PSYCHOMETRICS · SIGMUND

STRESS®

Organisational, relational and individual factors, mapped before the role is filled.



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THE SOLUTION TO ANTICIPATE PRESSURE BEFORE IT COSTS YOU

Stress® analyses the organisational, relational and individual factors behind workplace pressure. It maps what strains a person, what protects them and how they recover, so you can compare candidates for demanding roles and act on causes rather than wait for symptoms.

What is it used for? Recruit for high-pressure positions, anticipate psychosocial risks, target prevention, and prepare onboarding for demanding roles.



01 Recruiters
Compare resilience under pressure across candidates

02 HR managers
Anticipate psychosocial risk in demanding roles

03 QWL and prevention teams
Target prevention where tension concentrates

04 Occupational health teams
Open a prevention dialogue on structured data

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WHAT THIS TEST CHANGES FOR YOU.

Seven dimensions: what pressures a person, what holds, and what gives way.

01

Organisational factors

Workload, clarity of objectives and room for manoeuvre.

02

Professional relationships

Hierarchy, colleagues, conflict and social support.

03

Individual factors

Emotional management, stability and the ability to step back.

04

Personal resources

Self-esteem, confidence in skills and the ability to ask for help.

05

Psychosocial risks

Burnout risk, isolation and perceived injustice, read as warning signs.

06

Format

Ipsative, about 140 questions in 25 minutes, in four languages.

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IPSATIVE · ~140 QUESTIONS · ~25 MINUTES

DIMENSIONS & CRITERIA ASSESSED

22 criteria across 7 dimensions.

01 ORGANIZATIONAL FACTORS

3 CRITERIA

Workload perceived as generating pressure or mental overload

Clarity of missions and objectives to avoid uncertainty, a source of stress

Autonomy and room for maneuver perceived as a factor of control and psychological security

02 PROFESSIONAL RELATIONSHIPS

3 CRITERIA

Quality of hierarchical relationships in managing tensions and perceived support

Relationships with colleagues as a resource or source of relational stress

Conflict management and social support to prevent chronic tensions

03 INDIVIDUAL FACTORS

3 CRITERIA

Emotional management in the face of constraints and unforeseen events

Resistance to pressure and emotional stability in tense contexts

Ability to put things into perspective to limit disproportionate stress reactions

04 PERSONAL RESOURCES

3 CRITERIA

Self-esteem as a factor of resilience in the face of judgment and failures

Confidence in one's skills to cope with demands without excessive anxiety

Ability to ask for help to avoid isolation and silent exhaustion

05 PSYCHOSOCIAL RISKS

3 CRITERIA

Risk of professional burnout related to the accumulation of chronic stress

Feeling of isolation perceived as an aggravating factor of stress

Perception of injustice or insecurity that increases tension and organizational distrust

06 MOTIVATION AND ENGAGEMENT

3 CRITERIA

Involvement in work balanced, to avoid emotional overload

Professional satisfaction perceived as a lever of mental protection

Projection into the future allowing a positive and less anxiety-provoking vision of work

07 TECHNICAL SKILLS

4 CRITERIA

Mastery of trade know-how to reduce tensions related to uncertainty

Ability to apply knowledge without cognitive overload

Adaptation to the specificities of the position to better manage constraints and avoid frustration

+ 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.

~140
QUESTIONS

7
DIMENSIONS

~25 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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