PSYCHOMETRICS · SIGMUND

PERSONALITY®

Work behaviour read against 3,000 ONET job profiles, in about 35 minutes.



© 2026

THE SOLUTION TO READ SOFT SKILLS AGAINST 3,000 JOBS

Personality® assesses work ethic, autonomy, stress management, teamwork and technical knowledge, then reads the result against the requirements of a job target taken from the ONET database. The output is not a personality label but a comparison between a person and a reference framework of 3,000 jobs.

What is it used for? Run a skills assessment, prepare a career guidance session, or give a recruitment shortlist a benchmark that holds outside the interview room.



01 **Career consultants**
Anchor a diagnosis in a recognised job framework

02 **HR managers**
Compare a profile with the target job's demands

03 **Recruiters**
Add behavioural evidence to the shortlist

04 **Coaches**
Structure feedback with a comparable report

© 2026 · SIGMUNDTEST.COM

WHAT THIS TEST CHANGES FOR YOU.

Professional, personal and social behaviour, read against the demands of an actual job.

01

Professional dimension

Work ethic, drive, initiative and readiness to take responsibility.

02

Personal dimension

Self-control, adaptability, rigour, ethics and autonomy.

03

Social dimension

Sociability, empathy and active cooperation in teams.

04

Technical knowledge

Tools, standards, project methods, languages and data literacy.

05

ONET benchmark

Results compared with ONET job requirements, role by role.

06

Report range

Twenty report formats, from a half page to a full assessment.

© 2026 · SIGMUNDTEST.COM

IPSATIVE · ~280 QUESTIONS · ~35 MINUTES

DIMENSIONS & CRITERIA ASSESSED

24 criteria across 4 dimensions.

01 PROFESSIONAL DIMENSION

4 CRITERIA

Work ethic and perseverance in achieving long-term goals

Willingness to achieve goals with consistency and commitment

Initiative and autonomy in daily actions

Ability to lead and take responsibility in real situations

02 TECHNICAL SKILLS

9 CRITERIA

Mastery of tools specific to the targeted position

Knowledge of industry standards and regulations

Project management and use of agile methods

Fluency in foreign languages relevant to the professional context

Data analysis and ability to interpret results

IT security and data protection

+ 3 more criteria

03 PERSONAL DIMENSION

8 CRITERIA

Self-control and stress management in demanding situations

Adaptability and flexibility in the face of changing contexts

Reliability and professional rigor in task execution

Attention to detail and constant concern for quality

Ethics and integrity as the foundation of professional trust

Autonomy in conducting missions

+ 2 more criteria

04 SOCIAL DIMENSION

3 CRITERIA

Sociability and interpersonal skills in various environments

Concern for others and empathy in daily collaboration

Teamwork and active cooperation in collective dynamics

© 2026 · SIGMUNDTEST.COM

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.

© 2026 · SIGMUNDTEST.COM

SCIENTIFIC RELIABILITY

A test built to support hiring, assessment and development decisions.

~280

QUESTIONS

4

DIMENSIONS

~35 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

SIGMUNDTEST.COM →

© 2026 · SIGMUNDTEST.COM · 06