



## Assessment News & Product Updates

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

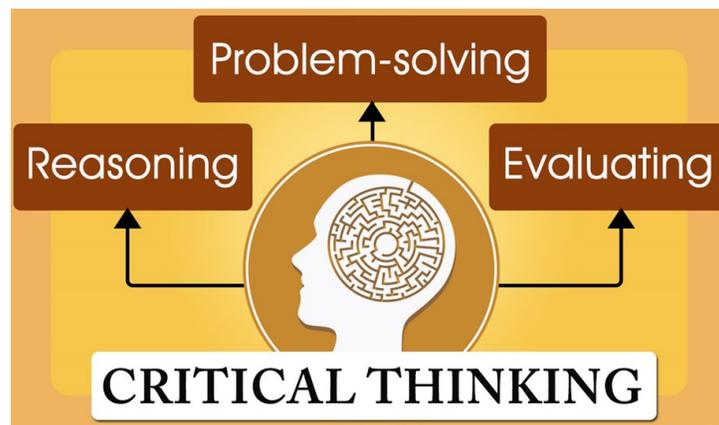
Creative Organizational Design offers thousands of solutions for assessing a vast array of skills, aptitudes and personality traits for all kinds of applications. We have over 40 years of experience and expertise in assessments. Whether you're hiring, promoting, coaching, or developing individuals or teams, we have the solutions that you're looking for.

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### New Article

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## Critical Thinking Skills Predict Success



Finding employees with good cognition and critical thinking skills are one of the top challenges being faced by employers for the past decade. As reported in the Financial Post, a 2021 report by RBC Economics found that, "There's been a rise in postings targeting critical thinking (up 37 per cent) while problem solving and strategic thinking are up 9 and 8 per cent respectively."

59 per cent of Canadian businesses say they can't find qualified employees to fill vacancies. A third of those businesses say one big reason is because prospective hires don't have soft skills such as dependability, flexibility and a willingness to learn.

If you're struggling to find people who:

- can problem solve,
- have high attention to detail skills,
- are logical,
- are easily trained,
- can analyze,

- communicate effectively,
- 'think outside of the box',
- are conscientious, and
- are creative, abstract thinkers,

there's a test for that!

(And we have dozens to choose from.)

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

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## Solutions to Your Problems

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### Do We Have Retail Skills Tests? Boy! Do We Ever!



If you have a retail operation, be it a store, coffee shop, bank, pawn shop, or restaurant, then you need people who are honest, conscientious, and who have great customer service, sales, and hospitality skills.

We have a wide range of tests for franchisee candidates, baristas, car sales, cashiers, customer service, store management, store clerks, hairstylists, cooks, wait staff, greeters, and more!

See our wide range of [Customer Service](#) and [Sales](#) tests too.

[See all our Retail Skills tests](#)

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## Product Showcase

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### Management Scenarios

The [Managerial Scenarios](#) is a unique test of Managerial Judgement - an individual's ability to decide on effective ways of handling real life situations. The Scenarios (also available as an Executive and Graduate version) can be used for recruitment, selection, training and development, performance management and coaching in a variety of functions and industries.

It measures:

- **Managerial Judgement:** Overall assessment.
- **Managing Objectives:** Making best use of energies, prioritisation, consultation, and alignment with objectives.
- **People Management:** Managing a team, balancing people issues with motivation and performance, coaching/counselling, leading and encouraging.
- **Reputation Management:** Supporting, sustaining and being positive about the organisation. Managing your manager, protecting the reputation of the organization.

[Learn More About The  
Management Scenarios...](#)

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## New Tests

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## Maintenance Troubleshooter

Helps select maintenance employees who have mechanical and electrical maintenance knowledge at the journey level. It assesses:

- Power Transmission
- Lubrication
- Hydraulics & Pneumatics
- Tools & Materials & Equipment
- Electrical Applications
- Process Control & Sensors
- Test Instruments
- PLCs & Networking & Automation

[Learn more...](#)

## Assessment of Transferrable Skills

The Assessment of Transferrable Skills – Revised evaluates specific competencies and skills that can transfer quite easily from school to the work world, and from one job to another

It measures:

- Creative Thinking Skills
- Calculated Risk-Taking & Decision-Making Skills
- Resourcefulness
- Coping & Stress Management Skills
- Adaptability
- Self-motivation
- Goal-Setting Skills
- Coachability / Trainability
- Perseverance
- Time Management Skills
- Attention to Detail
- Leadership Potential
- Communication Skills
- Conflict-Resolution Skills
- Listening Skills
- Teamwork & Collaboration

[Learn more...](#)

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We're adding tests all the time.

[See Our Newest Tests](#)

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## Did you miss a newsletter?

All of our past newsletters may be viewed here:

[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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