PSYCHOMETRICS · SIGMUND

PRO MANAGEMENT SKILLS®

Leadership, decision-making, team management and emotional intelligence. 20 minutes.



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THE SOLUTION TO SECURE YOUR MANAGEMENT APPOINTMENTS

Pro Management Skills measures the skills expected of a manager: strategic analysis, delegation, authority, stress resistance, project and budget management, HR and regulatory literacy. For HR, it turns a hunch into a documented decision, taken before the appointment rather than after the first difficult quarter.

What is it used for? External recruitment, internal promotion, high-potential review, management onboarding, coaching intake and mobility decisions for executives and team leaders.



01 **HR Director**
Secure executive hires and internal promotions

02 **Talent Manager**
Map leadership potential before succession reviews

03 **Recruiting Manager**
Compare shortlisted managers on identical criteria

04 **Line Director**
Prepare a first management appointment with evidence

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WHAT THIS TEST CHANGES FOR YOU.

Four dimensions, one report: what the candidate can do, how they lead, and where they will struggle.

01

Strategic analysis

Reads complex information and turns it into clear priorities for the team.

02

Delegation

Assigns work with the right level of control, without taking it back at the first difficulty.

03

Authority and charisma

Holds a position in front of a team without raising their voice or overplaying hierarchy.

04

Stress resistance

Keeps decisions and tone stable when deadlines, conflicts and pressure accumulate.

05

Project and budget control

Manages schedules, resources and financial indicators with the same rigour.

06

Digital and legal literacy

Works with current tools and the rules that frame the business.

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IPSATIVE QUESTIONS · ~120 QUESTIONS · ~20 MINUTES

DIMENSIONS & CRITERIA ASSESSED

25 criteria across 4 dimensions.

01 PROFESSIONAL SKILLS

7 CRITERIA

Ability to analyze and synthesize strategic information

Aptitude to lead with clarity and efficiency

Talent for persuasion and negotiation in various contexts

Initiative and proactive thinking

Ability to innovate and drive change

Focus on efficiency and results

+ 1 more criteria

02 INTERPERSONAL SKILLS

6 CRITERIA

Ability to organize and structure a team

Ability to delegate effectively

Strong sense of responsibility

Resistance to stress in demanding environments

Quality of listening and adaptation to stakeholders

Active pursuit of compromise and shared solutions

03 PERSONAL SKILLS

5 CRITERIA

Natural authority and charisma

Self-control, even in tense situations

Great autonomy in managing assignments

Solid self-confidence

Sense of reality and pragmatism

04 TECHNICAL SKILLS

7 CRITERIA

Effective project management

Relevant financial analysis

Mastery of corporate strategies

Human resources management

Knowledge of applicable regulations

Advanced digital skills

+ 1 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.

~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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