PSYCHOMETRICS · SIGMUND

PANORAMA®

Reads eleven engagement levers and flags overall risk — about 30 minutes.



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THE SOLUTION TO SEE DISENGAGEMENT BEFORE IT LEAVES.

Panorama® measures eleven levers of engagement, from autonomy and clarity of objectives to recognition, communication, fairness, work-life balance, belonging and advancement, then aggregates them into one overall risk reading. Managers see which lever is pulling a team down and can act on it before a resignation lands.

What is it used for? Diagnose a team's engagement, target re-motivation actions and track whether interventions actually move the readings over time.



01 **HR directors**
Detect disengagement before resignations

02 **Line managers**
Know which lever to act on first

03 **HR business partners**
Support teams through reorganisations

04 **Internal consultants**
Track engagement across campaigns

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WHAT THIS TEST CHANGES FOR YOU.

Eleven levers, one overall risk reading for the team.

01

Eleven levers

Autonomy, recognition, fairness, balance, belonging.

02

Risk signal

One aggregate level that flags urgent cases.

03

Action per lever

Each weak score points to a concrete fix.

04

Retention view

See what holds people, not only what pushes.

05

Dialogue support

Open the conversation on shared data.

06

Trend readable

Compare campaigns to see what actually moved.

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NORMATIVE · ~270 QUESTIONS · 30 MINUTES

DIMENSIONS & CRITERIA ASSESSED

12 criteria across 3 dimensions.

01 PERFORMANCE DIMENSIONS

4 CRITERIA

Autonomy in the Position: Measures the decision-making latitude granted. A lack of autonomy generates frustration and immediate disengagement.

Knowledge of Objectives: Evaluates the clarity of missions and their link to the strategy. Without clear objectives, your teams navigate blindly.

Self-Fulfillment in the Position: Analyzes the osmosis between the person and their activities. A low score = guaranteed demotivation.

Opportunity for Advancement: Measures the prospects for progression. Blocked horizon = guaranteed talent drain.

02 RELATIONAL DIMENSIONS

4 CRITERIA

Communication: Measures the quality of vertical and horizontal exchanges. Poor communication = isolation and rumors.

Relationship with Others: Evaluates the atmosphere and mutual support between colleagues. "Every person for themselves" kills collective performance.

Recognition: Analyzes the valorization of contributions and efforts. Lack of recognition = immediate loss of motivation.

Sense of Belonging: Measures identification with the company and its culture. Without pride in belonging, your talents will look elsewhere.

03 ORGANIZATIONAL DIMENSIONS

4 CRITERIA

Confidence in the Future: Evaluates optimism about the health of the company. Pessimism = desire to look elsewhere.

Work-Life Balance: Measures respect for private life. Chronic overload = programmed burn-out.

Sense of Fairness: Analyzes the fairness of the compensation system. Perceived inequalities = collective demobilization.

Overall Risk: ⚠ WARNING SIGNAL - Overall average risk across all criteria for urgent intervention.

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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.

~270

QUESTIONS

3

DIMENSIONS

30 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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