Psychometric assessment tools at the cutting edge of innovation
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Central Test is an international assessment publisher offering innovative psychometric solutions along with bespoke training services.

Since 2002, we provide decision-makers with reliable support that brings essential information into the recruitment, internal mobility, skills development and talent retention processes.

Based on a multi-criteria approach, our assessments provide you with a complete understanding of an individual’s personality, abilities and motivations by delivering valuable insights into their behaviours and potential.

Our training and consulting programmes provide HR professionals with the necessary skills to effectively use and implement our assessments in their organisational context.

**RELIABLE ASSESSMENTS AT THE CUTTING EDGE OF INNOVATION**

Central Test combines its passion for human behaviour and psychometrics by keeping innovation at its core. Our assessments are designed using the latest methods in psychometrics and data security, and are validated in accordance with the highest standards defined by the international scientific community.

**OUR GLOBAL PRESENCE**

Our client-centric approach and flexibility to create tailor-made solutions for our customers allows us respond to all HR challenges across a variety of sectors and businesses sizes.

With a network of partners in 80 countries and assessments in over 13 languages, Central Test helps 4000 clients across the globe in improving their human capital management.
Whether you are a large company, an SME, a consulting firm, or even a university, Central Test’s assessment platform is adapted to your specific needs. You will be able to access our assessment modules through a secure online platform, no matter what your requirements are. Our web services will ensure a seamless integration of our modules into your organisation’s HR systems.

The Central Test platform allows you to manage all your assessments online. You can easily register candidates, send test invitations, view test results, and configure job requirements.

**FEATURES**

<table>
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<th>Description</th>
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<tr>
<td>USER-FRIENDLY AND CUSTOMISABLE</td>
<td>Ergonomic and intuitive, your user interface can easily be adapted to your own branding, colours, and logo. You can also customise the assessment reports.</td>
</tr>
<tr>
<td>COMPETENCY FRAMEWORK CUSTOMISATION</td>
<td>Our platform offers you the option to integrate and customise your own job and competency frameworks to quickly determine if a candidate meets your requirements.</td>
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<tr>
<td>MULTIPLE-ACCOUNT MANAGEMENT</td>
<td>If you have several agencies or subsidiaries, our platform allows you to manage all your sub-accounts with a secured access. You can assign administration and use rights to meet your specific needs.</td>
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<tr>
<td>DEDICATED WEB SERVICES</td>
<td>Our web service features can easily be integrated into your existing human resources management system (HRMS Intranet, CRM, etc).</td>
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<tr>
<td>BIG DATA MANAGEMENT</td>
<td>Our platform offers a wide range of options for the import, storage, management, and analysis of all your data. You can send single or multiple assessments to a large group of candidates, analyse their reports, and manage their assessment information.</td>
</tr>
<tr>
<td>MULTILINGUAL OPTION</td>
<td>Use this option to send assessments and see the results in 13 languages. The platform services are available in 4 languages.</td>
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TALENT MAP is an innovative tool that combines the analysis of the results of several assessments on a dynamic framework of competencies and job profiles, and as a result offers a more predictive analysis of the candidate’s or employee’s potential.

A predictive model based on multi-criteria assessment

1. Quickly select the candidate’s profile and the appropriate tests.
2. Identify strengths and areas of progress at a glance through a combined test analysis.
3. Boost your predictions by adding job profiles and other role-specific profiles.

A dynamic framework of 36 competencies and 138 occupations

Competencies framework

3 categories:
- **Generic skills**
- **Managerial skills** (cognitive skills, entrepreneurial spirit, skills for change, self management, team management)
- **Sales skills** (sales drive, cognitive abilities, client interaction, work management)

Occupational framework

6 categories:
- Administration, Finance, Accounting and Legal,
- Commercial-sales, Communication and Marketing,
- Human Resources and Business Management,
- Logistics, IT, Production and Security,
- Science, Health and Environment,
- Social, Education, Art, Sports and Leisure
When assessing a person’s suitability for a given position, be it for recruitment or internal mobility, relying on a CV or interview alone can lead to costly errors of judgement.

Assessing personality and attitudes gives an objective indication of a person’s workplace behaviour, their ability to adapt, and their potential to succeed in a role.

Using a psychometric assessment to analyse people’s personality brings a scientific approach to the evaluation process, and thereby complements other recruitment methods. It can reveal hidden talents and unexpected strengths, alter perceptions, and also reveal areas for improvement.

Personality assessments could be an integral part of your recruitment or talent development process.

- Professional Profile 2
- Big Five Profile
- ETIX

- VOCATION
- IMMERSION
- CTPI-R

Individuals who can develop new solutions, handle complex situations, retain new information, and make informed decisions are valuable assets for an organisation.

Our aptitude assessments allow you to predict how prospective employees will perform in a particular position. They will also enable you to understand how they will respond to other people and challenging situations.

- Reasoning Test-R
- REASONING - SPATIAL
- EMOTION
- Sales Profile-R

- Business English Test
- French Language Test
- German Language Test
- IT TESTS
The **Professional Profile 2** is our latest personality assessment, designed and validated with the most recent method in psychometrics: Thurstonian IRT. It measures 14 set of dimensions in opposition (e.g. introversion vs. extraversion), thereby resulting in an analysis of 28 aspects of personality and motivations.

### OBJECTIVES
- Recruitment
- Internal mobility
- Career development
- Team cohesion

### KEY FEATURES
- Uses the Thurstonian IRT model to avoid social desirability
- Easy to understand reports, without psychological jargon.
- Internationally recognized, and registered with the British Psychological Society (BPS)

### DETAILS
**14 sets of character traits are analysed:**
- Straightforwardness vs. Persuasiveness
- Firmness vs. Flexibility
- Emotional sensitivity vs. Emotional distance
- Introversion vs. Extraversion
- Structure vs. Improvisation
- Intuition vs. Focus on facts
- Personal balance vs. Involvement at work
- Desire for guidance vs. Desire to lead
- Need for reflection vs. Need for action
- Humility vs. Ambition
- Team work vs. Autonomy
- Individualism vs. Altruism
- Free-thinking vs. Rule-following
- Familiarity seeking vs. Novelty seeking

### Sample Question
Indicate the statement that describes you best:
- It is important for me to be generous
- I need to be inventive

### Report Presentation
- Personalised comments
- An analysis of strengths, potential weaknesses, and areas to develop
- A comparison with 138 professions
- Profile matching with positions within the organisation
- A comparison with 22 work competencies

### Graph
- Central Test © 2017
- The **Professional Profile 2** is our latest personality assessment, designed and validated with the most recent method in psychometrics: Thurstonian IRT. It measures 14 set of dimensions in opposition (e.g. introversion vs. extraversion), thereby resulting in an analysis of 28 aspects of personality and motivations.
The **Big Five Profile**, based on the Five Factor model, identifies an individual's dominant personality traits. It does so by measuring five dimensions of personality, all of which have a major impact on behaviour. Since these traits remain relatively stable throughout a person's lifetime, this assessment is suitable for both adults and adolescents.

**OBJECTIVES**
- Recruitment
- Career guidance

**KEY FEATURES**
- Quick to administer
- Snapshot of an individual’s dominant personality traits
- Monitors social desirability

**DETAILS**

**Analysis based on the Big Five model**

- **Openness**: Conservatism vs. Openness-Imagination
- **Conscientiousness**: Intuition vs. Meticulousness
- **Extroversion**: Introversion vs. Sociability-Dynamism
- **Agreeableness**: Competitiveness vs. Consciousness of others
- **Neuroticism**: Emotional sensitivity vs. Emotional balance

**Sample Question**
To what extent does each of the following sentences describe you? (rank from 1 to 4)

What characterises me most is:

- [ ] My preference for perfection
- [ ] My vigour and cheerfulness
- [ ] My peacefulness and self-confidence
- [ ] My sensitivity to other people

**Report Presentation**
- Description of candidate’s dominant trait
- Graphs and detailed tables
- Customised comments
- Summary table

**Graph**
ETIX evaluates the likelihood of individuals engaging in counterproductive work behaviour. It covers six behaviours relevant to today's work environment, including discrimination, harassment, and lying. By distinguishing between a person's attitudes towards themselves and other people, ETIX reveals not only if a person might participate in counterproductive work behaviour, but also if they might enable it in others.

**OBJECTIVES**
- Recruitment
- Training and development

**KEY FEATURES**
- Monitors social desirability
- Measures attitudes towards counterproductive work behaviour in both self and others
- Adheres to the ISO 26000 norm

**DETAILS**
Analysis of 6 dimensions of work ethics, each of which relates to a counterproductive work behaviour

- Respect for Facts and Honesty
- Respect for Rules and Procedures
- Respect for Goods and Property
- Respect for Commitment
- Respect for Equality
- Respect for Other People

Each dimension is divided into 2 facets

- Attitudes towards self
- Attitudes towards others

**Sample Question**
When the manager is not here, I focus on the tasks that interest me more and neglect the ones I dislike.

- - +
  □ □ □ □

**Report Presentation**
- Global work ethics indicator
- Social desirability score
- Mirror graph
- Personalised comments for each factor

**Graph**

Central Test © 2017
CTPI-R is an assessment tool that allows you to assess personality traits, values, and skills specific to the exercise of managerial and supervisory functions. This assessment measures 19 personality traits associated with 21 key behavioural competencies.

**OBJECTIVES**
- Recruitment
- Career management
- Skills assessment

**KEY FEATURES**
- Thinking and working styles scores
- Social Desirability Indicator
- Managerial Potential Indicator
- Comparison of the candidate’s profile with the competency model of the organisation

**DETAILS**

The assessment examines 19 dimensions categorised into 4 groups:

- **People management:** Control/Power - Affiliation - Tactical - Assertiveness - Trust - Developing others
- **Perception mode:** Conscientiousness - Rational - Rule conscious
- **Self-management:** Self-confidence - Lively - Emotional stability - Optimism - Surpassing - Commitment
- **Change management:** Visionary - Action-orientated - Adaptability - Experimental

**Sample Question**
I give more value to:

- [ ] Intuition and flair
- [ ] Logic and reason

**Report Presentation**
- Graphical and tabular presentation of the profile
- Personalised comments
- Matches profiles with 21 key behavioural competencies
- Matching of the candidate’s profile with the competency model of the organisation

**Graph**
VOCA

ATION

Explore an individual’s career aspirations

VOCA

TION is a career assessment based on the RIASEC model. It measures 12 interest domains and then matches the individual profile with 138 occupations, enabling the individual to pinpoint the most suitable profession that aligns with their personality.

60 questions based on real-life scenarios

8 minutes

English

All profiles

OBJECTIVES

■ Career guidance
■ Individual's development plans
■ Recruitment

KEY FEATURES

■ Provides a 3-factor combined RIASEC profile
■ Monitors social desirability
■ Matches the candidate’s profile with 138 occupations

DETAILS

Analysis of 12 domains outlined by the RIASEC model:

■ Realistic: Physical and Outdoor Activities, Manual and Technical Interests
■ Investigative: Intellectual Curiosity and Learning, Science and Technology
■ Artistic: Aesthetic Sense and Expression, Creativity and Design
■ Social: Dedication to Others, Personal Relationships
■ Enterprising: Enterprising, Leadership
■ Conventional: Methodical, Data and Numbers

Sample Question

Your company has received a prize for technical innovation. What was your role?

☐ Engineer, you participated in the development phase
☐ Project manager, you led the experimental research team

Report Presentation

■ Graph showing results on 12 dimensions
■ Personalised comments
■ General and 3-factor combined profiles
■ Comparison of the candidate’s profile with 138 occupations

Graph

Central Test © 2017
IMMERSION is a modern assessment that evaluates career interests using a simplified serious game approach. This assessment presents test-takers with various work-based scenarios in order to evaluate their preferences for different types of work activities. The six domains outlined by the RIASEC model measure individuals’ interests and values, potential aptitudes, learning styles, and preferred working environments.

**OBJECTIVES**
- Career guidance and counselling
- Career development and internal mobility
- Recruitment

**KEY FEATURES**
- Offers a general and combined RIASEC profile of candidates
- Monitors social desirability with Thurstonian IRT
- Matches the candidate’s profile with 138 different job categories

**DETAILS**

Analysis of 6 dimensions outlined by the RIASEC model and a comparison of the candidate's profile with 138 job categories

- **Realistic:** Physical and outdoor activities - Manual and technical interests
- **Investigative:** Science and technology - Intellectual curiosity and learning
- **Artistic:** Aesthetic sense and expression - Creativity and design
- **Social:** Dedication to others - Personal relationships
- **Enterprising:** Leadership - Enterprising
- **Conventional:** Methodical - Interest in data and numbers

**Sample Question**
A bike prototype, “City”, is being studied. You:

- Think of new and original features
- Test the bike on various terrains

**Report Presentation**
- Graph showing results
- Personalised comments
- General RIASEC profile
- Combined profiles
- Matching of the candidate’s profile with 138 different job categories

**Graph**

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Central Test © 2017
Sales Profile-R identifies the potential, competencies, and motivations needed to succeed in sales. As well as being an indispensable tool for recruitment, Sales Profile-R can also be used for training, internal mobility, and sales force audits.

**OBJECTIVES**
- Recruitment
- Career management and training
- Sales force auditing

**KEY FEATURES**
- Sales potential score
- Social desirability indicator
- Matches the candidate’s profile with 11 sales functions

**DETAILS**
Measures 12 behavioural traits grouped under 4 key skills-based dimensions
- **Client acquisition:** Prospecting, approaching clients, combativeness
- **Business development:** Networking, strategic selling, customer satisfaction
- **Negotiation:** Understanding needs, pitching, closing deals
- **Selling:** Sales acumen, charisma, self-control

Results are matched with 11 roles
- B2B salesperson
- B2C salesperson
- Telemarketer
- Customer service representative
- Product manager
- Negotiator
- Account manager
- Sales engineer
- Salesperson/product demonstrator
- Key account sales representative

**Sample Question**
The most effective way to convince my client to buy my software is:

- To show him/her how it will increase his/her productivity
- To give him/her a free trial offer
- To give him/her a discount

**Report Presentation**
- Sales potential indicator
- General profile
- Graph
- Customised comments
- Summary of the profile
- Matching of candidate’s profile with different sales positions and functions
- Matching of profile with company positions

**Graph**
The Reasoning Test-R allows you to assess a candidate’s logical, numerical, and verbal reasoning abilities (Intelligence Quotient). It helps improve the reliability of your hiring decision by comparing candidates on the basis of objective criteria. The Reasoning Test is also available in a shorter version, R20, which is recommended for non-graduates.

OBJECTIVES

- Recruitment
- Employee evaluations and internal mobility
- Entrance exams for colleges and business schools

KEY FEATURES

- Evaluates a candidate’s general intelligence
- Uses original and varied questions
- Provides detailed solutions to the questions

The candidate receives an overall calibrated rating and detailed results by factor

- **Logical Intelligence**: The ability to discover an existing relationship between a set of complexities
- **Numerical Intelligence**: The ability to comprehend and interpret numerical data with precision
- **Verbal Intelligence**: The ability to understand the subtleties of a language in reports, speeches, and writing

**Sample Question**

Your father walks faster than you. Your neighbour walks slower than your father. Who walks faster, you or your neighbour?

- Your neighbour
- You
- Both of you walk at the same pace
- It is impossible to say

**Report Presentation**

- Scores for IQ, logical intelligence, numerical intelligence, and verbal intelligence
- General description of the evaluated factors
- Detailed results and test solutions (this feature can be deactivated if required)

**Graph**

- Logical Intelligence
- Numerical Intelligence
- Verbal Intelligence
**REASONING - SPATIAL**

Measuring spatial reasoning abilities

**REASONING - SPATIAL** measures the spatial reasoning abilities of an individual and more specifically its ability to mentally rotate an object in 2D or 3D. These abilities are particularly important in the areas of STEM (science, technology, engineering, mathematics).

**OBJECTIVES**
- Recruitment
- Selection for universities and business schools

**KEY FEATURES**
- Measure the ability of mental rotation
- Score comparison between STEM and no-STEM population
- Score and personalised comments

**DETAILS**

The candidate receives an overall score and personalised comments.

Mental rotation ability requires very good skills in mental visualization skills since it is about to mentally represent a complex object and repositioning it in space.

Mental rotation is useful in many professional fields, for example in interior architecture, sculpture or pottery, even in haute couture.

---

Sample Question

**Report Presentation**
- Overall score
- Personalised comments
- Definition of spatial reasoning
- Comparison between STEM and no-STEM population

Central Test © 2017
EMOTION measures candidates’ and employees’ ability to understand their own emotions and their capacity to establish harmonious working relationships with others. The test provides a reliable score for an individual’s interpersonal and intrapersonal competencies by assessing 15 specific factors related to emotional intelligence.

**OBJECTIVES**
- Recruitment
- Evaluation and training of managers
- Personal development and coaching

**KEY FEATURES**
- Provides norm-based EQ scores (in the same fashion as IQ tests)
- Measures social desirability
- Summarises the strengths and weaknesses of a candidate’s EI profile

**DETAILS**
**Analysis of 5 main dimensions**
- Self-awareness
- Self-assertion
- Personal Development
- Leadership
- Adaptability

**Analysis of 15 factors of emotional intelligence**
- Self-motivation
- Self-knowledge
- Self-control
- Self-confidence
- Self-regard
- Expressing Emotions
- Optimism
- Resilience
- Assertiveness
- Flexibility
- Dealing with Diversity
- Mediation
- Empathy
- Tactfulness
- Motivating others

**Sample Question**
If a salesperson takes a lot of time explaining a product to me, I find it very difficult to leave without buying anything:

- - - + +
  □ □ □ □ □

**Report Presentation**
- Social desirability indicator
- Standardised EQ Score
- Graph for at-a-glance analysis
- Summary of the candidate’s profile
- Personalised comments on each factor
- Candidate match with the 5 dimensions of EI

**Graph**
The Business English Test allows you to objectively assess an individual’s ability to understand and communicate in English, especially in a business setup. It evaluates your candidate’s English knowledge on three dimensions: reading, vocabulary, and grammar.

**OBJECTIVES**
- Recruitment
- Training
- Entrance exams to colleges and business schools

**KEY FEATURES**
- Provides norm-based reporting on a scale of 0 to 20
- Assesses key factors: reading comprehension, grammar, and vocabulary
- Detailed description of scores

**DETAILS**

The candidate receives an overall score out of 20 and a separate score on each dimension

- **Reading:** Measures the candidate’s facility for reading and comprehending information in a written passage
- **Vocabulary:** Measures the candidate’s knowledge of a variety of words, which is essential for understanding and communicating in an international environment
- **Grammar:** Measures the candidate’s grasp of English grammar

**Sample Question**

Complete the sentence: Research in the workplace reveals that people work for many reasons __________.

- money beside
- money besides
- over money
- besides money

**Report Presentation**

- A norm-based, overall score on a scale of 0 to 20
- Graphs and charts for at-a-glance analysis
- A score for each factor
- Detailed comments for each score factor

**Graph**

Central Test © 2017
The **French Language Test** allows you to assess a candidate’s or employee’s level of written French, whether they are a native or a non-native French speaker. The test measures their French knowledge in 3 areas: spelling, vocabulary, and grammar. This test is available in two versions: beginner / intermediate level and advanced level.

- **Spelling**: Measures the candidate’s ability to recognise and use words correctly and to understand the rules and conventions of spelling.
- **Vocabulary**: Measures the candidate’s knowledge of the meaning of words.
- **Grammar**: Measures the candidate’s use of grammatical structures.

**OBJECTIVES**
- Recruitment
- Training
- Internal mobility

**KEY FEATURES**
- Gives an overall score out of 20
- Scores candidates out of 10 for each of these factors: grammar, vocabulary, and spelling
- Positions candidates on the Common European Framework of Reference for Languages (Levels A1 to C2)

**DETAILS**

The candidate receives an overall French score out of 20 as well as a score for each factor

- **Spelling**: Measures the candidate’s ability to recognise and use words correctly and to understand the rules and conventions of spelling.
- **Vocabulary**: Measures the candidate’s knowledge of the meaning of words.
- **Grammar**: Measures the candidate’s use of grammatical structures.

**Sample Question**

Choisissez l’orthographe correcte :

- Enivrer
- Enivrer

**Report Presentation**

- Overall score out of 0 to 20
- Graphs and charts for at-a-glance analysis
- A detailed description of each factor
- An explanation of the solutions (this feature can be deactivated)

**Graph**
German Language Test allows you to objectively assess a person’s ability to understand and communicate in German, especially in a business situation. It evaluates three aspects of your candidate’s English: reading comprehension, vocabulary, and grammar.

The candidate receives an overall score out of 10 as well as a score for each of the three dimensions:

- **Written comprehension**: Assesses an individual’s ability to assimilate and understand information from written texts.
- **Vocabulary**: Measures the understanding of words essential to communicating in German in a professional environment.
- **Grammar**: A good level of grammar helps in reading, writing, and communicating in German.

**Sample Question**

Welche Präposition passt in die Lücke? «Ich bereite mich _____ die Prüfung vor.»

a) für  
 b) auf  
 c) vor  
 d) über

**Report presentation**

- Overall score out of 10
- Graph
- Score per dimension
- Comments section (this part can be deactivated)

**Graph**

![Graph showing scores for Grammar, Vocabulary, and Orthography](image)

**Central Test © 2017**
In partnership with People Centric, specialist in the development of computer skills tests, Central Test now offers a new product portfolio of more than 200 IT skills tests. Our product portfolio is organized into **20 categories**, with tests available in three difficulty levels (beginner, intermediate, advanced).

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