

# PRO JUNIOR SKILLS ®

“Pro Junior Skills ®” for detecting young talents and good potential



## THE STRONG POINTS OF THIS TEST

- ✓ Reliable junior recruitment thanks to predictive assessment
- 🚀 Accelerated processes to detect hidden potentials
- 📊 Anticipated future performance with a validated scientific approach
- 🔍 Authentic talents revealed beyond the CV
- ☀️ Enhanced candidate experience and strengthened employer brand
- ⚡ Optimized ROI thanks to the reduction of early turnover



## BENEFITS

**Pro Junior Skills ®** is the benchmark solution for **recruiters**, **HR managers** and **talent management consultants** wishing to **make the recruitment of young graduates more reliable**, **detect high potentials** as soon as they join the company and **enhance each profile well** beyond the CV.

This innovative test allows for a **multidimensional assessment** integrating **soft skills**, **behavioral aptitudes**, **motivation** and **technical skills**, with **clear and immediately usable results**. By integrating this tool into your processes, you significantly reduce the risk of casting errors and optimize the **performance of your campus recruitment**.

Choosing **Pro Junior Skills®** means investing in a tool designed to meet today's HR challenges: **accelerating time-to-hire**, **reducing turnover costs**, **anticipating potential**, **aligning with positions**, and **engaging young talent**. With a modern and engaging candidate experience, you also strengthen your employer appeal.



## PSYCHOMETRY

### Test construction:

Pack: Recruitment

Questionnaire type: Ipsative

Number of questions: 120  
time 20 minutes

### Test validation:

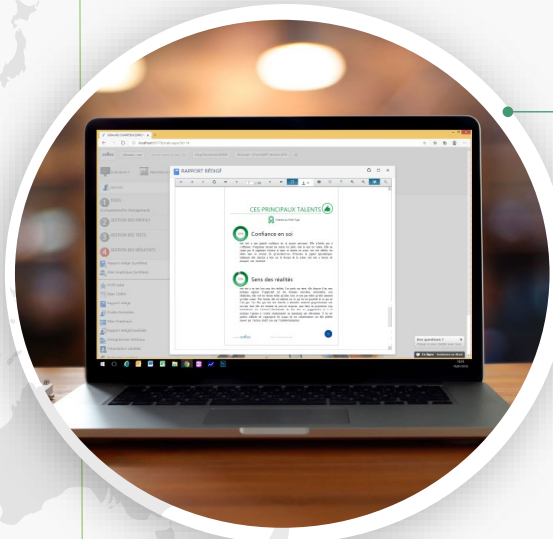
Double external validation

Internal validation, consistency

Loyalty

Reliability

### Test available in



54 job descriptions  
included





## DIMENSIONS AND CRITERIA EVALUATED

### PROFESSIONAL DIMENSION

- **Will** and perseverance in achieving goals
- **Ambition** and motivation to progress
- **Sense of efficiency** and results orientation
- **Leadership** and leadership ability
- **Negotiation** and management of divergent interests
- **risk-taking** and audacity
- **Initiative** and autonomy in action
- **Sense of organization** and priority management
- **Creativity** and ability to innovate

### RELATIONAL DIMENSION

- **Tact** and diplomacy in exchanges
- **Ease of contact** and interpersonal skills
- **Teamwork** and effective cooperation
- **Active listening** and understanding of needs
- **Adaptability** to new situations

### TECHNICAL DIMENSION

500 multiple-choice questions on professional knowledge and know-how

### PERSONAL DIMENSION

- **Tact** and diplomacy in exchanges
- **Ease of contact** and interpersonal skills
- **Teamwork** and effective cooperation
- **Active listening** and understanding of needs
- **Adaptability** to new situations

