

WHY A COGNITIVE DEMANDS ANALYSIS (CDA)?

Detailed information regarding the cognitive demands of a job.

Assist in determining employee's abilities with respect to a job.

Enhances Human Resources' job descriptions.

Allows objective assessment of work capabilities by specially trained experts.

Taking Care of YOUR business.

Organizational Solutions Inc. sees a Cognitive Demands Analysis as an essential component of looking after your workforce and your workplace.

We recognize that the quality and effectiveness of our programs are why our clients trust in our success, and so each project is designed and managed to minimize human and financial loss.

We measure and provide you with data regarding all our results.

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ORGANIZATIONAL SOLUTIONS INC.
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COGNITIVE DEMANDS ANALYSIS



"The RIGHT care, at the RIGHT time, for the RIGHT outcome ©."

Cognition is defined as the mental processes involved in gaining knowledge and comprehension, including thinking, knowing, remembering, judging and problem-solving. These are higher-level functions of the brain and encompass language, imagination, perception and planning.

Organizational Solutions Inc. use a combination of work sampling systems and a range of comprehensive cognitive ability, aptitude and achievement measures to provide a unique and detailed measure of memory, aptitudes and higher-level problem solving demands of your jobs.

A CDA for employers can provide an objective analysis of the essential job duties and cognitive demands of an employee's job. Organizational Solutions Inc. can test areas such as the amount of concentration required to do a job, the demands on memory and time pressures. This can prevent future short and long term disability due to factors such as stress and works with the wider preventative services of our Disability Management programs.

Among the many benefits of a Cognitive Demands Analysis (CDA) are:

- Ensuring the well-being of your employees
- Reducing costs by improving morale, retention and job satisfaction.
- Can aid return to work plans by evaluating an individual's cognitive abilities and the cognitive demands of their job.
- Can be used for many other purposes, such as personnel selection and training,

The Service

A CDA is a work specific objective evaluation of the cognitive, emotional and psychological skills required to perform the essential duties of a position. The CDA can also be used as a companion document to a Cognitive / Psychological Functional Abilities Evaluation (CP-FAE) performed by a registered psychologist or neuro-psychologist. The measures used for our CDA have been extracted from commonly used psychological / neuro-psychological tests.

Service Overview

- Cognitive skills and aptitudes
- Sustained concentration and persistence
- Memory and higher level cognitive abilities
- Social interaction and traits required for job

Our Difference

- Highly qualified, specifically trained experts
- Allows objective assessment of work capabilities
- Comparison of abilities to essential cognitive demands
- Interview with employer and incumbent observation