



COGNITIVE MATRICES TEST

PROFESSIONAL SKILLS MEASURED

PROFESSIONAL EFFECTIVENESS

- **Focus** on what is important
- **Identify** priorities and effective actions

QUALITY OF RELATIONSHIPS

- **Incorporate** the perspective of others and cooperate
- **Adjust** relational modes

PROFESSIONAL WELL-BEING

- **Do not exaggerate** the events
- **Be factual** and action-oriented in the face of difficulties

7 MATRICES

Amplitude

Decentering

Balance

Lucidity

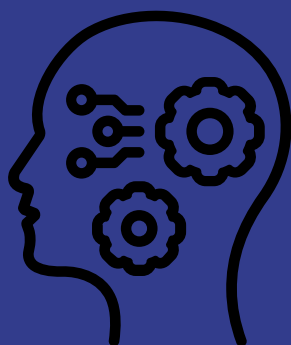
Innovation

Flexibility

Autonomy

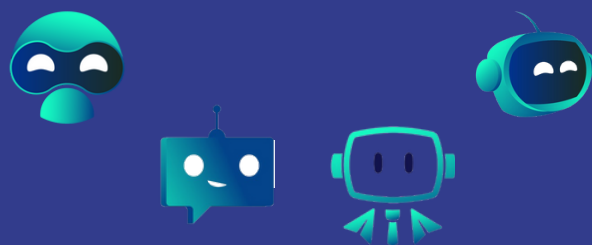
UTILITY

Improve fundamental professional cognitive skills to enhance professional efficiency



AI BOTS

Optional development of cognitive skills through **debriefing of one's own professional situations** with **AI coach assistants**



ADMINISTRATION

- ? 41 questions
- 🗣️ French or English
- 🕒 20 minutes

VALIDITY

- Validated :** Items analogous to real professional situations
- Calibrated :** Individual scores compared to a reference sample
- Standardized :** normalization of conditions for analyzing results

CABINET CHRYSIPPE
Research & Development

PERFORMANCE SCORES

You perform better on this matrix than... % of the population

	90%	80%	70%	60%	50%	40%	30%	20%	10%	0%
Effectiveness	Amplitude (M1+) Ability to act on the most effective levers									
	Score : _____									
Effectiveness	Lucidity (M2+) Ability to remain rational and lucid in emotional situations									
	Score : _____									
Quality of relationships	Decentration (M3+) Ability to use the experiences and opinions of others									
	Score : _____									
	Innovation (M4+) Ability to challenge false evidence									
Quality of relationships	Autonomy (M5+) Ability to cope with unsuitable requests									
	Score : _____									
Well-being	Balance (M6+) Ability to learn from the negative as well as the positive									
	Score : _____									
	Flexibility (M7+) Ability to be solution-oriented in the face of difficulties									
Well-being	Reductionism (M1-) Difficulty in identifying priorities and efficiency factors									
	Score : _____									
Well-being	Affectivity (M2-) Difficulty in analyzing facts and consequences under the sway of emotion									
	Score : _____									
Well-being	Self-centrism (M3-) Tendency to focus only on one's point of view									
	Score : _____									
Well-being	Conformity (M4-) Tendency to follow habits and fake limitations									
	Score : _____									
Well-being	Constraint (M5-) Difficulty handling unsuitable requests									
	Score : _____									
Well-being	Disproportion (M6-) Tendency to overly dwell on events and become demotivated									
	Score : _____									
Well-being	Pressure (M7-) Tendency to deplore difficulties rather than deal with them									
	Score : _____									

SYNTHESIS

Cognitive matrices are fundamental reasoning skills that allow us to better analyze and respond to professional situations.



AMPLITUDE

I take the time to identify priorities, important information, and factors of effectiveness



LUCIDITY

Even under the influence of emotion, I take the time to analyze the facts and consequences



DECENTRATION

Aware that I don't control everything, I truly take into account the feedback from others and their experiences



INNOVATION

I know, when necessary, to question (social) habits and lift false constraints



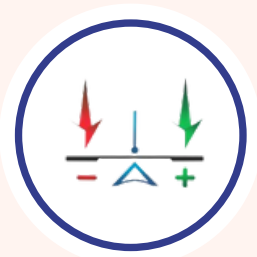
AUTONOMY

I know how to identify manipulative behaviors



BALANCE

By not focusing only on the negative, I remain motivated



FLEXIBILITY

Accepting that not everything is perfect or as I want it to be, I stay solution-oriented in the face of difficulties

