PSYCHOMETRICS · SIGMUND

PRO TRAININGTYPE®

Identifies learning preferences, from sensory style to decision mode — 20 minutes.



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THE SOLUTION TO DESIGN TRAINING THAT FITS EACH LEARNER.

TrainingType Pro® maps how a learner takes in and processes information: energy orientation, perception, decision criteria, operating mode and sensory preference. Designers can then choose between written material, diagrams, discussion and hands-on practice, instead of losing learners to formats that never suited them.

What is it used for? Adapt materials and formats, mix classroom and digital delivery, cut drop-out rates and speed up skills acquisition across your programmes.



01 **Training managers**
Match formats to learner profiles

02 **Instructional designers**
Choose the medium that carries content

03 **Trainers**
Vary methods within a single group

04 **HR directors**
Improve completion and training ROI

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WHAT THIS TEST CHANGES FOR YOU.

Learning preferences made readable, format by format.

01

Sensory styles

Written, visual, auditory or hands-on learning.

02

Energy and perception

Group work or self-study, facts or concepts.

03

Decision mode

Logic-driven or people-driven learners.

04

Format choices

Pick the medium that suits the profile.

05

Drop-out reduced

Align the format with natural preference.

06

Job knowledge

Over 500 trade questionnaires available.

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IPSATIVE · ~120 QUESTIONS · ~20 MINUTES

DIMENSIONS & CRITERIA ASSESSED

16 criteria across 6 dimensions.

01 ENERGY ORIENTATION

2 CRITERIA

Extraversion: optimal learning through interaction, group simulations, and collaborative projects

Introversion: preference for self-directed learning formats, asynchronous modules, or individual analyses

02 PERCEPTION METHODS

2 CRITERIA

Sensation: sensitivity to concrete data, field practice, case studies, and demonstrations

Intuition: affinity for abstract content, conceptual models, and future-oriented thinking

03 DECISION-MAKING CRITERIA

2 CRITERIA

Thinking: preference for logical structure, rational content, and reasoned arguments

Feeling: sensitivity to human impacts, relational context, and empathetic approaches

04 OPERATING METHODS

2 CRITERIA

Judgment: need for clear objectives, structured programs, and predictable paths

Perception: ease in learning within informal, adaptive, or open contexts

05 SENSORY STYLES

4 CRITERIA

Verbal Visual: preference for written content, fact sheets, slides, articles, PDF documents

Non-Verbal Visual: affinity for diagrams, infographics, videos, summary tables

Verbal Auditory: optimal learning through podcasts, discussions, oral training, or tutoring

+ 1 more criteria

06 TECHNICAL SKILLS

4 CRITERIA

Proficiency in digital tools to follow online or hybrid training courses

Agile management: ease in adapting to dynamic and iterative formats

Data analysis skills: useful foundation for advanced professional modules

+ over 500 professional 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

6

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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