PSYCHOMETRICS · SIGMUND

PRO OPERATORS & TECHNICIANS SKILLS

Technical aptitude, trade gestures, measurement tools and safety awareness for field roles. 20 minutes.



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THE SOLUTION TO OPERATOR AND TECHNICIAN HIRING

A technician is judged on a machine that stops, a measurement that drifts, a plan that does not match the part. The gap between a good interview and a good shift is wide. The test measures trade gestures, dexterity, logical reasoning and safety discipline, so you can staff a line with people who produce from day one.

What is it used for? Machine operators, assembly technicians, maintenance technicians, test and quality operators, team leaders. Suited to ramp-ups, shift staffing and internal mobility.



01 **Industrial HR manager**
Pre-select operators on dexterity and safety, at volume

02 **Workshop manager**
Check reasoning and trade knowledge before the trial

03 **Maintenance supervisor**
Compare mechanical and electrical baselines

04 **Production planner**
Reduce the risk of a workstation left uncovered

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WHAT THIS TEST CHANGES FOR YOU.

Four dimensions: trade method, team fit, reasoning, technical baseline.

01

Trade gestures

Skill and dexterity assessed on the gestures the job actually requires.

02

Logical reasoning

Logic, anticipation and error prevention on a technical task.

03

Measurement tools

Mastery of control and measurement instruments on the line.

04

Plans and diagrams

Reading and interpreting drawings and schematics.

05

Safety and quality

Compliance with safety and quality standards in the workshop.

06

Technical breadth

Mechanics, electricity, electronics and production processes.

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IPSATIVE · ~120 QUESTIONS · ~20 MINUTES

DIMENSIONS & CRITERIA ASSESSED

18 criteria across 4 dimensions.

01 PROFESSIONAL SKILLS

6 CRITERIA

Personal organization and effective prioritization

Sense of quality and adherence to standards

Vigilance and sustained attention

Adaptation to technology and changes

Skill and dexterity in trade gestures

Work capacity and endurance

02 INTERPERSONAL SKILLS

2 CRITERIA

Team spirit and cooperation

Listening skills and effective communication

03 PERSONAL SKILLS

4 CRITERIA

Logic and reasoning

Initiative and autonomy

Rigor and reliability

Ability to anticipate and prevent errors

04 TECHNICAL SKILLS

6 CRITERIA

Reading and interpreting plans and diagrams

Knowledge in mechanics, electricity, electronics

Understanding of production processes

Mastery of measurement and control tools

Compliance with safety and quality standards

+ Over 500 trade 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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