PSYCHOMETRICS · SIGMUND

PREMIUM POTENTIAL ASSESSMENT®

First-line management potential in 70 minutes: leadership, decision-making, delegation, stress resistance.



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THE SOLUTION TO DETECT FIRST-LINE MANAGEMENT POTENTIAL.

Potentiel Premium® explores four dimensions: professional, relational, personal and technical. It assesses leadership, decision quality, delegation, stress resistance and technical depth in first-line managers and executives, across about 480 questions.

What is it used for? Separate real management potential from interview impressions, compare candidates on one frame, and prepare a coaching or onboarding plan from the same report.



01 **HR managers**
Secure first-line management hires

02 **Operations directors**
Detect potential before promoting

03 **Talent managers**
Build a bench of future managers

04 **Internal coaches**
Base development plans on evidence

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WHAT THIS TEST CHANGES FOR YOU.

Four dimensions separate what a candidate has already done from what they can hold as a manager.

01

Leadership read

Assess natural authority and the ability to lead to clear objectives.

02

Decision quality

Measure speed and relevance of decisions under pressure.

03

Delegation

Check whether the candidate empowers or absorbs the work.

04

Stress resistance

Read behaviour in high-pressure situations, not stated intentions.

05

Technical depth

Finance, project management and over 500 job knowledge questionnaires.

06

Comparable reports

Up to 15 pages, or a concise summary, for each candidate.

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NORMATIVE · ~480 QUESTIONS · 70 MINUTES

DIMENSIONS & CRITERIA ASSESSED

47 criteria across 4 dimensions.

01 PROFESSIONAL DIMENSION

17 CRITERIA

Work Ethic and professional commitment

Creativity and the ability to propose new ideas

Drive and perseverance in achieving goals

Ambition and career advancement aspirations

Sense of competition in a performance-driven environment

Efficiency and results-oriented mindset

+ 11 more criteria

02 RELATIONAL DIMENSION

13 CRITERIA

Conflict Resolution with assertiveness

Respect for customs and professional codes

Tact and diplomacy in sensitive exchanges

Ease of contact and interpersonal skills

Optimism and positive energy within the team

Teamwork and active collaboration

+ 7 more criteria

03 PERSONAL DIMENSION

7 CRITERIA

Personal Balance and emotional management

Behavioral Stability over time

Spontaneity and authenticity in exchanges

Resilience in the face of failure

Independence in choices and actions

Self-Confidence in a leadership role

+ 1 more criteria

04 TECHNICAL DIMENSION

10 CRITERIA

Financial and budgetary management

Proficiency in management tools

Knowledge of operational processes

Strategic analysis

Project management

Advanced management techniques

+ 4 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.

~480

QUESTIONS

4

DIMENSIONS

70 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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