PSYCHOMETRICS · SIGMUND

DISC + PRO®

Identify the behavioural styles of your candidates and your teams — in 25 minutes.



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THE SOLUTION TO READ BEHAVIOURS AND SECURE YOUR HR DECISIONS.

DISC + Pro® goes beyond classic assessment: it is a scientific behavioural analysis system that gives a 360° view of the profiles of your current and future talent. You compare candidates on observable criteria instead of an interview impression, you structure the interview around what the role really requires, and you adapt…

What is it used for? Recruiting, managing, building team cooperation, developing leadership and structuring interviews on observable criteria.



01 **HR managers**
Secure hiring decisions

02 **HR directors & leaders**
Align profiles with company culture

03 **Recruiters**
Structure interviews on objective criteria

04 **Line managers**
Adapt leadership to each team member

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WHAT THIS TEST CHANGES FOR YOU.

A practical reading of behavioural styles, to hire, onboard and help people progress.

01

Aligned talent

Assess behavioural fit with the role and the culture.

02

Safer decisions

Reduce costly mis-hires before they happen.

03

Faster onboarding

Align onboarding with each person's natural preferences.

04

Smoother communication

Cut misunderstandings across teams by up to 70%.

05

Complementary teams

Assign tasks according to each person's natural strengths.

06

Immediate reading

About 140 questions and 25 minutes for an actionable report.

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IPSATIVE · ~140 QUESTIONS · ~25 MINUTES

DIMENSIONS & CRITERIA ASSESSED

22 criteria across 7 dimensions.

01 DOMINANCE

3 CRITERIA

Tendency to take initiative

Ability to tackle challenges

Orientation towards action and decision-making

02 INFLUENCE

3 CRITERIA

Ease of communication and persuasion

Building positive relationships

Ability to motivate and unite

03 STEADINESS

3 CRITERIA

Stress and crisis management

Patience and perseverance

Ability to maintain a calm environment

04 COMPLIANCE

3 CRITERIA

Respect for rules and procedures

Precision and rigor in work

Concern for quality and conformity

05 INNOVATION

3 CRITERIA

Creativity and intellectual curiosity

Openness to new ideas

Ability to adapt to change

06 CONSCIENTIOUSNESS

3 CRITERIA

Organization and planning

Reliability and responsibility

Achievement of set goals

07 TECHNICAL SKILLS

4 CRITERIA

Mastery of trade skills

Ability to apply knowledge

Adaptation to job specifics

+500 job knowledge tests

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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.

~140

QUESTIONS

7

DIMENSIONS

~25 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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