PSYCHOMETRICS · SIGMUND

PRO IN-HOME CARE SKILLS

Empathy, trust building, handling technique and hygiene discipline for home-care roles. 20 minutes.



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THE SOLUTION TO IN-HOME CARE HIRING

Home care happens alone, in someone's living room, with no colleague to correct a gesture. Trust, discretion and handling technique carry the whole service. The test measures listening, reliability, vigilance and hygiene discipline, so you send someone into a home knowing they will respect the person and the protocol.

What is it used for? Home carers, care assistants, childminders, activity leaders, housekeeping staff. Fits high-volume recruitment, replacements and multi-site scheduling.



01 **Agency director**
Place carers a family will keep, not just accept

02 **Care coordinator**
Match a profile to a dependent person's real needs

03 **Recruitment officer**
Screen applicants before booking the first home visit

04 **Operations manager**
Stabilise teams worn down by constant turnover

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WHAT THIS TEST CHANGES FOR YOU.

Four dimensions: care practice, relations, personal reliability, job knowledge.

01

Trust and contact

Ease of contact, patience and the ability to reassure at home.

02

Discretion

Confidentiality and tact inside a person's private space.

03

Handling technique

Safe mobilisation and first-aid basics for daily care.

04

Listening

Needs analysis and adapted transmission to the person and family.

05

Hygiene protocols

Application of hygiene rules, nutrition and sector regulations.

06

Autonomy

Initiative and vigilance with no supervisor on site.

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IPSATIVE · ~120 QUESTIONS · ~20 MINUTES

DIMENSIONS & CRITERIA ASSESSED

26 criteria across 4 dimensions.

01 PROFESSIONAL DIMENSION

6 CRITERIA

Personal organization and effective task management

Group facilitation and energizing collective activities

Creativity in support and problem-solving

Adherence to hygiene standards and protocols

High standards in service quality

Stress management in various situations

02 INTERPERSONAL DIMENSION

8 CRITERIA

Ease of contact and building trust

Teamwork and harmonious cooperation

Active listening and needs analysis

Clear communication and ability to advise

Patience and availability in support

Tact, diplomacy, and handling sensitive situations

+ 2 more criteria

03 PERSONAL DIMENSION

5 CRITERIA

Sense of responsibility and reliability

Vigilance and attentive observation

Discretion and respect for confidentiality

Physical endurance and stamina

Initiative and autonomy

04 TECHNICAL SKILLS

7 CRITERIA

Proficiency in first aid

Use of handling techniques

Knowledge of gerontology

Understanding of nutrition and dietetics

Application of hygiene protocols

Understanding of sector regulations

+ 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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