



Assessment News & Product Updates

Topical articles, insights, and new product showcases for February 2022.

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 Articles

Please Hire Me - So That I Can Rob You Blind



North American businesses lose millions of dollars a year due to various kinds of theft. Unfortunately, it's often their own employees who are doing most of the stealing, and most employers don't even know it. What's even more disturbing is that *the vast majority* of these employees believe that they're **justified**, are **entitled** to steal and have **no shame** about admitting it because they think that 'everyone does it'.

Here's what employers are up against:

- Employees steal around \$50 million annually.

- 75% of employees have stolen from their company at least once.
- More than 30% of bankruptcies are due to employee theft.
- Men account for 72% of occupational fraud cases.
- 43% of the cases only come to light because of a tip.
- 30% of perpetrators have been stealing for years before they get caught.

[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 more!

[See all our Industrial Skills tests](#)

Product Showcase

KOLB Experiential Learning Profile

The **NEW Kolb Experiential Learning Profile** (KELP) replaces the KOLB Learning Style Inventory 4.0, which has been discontinued as of January 2022. The KELP was created as a self-reflection tool to help learners understand themselves better through their individual preferences in approaching an ideal process of learning.

The way you learn is the way you live, make decisions, solve problems, change, collaborate, innovate, and improve. The first step in your awareness of your own learning is self-assessment. The KELP will help you and your employees or learners to understand themselves better, to collaborate more successfully on teams, and to use new learning methods to meet the demands you face.

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

New Tests

Becoming A Customer Service Star

Help employees and managers examine their attitudes about customer service in five critical areas:

- Having a positive attitude toward customers
- Encouraging customer feedback
- Responding to customer problems
- Developing repeat relationships
- Seeking to exceed customer expectations

[Learn more...](#)

Comprehensive Leader

The Comprehensive Leader assessment helps people discover their personal leadership style, recognize their potential, and understand how to exercise visionary leadership realistically.

The Comprehensive Leader will help participants:

- Understand the concept of strategic and visionary leadership
- Identify the organizational benefits
- Put these leadership principles into practice

[Learn more...](#)

Work Style Lens™

The Work Style Lens™ (WS-Lens) measures 16 work styles related to job success and tied directly to the Department of Labor's O*NET database of job description information.

Use the WS-Lens to help assess:

- Relating to People
- Dealing with Emotions
- Approaching Work
- Thinking Styles

Each scale includes detailed anchors describing high and low scorers, to provide enhanced interpretability.

[Learn more...](#)

New Price Reductions

We're pleased to announce a reduction in pricing for the following assessments. If you're a current user of any of these tools please contact us for details.

- [Advanced Numerical Reasoning Appraisal](#)
 - [Bennett Mechanical Comprehension Test II](#)
 - [Core Abilities Assessment](#)
 - [Differential Aptitude Tests™ For Personnel and Career Assessment](#)
 - [Differential Aptitude Tests™ – Next Generation](#)
 - [Manufacturing Production Employee](#)
 - [Manufacturing Engineer](#)
 - [Manufacturing Maintenance Employee](#)
 - [Manufacturing Manager](#)
 - [Manufacturing Industrial/Technical Sales Rep](#)
 - [My Thinking Styles](#)
 - [Numerical Data Interpretation Test](#)
 - [Occupational: Administrative Personnel](#)
 - [Occupational: Customer Service](#)
 - [Occupational: Financial Analyst](#)
 - [Occupational: Financial Manager](#)
 - [Raven's Progressive Matrices](#)
 - [SOSIE 2nd Generation](#)
 - [Versant – Spoken Language Test](#)
 - [Watson-Glaser Critical Thinking Appraisal® II](#)
 - [Watson-Glaser Critical Thinking Appraisal® III](#)
 - [Workplace Personality Inventory II](#)
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We're adding tests all the time.

[See Our Newest Tests](#)

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.

Creative Organizational Design

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