

PREMIUM POTENTIAL®

“Premium Potential®” measures the criteria that are now essential for the performance and efficiency of operational managers.



THE STRONG POINTS OF THIS TEST

- ✓ Secure managerial recruitment without casting errors
- 🔍 Accurate detection of leadership potential in executives
- ⚡ Accelerated processes thanks to reliable assessment
- 📊 Predicted future performance to identify successful leaders
- ☀️ Selection in line with your cultural values
- ⚡ HR investments secured by a validated assessment



BENEFITS

Premium Potential® is the excellent solution for **HR managers**, **HR directors**, **recruiters** and **consultants** who wish to **secure their manager recruitment decisions**, **optimize the detection of high potentials** and **develop managerial leadership**. This scientifically validated assessment tool for executives allows you to **accurately identify key managerial skills**, **drastically reduce casting errors** and **enhance your managerial capital** at each stage of the career path. Thanks to a comprehensive multidimensional approach, you simultaneously assess **professional managerial skills**, **interpersonal leadership skills**, **personal leadership qualities** and **advanced technical knowledge** essential for success in executive and managerial roles. You thus transform your recruitment processes into real levers of **managerial performance**, **team engagement**, **employer attractiveness**, development of **executive talent** and **organizational excellence**, by aligning manager profiles with the strategic objectives of your organization.

Investing in **Premium Potential®** means choosing an innovative **strategic management recruitment solution**, designed to meet the complex challenges of **executive recruitment**, **internal managerial mobility**, **leadership potential assessment**, **managerial talent development**, **executive coaching**, **managerial forecasting** and **managerial HR excellence**. It also guarantees **secure manager recruitment**, **optimization of investments in managerial training** and a **more efficient, committed and agile organization**.



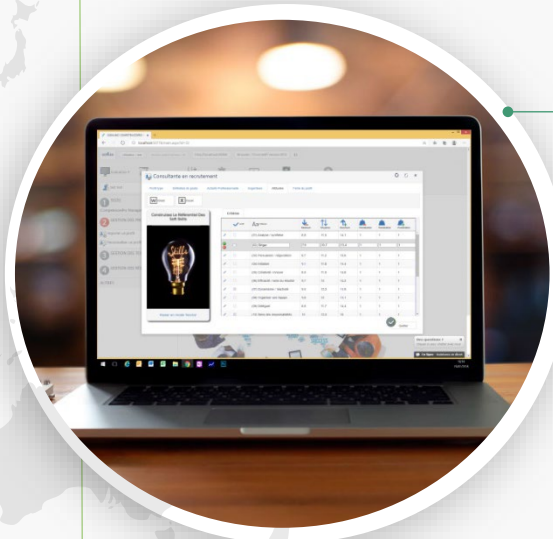
PSYCHOMETRY

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



600 job descriptions included





DIMENSIONS AND CRITERIA EVALUATED

PROFESSIONAL DIMENSION

- **Taste for work** and professional commitment
- Creativity and ability to propose new ideas
- **Will** and perseverance in the face of objectives
- Ambition and projection in career development
- Sense of competition in a performance-based approach
- **Sense of efficiency** and results orientation
- **Natural authority** and managerial presence
- **Ability to lead** a team towards clear objectives
- **Influence** and persuasion in interactions
- **Negotiation** and search for effective agreements
- Reasoned and calculated risk-taking
- **Initiative** and autonomy in action
- Ability to innovate in methods and decisions
- **Organization** and effective time management
- **Resistance to stress** in a pressure context
- **Priority management** and strategic planning
- Fast and relevant **decision-making**

PERSONAL DIMENSION

- **Personal balance** and emotion management
- **Stability of behavior** over time
- Spontaneity and authenticity in exchanges
- **Resilience** in the face of failure
- **Independence** in choices and actions
- **Self-confidence** in the leadership role
- **Sense of reality** and managerial pragmatism

RELATIONAL DIMENSION

- Assertive **Conflict Resolution**
- Respect for professional practices and codes
- **Tact** and diplomacy in sensitive exchanges
- Ease of contact and interpersonal skills
- Optimism and positive energy in the team
- **Teamwork** and active collaboration
- Tolerance and respect for differences
- **Delegation** and empowerment of employees
- Listening to other people's opinions with openness
- Active and caring **listening skills**
- Clear and effective **public speaking**
- **Adaptability** to new relational situations
- Availability and managerial presence

TECHNICAL DIMENSION

Knowledge and know-how of the profession

