PSYCHOMETRICS · SIGMUND

TRAINING®

Identifies real training needs across four dimensions — about 30 minutes.



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THE SOLUTION TO SPEND TRAINING BUDGETS ON REAL GAPS.

Training® measures professional, managerial, cognitive and relational skills against the demands of each role. Gaps become visible before a programme is designed, needs are ranked by criticality, and the training plan follows the evidence rather than the loudest request.

What is it used for? Run a training needs analysis, rank gaps by criticality, build individual learning paths and defend the budget with data.



01 **Training managers**
Build the plan on measured gaps

02 **HR directors**
Prioritise spend where it changes results

03 **Line managers**
Name the skills their teams lack

04 **L&D consultants**
Diagnose before designing programmes

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WHAT THIS TEST CHANGES FOR YOU.

Four dimensions of skill, measured against the demands of the role.

01

Four dimensions

Professional, managerial, cognitive, relational.

02

Gaps ranked

Sort needs by criticality, not by request.

03

Plan per person

Turn results into individual training paths.

04

Budget defended

Show the evidence behind each programme.

05

Progress measured

Re-test after training to check transfer.

06

Job knowledge

Over 500 trade questionnaires available.

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NORMATIVE · ~250 QUESTIONS · ~30 MINUTES

DIMENSIONS & CRITERIA ASSESSED

27 criteria across 4 dimensions.

01 PROFESSIONAL DIMENSION

5 CRITERIA

Written and oral communication to effectively convey information and instructions

Organization and rigor in managing tasks and priorities

Operational efficiency in the execution of assigned tasks

Quality standards and pursuit of excellence in results

Ability to transmit and train: key pedagogical and didactic skills to develop

02 MANAGERIAL DIMENSION

6 CRITERIA

Ability to motivate and engage teams in projects

Team organization and leadership: essential skills for daily coordination

Quick and relevant decision-making, especially in uncertain situations

Crisis management and conflict resolution: key skills to monitor

Project management and change management: strategic levers to strengthen

Unifying leadership: ability to positively influence one's environment

03 COGNITIVE & PERSONAL DIMENSION

6 CRITERIA

Mental calculation and logical reasoning: cognitive foundations for decision-making

Reading and comprehension of complex documents

Memory and learning ability: indicators of adaptability to training

Creativity and problem-solving: critical transversal skills

Autonomy in work and self-management ability

Stress resistance and emotional management in high-pressure contexts

04 RELATIONAL & TECHNICAL DIMENSION

10 CRITERIA

Negotiation and management of conflicting interests: a central skill for managers

Active listening and interpersonal communication: the foundation of a managerial stance

Public speaking and relational ease to be strengthened to carry the vision

Teamwork and cooperation: ability to create a climate of trust

Mastery of digital tools and recent technologies to keep up with changing practices

Data analysis: key to managing activity

+ 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.

~250

QUESTIONS

4

DIMENSIONS

~30 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 and more

Contact our team for a demo: service@sigmund.net

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