PSYCHOMETRICS · SIGMUND

PRO CONSTRUCTION SKILLS®

Trade skills, safety awareness, physical aptitude and site behaviour.
20 minutes.



© 2026

THE SOLUTION TO HIRE CREWS WHO WORK SAFELY

The test measures what a site demands: reading plans, basic site calculations, knowledge of materials, tool handling, safety compliance, physical stamina and reactivity to the unexpected. For HR, it puts evidence behind a hiring decision where a wrong profile costs a delay, a rework, or an accident.

What is it used for? Recruitment of site workers, team leaders and site managers; temporary and permanent intake; promotion to foreman; mobility between trades.



01 **Works Manager**
Check trade knowledge and safety habits before the site

02 **Site Supervisor**
Confirm a worker can read plans and hold the pace

03 **HSE Manager**
Assess safety compliance as a behaviour, not a certificate

04 **Construction Recruiter**
Compare site profiles on one trade-based grid

© 2026 · SIGMUNDTEST.COM

WHAT THIS TEST CHANGES FOR YOU.

Trade knowledge, safety reflexes and physical resources, measured on the situations a site actually produces.

01

Plan reading

Reads a drawing and spots the dimension or level that does not add up.

02

Safety reflex

Checks the risk before acting, and stops the gesture when it is wrong.

03

Manual precision

Works to tolerance, with clean gestures and controlled force.

04

Site calculation

Converts, measures and checks quantities without calling for help.

05

Stamina

Holds the pace through weather, heights and long days.

06

Reporting

Passes on what was done, what is missing and what blocks the next trade.

© 2026 · SIGMUNDTEST.COM

IPSATIVE · ~120 QUESTIONS · ~20 MINUTES

DIMENSIONS & CRITERIA ASSESSED

24 criteria across 4 dimensions.

01 PROFESSIONAL DIMENSION

9 CRITERIA

Ability to make decisions quickly and effectively

Sense of responsibility and quality in execution

Organization and prioritization skills

Manual dexterity and precision

Flexibility and adaptability to unforeseen events

Regular updating of technical knowledge

+ 3 more criteria

02 INTERPERSONAL DIMENSION

3 CRITERIA

Clear communication and effective information sharing

Ability to report and collaborate

Initiative and autonomy in action

03 PERSONAL DIMENSION

4 CRITERIA

Physical stamina and endurance

Reasoning ability and logic

Self-control and stress management

Drive, perseverance, and motivation

04 TECHNICAL SKILLS

8 CRITERIA

Reading and interpreting plans

Basic calculations applied to construction sites

Knowledge of materials and their uses

Compliance with safety standards

Mastery of construction techniques

Use of specific tools and equipment

+ 2 more criteria

© 2026 · SIGMUNDTEST.COM · 04

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.

© 2026 · SIGMUNDTEST.COM

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

SIGMUNDTEST.COM →

© 2026 · SIGMUNDTEST.COM · 06