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## Assessment News & Product Updates

Topical articles, insights, and new product showcases for **December 2024**.

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.



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### **HOLIDAY HOURS 2024**

Our last day of business for 2024 will be Friday December 20th (@ 5 PM Eastern) through to January 1st 2025, inclusive.

## New Article

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### Burnout Is Killing Productivity



A [recent survey](#) of nearly 13,000 frontline employees and managers in 11 countries, including the UK, US, Australia, France and Germany by [UKG](#), found that 83% of Gen Z frontline employees are experiencing burnout, a figure notably higher than the 75% rate reported by frontline employees overall. It's causing a staggering 150% loss in productive days, particularly amongst Gen Z and Millennials, and the decrease in production and burnout reportedly costs the British economy \$176 billion annually. Baby Boomers are also being affected at high rates, and the figures and costs are similar for the USA and Canada.

Burnout is not considered a medical condition, but rather an occupational phenomenon.

[Another survey](#) by Canadian business consultants [Robert Half](#), found that millennials experienced the highest levels of burnout at 55%, followed closely by Gen Z at 51%, compared to Gen X at 32% and baby boomers at 24%. The survey concluded that Canadian professionals are feeling more burnt out than they did in 2023, with heavy workloads and understaffed teams driving work pressures, with 42% of workers reporting feeling burnt out in 2024, an increase from 33% in 2023.

If you think that you're experiencing burnout the first thing to do is to ascertain if you're actually experiencing burnout or if you're just very stressed. Burnout and stress are not the same things.

There are a number of assessments available to help individuals determine if they're experiencing burnout. Both free and for-purchase options exist.

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

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## Solutions to Your Problems

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### Do We Have Information Technology Tests? Boy! Do We Ever!



Do you need to know if your applicants have basic computer literacy skills, keyboarding skills, or whether they can use MS Office products with proficiency? Are you in need of programmers or coders? Did you know that you can assess people's skills on all kinds of software languages like C++, HTML, SQL Server, Cyber Risk, .net Framework, AutoCAD, Oracl, Perl, or other applications?

We have over 280 different assessments to help you do all of that and much more. Have a look at our range of tests which include:

- Computer Fundamentals
- Computer Literacy
- Cyber Risk
- Information Security Awareness
- IT Aptitude Personality & Attitude Profile
- Network Security
- Systems Analyst/Network Administrator Test
- See a comprehensive list of IT tests [here](#).
- Don't overlook the Kenexa IT tests [here](#).
- There's also the SkillCheck IT Tests [list](#).

[See all our IT Skills tests](#)

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## Product Showcase

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### Burnout Symptom Screener

The Burnout Symptom Screener comes in two versions. One will assess whether a non-service person is at risk of developing burnout, and the other is for determining the risk of developing burnout for people working in the service industry.

This self-assessment takes less than 15 minutes and provides users with a report that includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Areas of Concern
- Advice

It will assess one's overall Burnout Score plus 5 scales:

- General Exhaustion: Overall energy level and sense of fatigue.
- Emotional Exhaustion: Feeling drained by one's work; of being stretched beyond one's limit.
- Coping Skills: Overall ability to deal with stress.
- Job Control: Perceived sense of control over various aspects of work.

- Job Satisfaction: Level of passion for one's work and whether one feels a sense of accomplishment.

Learn More About The Burnout  
Symptom Screener

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We're adding tests all the time.

See Our Newest Tests

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See all past newsletters...

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**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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