



Assessment News & Product Updates

Topical articles, insights, and new product showcases for **April 2025**.

Creative Organizational Design offers thousands of solutions for assessing a vast array of skills, aptitudes, and personality traits for all kinds of applicant screening and employee development applications. We have nearly 50 years of experience and expertise in assessments. Whether you're hiring, promoting, coaching, or developing individuals or teams, we have the solutions that you're looking for.

New Article

The Top Employer Challenges In 2025 And How You Can Alleviate Them

Challenges are what make life interesting and overcoming them is what makes life meaningful.

Joshua J. Marine

Large surveys conducted in and prior to 2024 by Peninsula Group and others have revealed a number of other concerns that are top of mind for employers in Canada and the USA.

- **Economy** - A significant majority of employers (over 80%) cited rising costs and inflation as their biggest concern for 2024, impacting their business operations.
- **Labour** - Labor shortages and difficulty in recruiting skilled workers are also major challenges, with nearly two-fifths of businesses expecting to face at least one labor-related obstacle.
- **Newcomers and Foreign Credentials** - Newcomers are facing challenges getting jobs that make full use of their skills and experience, and employers have trouble equating them with North American requirements.
- **Burnout** - More than four in 10 (42 per cent) of Canadian professionals reported feeling burnt out in the findings by HR consulting firm Robert Half. The findings point to a growing trend of worsening burnout among Canadian workers.

Instead of just worrying about them, there's lots that employers can do to help minimize these problems - for themselves, and for their employees.

[Read the full article...](#)

NEW STUFF

We are pleased to announce the launch of a new self-service portal especially for Job Seekers and Career Transitioners!

In these challenging times there are many people out of work, looking for new jobs, and on the verge of quitting in hope of something better. Others know that a change is needed but aren't sure what direction they should go, if they have the skills or abilities to be successful entrepreneurs, or how to use their existing competencies in new and different ways.

There's a test for that! In fact, there are many.

We know that job competition is fierce, the application process is arduous, and that it's difficult to stand out from the crowd. Therefore we created a way to help people help themselves.

These tests will help those who wish to identify their current existing strengths and developmental needs, as well as, those who are interested in exploring other career

opportunities in finding the right resources to help them on those journeys.

Each title is available for instant-online purchase, without commitment, and reports can be attached to resumes showcase one's brilliance to employers, or be given to career counsellors to help foster discussions about where to go from here.

[Visit Our Self-Service Portal!](#)

Solutions to Your Problems

Do We Have Insurance Tests?
Boy! Do We Ever!



Do you need to know if your applicants have a good understanding of insurance laws, claims, adjustor skills, sales, service, or agency management? If so, we have different assessments designed to help you do all of those things and much more. Have a look at our range of tests which include:

- [Advanced Numerical Reasoning Appraisal](#)
- [Insurance Claims Adjustor Test](#)
- [Insurance Customer Service Test](#)
- [Insurance Director](#)

- Insurance Sales Manager
- Casualty Insurance – Automobile
- Commercial Insurance Knowledge
- Property Insurance
- Title Insurance Knowledge

[See all our Insurance tests](#)

Product Showcase

Personal Style Indicator

The Personal Style Indicator self-assessment helps you and your clients discover your natural preferences towards time, people, tasks, and situations. It provides you (and others) with self-awareness that's positive and motivates people to take action to improve relationships – of personal, professional and with yourself.

Research has confirmed that your (our) Self-Awareness is the secret ingredient (meta-skill) for success in the 21st century. People who understand who they are—and how they're seen—make smarter choices, build positive relationships, enjoy more successful careers, feel more fulfilled and live better lives.

Use it with:

- Employees/Students
- Families
- Potential Employees
- Partners: Business and Personal
- Leaders/Managers

Available in paper, online and 360-degree versions.

The *PSI* can assist you to do the following:

- Discover your natural predisposition to time, tasks, people, and situations!

- Identify your basic personal style, which is the way you prefer to respond to time, people, tasks, and situations.
- Gain self-understanding and self-acceptance and greater appreciation and acceptance of others.
- Recognize the consequences and effects of your interpersonal style and the effect your personal style has on the way you relate to others.
- Discover your typical reactions to stress and pressure and learn how to compensate for your weaknesses.
- Better understand the style tendencies of others and learn to interact with them more effectively, to promote harmony and increase your credibility.
- Increase your productivity and success by sharing a common language when talking with others about the style behaviors that are preferred at home or on a particular job.
- Determine your preferred work style and work environment to more intentionally select the best job, role, and/or career for you
- Develop a plan to increase your style-flexibility and effectiveness in relation to tasks and in your interactions with others
- Facilitate team development through the careful assessment of team-member strengths.

[Learn More About The PSI...](#)

New Tests

Insurance Sales Manager

The Sales Manager solution is for entry- to mid-level management positions that involve supervising employees working in an insurance organization and have a substantial portion of their job performance based on sales.

Sample tasks for this job include but are not limited to: planning and preparing work schedules; promoting products to customers; training subordinates; analyzing sales statistics gathered by staff to determine sales potential and monitor preferences of customers; building ongoing customer relationships; and making day-to-day decisions with minimal guidance from others.

Potential job titles that use this solution are: Insurance Sales Manager, Sales Manager, Assistant Sales Manager, and Sales Supervisor.

[Learn more...](#)

4 New Insurance Tests

Within the 1500 title Kenexa tests there are 4 specific to insurance roles. They include the following:

- [Casualty Insurance – Automobile](#)
- [Commercial Insurance Knowledge](#)
- [Property Insurance](#)
- [Title Insurance Knowledge](#)

[Learn more...](#)

SIGMA Personality

The SIGMA Personality is designed for:

- **Researchers** – looking for a comprehensive, valid, and reliable personality assessment.
- **Counselors and psychologists** – assessing normative personality in their clients.
- **Professors**– teaching students how to administer and interpret scientifically validated personality assessments.

SIGMA Personality measures 42 distinct traits grouped into seven personality dimensions: Agreeableness, Emotional Stability, Extraversion, Honesty/Humility, Industriousness, Methodicalness, and Openness to Experience. Each dimension covers a different broad area of personality.

(Note: this is a B-Level assessment)

[Learn more...](#)

Barriers to Reentry Success Inventory

Each year, more than 600,000 individuals are released from state and federal prisons. Another 9 million cycle through local jails. These returning citizens face a myriad of barriers to successfully re-entering society. The new assessment, the *Barriers to Reentry Success Inventory (BRSI)*, helps returning citizens identify their concerns and potential barriers and develop proactive plans for overcoming them when re-entering their communities.

As a revision of the previous edition, titled

As a revision of the previous edition, titled the *Offender Reintegration Scale*, this tool is self-scored, self-interpreted, and measures returning citizens' concerns within the following scales.

- Basic needs
- Wellness
- Family
- Digital literacy
- Career development
- Job search

[Learn more...](#)

We're adding tests all the time.

[See Our Newest Tests](#)

Did you miss a newsletter?

All of our past newsletters may be viewed here:

[See all past newsletters...](#)

We Are Your One-Stop Shop For Assessment Solutions

Creative Organizational Design has helped organizations screen, promote and develop employees throughout North America and beyond since 1979.

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