PSYCHOMETRICS · SIGMUND

CAREER POTENTIAL®

Maps potential, skills and career paths across five dimensions — 30 minutes.



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THE SOLUTION TO SECURE INTERNAL MOBILITY AND SUCCESSION.

Potentiel Carrière® assesses behavioural skills, relational intelligence, values, personality and technical knowledge across five dimensions. The result gives HR one shared map of potential, so internal moves, high-potential reviews and succession plans rest on measured data rather than on reputation.

What is it used for? Build talent maps, arbitrate internal moves, identify high potentials and prepare successors for critical roles before a post opens.



01 **HR directors**
Secure succession for critical roles

02 **Talent managers**
Reveal high potentials on evidence

03 **Mobility managers**
Match internal candidates to openings

04 **Line managers**
Prepare career talks with measured facts

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WHAT THIS TEST CHANGES FOR YOU.

Five dimensions of potential, read as a single talent map.

01

Five dimensions

Behaviour, relational, values, personality, technical.

02

High potentials

Read learning agility and strategic foresight.

03

Skill bridges

See transfers between functions, not job titles.

04

Succession ready

Test successors before a post becomes vacant.

05

Job knowledge

Over 500 trade questionnaires available.

06

Development plans

Target the gaps that matter for the next role.

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NORMATIVE · ~270 QUESTIONS · ~30 MINUTES

DIMENSIONS & CRITERIA ASSESSED

70 criteria across 5 dimensions.

01 BEHAVIORAL SKILLS

16 CRITERIA

Entrepreneurship and business acumen in conducting assignments

Creativity and innovation capacity in a professional context

Agility and adaptation to organizational change

Customer orientation and demand for quality of service

Strategic vision and ability to project

Performance culture and achievement of results

+ 10 more criteria

02 EMOTIONAL & RELATIONAL INTELLIGENCE

16 CRITERIA

Self-control and stress management in sensitive contexts

In-depth analysis of situations and issues

Active listening and empathy in relationships

Decision-making and strategic arbitration

Autonomy and initiative in task execution

Leadership and team management

+ 10 more criteria

03 VALUES, MOTIVATION & SOCIAL

15 CRITERIA

Sense of responsibility in commitments made

High-impact communication to convince and mobilize

Team spirit and cross-functional collaboration

Negotiation and argumentation in situation

Development of potential and support of talents

Situational intelligence in adapting to contexts

+ 9 more criteria

04 PERSONALITY & COMMUNICATION

17 CRITERIA

Initiative and natural accountability

Diplomacy and management of sensitive relationships

Judgment in decision-making

Ability to develop an effective professional network

Perseverance and tenacity in the face of obstacles

Mediated public speaking and ease with the media

+ 11 more criteria

05 TECHNICAL SKILLS

6 CRITERIA

Mastery of digital tools and new technologies

Understanding of economic and financial issues

Project management and use of agile methods

Data analysis for informed decision-making

Knowledge of regulations and sector standards

+ over 500 trade knowledge 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.

~270

QUESTIONS

5

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 and more

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

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