

# BANKING POTENTIAL®

A test to measure the “soft skills”, personality and knowledge essential to banking professions

## THE STRONG POINTS OF THIS TEST

- ✓ Secure recruitment without costly mistakes
- 🚀 Accelerated selection thanks to a reliable assessment
- ☀️ Identification of candidates who are committed to a long-term commitment
- 📊 Rigorous and compliant profiles integrated efficiently
- 🔍 Talents selected to achieve the objectives
- ⚡ Banking consulting experts accurately detected

## BENEFITS

**Banking Potential®** is the essential solution for **HR managers**, **recruitment managers**, **HR consultants** and **operational managers** in banking and finance. Designed to address the critical challenges of **recruitment in the financial sector**, this psychometric test helps you **reduce casting errors**, **anticipate turnover risks** and **recruit profiles that are immediately operational** and **meet business requirements**.

Thanks to a **multi-criteria scientific analysis** (skills, soft skills, personality, technical knowledge), you assess each candidate precisely. The test allows you to identify profiles capable of **performing commercially**, **respecting regulatory compliance**, and **building a lasting customer relationship**. You thus optimize your **banking recruitment processes** by combining reliability, efficiency and time savings.

Investing in **Banking Potential®** means opting for a **strategic recruitment tool** designed to meet the specific requirements of the **banking and financial sector**: compliance, profitability, commercial performance, customer loyalty and technological development. It also means choosing a **modern, rigorous and attractive HR approach**, in line with the new expectations of talent and the competitiveness challenges of your establishment.

## PSYCHOMETRY

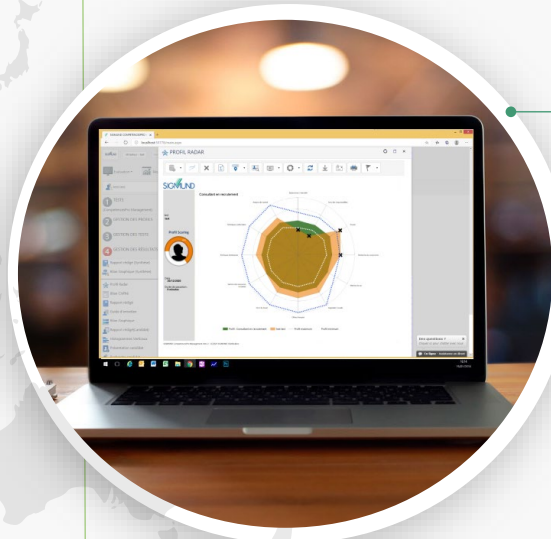
### Test construction:

Questionnaire type: Normative  
Number of questions: +1600  
Completion time: 30 minutes

### Test validation:

Double external validation  
Internal validation, consistency  
Loyalty  
Reliability

Test available in



32 job descriptions  
included



# BANKING POTENTIAL ®



## DIMENSIONS AND CRITERIA EVALUATED

### PROFESSIONAL DIMENSION

- **Initiative** and rapid adaptation to changes in the sector
- **Persuasion** and negotiation with individual or business clients
- **Results-oriented** and innovative in the face of digital challenges
- **Rigor** and method to guarantee compliance and reliability
- **Organization** and prioritization in a demanding environment
- **Respect for rules** and vigilance in procedures
- **Analysis** and synthesis for rapid and informed decisions
- **Quality** and creativity to design tailor-made offers

### PERSONAL DIMENSION

- **Self-confidence** in business relationships
- **Lucidity** and perspective in complex situations
- **Natural leadership** to lead others
- **Stress resistance** and emotional control at key moments

### RELATIONAL DIMENSION

- **communication** and lasting customer relations
- **listening** and ability to cooperate in a team
- **Teaching** to support clients and colleagues
- **Conflict management** and maintaining team cohesion
- **Tact** , diplomacy and a sense of service in all situations

### TECHNICAL DIMENSION

Knowledge and know-how of the profession

