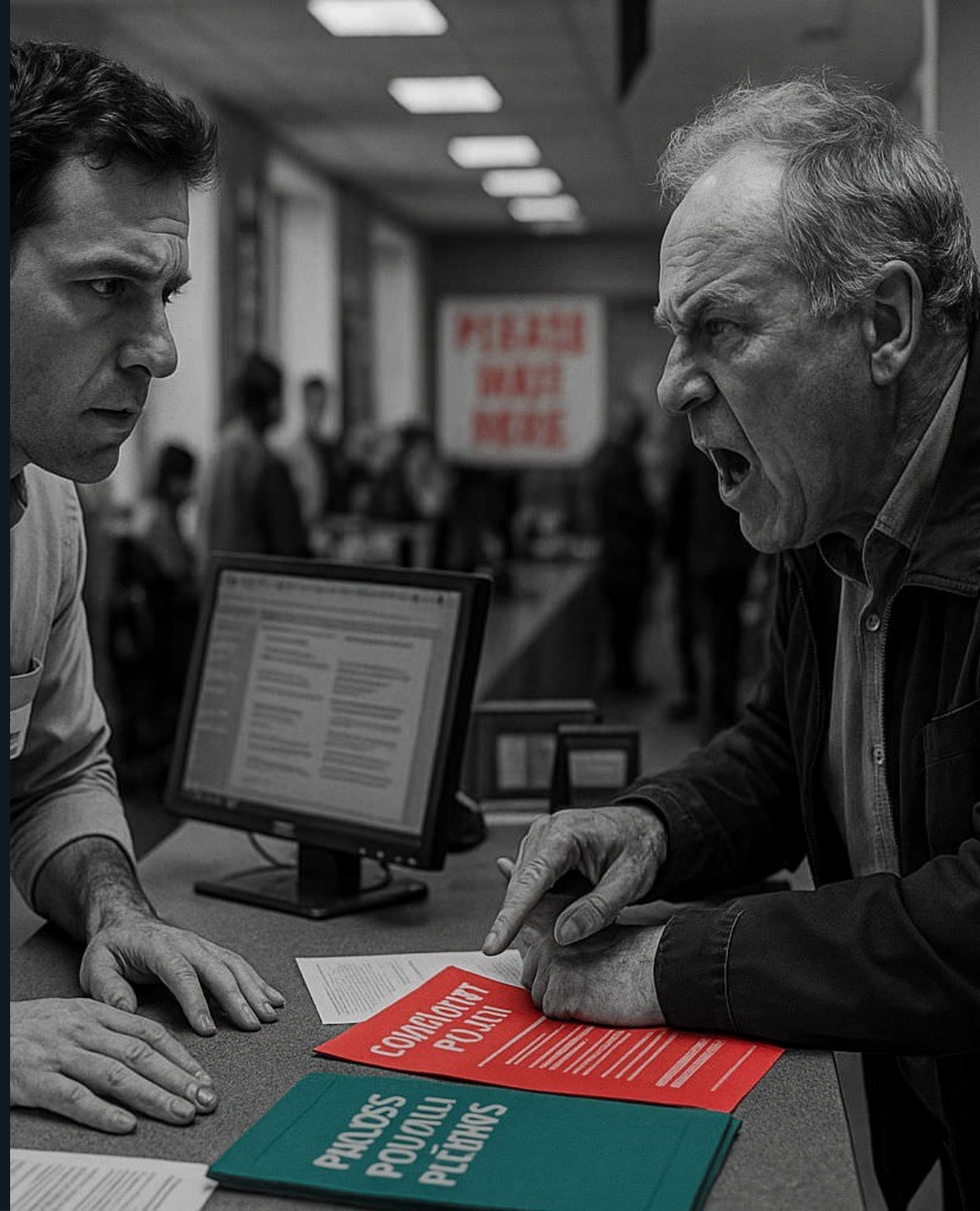
PSYCHOMETRICS · SIGMUND

PSYCHOSOCIAL RISKS®

Exogenous factors, subjective perception and vulnerability, structured for prevention.



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THE SOLUTION TO PREVENT PSYCHOSOCIAL RISKS WITH EVIDENCE

RPS® examines exogenous factors, subjective perception and vulnerability mechanisms linked to work-related stress. It gives prevention teams a structured reading by dimension and by department, aligned with the Gollac framework, to prioritise action without reducing people to a score.

What is it used for? Run a primary prevention assessment, document the psychosocial section of your risk assessment, or diagnose after an alert.



01 **HR directors**
Document prevention with a structured method

02 **Prevention officers**
Map risk by dimension and by department

03 **QWL managers**
Prioritise actions on measured factors

04 **Employee representatives**
Share a factual basis for prevention dialogue

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WHAT THIS TEST CHANGES FOR YOU.

Four dimensions, from external constraints to psychological impact.

01

Exogenous factors

Workload, hierarchy, recognition, fairness, incivilities and harassment.

02

Risk scale

Physical, intellectual, social and emotional signs of chronic strain.

03

Stress resistance

Managing pressure, adapting and staying stable under sudden load.

04

Psychological component

Anxiety and prolonged exposure, followed as factors, not diagnoses.

05

Department view

A risk map by service, with prioritised alert indicators.

06

Scientific basis

Built on Gollac, Karasek and Siegrist, with double validation.

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NORMATIVE · ~200 QUESTIONS · ~35 MINUTES

DIMENSIONS & CRITERIA ASSESSED

21 criteria across 4 dimensions.

01 EXOGENOUS FACTORS

11 CRITERIA

Constraints outside of work impacting overall mental balance

Work-life balance perceived as a protective or aggravating factor

Relationships with colleagues influencing emotional security at work

Relationship with hierarchy and quality of managerial support

+ 7 more criteria

02 RISK SCALE

5 CRITERIA

Physical problems associated with chronic stress (somatic disorders)

Intellectual problems: loss of concentration, errors, confusion

Disruption of social life: withdrawal, isolation, relational tension

Emotional exhaustion: advanced indicator of burn-out

Loss of personal value: decreased self-esteem, feeling of uselessness

03 STRESS RESISTANCE

3 CRITERIA

Ability to manage pressure in a sustainable and constructive manner

Adaptation to stressful situations without emotional imbalance

Emotional stability in the face of unforeseen events or sudden loads

04 PSYCHOLOGICAL COMPONENT

2 CRITERIA

Anxiety felt in the professional context

Potential depression, linked to prolonged exposure to stress factors

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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.

~200

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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