PSYCHOMETRICS · SIGMUND

LPI PRO®

Assesses five observable leadership practices — about 25 minutes.



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THE SOLUTION TO JUDGE LEADERSHIP ON PRACTICE, NOT STYLE.

LPI Pro® measures five observable leadership practices: model the way, inspire a shared vision, challenge the process, enable others to act and encourage the heart, plus a technical knowledge check. Because it reads what a manager does rather than what a manager is, it supports promotion and succession decisions.

What is it used for? Assess managers before promotion, focus development on the weakest practices and evaluate leadership programmes on evidence.



01 **HR directors**
Secure manager promotions and succession

02 **Talent managers**
Identify leaders with real impact

03 **Line managers**
See which practice to work on next

04 **L&D consultants**
Focus programmes on measured gaps

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WHAT THIS TEST CHANGES FOR YOU.

Five practices leaders are judged on, plus technical knowledge.

01

Five practices

Model, inspire, challenge, enable, encourage.

02

Observable behaviours

Measured practice, not personality type.

03

Promotion support

Test a manager before the appointment.

04

Development focus

Concentrate effort on the weakest practice.

05

Hard to fake

Ipsative format limits favourable answers.

06

Knowledge check

MCQs on the fundamentals of leadership.

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IPSATIVE · ~90 QUESTIONS · ~25 MINUTES

DIMENSIONS & CRITERIA ASSESSED

6 dimensions assessed.

01 MODEL THE WAY

Ability to embody values and establish high standards of performance, thereby creating a culture of excellence that naturally inspires teams to surpass themselves.

02 INSPIRE A SHARED VISION

Aptitude to project a stimulating future and mobilize teams around common goals, giving meaning to daily efforts and generating deep commitment.

03 CHALLENGE THE PROCESS

Skill in innovating, taking calculated risks, and transforming failures into valuable learning experiences, creating an environment conducive to continuous improvement.

04 ENABLE OTHERS TO ACT

Competence in fostering collaboration, developing autonomy, and strengthening team capabilities, enabling the emergence of collective intelligence and innovative solutions.

05 ENCOURAGE THE HEART

Ability to recognize contributions and celebrate individual and collective successes, thereby reinforcing motivation, engagement, and talent retention.

06 TECHNICAL DIMENSION

Assessment of essential knowledge for modern leadership through specialized MCQs:

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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.

~90
QUESTIONS

6
DIMENSIONS

~25 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 and more

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

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