PSYCHOMETRICS · SIGMUND

EXECUTIVE MANAGER POTENTIAL®

Strategic vision, leadership and cultural fit: 60 minutes to assess a senior executive before you commit.



THE SOLUTION TO SECURE DECISIONS AT EXECUTIVE LEVEL.

Potentiel Manager Exécutif® assesses what top roles demand: strategic vision, business acumen, transformational leadership and the ability to hold complexity. Four dimensions and about 450 questions, with reports for the decision-maker, the recruiter and the N+1.

What is it used for? Objectify soft skills and leadership potential, compare finalists on one frame, and prepare onboarding with a report the N+1 manager can actually use.



01 **Boards and CEOs**
Secure a high-stakes executive appointment

02 **Executive search firms**
Add evidence to the shortlist

03 **Group HR directors**
Compare finalists on one reference frame

04 **N+1 managers**
Prepare onboarding from a written report

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WHAT THIS TEST CHANGES FOR YOU.

Four dimensions test what a candidate has achieved against what the role will demand.

01

Strategic vision

Read the ability to define a strategy and hold to it.

02

Business acumen

Assess financial literacy and commercial development.

03

Transformation

Judge appetite and ability to transform organisations.

04

Stakeholder influence

Measure how the candidate unites and moves stakeholders.

05

Composure

Check self-control and recovery under sustained pressure.

06

Decision-ready reports

Summary, detailed, coaching, onboarding and comparison.

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NORMATIVE · ~450 QUESTIONS · ~60 MINUTES

DIMENSIONS & CRITERIA ASSESSED

39 criteria across 4 dimensions.

01 PROFESSIONAL DIMENSION

10 CRITERIA

Strategic vision and ability to define winning strategies

Business acumen and commercial development skills

Commitment to quality and pursuit of operational excellence

Ability to innovate and transform organizations

Understanding of financial issues to drive profitability

Effective resource management and prioritization

+ 4 more criteria

02 INTERPERSONAL DIMENSION

9 CRITERIA

Ability to manage a heavy workload effectively

Prioritization skills in demanding environments

Quick and relevant decision-making

Flexibility and adaptability in assigned tasks

Ability to propose innovative solutions

Proficiency in new technologies and methods

+ 3 more criteria

03 PERSONAL DIMENSION

11 CRITERIA

Clear and impactful communication

Social intelligence and balanced interpersonal relationships

Ability to delegate effectively

Negotiation skills and management of conflicting interests

Availability and commitment to the mission

Active listening and understanding of behaviors

+ 5 more criteria

04 TECHNICAL DIMENSION

9 CRITERIA

Proficiency in strategic management tools

In-depth understanding of market dynamics

Expertise in financial management and performance analysis

Knowledge of best practices in international management

Advanced skills in change management and organizational transformation

+ 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.

~450
QUESTIONS

4
DIMENSIONS

~60 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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