



## Assessment News & Product Updates

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

If you have a personnel problem that needs solving - **There's A Test For That!**

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### New Article

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## Return To Work Mandates May Be A Big Mistake



Many recent studies have all shown conclusively that the majority of employees who can do so prefer to work remotely. Forced return to work mandates simply encourage people to quit, and more than half of workers surveyed say that they know someone who has, or is planning to, quit their job over return-to-office mandates. People want to work from home so badly that nearly two-thirds of workers report being willing to take a pay cut to be able to work remotely.

Despite this, over 68% of companies have adopted Return-To-Office mandates between 2022 and 2023. Not surprisingly, many of these same companies are now moaning about the loss of talent that they're 'suddenly' facing. The writing is on the wall, but many organizations are choosing to ignore it.

Effective remote workers are conscientious, organized, trustworthy, hard-working, dependable, autonomous, multi-taskers, and self-motivated rule-followers who have good time management skills. Not surprisingly, there's a test for that! In fact, there are many.

Two tests that are specifically designed for this are the **Work From Home/Telecommuting Test II** and the **Remote Worker Aptitude Assessment**.

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

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## Solutions to Your Problems

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Do We Have Tests for At-Home Workers?  
Boy! Do We Ever!



If you're hiring people who may rarely or never be in the office, you'll need to ensure that they have the traits and aptitudes required to excel in unmonitored, autonomous work environments. Employers can determine who is and who *isn't* capable of working remotely by using a variety of accurate and reliable assessments to screen for these traits and abilities.

Just *some* of the ways that employers can ensure the quality of their remote worker candidates include:

- At Home Agent Test
- At Home Agent With Sales
- Contact Center – eChat Support Agent
- Contact Center Technical Support Agent
- Counterproductive Behavior Index™
- Customer Effort Contact Center Agent Series
- eChat Support Agent
- Employee Reliability Inventory
- Employee Dependability Profile
- Employee Screening Questionnaire
- Home Health Nurse Test
- Personal Style Assessment I Test
- Telemarketing Test
- Telenurse Solution
- Time Management Inventory
- Time Management Evaluation
- Work Ethics Test & Dependability Test
- Work From Home/Telecommuting Test
- Remote Worker Aptitude Assessment

Explore more options here...

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## Product Showcase

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### SkillCheck® Assessments

The SkillCheck® tests offer hundreds of ready-to-use test titles are available, along with a mobile-enabled platform featuring integrations with many of the top ATS and HRIS providers. Hallmark products feature performance-based tests for Microsoft Office that provide a powerful combination of performance-based and knowledge-based questions. These tools offer numerous ways to assess a raft of skills and abilities, and also offer real-time simulations as well. There are various options available for all kinds of job roles, including:

- Accounting
- Banking
- Call Centres
- Customer Service
- Data Entry
- Engineering
- Finance
- Food Service
- Industrial
- Information Technology
- Microsoft Office Products
- Nursing
- Programming
- Reasoning
- Retail
- Safety
- Translation
- Typing

- Vocabulary
- Workplace Reading Comprehension, and more

They're inexpensive, available in single copies, and available on-demand!

Learn More About The  
SkillCheck® Assessments

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## New Tests

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The SkillCheck® Food Services tests include questions with real-world examples and illustrations. They cover a wide range of subjects such as food hygiene, food storage, infestation control, disease prevention, clinical nutrition, food preparation techniques, sanitation and safety, and much more. Test administrators can customize tests any number of ways - even create their own questions!

## SkillCheck® - Bartender

This test includes questions covering topics such as glassware, beer, cocktails, whiskey, wine, non-alcoholic beverages, and bar terminology.

[Learn more...](#)

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## SkillCheck® - Food Safety

This test includes questions covering topics such as food storage and handling, disease prevention and personal hygiene.

[Learn more...](#)

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## SkillCheck® - Wait Staff

This test covers topics such as food service staff, serving & clearing, food identification, cooking techniques, wine terminology, wine recognition, and non-alcoholic beverages.

[Learn more...](#)

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## SkillCheck® - Wine Terminology

This test covers topics such as wine terminology, wine recognition, glassware, and serving & clearing.

[Learn more...](#)

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## SkillCheck® Food Service General Knowledge

This test includes questions covering topics such as basic hygiene, food safety, preparation, wait service.

[Learn more...](#)

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## SkillCheck® Food Service Preparation

This test includes questions covering topics such as types of cuisines, ingredients, cooking basics, measurement, utensils and equipment.

[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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