PSYCHOMETRICS · SIGMUND

PROFILE®

Measures rigour, reliability and field skills in execution roles, in about 35 minutes.

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THE SOLUTION TO SECURING FIELD HIRING AND CUTTING TURNOVER

The test measures execution skills, operational behaviour and technical knowledge for field roles: rigour, compliance with instructions, safety, team spirit and stability under pressure. For a recruiter, it objectifies job fit before hiring and pinpoints what to check.

What is it used for? Shortlist operators, secure onboarding, anticipate growth potential and reduce turnover on high-volume field and execution roles.



01 **HR managers**
Reduce hiring mistakes

02 **Field recruiters**
Objectify job fit

03 **Team managers**
Anticipate onboarding and stability

04 **Production managers**
Secure technical skills

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WHAT THIS TEST CHANGES FOR YOU.

From execution skills to technical knowledge, a direct read of the field profile.

01

Rigour and method

Measure compliance with instructions and precision in execution.

02

Safety and quality

Check understanding of safety and quality standards.

03

Team spirit

Assess listening, cooperation and stability under pressure.

04

Field skills

Check use of tools, machinery and job procedures.

05

Growth potential

Spot the ability to learn and progress within the company.

06

Job knowledge

Over 500 questionnaires validate technical knowledge.

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NORMATIVE · ~400 QUESTIONS · ~35 MINUTES

DIMENSIONS & CRITERIA ASSESSED

29 criteria across 4 dimensions.

01 PROFESSIONAL DIMENSION

8 CRITERIA

Dedication in task completion

Initiative in daily activities

Efficiency in meeting deadlines

Thoroughness and method in work execution

Consensus-building in collective decision-making

Adaptability to operational constraints

+ 2 more criteria

02 INTERPERSONAL DIMENSION

7 CRITERIA

Ease of contact with colleagues and clients

Listening skills and understanding of instructions or needs

Team spirit in a collaborative environment

Behavioral stability under pressure

Self-confidence in taking simple initiatives

Resilience to bounce back from mistakes

+ 1 more criteria

03 TECHNICAL DIMENSION

9 CRITERIA

Mastery of applied operational procedures

Understanding of safety and quality standards

Use of specific tools and machinery

Work organization and time management

Solving concrete problems in the field

Continuous improvement in work practices

+ 3 more criteria

04 POTENTIAL FOR DEVELOPMENT

5 CRITERIA

Ability to learn new tasks quickly

Flexibility in adapting to changing contexts

Resilience and stress management in daily work

Willingness to progress within the company

Commitment to collective success

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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.

~400

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 →

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