



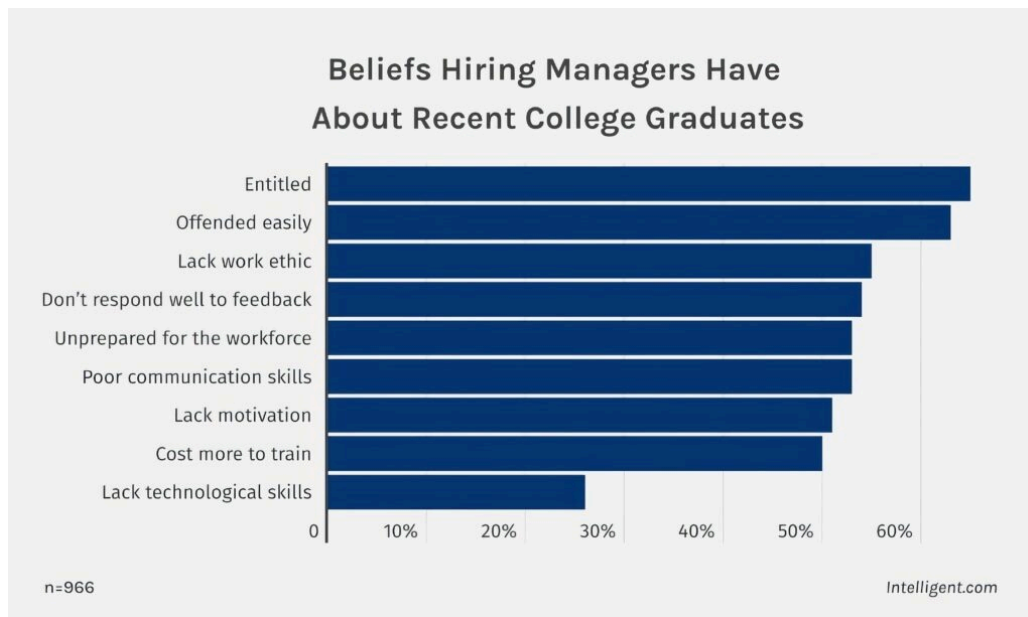
Assessment News & Product Updates

Topical articles, insights, and new product showcases for **November 2024**.

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

New Graduates Are Creating Big Problems For Employers!



Recent studies have found that Gen Z, who are graduating from colleges now, are posing a significant problem for employers. Four recent studies report that, among other failings, Gen Z has a

poor work ethic, lacks communication skills, doesn't take constructive criticism well, speak and dress unprofessionally, is generally seen as entitled, and has poor conflict resolution skills.

Meanwhile, other research concludes that Gen Z want to be coached and are the “most accepting generation yet.” Yet at the same time many people who were surveyed state that they’re “worried about being called out by Gen Z for saying the wrong thing.”

Survey results show that:

- 81% of business leaders say recent college graduates need workplace etiquette training,
- 57% say Gen Z lacks professionalism,
- 46% of respondents would rather hire an older employee who is overqualified in order to avoid working with someone younger,
- 2 out of 3 employers say that recent college grads can't manage their workload,

None of this may be their fault per se, but regardless of the reasons, these deficits remain and will need to be addressed.

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

Solutions to Your Problems

Do We Have Time Management Skills Tests?
Boy! Do We Ever!



Do you struggle to get everything done in a day? Are you constantly racing the clock, completing things at the 11th hour, or frequently struggling to meet deadlines? Are these problems shared by some of your employees? If you or someone you've hired has trouble managing their time, guess what? *There's a test for that!* There are many ways to intervene and help people learn how to be more skilled at managing their time and learn to identify time-wasting behavioural traps. We've a variety of tests for this which include:

- Time Management Inventory
- Time Management®
- Time Management (US) Test
- Time Management Evaluation
- Time Management Effectiveness Profile
- Office Reasoning - Project Time Management

[See all our Time Management Skills tests](#)

Product Showcase

Seasonal-Temporary Worker Test

Learn about your temp workers' overall job fit with the 15-minute personality Seasonal-Temporary Worker test. This assessment is useful for screening potential part time or full time,

temporary employees, typically hired for warehouse or retail work. This test can be used to help find friendly, flexible, dependable employees who can tolerate routine or repetitive tasks. The most successful candidates will be able to work alone or collaboratively, depending on the needs of the job.

It measures things like:

- Conscientiousness
- Dependability
- Customer Responsiveness
- Emotional Stability
- Maturity
- Integrity
- Trustworthiness

And can be used for the following roles Seasonal Retail Sales Associates, Seasonal Warehouse Associates, Seasonal Order Takers, Seasonal Team Members, Holiday Crew Members and Order Pickers/Packers, among other full time or part time, temporary roles.

Learn More About The
Seasonal-Temporary Worker
test...

New Tests

Adventure Simulation Series

The Adventure Simulation Series is a collection of 12 different team building exercises that facilitate teamwork, organizational skills and assess leadership behaviour. They can be purchased all together or individually.

These training activities facilitate teamwork and cooperation and improve other key skills, like problem-solving, decision-making, planning, active listening, and much more. These experiential learning activities are fun, challenging, and dramatically enhance the value of any training program. Delivered electronically for immediate access and printing at your PC.

They include the following:

1. Alien Encounter Exercise
2. Crisis in Mantique
3. Escape the Wildland Inferno
4. Hostage Rescue Exercise
5. Hurricane Disaster Exercise
6. Hunt for T-Rex Exercise
7. Lost in Alligator Swamp
8. Project Space Colony
9. Survive Nature's Fury
10. The Net Spy
11. Trapped Underground Exercise
12. Tuscan Shadows

[Learn more...](#)

Survival Simulations Series

Similar to the Adventure Simulations, the Survival Simulations Series allows teams that meet remotely to test their communications, interpersonal relations, and group problem-solving skills in a safe 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.

Both in-person and virtual versions are available.

They include the following:

- [Desert Survival Situation™](#)
- [Desert II Survival Situation™](#)
- [Bushfire Survival Situation™](#)
- [Reef Survival Situation™](#)
- [Sea Survival Simulation™](#)
- [Tsunami™ Survival Simulation](#)
- [Subarctic Survival Situation™](#)
- [Cascades Survival Situation™](#)

[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

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