PSYCHOMETRICS · SIGMUND

EMOTIONAL INTELLIGENCE®

Self-awareness, empathy, assertiveness and stress control, in 30 minutes.



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THE SOLUTION TO TELL REAL EMOTIONAL SKILL FROM POSTURE

Intelligence Émotionnelle® measures self-awareness, emotional expression, empathy, assertiveness and stress management. Results describe behaviour observed in work situations rather than a self-assessment, which is enough to separate a candidate who holds under pressure from one who slips at the first tense meeting.

What is it used for? Recruit on relational competencies, spot future managers, target a development plan, or prepare a mediation between two teams.



01 **HR managers**
Cut behavioural mismatch in hiring

02 **Line managers**
Spot relational potential before promotion

03 **Trainers**
Target relational development precisely

04 **Consultants**
Objectify a tense team situation

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WHAT THIS TEST CHANGES FOR YOU.

Four emotional dimensions that explain what is really happening in a team.

01

Personal dimension

Self-awareness, expression, confidence and emotional stability.

02

Relational dimension

Empathy, assertiveness, communication and disagreement handling.

03

Stress management

Resistance to pressure, self-control and resilience.

04

Adaptability

Flexibility, conflict resolution and professional optimism.

05

Observed behaviour

Reactions assessed in situations, not self-reported.

06

Normative format

About 200 questions, 30 minutes, available in four languages.

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NORMATIVE · ~200 QUESTIONS · ~30 MINUTES

DIMENSIONS & CRITERIA ASSESSED

20 criteria across 4 dimensions.

01 PERSONAL DIMENSION

5 CRITERIA

Self-awareness and emotional consciousness in professional interactions

Clear emotional expression adapted to the work context

Self-confidence and personal affirmation in professional stance

Emotional independence in managing reactions and decisions

Emotional stability in the face of challenges and complex situations

02 RELATIONAL DIMENSION

5 CRITERIA

Empathy and understanding of others' emotions in a professional setting

Assertiveness in exchanges, to express oneself with clarity and respect

Sociability and relational ease within teams

Effective emotional communication to build trusting relationships

Constructive management of disagreements in conflict situations

03 STRESS MANAGEMENT

4 CRITERIA

Resistance to professional stress in demanding environments

Self-control in tense or unforeseen situations

Emotional control to maintain performance and clarity of mind

Resilience in the face of the unexpected and periods of intense pressure

04 ADAPTABILITY & TECHNIQUES

6 CRITERIA

Emotional and behavioral flexibility in a changing context

Conflict resolution with calm, listening, and discernment

Professional optimism and a constructive attitude daily

Understanding of emotional intelligence and its concrete applications

Emotional regulation and stress management techniques at work

+ 500 job knowledge questionnaires

Supported by 500+ job-specific knowledge questionnaires.

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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.

~200

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 · Spanish and more

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

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