



Assessment News & Product Updates

Topical articles, insights, and new product showcases for **February 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

What Do You Do About Time Theft?



Time Theft is when an employee is engaged in something *other* than the work they're being paid to do during work hours. It's becoming a big problem for employers, particularly with the increase in remote workers. Recently, an employee in British Columbia was ordered to return \$2500 to her employer due to time theft.

The most crucial part of this is in ensuring that you have reliable, honest and *trustworthy* people working for you, who have a good work ethic and time management skills. Monitoring people once they're hired may still be prudent or necessary but hiring people that you're

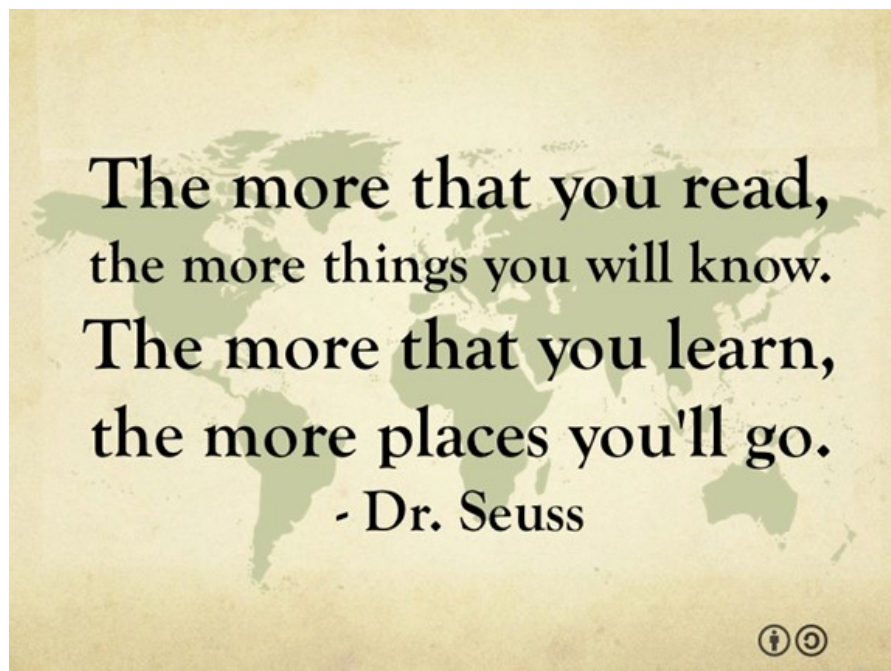
unlikely to have to worry about in the first place is a smart first step.

There are many tools that can help employers determine trustworthiness in both applicants and current employees. Read the article to learn more about the options available to you for addressing this problem

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

Solutions to Your Problems

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



Reading skills are and will always be one of the core competencies necessary for success in practically every job role. Amazingly, 21% of US adults are illiterate or functionally illiterate. In Canada that figure is 14%. That means that approximately 2 of every 10 applicants *doesn't* have reading skills sufficient to meet the requirements of the job. Luckily, "there's a test for that!".

Have a look at our range of reading ability tests which include:

- Cognitive Skills Test - Basic Reading & Math
- Differential Aptitude Tests
- Entry-Level Basic Skills Aptitude Test
- Proofreading Test
- Reading Comprehension Test
- Reading Comprehension Aptitude Test
- Reading For Customer Service Reps & Telemarketers
- Skills Profiler Test
- SkillSeries™ – Workplace Reading Comprehension Skills
- Business Letter Compose Test
- Business Letter Edit Test
- and more!

[See all our Reading Skills tests](#)

Product Showcase

Odd-Ball Assessments That You Didn't Know We Had

When we say in our slogan that we have a test for everything, we're not just saying that. In addition to the many, many excellent assessments available for the 'usual' business applications, there are also some unusual tools available for things that you probably didn't think that anyone would have developed a test for. Have a look at some of these less-common assessment solutions:

Bus Mechanic Test

This specialized tool assesses:

- Diesel Engines & Power Trains
- Injector Systems, Exhaust, & Emissions
- Electrical Systems, Controls & Sensors
- Brakes & Air Systems
- Steering & Suspension
- Body Structures, Passenger Safety & Comfort

[Learn more...](#)

Youth Program Manager Test

Use the Youth Program Manager test for staff at summer camps and day camps, nurseries, and day care centers as well as youth organization volunteers, babysitters, school volunteers, Sunday School teachers, Boy Scout leaders, Girl Scout leaders, and 4-H leaders. This test specifically highlights a candidate's leadership qualities; our management-level tests are designed to identify candidates with good managerial skills to oversee employees and program activities, and who delegate well and work through supervisors to establish a collaborative environment, all while being an enthusiastic supporter for children.

[Learn more...](#)

Offender Reintegration Scale

Camp Counsellor Test

The Camp Counsellor Test screens applicants who are comfortable working around children, follow rules, work hard and have team skills.

[Learn more...](#)

Nanny Test

Use the Nanny Test to screen nanny, au pair, child care or babysitter candidates for kindness, consideration, ethics, and safety skills.

[Learn More...](#)

Negotiation Aptitude Profile

This test will assess whether a person has a knack for deal-making in the business world.

[Learn More...](#)

O'Connor Finger Dexterity Test

This is an accurate and objective measurement of manual dexterity for rapid manipulation of small objects, as in assembly line work.

[Learn More...](#)

Self-Esteem Assessment

Use the Offender Reintegration Scale to identify the challenges that offenders will face upon release and re-entry into society.

[Learn More...](#)

This test evaluates an individual's general level of self-esteem and assesses whether their self-image could use improvement.

[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:

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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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