PSYCHOMETRICS · SIGMUND

PRO HEALTHCARE SKILLS®

Care rigor, hygiene protocol compliance, dexterity and emotional control for clinical teams. 20 minutes.



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THE SOLUTION TO SAFE HEALTHCARE HIRING

A care unit cannot absorb the wrong profile. Missed hygiene, a dose left unchecked, an unmanaged emotion in front of a patient: the consequence is clinical, not commercial. The test measures protocol discipline, vigilance, dexterity and emotional control, so the shortlist shows who can carry a care load from shift one.

What is it used for? Nurses, nursing assistants, care workers, medical-technical staff, ward supervisors. Suited to filling critical vacancies and to units where protocol compliance is non-negotiable.



01 **Care home director**
Hire carers who hold protocol and empathy together

02 **Nursing manager**
Compare clinical rigor and stress control pre-shift

03 **HR, private clinic**
Fill critical posts without lowering the care standard

04 **Recruitment officer**
Screen caregiver profiles on emotional control, not on CVs

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WHAT THIS TEST CHANGES FOR YOU.

Four dimensions: care practice, patient relations, physical stamina, medical knowledge.

01

Hygiene discipline

Strict protocol adherence read as behaviour, not as a declaration.

02

Vigilance

Sustained attention and procedure checks across a full shift.

03

Dexterity

Precision and meticulousness in care gestures and equipment use.

04

Empathy

Listening, discretion and reassuring communication with patients.

05

Emotional control

Self-control when a situation turns difficult or distressing.

06

Medical knowledge

Anatomy, pharmacology, procedures, ethics and regulations.

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IPSATIVE · ~120 QUESTIONS · ~20 MINUTES

DIMENSIONS & CRITERIA ASSESSED

23 criteria across 4 dimensions.

01 PROFESSIONAL DIMENSION

7 CRITERIA

Strict adherence to hygiene protocols

Vigilance and sustained attention

Ability to control and verify procedures

Effective personal organization

Reactivity and appropriate decision-making

Continuous updating of knowledge

+ 1 more criteria

02 RELATIONAL DIMENSION

6 CRITERIA

Sociability and diplomacy

Discretion and respect for confidentiality

Team spirit and cooperation

Clear, reassuring, and empathetic communication

Active listening and behavior analysis

Emotional control in sensitive situations

03 PERSONAL DIMENSION

3 CRITERIA

Physical resistance and endurance

Dexterity, precision, and meticulousness

Strict adherence to rules and professional rigor

04 TECHNICAL SKILLS

7 CRITERIA

Knowledge of anatomy and physiology

Understanding of pharmacology

Mastery of medical procedures

Hygiene and infection control

Medical regulations and ethics

Use of medical equipment

+ 1 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.

~120

QUESTIONS

4

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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