



Assessment News & Product Updates

Topical articles, insights, and new product showcases for **November 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

Everyone's Busy. You're Not Unique.



"I'm sorry for not getting back to you, I've been busy," is a sentence that should be permanently excised from the lexicon of business.

That's the default response that one often receives, and it's nothing more than an excuse – and a poor excuse at that.

Few of us have enough hours available to complete our daily workloads, and many of us invest a great deal of our time in chasing others for replies to emails or calls that were placed days or weeks prior. There's also little excuse for it in the "be kind" era, and when practically everyone has an iPhone in their pocket.

Being busy doesn't make you special or unique.

Everyone is 'busy'. Everyone's time is limited. We all resent having it wasted by other people who are time-sinks. They are responsible for a great deal of lost productivity and wasted time. It's not only inconsiderate and somewhat arrogant but is also just garden-variety rude.

It's also unprofessional.

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

Solutions to Your Problems

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



Sales are the life-blood of any business. Without them, you're not in business at all. Having highly effective sales people who can handle rejection and yet persevere and produce is critical

to your and their success. Not everyone is well suited to sales roles and there are all kinds of ways to identify those with great sales abilities. There are even sales tests specific to those in call centres, and customer service or in retail positions. If you need people who can sell anything to anyone, there's a test for that!

Have a look at our range of **over 60 sales tests** which include:

- [Account Manager \(Sales\)](#)
- [At Home Agent With Sales](#)
- [Contact Center Sales Agent](#)
- [Customer Service - With Sales](#)
- [Entry Level Sales Solution](#)
- [Industrial & Equipment Sales](#)
- [Insurance Sales Agent](#)
- [Negotiation Aptitude Profile](#)
- [Pharmaceutical Sales Test](#)
- [Retail Sales Associate](#)
- [Sales Career Battery](#)
- [Sales Manager Test](#)
- [Sales Success Predictor](#)
- [True-To-Life Sales](#)

and many more!

[See all our Sales Skills tests](#)

Product Showcase

Assessment of Transferrable Skills

The Assessment of Transferrable Skills evaluates specific competencies and skills that can transfer quite easily from school to the work world, and from one job to another.

This in-depth assessment measures 17 scales and can be completed in under an hour. It's a great solution for counsellors and for individuals seeking to develop their skills, and for employers as a pre-screening tool as well. In addition to assessing leadership potential, time management, conflict resolution, adaptability, teamwork and communication skills, it also provides insight into:

- **Problem-Solving Skills:** Whether a person's approach to problems is conducive to resolution.
- **Intrapersonal Skills:** Abilities that help an individual achieve success, acclimate to different circumstances, and overcome challenges.

- **Organization Skills:** Skills that a person needs in order to be productive.
- **Interpersonal Skills:** The ability to interact productively and tactfully with others.

[Learn More...](#)

New Tests

Remote Worker Aptitude Assessment

The Remote Worker Aptitude Assessment is designed to determine whether a person is suited for remote work in terms of personality, attitude, and conduct. It assesses traits like:

- Time Management
- Initiative & Proactivity
- Self-Motivation
- Self-Discipline
- Reliability
- Rule-Following
- Autonomy
- Tolerance for Ambiguity
- Tolerance for Social Isolation

[Learn more...](#)

Type A Personality Profile – 2nd Revision

The Type A Personality Profile assesses whether a person possesses the hallmark behavioral characteristics of the Type A Personality. It measures things like:

- **Achievement Striving:** Assesses the manner in which a person strives to achieve his/her goals.
- **Impatience/Irritability:** Assesses the manner in which a person comports himself/herself with others.

Multidimensional Emotional Intelligence Quotient – 9th Revision

An emotionally intelligent employee and/or manager can be an asset in any company and field. The Multidimensional Emotional Intelligence Quotient will assess 5 key competencies. It can be used for, Pre-employment, Team building, Leadership development, Sales and Customer Service training, or Personnel development. It measures things like:

- Emotional Reflection
- Emotional Regulation
- Emotional Integration
- Adaptable Social Skills
- Social Insight

[Learn more...](#)

SkillCheck® Assessments

The SkillCheck® Assessments cover the broadest range of clerical, software, call center, financial, healthcare, industrial, legal, and technical candidate competencies, such as:

- Accounting
- Clerical
- Customer Service
- Banking
- Data Entry

- **Perfectionism:** Tendency to be overly critical and/or demanding of self and/or others.
- **Hostility:** Tendency to engage in conflict, opposition, and resistance in thought, principle or action, and to display outbursts of frustration.

[Learn more...](#)

- Digital Literacy
- Gaming
- Filing
- Finance
- Food Service Skills
- Microsoft Office
- IT
- Retail Skills

[Learn more...](#)

We're adding tests all the time.

[See All of Our Newest Tests](#)

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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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