

# CAREER MOBILITY POTENTIAL ®

“Career Mobility Potential ®”, master the challenges of professional mobility.



## THE STRONG POINTS OF THIS TEST

- ✓ Secure internal mobility without costly failures
- ✈ Reduced turnover thanks to successful transitions
- 📊 Training ROI optimized by precise matching
- 🔍 Hidden potentials revealed to accelerate careers
- ☀ HR decisions made reliable by scientific validation
- ⚡ HR excellence demonstrated by successful mobility



## BENEFITS

**Career Mobility Potential ®** is the leading solution for **HR managers , consultants , managers and assessment experts** who want to **secure career transitions , optimize internal mobility and develop an effective HR strategy** . This advanced assessment tool allows you to **accurately identify key success factors , personalize your support plans and enhance your human capital** at every stage of your career path.

Thanks to a scientifically validated and comprehensive methodology, you precisely identify the **professional interests , cognitive abilities , adaptive dimensions and business knowledge** essential for successful professional mobility. You thus transform your mobility challenges into real opportunities for **collective performance , employee engagement , employer attractiveness , skills development and organizational excellence** , by aligning individual aspirations with the strategic needs of your organization.

Investing in **Career Mobility Potential ®** means choosing an innovative **talent management solution , designed to meet the strategic challenges of career transition , outplacement , employability , HR support , mobility coaching , job and skills planning and HR mobility consulting** . It also means guaranteeing **secure mobility , optimizing training investments and a more agile, committed and efficient organization** .



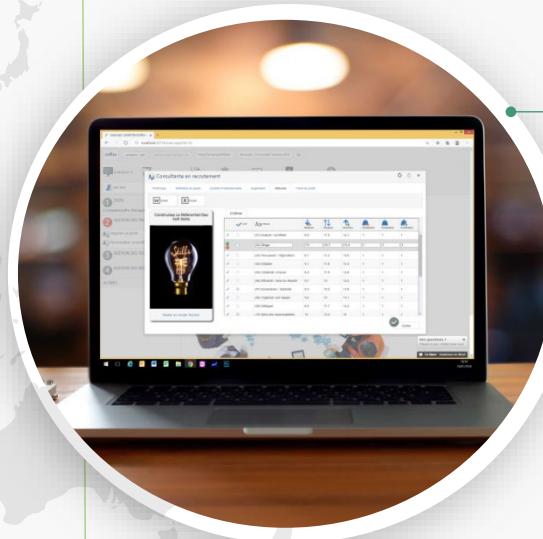
## PSYCHOMETRY

### Test construction:

Questionnaire type: Normative  
Number of questions: +580  
Completion time: 60 minutes

### Test validation:

Double external validation  
Internal validation, consistency  
Loyalty  
Reliability



Test available in



6000 job references  
included



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## DIMENSIONS AND CRITERIA EVALUATED

### ADAPTIVE DIMENSION

- **Motivation and a taste for work** : essential factors for success in times of transition
- **Willpower and perseverance** : indicators of resilience in the face of obstacles
- **Ambition and desire for progression** : driving force for projection and development
- **Sense of competition** : lever for involvement in a new environment
- **Risk-taking and openness to uncertainty** : facilitates a change of professional framework
- **Capacity for innovation** : key in reconversion or repositioning projects
- **Stress resistance** : a protective factor in times of instability
- **Tolerance and open-mindedness** : strengthens integration into new groups
- **Listening and understanding others** : useful for collective or managerial mobility
- **Adapting to change** : a central criterion for successful mobility
- **Resilience to failure** : ability to bounce back in transition phases
- **Self-confidence** : strengthens posture in a new role
- **Sense of reality** : avoids the risks of idealism or inadequacy

### COGNITIVE ABILITY

- **Memory and information retrieval** : key to rapid acquisition of new knowledge
- **Concentration and sustained attention** : protects against errors during the adaptation period
- **Logical reasoning** : facilitates decision-making in unfamiliar environments
- **Practical application of knowledge** : a favorable criterion for reorientation
- **Nonverbal logic** : useful for technical or visual professions
- **Digital skills** : prerequisites for many emerging sectors
- **Text comprehension** : necessary in regulatory or editorial functions
- **Clear written expression** : useful in cross-functional and support functions
- **Mathematical problem solving** : a key indicator for professions with numerical stakes

### TECHNICAL DIMENSION

Knowledge and know-how of the profession

### PROFESSIONAL INTERESTS

- **Affinity for production** : facilitates integration into industrial environments
- **Interest in technical services** : indicator of operational adequacy
- **Taste for R&D** : driving the transition to innovation roles
- **Attraction to marketing or sales** : leverage towards results-oriented positions
- **Aptitude for administrative management** : profile adaptable to support structures
- **Orientation towards finance or accounting** : consistency with control and management courses
- **Interest in IT** : a solid foundation for digital mobility
- **HR direction** : predisposition for support or coordination positions
- **Creativity and communication** : facilitates transitions to cross-functional roles
- **Social and support oriented**: propensity for jobs of collective utility

