness

Reliability, effort, perseverance and rigour in day-to-day work.

03

Extraversion

Sociability, leadership, autonomy and drive in action.

04

Agreeableness

Teamwork, ethics, availability and concern for others.

05

Emotional stability

Self-control, stress resistance, adaptability and resilience to failure.

06

Ipsative format

About 200 questions, 30 minutes, available in four languages.

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IPSATIVE · ~200 QUESTIONS · ~30 MINUTES

DIMENSIONS & CRITERIA ASSESSED

26 criteria across 6 dimensions.

01 OPENNESS

4 CRITERIA

- **Proactivity**
- **Attention** to detail
- **Innovation** skills
- **Analytical** skills

02 CONSCIENTIOUSNESS

4 CRITERIA

- **Professional** reliability
- **Dedication**
- **Willpower** and perseverance
- **Methodical approach** / Rigor

03 EXTRAVERSION

4 CRITERIA

- **Sociability**
- **Leadership**
- **Autonomy**
- **Dynamism**

04 AGREEABLENESS

4 CRITERIA

- **Concern** for others
- **Teamwork**
- **Ethics**
- **Availability**

05 EMOTIONAL STABILITY

4 CRITERIA

- **Self-control**
- **Stress** resistance
- **Adaptability**
- **Resilience** to failure

06 TECHNICAL DIMENSION

6 CRITERIA

- **Ability to** learn quickly
- **Proficiency in** digital tools
- **Project** management skills
- **Aptitude for** complex problem solving
- **Written and** oral communication skills
- **+ over** 500 job-specific 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.

~200

QUESTIONS

6

DIMENSIONS

~30 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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