PSYCHOMETRICS · SIGMUND

PRO JUNIOR SKILLS TEST®

Potential, drive, learning capacity and interpersonal fit for first roles. 20 minutes.



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THE SOLUTION TO READ POTENTIAL BEYOND THE RESUME

The test measures what a first job demands: drive and perseverance, autonomy, organisation, teamwork, stress resistance, and the ability to learn the trade quickly. For HR, it reveals the graduate whose CV says little and whose potential says a lot, on criteria that hold across schools and backgrounds.

What is it used for? Campus recruitment, graduate programmes, first-job hiring, apprenticeship and internship conversion, and junior internal mobility.



01 **Campus Recruiter**
Compare graduates from different schools fairly

02 **HR Manager**
Spot potential that a short CV cannot show

03 **Talent Manager**
Feed graduate pipelines with measured profiles

04 **Team Manager**
Check autonomy and learning speed before day one

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WHAT THIS TEST CHANGES FOR YOU.

Potential, personality and job knowledge, read together for profiles with little or no professional record.

01

Drive

Keeps going after a setback instead of waiting for the task to change.

02

Learning speed

Picks up a tool or a method quickly and applies it without prompting.

03

Autonomy

Handles a defined scope alone and asks for help at the right time.

04

Teamwork

Contributes to a group without needing to lead it.

05

Stress resistance

Keeps judgement and tone when the first weeks get rough.

06

Pragmatism

Turns an idea into a workable step within the means available.

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IPSATIVE · ~120 QUESTIONS · ~20 MINUTES

DIMENSIONS & CRITERIA ASSESSED

23 criteria across 4 dimensions.

01 PROFESSIONAL DIMENSION

9 CRITERIA

Drive and perseverance in achieving goals

Ambition and motivation to progress

Efficiency and results-oriented approach

Leadership and ability to lead

Negotiation and management of conflicting interests

Calculated risk-taking and boldness

+ 3 more criteria

02 INTERPERSONAL DIMENSION

5 CRITERIA

Tact and diplomacy in interactions

Ease of contact and interpersonal skills

Teamwork and effective cooperation

Active listening and understanding of needs

Adaptability to new situations

03 PERSONAL DIMENSION

4 CRITERIA

Stress resistance and emotional management

Independence and autonomy of thought

Self-confidence and personal assertiveness

Sense of reality and pragmatism

04 TECHNICAL SKILLS

5 CRITERIA

Assessment of specific job-related knowledge

Proficiency in tools and techniques related to the position

Ability to quickly learn new skills

Assessment of educational achievements post-training or upon graduation

+500 job 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.

~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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