PSYCHOMETRICS · SIGMUND

PRO SECURITY SKILLS®

Vigilance, stress resistance, integrity and procedure discipline for security roles. 20 minutes.



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THE SOLUTION TO SECURITY HIRING UNDER PRESSURE

A guard post is a chain of small decisions: a badge checked, an anomaly reported, a conflict cooled down. One lapse voids the contract. The test measures vigilance over time, self-control, integrity and procedure discipline, so your shortlist reflects who will hold the post at night, not who interviews well.

What is it used for? Security agents, supervisors, site managers, close protection, event security, retail loss prevention. Suited to high-volume hiring and to sites with strict access control.



01 **Security operations manager**
Rank agents on vigilance and reactivity, not on CV polish

02 **Contract manager**
Show clients the profile behind each agent on site

03 **Recruitment officer**
Screen a whole applicant pool before the first interview

04 **Site supervisor**
Check that authority and diplomacy hold under confrontation

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WHAT THIS TEST CHANGES FOR YOU.

Four dimensions covering the post, the team, the person and the job knowledge.

01

Vigilance over time

Sustained attention read as a trait, not as a single shift impression.

02

Emergency reactivity

Quick decisions and clear reporting when an incident breaks.

03

Integrity and probity

A dedicated scale on honesty, discretion and respect for rules.

04

Authority and tact

Natural authority, assertiveness and conflict de-escalation.

05

Stress resistance

Self-control, patience and adaptability to the unforeseen.

06

Regulations

Security procedures, current rules, surveillance and equipment handling.

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IPSATIVE · ~120 QUESTIONS · 20 MINUTES

DIMENSIONS & CRITERIA ASSESSED

23 criteria across 4 dimensions.

01 PROFESSIONAL DIMENSION

5 CRITERIA

Strong sense of security and strict adherence to instructions

Ability to verify, control, and report anomalies

Reactivity and quick decision-making in emergency situations

Vigilance and sustained attention over time

Thoroughness in applying procedures

02 INTERPERSONAL DIMENSION

6 CRITERIA

Teamwork and effective cooperation

Ease of contact and appropriate sociability

Natural authority and assertiveness

Clear communication, ability to reassure and advise

Tact, diplomacy, and conflict management

Availability and sense of service

03 PERSONAL DIMENSION

6 CRITERIA

Adaptability to unforeseen events

Patience and stress management

Physical endurance and stamina

Reliability and sense of execution

Self-control in all circumstances

Integrity and probity

04 TECHNICAL SKILLS

6 CRITERIA

Mastery of security procedures

Knowledge of current regulations

Use of surveillance techniques

Management of emergency situations

Handling of security equipment

+ over 500 job knowledge questionnaires

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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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