



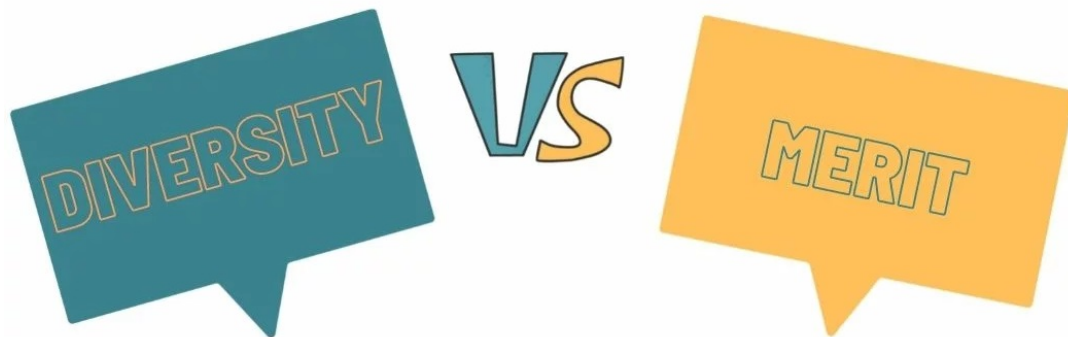
Assessment News & Product Updates

Topical articles, insights, and new product showcases for **May 2023**.

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

Hiring For Diversity and Equity vs Merit and Competence



According to research by LinkedIn, "...while 77% of talent professionals say diversity is very important to the future of recruiting, 47% believe hiring managers aren't held accountable for interviewing a diverse slate of candidates." Therefore, to help recruiters achieve better Diversity Equality and Inclusion results, LinkedIn has begun offering "Diversity Nudges" to alert recruiters of gender disparity in their candidate searches. "If gender representation in a given talent pool is unbalanced, a notification will pop up to let you know the Male/Female ratio of that search."

There's an argument to be made that focusing on DEI may result in discounting qualified applicants who don't fit a specific, sought after demographic. Whether you're a proponent of

DEI or not, it's probably safe to say that, at the end of the day, **what employers want most is to hire and promote those who are the most qualified** and most likely to succeed more than anything else.

The great news for employers is that there is a plethora of high-quality assessment products available today, many of which incorporate cognition as part of the test. Many more assessments are skill or role specific and allow employers to match them to the exact type of job that they're hiring for and to increase their hiring success rate by doing so.

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

Solutions to Your Problems

Do We Have Tests For Engineers? Boy! Do We Ever!



Engineers need to have great skills, in a variety of areas. There are tests available to help employers confirm that industrial and mechanical engineers have the skills and aptitudes required for success on the job. Have a look at our range of tests which include:

- [3-D Reasoning Aptitude Test](#)
- Engineer Tests 1 through 5
- Engineering Manager I & II Tests
- Engineering Technical Math Aptitude Test
- [Manufacturing Engineer](#)
- Operating Engineer Test
- Professional Career Battery
- Project Engineer Test
- Technical Drawing Aptitude Test
- Technical Equipment Support Representative Test

See all our Engineering Skills tests

Product Showcase

Sensitivity To Criticism Test

Do you have some touchy people in your organization? Do you want to avoid hiring people like that? The Sensitivity To Criticism Test will assess whether an individual will become defensive in response to constructive criticism. It can be used for pre-employment, training or professional and personal development purposes.

It takes only 20 minutes, is available in single online copies and assesses 6 scales including:

- **External Cognitive Reactions:** Personal thoughts directed toward the critic and critique.
- **Internal Cognitive Reactions:** Personal thoughts directed toward self.
- **Other-Directed Emotional Reactions:** Feelings directed toward the critic and the critique.
- **Internally-Directed Emotional Reactions:** Feelings directed toward self.
- **Overt Behavioral Reactions:** Outright reactions directed toward the critic during and after criticism delivery.
- **Covert Behavioral Reactions:** Indirect reactions toward critic and criticism after feedback is delivered

Learn More About The Sensitivity
To Criticism Test...

New Tests

New assessments come to market frequently and we add new assessments on a regular basis.

Introducing the CORE20™ Assessments

The CORE20™ are applicant-friendly assessments designed to take candidates an estimated 20 minutes or less to complete while still providing valuable objective data to guide your hiring decisions. Each assessment contains a set of behaviorally-based traits for best job fit, plus a timed cognitive aptitude test.

Feedback reports include one-page summaries as well as supplementary information describing dimension definitions, detailed score interpretations and suggested interview questions.

The lineup includes:

- General Office Clerical - 20
- Manager/Supervisor - 20
- Psychometric Personality and Aptitude - 20
- Sales Consultant / Customer Service Representative - 20

[Learn More About The Core20 Tests...](#)

Stress Resiliency Profile

The Stress Resiliency Profile that provides insights into ways to control the stressors that have an impact on their work effectiveness and capability to influence stressful events.

The *Stress Resiliency Profile* is an easy-to-administer, self-scoring assessment that gives clients new insights into ways to control the stressors that have an impact on their work effectiveness and capability to influence stressful events. It offers new perceptions of the ways they may be unintentionally raising their stress level and measures the mental habits that determine their level of “stress resiliency.” By understanding the thought patterns that can cause stress, clients can increase positive thinking and ability to make change, gain control over themselves, and change areas where bad habits exist. Three cognitive habits that create stress are identified and evaluated:

- *Deficiency focusing*—the habit of focusing on the negatives at the expense of the positives.
- *Necessitating*—the perception that tasks are inflexible demands that must be met—with no room for discretion or choice.
- *Low skill recognition*—the tendency to underestimate one’s own competence and abilities; feeling that success depends on things outside ourselves.

[Learn More About Stress Resiliency Profile](#)

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](#)



MailPoet