PSYCHOMETRICS · SIGMUND

OIL & GAS POTENTIAL

Safety culture, resilience and technical expertise: 45 minutes to assess a profile for oil and gas sites.



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THE SOLUTION TO SECURE HIRING IN HIGH-RISK ENVIRONMENTS.

Potentiel Oil & Gaz® assesses what oil and gas sites actually demand: operational excellence, collective intelligence, operational resilience and sector-specific technical expertise. Safety culture and reaction in ATEX zones are measured across about 450 questions.

What is it used for? Screen profiles unsuited to field conditions, verify adherence to HSE protocols, secure an internal move and target the training that matters for each function.



01 **Recruitment managers**
Rule out operational risk before onboarding

02 **Industrial HR directors**
Secure internal moves to site roles

03 **HSE managers**
Check adherence to safety protocols

04 **Training managers**
Target critical skills by function

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WHAT THIS TEST CHANGES FOR YOU.

Four axes built around the real constraints of platforms, drilling and production.

01

Safety culture

Read reactions to risk situations and to written instructions.

02

Field resilience

Assess performance under noise, heat, isolation and rotations.

03

Emergency coordination

Observe communication during critical protocols.

04

Sector expertise

IOGP, API and ISO 29001 standards, extraction processes.

05

Role modules

Over 500 specialised questionnaires by function.

06

Documented decision

~450 questions and ~45 minutes, a report built for the interview.

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NORMATIVE · ~450 QUESTIONS · ~45 MINUTES

DIMENSIONS & CRITERIA ASSESSED

28 criteria across 4 dimensions.

01 OPERATIONAL EXCELLENCE

5 CRITERIA

Time management during team rotations on platforms

Field leadership facing multicultural teams in isolated environments

Personal organization in constrained environments (offshore/desert)

Industrial safety awareness in high pressure/temperature environments

Ability to execute precisely in ATEX zones

02 COLLECTIVE INTELLIGENCE

5 CRITERIA

Teamwork in industrial emergency situations

Clear communication during critical protocols

Intercultural empathy on international sites

Conflict management under pressure in confined teams

Effective transmission of safety instructions

03 OPERATIONAL RESILIENCE

11 CRITERIA

Dexterity with restrictive protective equipment

Physical endurance in extreme climatic conditions

Critical thinking facing complex technical situations

Adaptability to changes in operational planning

Attention to detail for monitoring critical installations

Resilience after incidents or periods of intense activity

+ 5 more criteria

04 SECTOR-SPECIFIC TECHNICAL EXPERTISE

7 CRITERIA

Fundamental principles of thermodynamics applied to extraction

Safety standards IOGP, API and ISO 29001

Extraction processes upgrading and catalytic cracking

Risk management of blowout and spills

Emerging technologies for digital well optimization

Geology and engineering seismic interpretation and well logging

+ 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.

~450

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 and more

Contact our team for a demo: service@sigmund.net

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