PSYCHOMETRICS · SIGMUND

MOBILITY POTENTIAL

Interests, cognitive abilities and adaptability, before the move is decided.



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THE SOLUTION TO SECURE EVERY INTERNAL CAREER MOVE

Potentiel Mobilité® measures professional interests across ten fields, cognitive abilities, adaptive dimensions and job knowledge. It shows where a candidate can move, why the transition is credible, and what support the new role will require before the decision is made.

What is it used for? Secure an internal move, prepare a redeployment, assess employability, or detect hidden potential before a position opens.



01 **HR business partners**
Decide a mobility request on measured criteria

02 **Mobility consultants**
Build a transition path with identified risks

03 **Line managers**
Anticipate what the new role will demand

04 **Career coaches**
Support the candidate with a factual baseline

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WHAT THIS TEST CHANGES FOR YOU.

Four dimensions that separate a wish to move from a credible transition.

01

Professional interests

Ten activity fields, from production and R&D to finance and support.

02

Cognitive abilities

Memory, attention, reasoning, comprehension and digital skills.

03

Adaptive dimensions

Motivation, resilience, openness to change and stress resistance.

04

Professional skills

Over 500 job knowledge questionnaires to test the target role.

05

Report set

Ten graphic outputs, a coaching report and an integration plan.

06

Format

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

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NORMATIVE · ~420 QUESTIONS · ~45 MINUTES

DIMENSIONS & CRITERIA ASSESSED

33 criteria across 4 dimensions.

01 PROFESSIONAL INTERESTS

10 CRITERIA

Affinity for Production: Facilitates integration into industrial environments

Interest in Technical Services: Indicator of operational suitability

Inclination for R&D: Drives transition to innovation roles

Attraction to Marketing or Sales: Leverages roles focused on results

+ 6 more criteria

02 COGNITIVE ABILITIES

9 CRITERIA

Memory and Information Recall: Key for rapid acquisition of new knowledge

Concentration and Sustained Attention: Protects against errors during adaptation

Logical Reasoning: Facilitates decision-making in unfamiliar environments

Practical Application of Knowledge: Favorable criterion for reorientation

+ 5 more criteria

03 ADAPTIVE DIMENSIONS

13 CRITERIA

Motivation and Enjoyment of Work: Essential factor for success during transition

Willpower and Perseverance: Indicator of resilience in the face of obstacles

Ambition and Desire for Advancement: Drives projection and development

Sense of Competition: Leverages involvement in a new environment

+ 9 more criteria

04 PROFESSIONAL SKILLS

1 CRITERIA

+ over 500 professional skills questionnaires

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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

4
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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