

# PRO SECURITY SKILLS ®

“Pro Security Skills ®” measures the essential criteria and qualities for jobs in the security of personal property.



## THE STRONG POINTS OF THIS TEST

- | ✓ Reduce turnover and control hidden costs
- | ✈ Enhanced security with reliable and adapted agents
- | ⚡ Fast recruitment and confident decisions
- | 🔍 Accurate detection of vigilant and reactive profiles
- | 📊 Complete assessment: technical and behavioral skills
- | ⚡ Secure, sustainable and high-performing teams



## BENEFITS

Pro Security Skills ® is the essential tool for **HR managers** , **HR directors** , **recruiters** and **security managers** who want to **make their recruitment more reliable** , **reduce selection errors** and **build high-performing field teams** . Thanks to a **scientifically validated assessment of technical skills** , **soft skills** and **critical aptitudes in a sensitive context** , this test allows you to detect **profiles suited** to the requirements of security professions .

Designed to meet the specific challenges of the security sector (guarding, surveillance, safety), it helps you **save time** , **reduce turnover** and **anticipate the risk of casting errors** . Thanks to its **multidimensional approach** and its **immediately usable results** , you can confidently recruit **reliable** , **responsive** and **long-term committed candidates** .

Adopting **Pro Security Skills®** means investing in a proven and **reliable HR solution** that meets the current challenges of **recruitment in private security** : operational pressure, shortage of profiles, responsiveness requirements. It also improves your **employer brand** , professionalizes your processes and guarantees **targeted, rapid and sustainable recruitment** .



## PSYCHOMETRY

### Test construction:

Pack: Recruitment

Questionnaire type: Ipsative

Number of questions: 170

Completion time 20 minutes

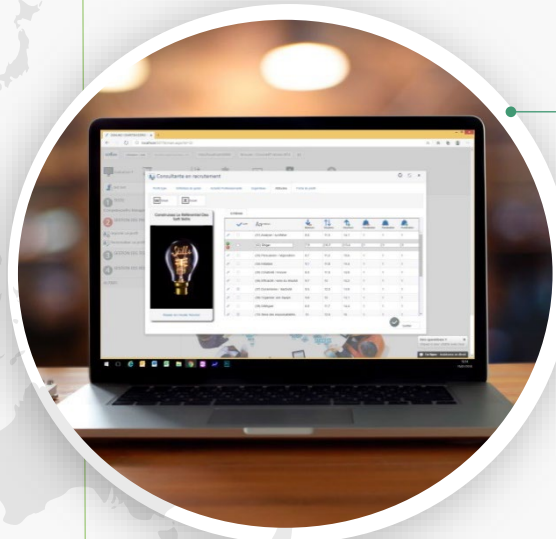
### Test validation:

Double external validation

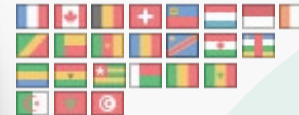
Internal validation, consistency

Loyalty

Reliability



Test available in



32 job descriptions  
included

# PRO SECURITY SKILLS ®



## DIMENSIONS AND CRITERIA EVALUATED

### PROFESSIONAL DIMENSION

- **Strong sense of safety** and strict compliance with instructions
- **Ability to verify, control** and report anomalies
- **Responsiveness** and rapid decision-making in emergency situations
- **Vigilance** and sustained attention over time
- **Rigor** in the application of procedures

### RELATIONAL DIMENSION

- **Teamwork** and effective cooperation
- **Ease of contact** and adapted sociability
- **Natural authority** and assertiveness
- **Clear communication** , ability to reassure and advise
- **Tact** , diplomacy and conflict management
- **Availability** and sense of service

### TECHNICAL DIMENSION

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

### PERSONAL DIMENSION

- **Adaptability** to the unexpected
- **Patience** and stress management
- **Physical resistance** and endurance
- **Reliability** and sense of execution
- **Self-control** in all circumstances
- **Integrity** and probity

