PSYCHOMETRICS · SIGMUND

IT/DIGITAL POTENTIAL®

Assesses technical skills, logic and digital adaptation in IT and digital profiles, in about 60 minutes.



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THE SOLUTION TO MAKING IT AND DIGITAL HIRING MORE RELIABLE

The test covers two sides of a tech profile: technical skills (languages, architecture, security, cloud, databases) and the soft skills digital projects demand. For a recruiter, it cuts mis-hires in roles where technical verification is hard to do in an interview.

What is it used for? Filter tech candidates, verify technical skills, anticipate integration into agile teams and target profiles able to grow with the role.



01 **Tech HR managers**
Reduce mis-hires

02 **CTOs and tech managers**
Verify technical skills

03 **Digital directors**
Build agile teams

04 **IT recruiters**
Objectify digital soft skills

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WHAT THIS TEST CHANGES FOR YOU.

Technical skill and digital behaviour assessed together, for safer IT recruitment.

01

Technical skills

Test languages, frameworks, architecture and databases.

02

Security and cloud

Assess cybersecurity knowledge and cloud environments.

03

Project methods

Check Agile, Scrum, DevOps and collaborative tools.

04

Digital soft skills

Measure communication with teams and users.

05

Digital adaptation

Spot fast learning of new tools and languages.

06

Job knowledge

Over 500 questionnaires validate technical expertise.

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NORMATIVE · ~458 QUESTIONS · ~60 MINUTES

DIMENSIONS & CRITERIA ASSESSED

36 criteria across 4 dimensions.

01 PROFESSIONAL DIMENSION

9 CRITERIA

Personal organization and effective time management

Project management in IT/Digital environments

Rapid resolution of technical problems

Adaptability to emerging tools and technologies

Technology monitoring and continuous learning

Autonomy in managing responsibilities

+ 3 more criteria

02 RELATIONAL DIMENSION

8 CRITERIA

Clear communication with technical and non-technical teams

Teamwork and agile collaboration

Active listening and empathy towards users

Negotiation and ability to influence technical choices

Conflict management in complex projects

Constructive interpersonal relationships

+ 2 more criteria

03 PERSONAL DIMENSION

8 CRITERIA

Reliability and a sense of ethics in digital projects

Personal initiative and motivation to contribute

Creativity and technological curiosity

Resilience and stress management in a technical context

Self-confidence in technical choices

Patience and perseverance in the face of complexity

+ 2 more criteria

04 TECHNICAL DIMENSION

11 CRITERIA

Programming languages (Java, Python, C++, etc.)

Frameworks and libraries for development

Project methodologies (Agile, Scrum, DevOps)

Software architecture and technical design

IT security and applied cybersecurity

Cloud computing and virtualization solutions

+ 5 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.

~458
QUESTIONS

4
DIMENSIONS

~60 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 →

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