PSYCHOMETRICS · SIGMUND

PRO INDUSTRY SKILLS®

Dexterity, machine-tool skill, safety compliance and plan reading for plant roles. 20 minutes.



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THE SOLUTION TO SECURING INDUSTRIAL HIRING

Line work leaves little room for approximation. A wrong hire shows up fast: scrap parts, ignored safety instructions, a machine stopped for lack of a PLC adjustment. The test measures dexterity, plan reading, ISO discipline and stamina before the trial period does it for you, in about 20 minutes.

What is it used for? Machine operators, maintenance technicians, team leaders, production supervisors, methods staff. Built for volume hiring, seasonal ramp-ups and internal moves to a workstation.



01 **Production manager**
See who reads a plan and holds tolerance under pressure

02 **Plant HR manager**
Compare operators on dexterity, safety and reliability

03 **Maintenance lead**
Spot PLC and machine-tool skills before the trial shift

04 **HSE coordinator**
Check safety compliance is a reflex, not a claim

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WHAT THIS TEST CHANGES FOR YOU.

Four dimensions, 20 minutes, one reading grid for every industrial workstation.

01

Technical gestures

Dexterity and precision assessed on real trade gestures, not on self-description.

02

Safety and HSE

Adherence to hygiene and safety rules measured as a behavioural trait.

03

Plans and diagrams

Reading and interpreting drawings, the daily language of the shop floor.

04

Machines and PLCs

Machine-tool use, PLC programming and adjustment, maintenance management.

05

Quality control

ISO standards, finished-product checks and sense of quality under output targets.

06

500+ trade questionnaires

Optional job knowledge modules to check the technical baseline.

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IPSATIVE QUESTIONS · ~120 QUESTIONS · ~20 MINUTES

DIMENSIONS & CRITERIA ASSESSED

19 criteria across 4 dimensions.

01 PROFESSIONAL SKILLS

6 CRITERIA

Ability to adapt to industrial environments

Dexterity and precision in technical gestures

Adherence to hygiene and safety rules

Initiative in problem-solving

Motivation to be involved in production

Efficient organization of tasks and workstation

02 INTERPERSONAL SKILLS

1 CRITERIA

Quality of interpersonal relationships within teams

03 PERSONAL SKILLS

5 CRITERIA

Physical endurance and stamina

Strict adherence to instructions

Rigorous application of safety rules

Keen sense of quality

Sense of responsibility in performing tasks

04 TECHNICAL SKILLS

7 CRITERIA

Reading and interpreting plans and diagrams

Mastery of ISO standards and quality procedures

Expert use of machine tools

Programming and adjustment of PLCs

Effective maintenance management

Quality control of finished products

+ 1 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.

~120

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

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