PSYCHOMETRICS · SIGMUND

PRO EXPAT SKILLS®

Personal, cultural and technical dimensions, read against the destination country.



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THE SOLUTION TO SECURE EVERY INTERNATIONAL ASSIGNMENT

Compétences Pro Expat® assesses the personal, cultural and technical dimensions that decide whether an assignment abroad succeeds. Results are read against the destination country, with practical adaptation advice for the candidate and a development plan for the move.

What is it used for? Select candidates for expatriation, prepare a manager for the local culture, build an international talent pool, or review an assignment that struggled.



01 **Global mobility managers**
Screen candidates against the destination culture

02 **HR directors**
Secure an assignment before the contract is signed

03 **International managers**
Prepare a team for a new cultural environment

04 **HR consultants**
Structure expatriation advice with a shared framework

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WHAT THIS TEST CHANGES FOR YOU.

Three dimensions, one reading: can this person adapt, and where will the move test them?

01

Personal dimension

Personality traits behind intercultural adaptation, from perception to decision.

02

Cultural dimension

Nine cultural contrasts, from attitude to rules to the use of time.

03

Technical dimension

Languages, international practices, negotiation and multicultural projects.

04

Destination reading

Results interpreted against the country of assignment, not a generic profile.

05

Scientific grounding

Built on Hall, Hofstede and Trompenaars, across 40+ cultural zones.

06

Format

Normative, about 420 questions in 45 minutes, in four languages.

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NORMATIVE · ~420 QUESTIONS · ~45 MINUTES

DIMENSIONS & CRITERIA ASSESSED

26 criteria across 3 dimensions.

01 PERSONAL DIMENSION

8 CRITERIA

Energy orientation – Extraversion: Ability to engage actively in the new environment

Energy orientation – Introversion: Ability to reflect and analyze in an unfamiliar context

Perception modes – Sensing: Attention to practical details of daily life abroad

Perception modes – Intuition: Ability to spot opportunities and anticipate cultural challenges

Decision criteria – Thinking: Logical approach to solving intercultural problems

Decision criteria – Feeling: Empathy and understanding of local values

+ 2 more criteria

02 CULTURAL DIMENSION

9 CRITERIA

Control of reality: Some cultures value rigorous planning and risk minimization, whereas others accept uncertainty and see risk as inherent to life

Relationship to rules: Contrast between cultures favoring immutable contractual agreements and those favoring evolving relationships based on circumstances

Individual/collective achievement: Contrast between cultures valuing personal success with rapid decisions and those prioritizing team cohesion with consensual decisions

Time orientation: Distinction between cultures oriented toward the past and elders' experience and those focused on innovation and a forward-looking vision

Time management: Gap between strictly sequential approaches (fixed schedules, planning) and flexible synchronous approaches (adaptability, multitasking)

Mode of social contact: Difference between reserved communication cultures (rational, low emotional display) and those with demonstrative expression (gestures, physical contact)

+ 3 more criteria

03 TECHNICAL DIMENSION

9 CRITERIA

Foreign languages and proficiency level

Knowledge of international business practices

Intercultural communication skills

Mastery of remote collaboration tools

Knowledge of international standards and regulations

Ability to manage multicultural projects

+ 3 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.

~420

QUESTIONS

3

DIMENSIONS

~45 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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