PSYCHOMETRICS · SIGMUND

POTENTIAL JUNIOR®

Soft skills, reasoning and motivation: 50 minutes to read the potential of a recent graduate.



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THE SOLUTION TO READ GRADUATE POTENTIAL BEYOND THE DEGREE.

Potentiel Junior® identifies the personal resources, interpersonal skills, reasoning capacity and technical knowledge a graduate needs in a first role. Five dimensions and about 450 questions separate a good academic record from real potential.

What is it used for? Secure campus recruitment, compare a cohort on one frame, and prepare onboarding with a report that HR and line managers can both use.



01 **Campus recruiters**
Compare a full cohort on one frame

02 **Early-career HR**
Detect potential beyond academic record

03 **Line managers**
Read soft skills before the first role

04 **School relations teams**
Objectify hiring on graduate programmes

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WHAT THIS TEST CHANGES FOR YOU.

Five dimensions cover what a first job demands, and what a career will later build on.

01

Soft skills

Measure commitment, initiative and cooperation in a team.

02

Reasoning capacity

Assess analysis, synthesis and logic behind decisions.

03

Learning ability

Read agility and the capacity to absorb a new role fast.

04

Digital fluency

Check digital tools, data analysis and agile practice.

05

Cohort comparison

Rank a whole intake on the same reference frame.

06

Dual reading

A visual report HR and line managers can both use.

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NORMATIVE · ~450 QUESTIONS · ~50 MINUTES

DIMENSIONS & CRITERIA ASSESSED

37 criteria across 5 dimensions.

01 PROFESSIONAL DIMENSION

12 CRITERIA

Work ethic and professional commitment

Willingness and perseverance in assigned tasks

Ambition to progress and evolve

Sense of competition in a stimulating environment

Sense of efficiency in achieving goals

Natural authority in professional interactions

+ 6 more criteria

02 INTERPERSONAL DIMENSION

10 CRITERIA

Tact and diplomacy in professional relationships

Ease of contact with different stakeholders

Teamwork in a collaborative environment

Ability to listen and understand the needs of others

Ability to speak in public in a professional setting

Adaptability to new and unforeseen situations

+ 4 more criteria

03 PERSONAL DIMENSION

4 CRITERIA

Independence in managing work

Self-confidence in taking initiatives

Sense of reality in professional expectations

Resilience to failure in a learning path

04 INTELLECTUAL DIMENSION

3 CRITERIA

Analytical skills to understand complex situations

Synthesis skills to formulate clear ideas

Logic in reasoning and decisions

05 TECHNICAL DIMENSION

8 CRITERIA

Mastery of digital tools and new technologies

Understanding of sustainable development issues

Knowledge in project management

Skills in data analysis

Familiarity with agile methods

Knowledge in artificial intelligence and machine learning

+ 2 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.

~450
QUESTIONS

5
DIMENSIONS

~50 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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