

## Test Options Continued

- Manufacturing
- Mechanical Aptitude
- Nannys
- Personality
- Policing/Public Safety
- Programming
- Reading
- Reliability
- Restaurant
- Retail
- Safety
- Sales
- Stress
- Stocking/Inventory
- Teams
- Telemarketing
- Time Management
- Warehouse
- Welding
- Work Integrity
- Work Motivation
- Work Readiness

and many more! Visit us online to view our entire catalogue or contact us and we'll do a full needs analysis and help you find just what you're looking for.

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

## 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 a thoughtful suggestion 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**

## Our Clients Include



## Your One Stop Shop For Assessment Solutions!

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## There's A Test For That!

Whether you are hiring or need to assess the skills of your existing personnel, are experiencing high turnover, have problem employees, low work ethic, ineffective teams, theft, or poor customer service, 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.

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.

### **Creative Organizational Design**

enables you to access over  
50 years of testing expertise and  
thousands of accurate,  
predictive, and *reliable*  
assessments!

**Test, Don't Guess!**

## Why Test At All?

Many employers find it more and more difficult to find applicants with the level of skills required for the job. It is even harder for employers to assess immigrant workers or equate their foreign work experiences with North American equivalencies.

Unfortunately, resumes, references, and background checks aren't always reliable. 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.

Employee assessments can be used to measure general skills or the specific ones required for job success. They can also be used to assess trainability, burnout, stress, team effectiveness, readiness for promotion, or identifying the training needs of executives.

Tests can help you save money, reduce your turnover, get better employees, and increase your sales.

## What Are My Options?

There are hundreds of solutions to choose from. *Some* of the tests we have include:

- Administrative Skills
- Accounting
- Arithmetic
- Banking
- Burnout
- Call Centres
- Careers
- Clerical Skills
- Computing
- Culture/Diversity
- Customer Service
- Dexterity
- Education/Teaching
- Electrical Skills
- Emotional Intelligence
- Entrepreneurs
- Engineering
- Finance
- Franchisees
- Healthcare
- Honesty
- Hospitality
- Human Resources
- HVAC
- Industrial Skills
- Information Technology
- Insurance
- Learning Style
- Management & Leadership