



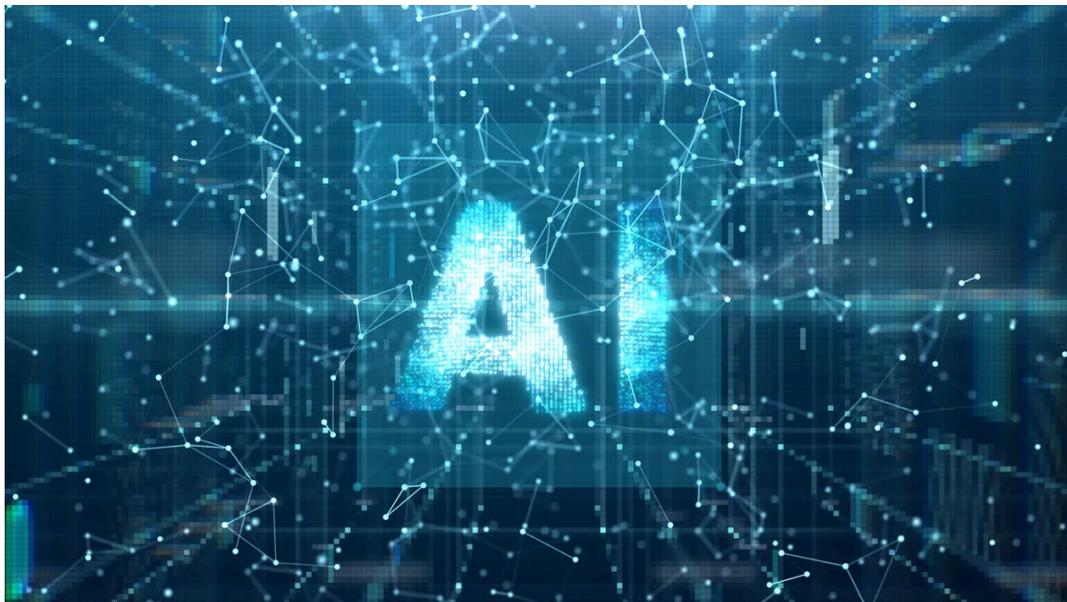
Assessment News & Product Updates

Topical articles, insights, and new product showcases for **June 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.

New Article

Relying On AI For Hiring May Be Doing You A Diservice



The new technology aimed at improving job hiring hasn't worked as intended, stymieing both candidates and hiring managers. More than 40 percent of large firms are using some sort of AI in their recruiting process, but studies show that applicant-tracking systems (AI-powered and

otherwise) reject 75% of résumés. This is serving neither employers nor job applicants well.

According to at least one industry leader, the solution is clear:

"You need to put the 'human' back in Human Resources."

There's no silver bullet, one-size-fits-all solution, nor any guarantees when it comes to the hiring processes. It's a mixed bag of 'best practices', trial and error, and simply 'what works best for us'. AI can absolutely be part of that process, but the human component cannot be removed from it.

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

Solutions to Your Problems

Do We Have Human Resource Skills Tests?
Boy! Do We Ever!



Employers usually look for tests when they're hiring employees for almost any job *other* than Human Resources, and many people aren't aware that there are tools that exist to help screen HR professionals as well. There are also more options available than you might have presumed. We have a wide variety of assessments designed to measure the skills of those responsible for HR functions. They include:

Canadian Human Resources Basics
Human Resource Benefits Knowledge
Behavioural Interviewing
CRM Concepts
Human Resources Manager Test
Human Resources Recruiter Test
Human Resources Specialist Test
Interviewing and Hiring Concepts Test
Professional Career Battery
and more!

[See all our Human Resource tests](#)

Product Showcase

Workplace Health & Safety

This unique assessment measures the knowledge of first aid, emergency safety measures, cleanliness and personal hygiene.

It takes only 9 minutes, is available online, in single copies, and applicable to the following roles and job levels: Occupational Health and Safety Specialist, Occupational Health and Safety Technician, Industrial Safety and Health Engineer, Security Management Specialist, Security Manager - Entry-Level, Graduate, Manager, Supervisor, Mid-Professional, Professional Individual Contributor.

This tool is just one of many that we offer for assessing **workplace safety** and risk avoidance.

[Learn More...](#)

New Tests



Housekeeping

The housekeeping test is a multi-choice test that measures the knowledge of housekeeping activities such as cleaning, laundry, room maintenance and routine checks.

It measures knowledge of the following areas:

- Organization chart of the housekeeping department
- Planning and organizing
- Routine checks and records
- Cleaning knowledge and practice
- Guest room cleaning procedures
- Horticulture
- Linen and laundry
- Safety and security

[Learn more...](#)

Food Science

The Food Science test is a multi-choice test that measures the knowledge of food chemistry, nutrition, food microbiology, food engineering and food product technology.

It is designed for the following job roles: Food Scientist and Technologist, Quality Control Inspector, Research Chef, Dietitian and Nutritionist, Correctional Food Service Supervisor.

[Learn more](#)

Four New Tests for Accounts Payable/Receivable

The **Accounts Receivable Simulation** is a simulated data entry test that measures the ability to process receivables and invoices.

The **Accounts Receivable** is a multi-choice test that measures the knowledge of processing receivables and invoices.

The **Accounts Payable** tests an applicant's knowledge of processing payables and vendor invoices, and the posting of journal entries.

The **Accounts Payable Simulation** is a simulated data entry test that measures the ability to process payables and vendor invoices.

They all take only about 8 minutes and are useful for assessing applicants in the following roles: AP Specialist, Bookkeeping, Accounting, and Auditing Clerk, Statement Clerk, Billing, Cost, and Rate Clerks.

[Learn more...](#)

We're adding tests all the time.

[See Our Newest Tests](#)

Did you miss a newsletter?

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[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

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