

PUBLIC SECTOR POTENTIAL®

“Public Sector Potential®” measures the criteria that are now essential for performance and efficiency in the Territorial Public Service.



THE STRONG POINTS OF THIS TEST

- ✓ Secure recruitment for territorial executives
- ✳️ Reduced turnover and high-performing agents
- 🔍 Identification of talents with high public potential
- ☀️ Digital transformation for a modern public service
- 👥 Authentic leadership for engaged teams
- ⚡️ Eco-responsibility at the service of the citizen



BENEFITS

Public Sector Potential® is the solution of excellence for **HR directors**, **recruiters** and **HR managers** in the public sector who seek to **secure their recruitment decisions**, **identify high potentials** and **optimize internal mobility**. This scientifically validated test allows you to **objectify the evaluation** of candidates, **reduce casting errors** and **align your recruitment with the strategic challenges of the public service**.

Thanks to a multidimensional approach — professional, relational, personal and technical — you obtain a detailed mapping of the candidate profile: interpersonal skills, sense of public service, leadership, digital culture and eco-responsibility. By combining these dimensions, you transform the selection process into a real lever for **collective performance**, **civic engagement**, **employer branding approach**, and **data-driven HR efficiency**.

Choosing **Public Sector Potential®** means opting for a strategic HR solution, designed to meet the challenges of recruitment in the public sector: limited attractiveness, the need for profiles aligned with public values, regulatory requirements, and organizational development issues. You ensure **informed hiring**, optimize your training expenses, and sustainably strengthen your organization thanks to well-identified and developed human capital.



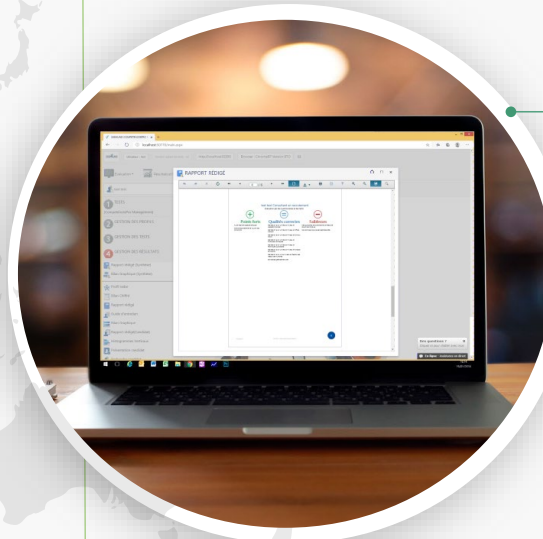
PSYCHOMETRY

Test construction:

Questionnaire type: Normative
Number of questions: +480
Completion time: 55 minutes

Test validation:

Double external validation
Internal validation, consistency
Loyalty
Reliability



Test available in



Job references
included



PUBLIC SECTOR POTENTIAL ®



MEASURED SKILLS

PROFESSIONAL DIMENSION

- **Initiative** and decision-making autonomy
- **Perseverance** in complex missions
- Rigor and critical sense in analysis
- **Innovation** and creativity adapted to the public sector
- **leadership** with teams
- Ability to adapt to administrative changes
- **Responsiveness** to public emergencies
- Sense of responsibility and rigorous organization
- Effective time management and multiple priorities
- Proven ability in public negotiation
- Discretion and confidentiality are essential for the position.

PERSONAL DIMENSION

- **Intellectual curiosity** and open-mindedness
- Spirit of analysis and strategic synthesis
- **Optimal stress management** in the face of public issues
- **Strong sense of public service**
- **Eco-responsibility**, a key issue in modern administration
- Digital culture, an essential asset for public innovation

RELATIONAL DIMENSION

- **Good interpersonal skills** with citizens and internal teams
- Team spirit and cross-functional cooperation
- **Ability to** actively listen to citizens' needs
- Clear and effective communication in a public context
- **Diplomacy** to manage sensitive situations
- Natural and legitimate authority
- **Educational sense** towards teams and users
- Self-control and emotional stability
- Availability adapted to the requirements of public service

TECHNICAL DIMENSION

Knowledge and know-how of the profession

