



Assessment News & Product Updates

Topical articles, insights, and new product showcases for **August 2023**.

Creative Organizational Design offers thousands of solutions for assessing a vast array of skills, aptitudes and personality traits for all kinds of applications. We have over 40 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

Not Using Assessments Is Your Biggest Mistake



Recruiters and employers are always looking for easier, faster, and more reliable ways to hire great people. Many turn to the Internet for information and advice. It overflows with articles by experts, industry leaders, HR professionals and organizations specializing in business, recruitment, and more.

Strangely, most articles don't mention pre-employment testing, even in passing. Given the fact that there are thousands of reliable, accurate, validated, and *legal* assessment options

available to employers, it's more than just surprising that so few articles written to help employers improve their candidate screening processes even mention tests.

They've missed the boat by overlooking the incredible benefit offered by pre-employment screening tools.

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

Solutions to Your Problems

Do We Have Industrial Skills Tests? Boy! Do We Ever!



Do you need to know if your applicants have a good understanding of basic mechanical concepts? Are you hiring welders, CNC operators, millwrights or need to assess spatial reasoning abilities? We have over 160 different assessments to help you do all of that and much more. Have a look at our range of tests which include:

- Maintenance
- Electrical
- Drafting
- Hydraulics
- Inspection - Quality
- Production Workers
- Industrial Mathematics
- Manual Dexterity
- PLC
- Shipping
- Warehousing
- and don't forget the **137 Kenexa Industrial tests** too!

Product Showcase

Work Styles Predictor®

We are excited to announce the availability of the new Work Styles Profile® assessment!

This unique, flexible assessment is *customizable* and can be made to fit your unique and exact specifications. The WPS® is designed exclusively for entry-level and supervisory roles.

This specialized assessment tool is now available and will be of interest to larger organizations in need of a solution for large numbers of applicants.

The WSP® offers a great many advantages and built-in measurements that are not offered by other assessments, including:

- **Dependability** – will do what it takes to show up for work and get the job done.
- **Quality Initiative** – shows exceptional effort to maintain and improve quality.
- **Team Oriented** – builds positive working relations with others to achieve work goals.
- **Adaptability** – easily adjusts to work demands and changing priorities.
- **Customer Centric** – will strive to provide service beyond the customer's expectations.
- **Patient Focus** – seeks ways to provide exceptional patient care.
- **Productivity Drive** – takes initiative to reach and exceed production levels.
- **Safety Initiative** – shares a willingness and insistence to follow safety procedures.
- **Learning and Problem Solving** – has a willingness and ability to continuously learn work related skills and procedures.
- **Other** – we can customize any work attitude dimension to fit your industry and company needs.

The WSP® report generates follow-up, test-linked interview questions based on the candidate's test results, providing a thorough selection process.

Contact us to learn more, see sample reports, and obtain more information about this highly effective, new hiring tool.

[Learn More About The WSP®...](#)

New Tests

New products are always coming to market.

Keep an eye on this space for the newest additions to our catalogue.

Industrial – Professional and Skilled 7.0 Solution

The Industrial – Professional and Skilled 7.0 solution is designed to measure the behaviors and experiences that underlie successful and safe performance in the workplace for specialized technical or professional industrial roles.

It assesses mechanical comprehension and other foundational behaviors including:

- behaving safely and efficiently in the workplace;
- installing, repairing, and/or maintaining equipment and machinery;
- making sound mechanical decisions;
- maintaining an orderly work environment;
- and producing high quality and reliable work.

Potential job titles that use this solution include: Skilled Craft Person (Machinist, Mechanic, Pipefitter, Welder, IE Technician) and Operator (Production, Control Room).

[Learn More About The IPSS](#)

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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