PSYCHOMETRICS · SIGMUND

TRAJECTORY®

Structures the annual review with eight measured dimensions — 20 to 60 minutes.



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THE SOLUTION TO TURN ANNUAL REVIEWS INTO REAL DECISIONS.

Trajectoire® covers eight dimensions of the job: technical, professional, economic, relational, cultural, behavioural, managerial and personal. The review leaves opinion behind. Skills, engagement and recognition are measured, the conversation opens on evidence, and the development plan follows from identified gaps.

What is it used for? Prepare review campaigns, objectify promotion cases, build development plans and align individual objectives with company strategy.



01 **HR managers**
Run consistent review campaigns

02 **Line managers**
Open the interview on measured facts

03 **HR directors**
Link individual goals to strategy

04 **Talent teams**
Spot potential during the review

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WHAT THIS TEST CHANGES FOR YOU.

Eight dimensions, from job mastery to recognition and belonging.

01

Eight dimensions

Technical, professional, economic, relational and more.

02

Review structured

One common frame for every annual interview.

03

Self and cross

Combine self-assessment with the manager view.

04

Compensation read

Measure perceived fairness, not only pay levels.

05

Promotion cases

Support or challenge a promotion decision.

06

Job knowledge

Over 500 trade questionnaires available.

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NORMATIVE · 450 QUESTIONS · ~20 TO 60 MINUTES

DIMENSIONS & CRITERIA ASSESSED

48 criteria across 8 dimensions.

01 TECHNICAL DIMENSION

6 CRITERIA

Sense of responsibility within the role

Mastery of the technical skills required for the position

Motivation for the job and demonstrated day-to-day interest

Handling constraints and adaptability to role requirements

+ 2 more criteria

02 PROFESSIONAL DIMENSION

7 CRITERIA

Understanding objectives and owning key issues

Achievement of results set by the organization

Promoting the organization through actions taken

Effective internal communication

+ 3 more criteria

03 ECONOMIC DIMENSION

3 CRITERIA

Satisfaction with compensation received

Perception of the compensation system (fairness, transparency)

Appreciation of employee benefits offered by the company

04 RELATIONAL DIMENSION

5 CRITERIA

Quality of the manager–employee relationship and level of trust

Adherence to social rules and collective norms

Capacity for constructive self-criticism when receiving feedback

+ 2 more criteria

05 CULTURAL DIMENSION

5 CRITERIA

Alignment with company culture and shared values

Sense of belonging to the organization

Perception of the company's external image

Overall job satisfaction in the current environment

+ 1 more criterion

06 BEHAVIORAL DIMENSION

10 CRITERIA

Work capacity and perseverance on long assignments

Striving for quality work and care with deliverables

Professional ambition and career outlook

Positive competitive spirit as a driver

+ 6 more criteria

07 MANAGERIAL DIMENSION

4 CRITERIA

Natural authority and leadership ability

Quality of human relationships with teams

Ability to take action and make quick decisions

Negotiation skills and management of stakeholder interests

08 PERSONAL DIMENSION

8 CRITERIA

Determination and perseverance in assigned tasks

Tolerance and open-mindedness in working relationships

Positive attitude toward new situations

Self-control under pressure or criticism

+ 4 more criteria

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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.

450

QUESTIONS

8

DIMENSIONS

~20 to 60 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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