



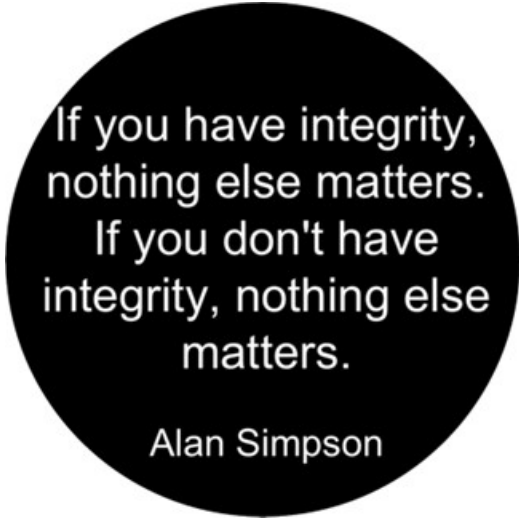
Assessment News & Product Updates

Topical articles, insights, and new product showcases for **January 2025**.

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.

New Article

Without Integrity Nothing Else Matters



If you have integrity,
nothing else matters.
If you don't have
integrity, nothing else
matters.

Alan Simpson

Being able to rely upon the integrity of those you work with or for, and the organizations that you do business with, may even your own spouse or children is critical. Without trust and trustworthiness everything falls apart.

The [Reddit AITA](#) (Am I The *sshole) group overflows with stories of cheating spouses, girlfriends/boyfriends, dishonest bosses and companies, and betrayals by brides/grooms-to-be,

parents, in-laws, siblings, and more. Despite the fact that life's basics like 'play fair' and 'don't take things that aren't yours' [were taught to all of us in kindergarten](#), adult life is filled with liars, cheats, scam-artists, the disingenuous, and those who are morally corrupt. They're in our politics, our institutions, workplaces, and even our personal relationships. They're everywhere.

Just one bad apple can destroy morale, your reputation, result in lawsuits, crippling financial losses, or even collapse the entire organization. Why on earth would any employer risk the consequences of hiring a potential problem, especially when there are so many ways to screen them out of your applicant pool legally and reliably?

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

Solutions to Your Problems

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



Do you need to know if your applicants are good with guests, can handle pressures, will be good housekeepers, servers, or managers? Are you hiring for a hotel, resort, conference center, in the kitchen, in a restaurant, for your front desk? We have dozens of different assessments to help you identify candidates with the skills that you're looking for. Have a look at our range of tests which include:

- Culinary Skills Solution
- Entry Level Hotel Front Desk
- Event Sales Manager Solution
- Food and Beverage Services
- Food Science
- Food Service Assessments
- Front Office Management
- Front Office Management
- Guest Service Team 7.0
- Hospitality Tests I and II
- Hotel Manager Test
- Household Worker/Concierge Staff
- Housekeeping
- Restaurant Server

[See all our Hospitality tests](#)

Product Showcase

Work Integrity Test

The Work Integrity Test – 3rd Revision will provide employers with supplemental information about a person's dishonest behaviour in the moment.

This unique tool reports on a candidate's

- **Conscience:** Assesses the degree to which a person adopts and maintains a clear set of principles.
- **Conscientiousness:** Assesses the degree to which a person is productive and responsible at work.
- **Self-Interest:** Assesses the degree to which a person focuses on his/her own interests and disregards others'.
- **Red-flag traits/attitude:** Assesses the degree to which a person possesses disadvantageous traits that can affect the work atmosphere and morale of others.

It measures candidates across 22 different scales, that include:

- Attitude Toward Dishonest Behavior
- Justifying Dishonest Behavior

- Cynical View of Morality
- Cynical View of Humanity
- Remorsefulness
- Values Integrity
- Manipulation
- Deception
- Trustworthiness
- Accountability
- Organizational Commitment & Loyalty
- Sense of Grandiosity/ Superiority
- Desire for Admiration
- Egocentrism
- Disdain for Gullible People
- Disdain for Rule-followers
- Disdain for Weakness
- Maliciousness
- Schadenfreude
- Antagonism
- Vindictiveness
- Machiavellianism

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

New Tests

ViewPoint Assessments

The incredible versatile ViewPoint assessments measure attitudes and characteristics critical for successful performance in a wide range of jobs, from hourly, entry-level positions to management level, in virtually all industries – financial, manufacturing, retail, hospitality,

construction, healthcare, real estate, logistics, transportation, and more.

The ViewPoint tools are available in five (5) primary forms that measure different combinations of attitudes, drawing from a collection of over 20 scales.

There are 13 Viewpoint assessments available.

These forms provide a great deal of flexibility and enable the assessment to be tailored to the particular demands of the job and needs of the organization.

The available titles include:

- WorkView4
- WorkView6
- ServiceView
- SalesView
- TenureView
- ServiceView + SalesView + TenureView
- SalesView + TenureView
- Salesview + Trustworthiness
- WorkView 4 + ServiceView
- WorkView 4 + Service + Tenure
- WorkView 6 + ServiceView
- WorkView 6 + ServiceView + TenureView
- WorkView 6 + TenureView

They measure the following aptitudes:

Achievement/Drive: Working hard to achieve goals; being competitive, energetic, and ambitious; and overcoming barriers to pursue goals.

Adjustment: Adjustment reflects the degree to which a person is calm and confident; or conversely, is moody and self-critical.

Ambition: Ambition reflects the degree to which a person is leader-like, seeks status, and values achievement.

Conscientiousness: The likelihood that a candidate will be a reliable and dependable employee. Related factors include work attitude and ethic, achievement/ambition, careful decision making, determination/persistence, and dependability.

Drug/Alcohol Avoidance: The likelihood that candidate performance and productivity will be free from disruptions due to patterns of alcohol and illegal drug use. Related factors include drug/alcohol attitudes and behaviour, beliefs about employer drug/alcohol policy, and tolerance for co-worker drug/alcohol use. **PLEASE NOTE: ASSESSMENTS WITH DRUG AVOIDANCE SCALES MAY NOT BE USED BY CANADIAN EMPLOYERS.**

Empathy: Recognizing the behaviour and expressed feelings of others and responding appropriately; seeking to understand the needs and views of others; noticing the details in a situation and the reactions of others; and listening to others and seeing others' points of views.

Getting Along With Others: The degree to which a candidate will remain even-tempered and in control, free of hostility. Related factors include hostility, aggression, impulse control, and physical violence.

Inquisitive: Inquisitive reflects the degree to which a person is curious, adventurous, and imaginative; or conversely, tends to be practical and focused.

Interpersonal Sensitivity: Interpersonal Sensitivity reflects the degree to which a person has social skill, tact, and perceptiveness.

Learning Approach: Learning Approach reflects the degree to which a person enjoys academic activities and values education as an end in itself; or conversely, is more interested in hands-on learning.

Managerial Potential: Managerial Potential reflects the degree to which a person appears capable of supervising others in a pleasant and effective fashion.

Managing Work Pressure: The degree to which a candidate will thrive in a fast-paced and demanding work environment. Related factors include poise, stress tolerance, reaction to feedback, and self-sufficiency.

Persuasive Interest: Having a desire and willingness to influence the behaviour or views of others; to promote or sell a product or idea; and to be assertive in expressing one's views.

Prudence: Prudence reflects is the degree to which a person is conscientious, has self-control, and follows rules.

Reliability: Reliability reflects the degree to which a person is seen as honest, dependable, and responsive to supervision.

Resilience: Being tolerant of rejection and “shrugging off” potentially annoying or frustrating people and situations; being persistent and not easily dissuaded from striving to achieve goals; overcoming setbacks; and remaining self-confident.

Safety Orientation: The likelihood that a candidate will abide by safety guidelines and precautions and avoid taking unnecessary safety risks. Related factors include safety attitudes and behaviour, cautiousness, and risk avoidance.

Service Orientation: Service Orientation reflects the degree to which a person appears pleasant, courteous, cooperative, and helpful in dealing with customers, clients, and co-workers.

Sociability: Sociability reflects the degree to which a person appears talkative, socially self-confident, and dislikes working by themselves.

Stress Tolerance: Stress Tolerance reflects the degree to which a person handles pressure well and is not tense or anxious.

Trustworthiness: The likelihood that a candidate will refrain from theft, rule violations, and misuse of company resources. Related factors include theft attitudes and behaviour, honesty, and rule following.

Turnover Risk Index: Reflects the likelihood that an applicant will voluntarily quit after being hired. It includes a variety of items reflecting work ethic, commitment, and stability (non-impulsive behaviour).

Work Ethic/Commitment: Stated intentions and attitudes about remaining on the job and job-seeking activity; understanding the job and seeing its relevance to career goals; valuing hard work and responsibility; and gaining satisfaction and associating self-worth with success.

Learn More About The
ViewPoint Tests

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.

Creative Organizational Design

15 John Street East, Waterloo, ON, Canada N2J 1E5

519-745-0124

info@creativeorgdesign.com

www.creativeorgdesign.com

[Unsubscribe](#) | [Manage subscription](#)

