PSYCHOMETRICS · SIGMUND

PUBLIC SECTOR POTENTIAL®

Public service values, authority and adaptability: 40 minutes to assess local government potential.



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THE SOLUTION TO SECURE RECRUITMENT IN LOCAL GOVERNMENT.

Potentiel FP/FPT® assesses the skills, personality traits and knowledge required of managers and supervisors in the public sector. Three dimensions cover initiative, public negotiation, diplomacy and discretion, across about 400 questions.

What is it used for? Secure a recruitment, identify high-potential staff, support internal mobility and prepare coaching or onboarding with reports built for public sector managers.



01 **Local government HR**
Secure manager and supervisor recruitment

02 **Public sector directors**
Identify high-potential employees early

03 **HR development teams**
Support internal mobility and careers

04 **Recruitment panels**
Objectify decisions before the interview

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WHAT THIS TEST CHANGES FOR YOU.

Three dimensions calibrated for public service: what a manager must hold, and what citizens expect.

01

Legitimate authority

Read authority, diplomacy and self-control in sensitive situations.

02

Citizen-facing skills

Assess active listening and clear communication with users.

03

Public-sector fit

Criteria set for administrative change and public emergencies.

04

Confidentiality

Check discretion where the position demands it.

05

Internal mobility

Compare staff against a reference frame, not against each other.

06

Decision-ready reports

Up to 15 pages, clear graphs and operational recommendations.

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NORMATIVE · ~400 QUESTIONS · ~40 MINUTES

DIMENSIONS & CRITERIA ASSESSED

33 criteria across 4 dimensions.

01 PROFESSIONAL DIMENSION

11 CRITERIA

Proactive Initiative and autonomous decision-making

Perseverance in complex assignments

Thoroughness and critical thinking in analysis

Innovation and creativity adapted to the public sector

Inspiring Leadership within teams

Adaptability to administrative changes

+ 5 more criteria

02 RELATIONAL DIMENSION

9 CRITERIA

Interpersonal Skills with citizens and internal teams

Team spirit and cross-functional cooperation

Ability to actively listen to citizen needs

Clear and effective communication in a public context

Diplomacy to manage sensitive situations

+ 4 more criteria

03 PERSONAL DIMENSION

6 CRITERIA

Intellectual Curiosity and open-mindedness

Analytical and strategic synthesis skills

Optimal stress management in the face of public challenges

Strong sense of public service

Eco-responsibility, a key issue for modern administration

+ 1 more criterion

04 TECHNICAL DIMENSION

7 CRITERIA

Mastery of the public legal and regulatory framework

Expert use of digital administrative tools

Rigorous management of public projects

Understanding of public ecological transition issues

Expertise in administrative procedures and decision-making channels

+ 2 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.

~400
QUESTIONS

4
DIMENSIONS

~40 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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