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Assessment News & Product Updates

Topical articles, insights, and new product showcases for **January 2026**.

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

The Best Pre-Screening Tests Aren't What You Presume



According to the Business Development Bank of Canada, 2026 will be a year of transition. Although 2025 ended with 180,000 new jobs created, it's still facing US tariffs, economic uncertainty, rising costs, and volatile global politics. Despite that, some things remain unchanged. Employers will still need bodies to fill those roles and ensure that the right people are in the right places.

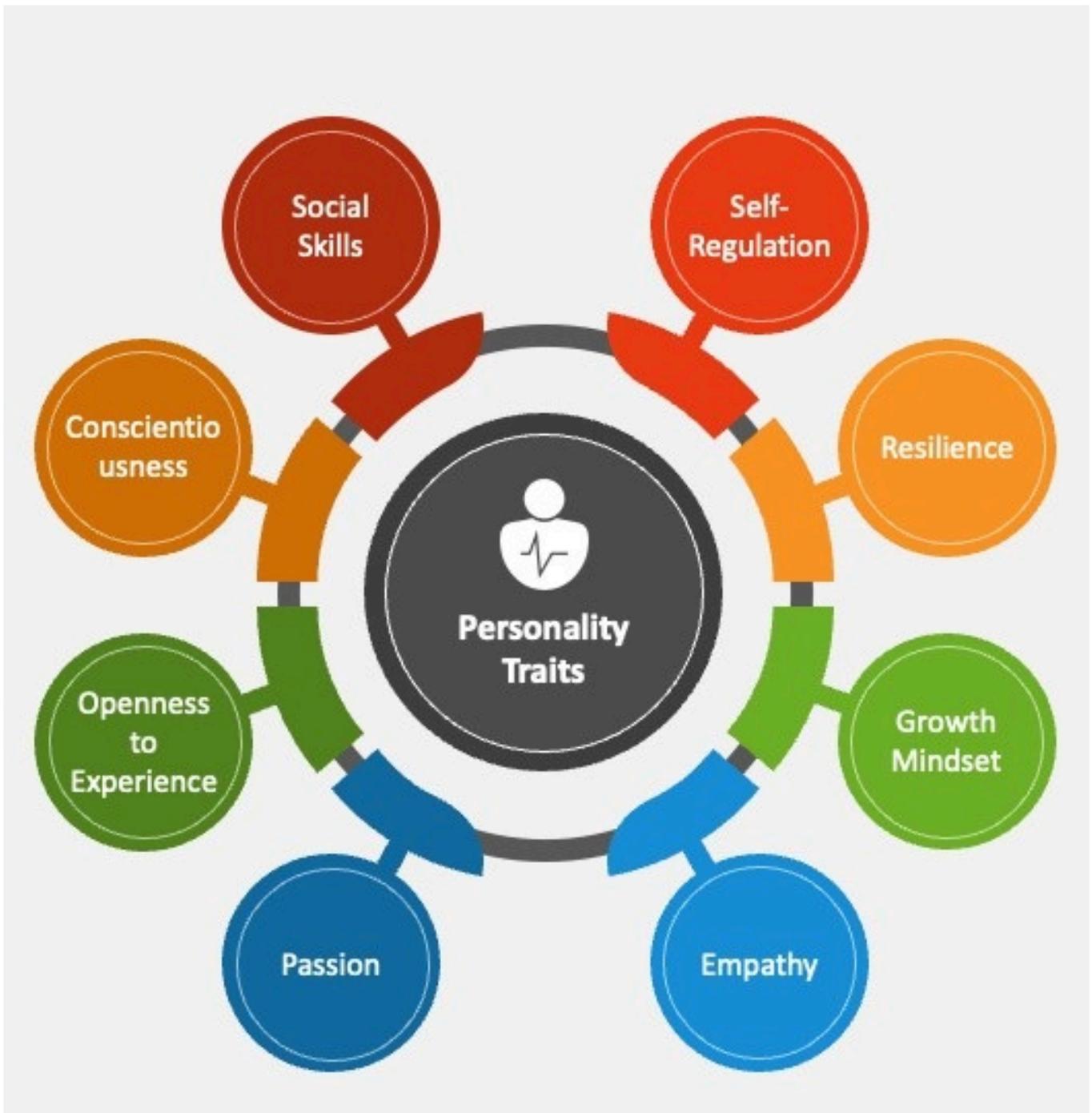
Add the fact that over 60% of small to medium-sized businesses being headed by people in their 50s, without succession plans in place, it means that identifying, hiring, promoting and developing only the best and most competent people is more crucial than ever.

In addition to the thousands of hard and soft skills assessments available to help employers screen applicants, navigate generational differences, and identify development opportunities, ***personality tests*** stand apart as a unique set of tools that are capable of providing HR professionals with deep insights into on-the-job behaviour, suitability for types of roles, culture fit, and where remedial interventions are required.

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

Solutions to Your Problems

Do We Have Personality Tests?
Boy! Do We Ever!



If there's one thing that employers should pay closer attention to, it's personality. It is one of *the* most predictive, reliable, and accurate ways to assess a person's future behaviour, how they interact with others, the kinds of roles they're best suited for, whether they'll excel in a team setting, fit into a company culture, and more. Nor are they all generic. Many are tied directly to specific kinds of applications or job roles. There are a lot of options available that will give employers

clarity and deep insights into those they're considering for hire or promotion. Personality tests let you look under the hood and see what really makes people tick. If you're not using personality tests then you're leaving valuable information on the table when making personnel decisions.

Creative Organizational Design offers nearly 100 different personality tests, including:

- Advanced Multidimensional Personality Matrix
- AtmanCo Assessment Platform
- Career Personality Inventory
- Childcare Aptitude Profile
- Comprehensive Personality Profile
- DISC Personality Profile
- Employee Attitude and Personality Test
- Franchisee Personality Profile

- General Personality Survey
- INSIGHT Inventory Series
- Leadership WorkStyles
- Occupational Personality Questionnaire
- Pastor-Minister Test
- Quick Style Indicator
- Success Likelihood Profile
- TalentFirst Inventory
- Workplace Personality Profile
- and dozens more!

[See all our Personality tests](#)

Product Showcase

TalentFirst Inventory™

The **TalentFirst Inventory™** is a character check tool that gives an employer the complete picture of the candidate during the recruitment and selection process, illustrating how they will behave

in every interaction and accurately predicts productive behaviours (e.g., dependability, customer service) and counterproductive behaviours (e.g., risk-taking, aggression).

It's particularly useful for businesses in the service and hospitality industries, like retail and hotel chains, banks, and other related sectors. The TFI quickly identifies candidates who are dependable, have integrity, and will drive a high-performance, more secure work and team environment.

The TFI outlines eight job-related productive and

counterproductive attributes, alongside supporting measures.

Drug Avoidance and Integrity-related measures can be omitted to accommodate local regulations and compliance requirements in a given state or region. (i.e. Canadian employers). It focuses on identifying dependable candidates who also exhibit shared values and ethics. Instead of only looking at applications and resumes to filter out candidates who don't meet employment standards, the TFI captures vital traits that match your brand and which maintain company culture.

Built-in **Candidness and Accuracy** scales also help determine whether a candidate's responses to the TFI are valid for use and interpretation.

[Learn More About The TalentFirst Inventory](#)

New Tests

There are new products coming to market all the time. At present, we are working on adding dozens of new tools that will appear on our **New Tests** page in the coming weeks. We recommend that you bookmark this page and visit it periodically. In the interim we'd like to re-highlight some of the wonderful new titles that have been added in the past year or less.

Turnover Probability Test

There are certain personality traits and characteristics that can influence a person's likelihood of quitting a job. The Turnover Probability test is designed to identify people with this profile.

[Learn more...](#)

RemoteWorkQ

Using the Apta™ Architecture to focus on the relevant competency behaviors in the Universal Competency Framework, the RemoteWorkQ measures self-reported behavioral tendencies in competency areas that are important to performing effectively in remote work environments across three competency areas:

- Work Relationships
- Work Habits
- Self-Development & Well-Being

[Learn more...](#)

Time Management Effectiveness Profile

Collect self or 360-degree feedback on time management and measure 7 different competencies with the Time Management Effectiveness Profile.

The 84-item Time Management Effectiveness Profile assessment measures proficiency in 7 time management competencies. The report of results highlights specific areas where improvement might be possible and provides coaching tips and development planning worksheets. It collects self or 360-degree feedback on time management competencies that include predisposition/temperament, preparation, organizational ability, stress management, delegation, managing interruptions and results-orientation.

[Learn more...](#)

Kenexa Skills Assessments

The **1500** titles within the Kenexa Skills Assessments are all designed to test a candidate's skills or personality. These tests can be used to analyze a candidate's practical knowledge of something such as Microsoft Word or to examine personality traits. Many are available in more than one language including Spanish, French, German, Italian, Portuguese and more, and free demos are available for each assessment upon request. They offer a range of options in several categories:

- [Accounting/Finance](#)
- [Administrative/Clerical](#)
- [Call Center](#)
- [Financial](#)
- [Healthcare](#)
- [Industrial/Warehouse](#)
- [Information Technology](#)

[Learn more...](#)

Riot IQ Test

The RIOT IQ test is a rigorously developed, professional online IQ test featuring 15 subtests across six cognitive indices, and measures Verbal Reasoning, Fluid Reasoning, Spatial Ability, Working Memory, Processing Speed, and Reaction Time.

[Learn more...](#)

Security Force Profile Test

The Security Force Profile test assesses whether the personality traits and abilities a person possesses match those required to succeed in a career in security.

- **Self-Control:** Ability to monitor and regulate behavior.
- **Social Skills:** Ability to interact with others appropriately.
- **Work Habits:** Assesses how a person comports himself/herself in the workplace.

[Learn more...](#)

Driver 7.0

The Driver 7.0 assessment is designed to measure the behaviors and experiences that underlie successful and safe performance by drivers. The Job-Focused Assessment assesses behaviors and competencies foundational to drivers, including following policies and procedures; safely operating vehicles; taking action in unsafe situations; and producing high quality work.

[Learn more...](#)

Maintenance Troubleshooter

The Maintenance Troubleshooter assesses the ability of individuals to perform work involving the skills of two or more maintenance or craft occupations to keep

machines, mechanical equipment, or the structure of an establishment in repair. Duties may involve pipe fitting; boiler making; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs. Unlike our [MultiCrafTest](#), this test does **not** cover board level electronics.

[Learn more...](#)

Survival Simulations Series

If you're looking for a complete solution to your team development challenges, look no further than the Survival Simulations Series. These high impact activities efficiently teach the behaviours and skills of successful group problem solving and decision making—in a safe, controlled environment.

The Survival Simulation Series is designed to teach teams how to improve problem solving through learning the interpersonal

(people) and rational (task) skills and behaviors that lead to successful teamwork. Each simulation presents an unfamiliar scenario, such as being stranded in the desert, and asks the team to rank various objects they might need for survival. The exercises ensure that all team members have the same level of knowledge about the artificial situation (not very much!), so they must rely on their ability to set objectives, analyze alternative strategies, and then evaluate them, choosing a solution that will best meet the objective. By having team members complete the exercise individually and then as a team, the difference between the individual solutions and the team's solution can be identified. This becomes a real measure of the group's ability to perform as a team.

[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:

[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.

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