PSYCHOMETRICS · SIGMUND

# TEAM PRO®

Maps team roles and complementarities from the enriched Belbin model — 20 minutes.





© 2026 

# THE SOLUTION TO BUILD TEAMS WHOSE STRENGTHS ADD UP.

Team Pro® maps the roles each person naturally takes: creator, implementer, analyst, investigator, coordinator, collaborator and the rest of the enriched Belbin model. Read across a whole team, the results show where strengths overlap, which role is missing and where two profiles will work against each other.

**What is it used for?** Compose or rebalance a team, check how a new hire fits an existing group, and address tension before it costs a project.



**01** **HR directors**
Balance teams before they are staffed

**02** **Team leaders**
See which role the group is missing

**03** **Recruiters**
Check how a hire fits the team

**04** **Consultants**
Objectify team diagnostics


© 2026 · SIGMUNDTEST.COM 

# WHAT THIS TEST CHANGES FOR YOU.

Twelve team roles, read together rather than one by one.

01

### Belbin model

Enriched role model, recognized internationally.

02

### Twelve roles

Action, reflection, cohesion and strategic.

03

### Overlaps seen

Spot duplicated strengths and blind spots.

04

### Friction mapped

Anticipate tension between two profiles.

05

### Hiring checked

Test fit before joining a settled team.

06

### Cross view

Read individual and collective results.



© 2026 · SIGMUNDTEST.COM 

IPSATIVE · ~200 QUESTIONS · 20 MINUTES

# DIMENSIONS & CRITERIA ASSESSED

12 criteria across 4 dimensions.

## 01 ACTION ROLES

3 CRITERIA

**The Creator:** a source of innovation and disruptive solutions, indispensable when facing complex challenges.

**The Implementer:** transforms ideas into tangible results, guaranteeing operational efficiency.

**The Energizer:** catalyzes collective energy, keeps the focus on objectives during critical moments.

## 02 REFLECTION ROLES

3 CRITERIA

**The Analyst:** ensures rational decisions, prevents strategic errors through critical perspective.

**The Expert:** provides necessary technical depth, reinforces the credibility of solutions.

**The Investigator:** identifies external opportunities, essential for adaptability and anticipation.

## 03 COHESION ROLES

3 CRITERIA

**The Collaborator:** develops a climate of trust, reduces unproductive tensions.

**The Organizer:** brings structure and method, optimizes collaborative processes.

**The Controller:** guarantees reliability and excellence, detects flaws before they impact results.

## 04 STRATEGIC ROLES

3 CRITERIA

**The Promoter:** showcases team achievements, obtains the necessary resources for success.

**The Coordinator:** aligns individual talents towards a clear and common vision.

**+ specific** technical assessments for 500+ jobs



© 2026 · SIGMUNDTEST.COM 

# 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.

**~200**

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