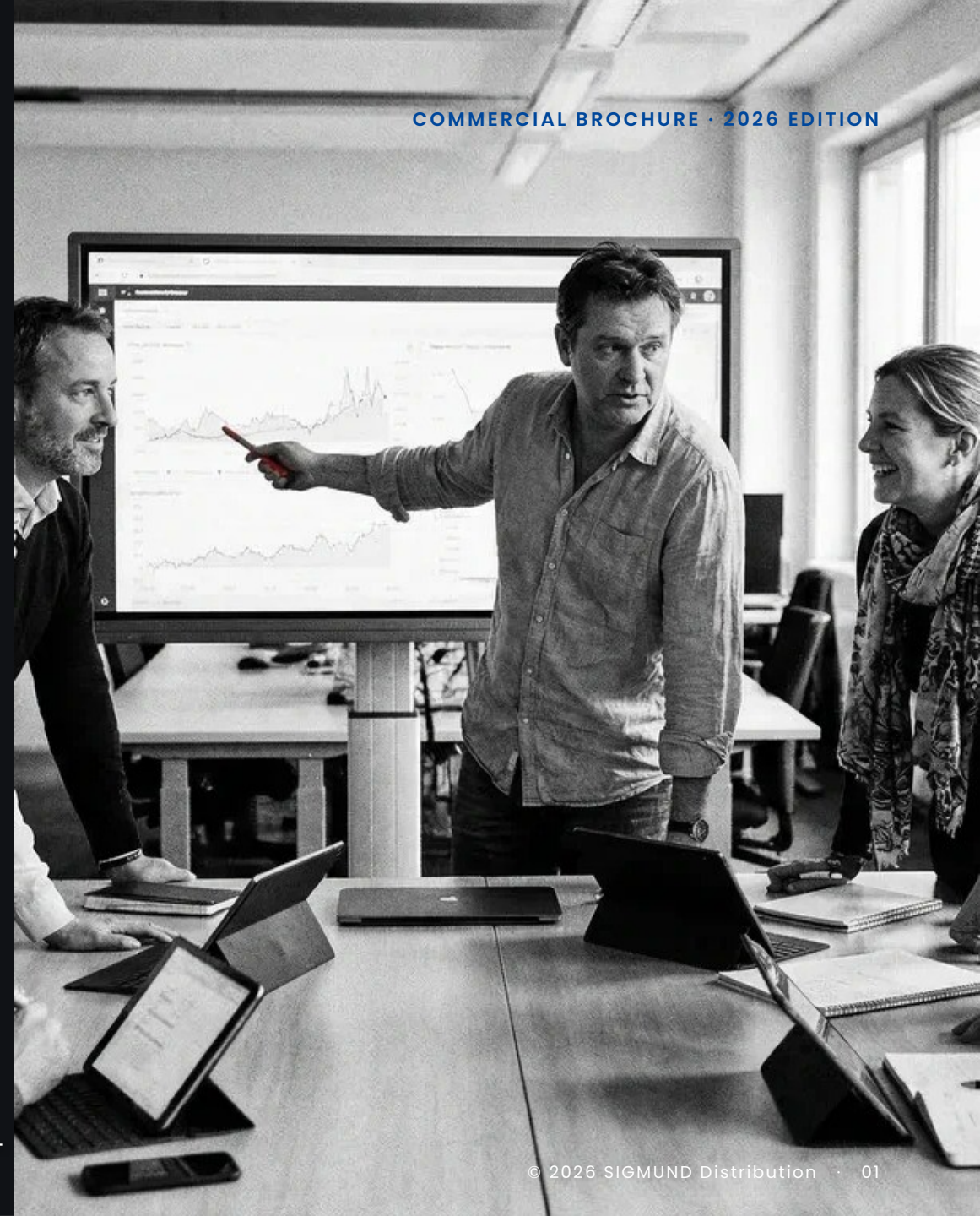


PRO MANAGEMENT SKILLS®

Measures in 25 minutes the soft skills, personality and knowledge essential to managers' performance.



THE EXCELLENCE SOLUTION TO ASSESS AND DEVELOP YOUR MANAGERS.

Pro Management Skills® is the excellence solution for HR managers, HR directors, recruiters and consultants who want to **secure their recruitment decisions**, **optimise internal mobility** and **develop leadership potential**. This **scientifically validated** management assessment tool helps you identify key skills with precision, **drastically reduce recruitment errors** and enhance your human capital at every stage of the career path.

Thanks to a complete **multidimensional** approach, you simultaneously assess professional skills, relationship skills, personal qualities and the technical knowledge required to succeed in managerial roles. You turn your recruitment processes into real levers of **collective performance**, employee engagement, employer attractiveness and organisational excellence.



- 01** **HR Managers**
Secure managerial recruitment decisions
- 02** **HR Directors**
Optimise internal mobility and identify potential early
- 03** **Recruiters**
Identify key managerial skills with precision
- 04** **Consultants**
Develop leadership potential and manager coaching

WHAT PRO MANAGEMENT SKILLS® CHANGES FOR YOU.

Six concrete benefits for your recruitment and the performance of your teams.

01

Secured recruitment

Secure managerial recruitment, no wrong hires.

02

Optimised mobility

Successful internal moves, talent identified earlier.

03

Faster processes

Faster processes thanks to reliable assessment.

04

Secured HR decisions

Choices backed by scientifically validated assessment.

05

Collective performance

Managers able to motivate, unite and hit your targets.

06

Valued experience

Fast, smooth assessment and a stronger employer brand.

FOUR DIMENSIONS FOR A COMPLETE PICTURE OF THE MANAGER.

A global, scientifically structured assessment framework combining skills, qualities and know-how.



01

Professional

The professional skills driving managerial performance.

02

Personal

Personal qualities, the foundation of lasting leadership.

03

Relationship

Relationship skills at the service of teams.

04

Technical

Technical knowledge and job-specific know-how.

DIMENSIONS & CRITERIA ASSESSED

18 criteria across four dimensions.

IPSATIVE · ~120 QUESTIONS · 25 MIN

01 PROFESSIONAL

7 CRITERIA

Ability to analyse and summarise information
Ability to lead with clarity and efficiency
Persuasion and negotiation in varied contexts
Initiative and strength of proposal
Ability to innovate and drive change
Focus on efficiency and results
Dynamism and responsiveness to challenges

02 PERSONAL

5 CRITERIA

Natural authority and charisma
Self-control, even under pressure
Autonomy in managing missions
Self-confidence and presence
Sense of reality and pragmatism

03 RELATIONSHIP

6 CRITERIA

Organising and structuring a team
Delegating effectively
Strong sense of responsibility
Stress resistance in demanding environments
Listening and adapting to stakeholders
Seeking compromise and shared solutions

04 TECHNICAL

JOB-SPECIFIC KNOW-HOW

Effective project management
Sound financial analysis
Mastery of corporate strategy
Human resources management
Knowledge of regulations
Advanced digital skills

This dimension is based on 500 job-knowledge MCQs, with 600 job frameworks included in the solution.

SCIENTIFIC RELIABILITY

A test built and validated to scientific standards.

120

QUESTIONS

25 min

ASSESSMENT TIME

18

CRITERIA ASSESSED

VALIDATION & RELIABILITY

- **Double external validation**
Independent control protocol
- **Internal validation: consistency**
Response and scale coherence
- **Reliability**
Stability of results over time

TEST AVAILABLE IN

27 languages

French · English · German · Spanish · Italian · Portuguese · Dutch · Swedish ·
Norwegian · Danish · Finnish · Icelandic · Estonian · Latvian · Lithuanian · Polish ·
Czech · Slovak · Hungarian · Romanian · Bulgarian · Greek · Russian · Arabic ·
Croatian · Maltese · Irish

Contact our team for a demonstration: service@sigmund.net

[SIGMUNDTTEST.COM](https://sigmundtest.com) →