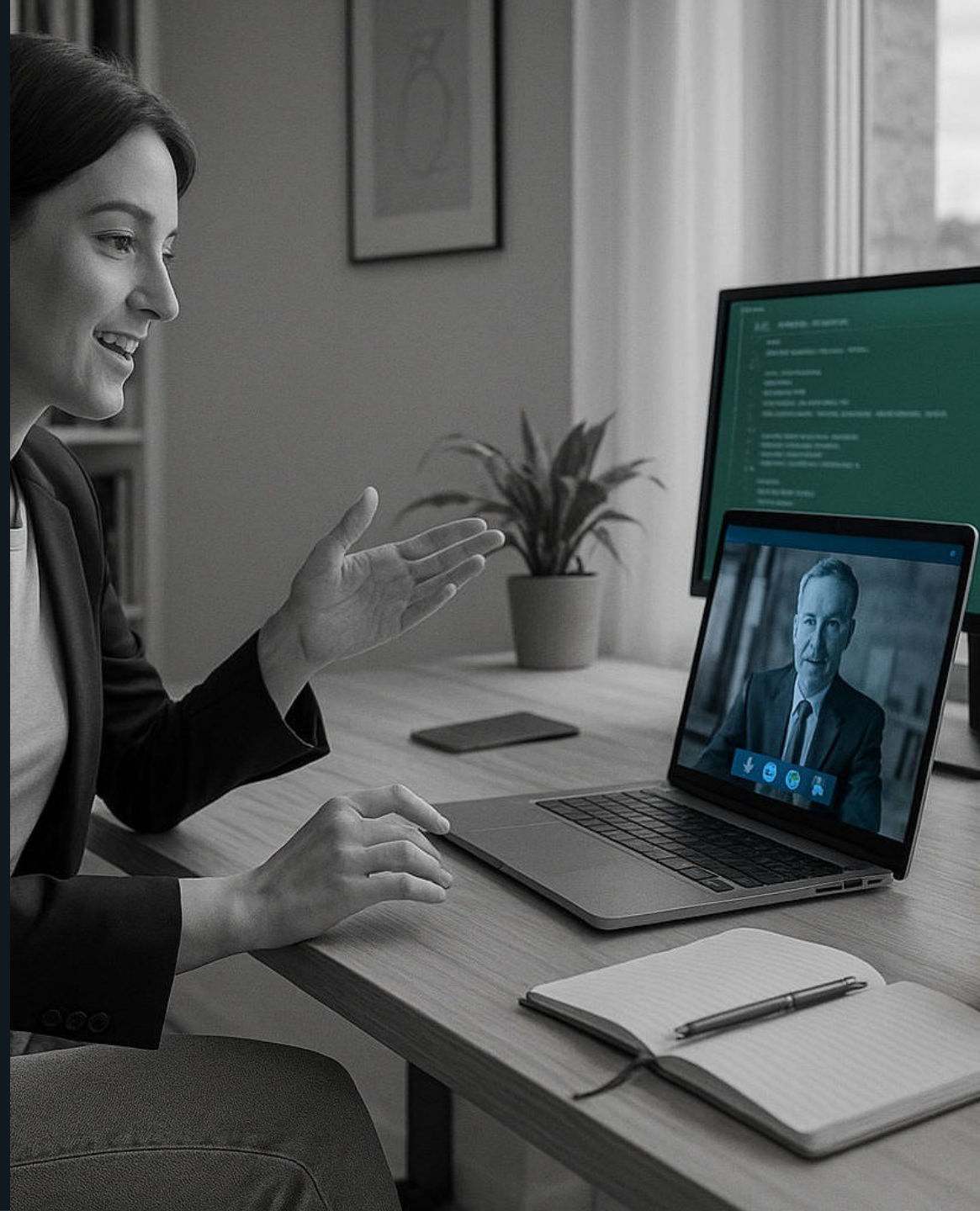
PSYCHOMETRICS · SIGMUND

REMOTE WORK POTENTIAL®

Autonomy, discipline, asynchronous communication and isolation risk: 35 minutes to assess remote readiness.



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THE SOLUTION TO ASSESS REMOTE READINESS BEFORE THE HIRE.

Potentiel Télétravail® measures four dimensions: professional, relational, personal and technical. It objectifies autonomy, discipline, asynchronous communication and mastery of digital tools, and flags early signs of isolation risk before the hire.

What is it used for? Secure a remote hire, arbitrate between hybrid profiles, build an onboarding plan and target the management actions that keep a distributed team together.



01 **HR managers**
Secure hybrid and remote hiring decisions

02 **HR directors**
Anticipate isolation and psychosocial risk

03 **Remote team leads**
Target the drivers of engagement

04 **L&D managers**
Spot digital tool and training gaps

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WHAT THIS TEST CHANGES FOR YOU.

Four dimensions read what holds a remote employee steady, and what wears them down over time.

01

Objectified autonomy

Measure discipline and organisation with no direct supervision.

02

Asynchronous work

Assess clarity of written exchanges and virtual collaboration.

03

Isolation anticipated

Detect weak psychosocial signals before the hire, not after.

04

Digital tools checked

Verify real use of collaborative tools and cybersecurity awareness.

05

Work-life balance

Control the ability to sustain the distance over months, not weeks.

06

Cross-reading

~350 questions and ~35 minutes for a decision-oriented report.

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NORMATIVE · ~350 QUESTIONS · ~35 MINUTES

DIMENSIONS & CRITERIA ASSESSED

24 criteria across 4 dimensions.

01 PROFESSIONAL DIMENSION

7 CRITERIA

Personal organization and time management independently

Critical thinking and problem-solving remotely

Proficiency in digital tools for effective work

Adaptability and flexibility in changing contexts

Proactivity and autonomy in managing tasks

Results-oriented without direct supervision

+ 1 more criteria

02 RELATIONAL DIMENSION

6 CRITERIA

Clear communication and effective remote communication

Virtual collaboration within a distributed team

Emotional intelligence in a digital context

Conflict management in online exchanges

Empathy and active listening in digital interactions

Sociability in a virtual environment

03 PERSONAL DIMENSION

5 CRITERIA

Self-motivation and remote engagement

Autonomy and discipline in daily work

Management of psychosocial risks associated with isolation

Resilience in the face of professional unexpected events

Balance between professional and personal life

04 TECHNICAL DIMENSION

6 CRITERIA

Collaborative tools: advanced daily use

Cybersecurity: understanding remote issues

Project management in remote mode

Asynchronous communication: mastered techniques

Space organization and time management at home

+ over 500 job knowledge questionnaires to validate digital knowledge

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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.

~350
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

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