PSYCHOMETRICS · SIGMUND

PRO VOCATIONAL INTERESTS®

Holland's six interest types, combined into a profile in about 20 minutes.



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THE SOLUTION TO STRUCTURE A CAREER CHOICE ON EVIDENCE

Vocation Pro® scores the six Holland types (Realistic, Investigative, Artistic, Social, Enterprising, Conventional) and combines the dominant ones into a profile. The result tells you which work environments a person will seek out, and where an otherwise solid career plan is likely to stall.

What is it used for? Support a career guidance assessment, frame a retraining decision, or brief a hiring manager on the environment a candidate needs.



01 **Career counsellors**
Give a client a documented direction

02 **HR managers**
Check fit with the work environment

03 **Recruiters**
Read the environment a candidate needs

04 **Coaches**
Frame a retraining decision with evidence

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WHAT THIS TEST CHANGES FOR YOU.

Six types, one dominant combination, and a reading of the environments that fit.

01

Realistic

Tools, machines, manual work and tangible problems.

02

Investigative

Analysis, research, data and in-depth technical expertise.

03

Artistic

Original creation, personal expression and open settings.

04

Social

Supporting, teaching, transmitting and relating to people.

05

Enterprising

Leading, persuading, negotiating and taking calculated risks.

06

Conventional

Procedures, standards, systematic order and precision.

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IPSATIVE · ~120 QUESTIONS · ~20 MINUTES

DIMENSIONS & CRITERIA ASSESSED

24 criteria across 6 dimensions.

01 REALISTIC (R) – "HANDS-ON"

4 CRITERIA

Working with tools, machines, and equipment

Practical activities requiring manual dexterity

Field or workshop environments

Solving tangible problems

02 INVESTIGATIVE (I) – "THINKER"

4 CRITERIA

Investigating complex problems

Analyzing data and scientific research

Developing theories and concepts

In-depth technical expertise

03 ARTISTIC (A) – "CREATOR"

4 CRITERIA

Creating original works (visual, musical, literary)

Personal and imaginative expression

Flexible and unstructured environments

Communication through art and aesthetics

04 SOCIAL (S) – "HELPER"

4 CRITERIA

Supporting and helping people

Training, teaching, and transmission

Interpersonal relations and empathy

Service to communities and groups

05 ENTERPRISING (E) – "PERSUADER"

4 CRITERIA

Leading projects and teams

Negotiation and persuasion

Taking calculated risks

Achieving ambitious goals

06 CONVENTIONAL (C) – "ORGANIZER"

4 CRITERIA

Managing data and procedures

Respecting standards and regulations

Systematic organization of work

Reliability and precision in tasks

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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.

~120

QUESTIONS

6

DIMENSIONS

~20 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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