PSYCHOMETRICS · SIGMUND

PRO ENGINEERING & ADVANCED TECHNICIAN SKILLS®

Technical depth, rigour, cross-team collaboration and learning speed. 20 minutes.



THE SOLUTION TO VERIFY TECHNICAL TALENT BEFORE INTERVIEW

The test measures what technical roles require: rigour in execution and monitoring, risk anticipation, analysis of complex information, quality control, reporting and knowledge transfer. For HR, it gives a comparable read on candidates whose CVs look identical, before an interview panel takes engineers off the line.

What is it used for? Recruitment of engineers and senior technicians in industry, energy, networks and IT; technical screening upstream; internal expert mobility.



01 **Engineering Manager**
Filter profiles before mobilising an expert panel

02 **Technical Recruiter**
Compare hard and soft skills on one grid

03 **R&D Lead**
Spot learning speed and cross-team collaboration

04 **Plant Director**
Secure a technician hire on a critical line

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WHAT THIS TEST CHANGES FOR YOU.

Technical knowledge, professional rigour and interpersonal reach, scored on the demands of specialised roles.

01

Rigour

Follows a protocol to the end and documents what was changed.

02

Risk anticipation

Sees the failure mode before the test, the line or the delivery.

03

Technical analysis

Cuts a complex problem into verifiable parts and states the limit.

04

Quality control

Checks against the standard rather than against habit.

05

Knowledge transfer

Explains a technical choice to non-specialists without simplifying it wrong.

06

Cross-team work

Cooperates with production, methods and suppliers without losing the spec.

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IPSATIVE QUESTIONS · ~120 QUESTIONS · ~20 MINUTES

DIMENSIONS & CRITERIA ASSESSED

22 criteria across 4 dimensions.

01 PROFESSIONAL SKILLS

7 CRITERIA

Thoroughness in the execution and monitoring of technical tasks

Vigilance and ability to anticipate risks

Involvement and commitment to the assigned mission

Efficient organization of work and prioritization

Quality control and compliance with standards

Clarity in reporting on actions taken

+ 1 more criteria

02 INTERPERSONAL SKILLS

4 CRITERIA

Active collaboration within multidisciplinary teams

Natural authority in their field

Clear transmission of knowledge and pedagogy

Effective communication with different stakeholders

03 PERSONAL SKILLS

4 CRITERIA

Analysis and synthesis of complex technical information

Dynamism and responsiveness to unforeseen events

Initiative to propose improvements

Anticipation of needs and constraints

04 TECHNICAL SKILLS

7 CRITERIA

AI and Machine Learning

Cybersecurity

Data Science

Internet of Things (IoT)

Networks and telecommunications

Energy (energy engineering)

+ 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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