



# Your One Stop Shop For Assessment Solutions!

COD offers thousands of accurate, predictive, reliable assessments, and over 50 years of testing expertise.

**Don't just guess. Confirm with tests!**

## Why Test At All?

Employers are finding it increasingly difficult to find applicants with the skills required for the job. It is even harder to assess newcomers and equate their foreign work experiences with North American equivalencies. Resumes, references, and background checks are often unreliable, and many applicants are highly skilled at presenting the best version of themselves.

Tests help to level the playing field, standardize the evaluation process, and generate detailed information about an applicant that is simply impossible to obtain in any other way. Assessments help identify and confirm the skills required for job success, as well as assessing job fit, team skills, readiness for promotion, trainability, burnout, stress, and more.

They save you money, reduce turnover, identify better employees, and improve organizational effectiveness.

## There's A Test For That!

Whether you are hiring, experiencing high turnover, have problem employees, low work ethic, ineffective teams or leaders, conflict, poor customer service or high shrinkage, there's a test for that, and we can provide you with the tools to help solve these problems! We carry hundreds of specialized, job-specific tests that are legal, valid, reliable and accurate.

Our tests are used by both small and large organizations in over 29 countries, including:

Australia, Barbados, Bermuda, Canada, China, Germany, Honduras, India, Indonesia, Iran, Ireland, Italy, Japan, Korea, Lithuania, Malaysia, Malta, Mexico, Netherlands, New Zealand, Nigeria, Philippines, Puerto Rico, Saudi Arabia, Singapore, South Africa, Spain, Switzerland, UK, and the United States.

## Success Stories

"COD has probably the best follow-up and follow-through of any vendor I've worked with. They are always quick to get back to me and willing to take the time to talk things through with me i.e. they actually listen, understand my needs and then make thoughtful suggestions as to how I might proceed. They don't pester me and they've never made me feel pressured but have always made me feel that they actually care about helping me to improve my business. In short, I feel "looked after". They are also very knowledgeable about their products which, for a newbie like me, was invaluable."

**Barry Adam - President, Impreglon Coatings**



## What Solutions Are Available?

These days, there's a test for practically *everything*, including:

|                       |                        |                        |                    |
|-----------------------|------------------------|------------------------|--------------------|
| Administrative Skills | Emotional Intelligence | Insurance              | Retail             |
| Accounting            | Entrepreneurs          | Learning Style         | Safety             |
| Arithmetic            | Engineering            | Management &           | Sales              |
| Banking               | Finance                | Leadership             | Stress             |
| Burnout               | Franchisees            | Manufacturing          | Stocking/Inventory |
| Call Centres          | Healthcare             | Mechanical Aptitude    | Teams              |
| Careers               | Honesty                | Nannys                 | Telemarketing      |
| Clerical Skills       | Hospitality            | Personality            | Time Management    |
| Computing             | Human Resources        | Policing/Public Safety | Warehouse          |
| Culture/Diversity     | HVAC                   | Programming            | Welding            |
| Customer Service      | Industrial Skills      | Reading                | Work Integrity     |
| Dexterity             | Information            | Reliability            | Work Motivation    |
| Education/Teaching    | Technology             | Restaurant             | Work Readiness     |
| Electrical Skills     |                        |                        | And many more!     |

Visit us online to view our entire catalogue or contact us for a personal needs analysis to help you find exactly what you're looking for.

Best of all, Creative Organizational Design requires:

- ✓ **No** licence requirements
- ✓ **No** annual fees
- ✓ **No** setup fees
- ✓ **No** pre-payments

### Our Clients Include:



Along with many municipalities, universities, police forces, and manufacturers.

### Creative Organizational Design

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