



Assessment News & Product Updates

Topical articles, insights, and new product showcases for **November 2025**.

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

When A Single-Use Assessment Isn't Enough



When employers need to confirm an applicant's skills and abilities or develop the competencies of an existing employee, the world's their oyster. Whether it's a basic skill like reading comprehension or numeracy, knowledge of HVAC or inventory management, accounts payable/receivable, or the ability to spot quality imperfections, there's a plethora of reliable

and accurate measures to choose from.

However, we all know that there's way more to a successful hire than just finding a warm body who can count or work a computer. Savvy employers who want to help ensure that they get it right the first time, identify and separate the winners from the losers, and save tens of thousands of dollars by avoiding a bad hire, will need something more than a Microsoft Word or Sales Aptitude test.

Adopting a multidimensional approach that identifies natural competencies allows HR to match a top performer with a job, team or culture. Using a well-designed tool that incorporates scientifically-backed data will enable you to obtain unbiased insights, that enables fast decision-making and leads employees toward new opportunities.

That's where tools like the **AtmanCo Assessment Platform** come in! It's an all-in-one platform designed to respond to your hiring, leadership, and talent development challenges. It is a comprehensive psychometric assessment that provides easy-to-interpret results you can use to boost performance and foster happiness at work that can be leveraged throughout an employee's work-life.

If you want to do more with less, and ensure that you're hiring or promoting the right person, then *There's A Test For That* and the **AtmanCo Assessment Platform** is just what you've been searching for.

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

Solutions to Your Problems

Do We Have Cognition and Critical Thinking Tests?
Boy! Do We Ever!



The World Economic Forum's bi-annual "[Future of Jobs Report 2025](#)", which compiles data from over 50 countries, has identified Analytical and Critical Thinking amongst the top 5 core skills now required by employers (along with resilience, flexibility and agility, leadership and social influence, and motivation and self-awareness). Analytical and Critical Thinking take the No. 1 and No. 4 spots respectively.

It has long been established that these two core skills are highly accurate predictors of success, regardless of the job role in question - and employers want and need their employees to have them. People who can't think, analyse, make inferences, extrapolate from data, draw conclusions, differentiate between facts, opinions and assumptions, problem solve, who aren't trainable, or who have poor deductive reasoning skills are a deficit to any organization. They are *more likely* to make mistakes, cost you money, pose safety and compliance risks, engage in dishonest behaviour, and open the door to lawsuits.

No business can afford to hire people without these critical core competencies.

Luckily, There's A Test For That!

Have a look at our range of cognitive tests which include:

- 2-D Form Pattern Recognition Test
- 3-D Reasoning Aptitude Test
- ACER Select Series
- Adaptive Profile – Reasoning
- Advanced Numerical Reasoning
- Appraisal
- Basic Skills Test
- Core Abilities Assessment
- Creativity & Problem Solving Aptitude Test
- Creativity and Innovation
- Effectiveness Profile
- Differential Aptitude Tests™ – Next Generation
- Employee Aptitude Survey Test Series
- Executive Scenarios
- General Cognitive Aptitude Test
- General Reasoning Aptitude Test
- Logic IQ Test
- Management Scenarios
- Managing to Excel2 Making Decisions & Weighing Risks
- Numeric Reasoning Aptitude Test
- Numerical Data Interpretation Test
- Pattern Series Test of Abstract Reasoning
- Problem-Solving & Decision-Making Profile
- Raven’s™ Progressive Matrices
- Verbal Reasoning Aptitude Test
- Watson-Glaser Critical Thinking Appraisal® III
- And many more

See all our cognitive skills tests

Product Showcase

RIOT IQ Test

We're extremely pleased to announce the **RIOT IQ (Reasoning and Intelligence Online Test)!**

Contrary to popular belief, IQ tests can be used for employment screening, but they must be used carefully and legally. Employers can use them to assess a candidate's ability to think abstractly and learn new skills, especially for complex roles, but must ensure the tests are not discriminatory and are correlated to job performance. Many large companies do use cognitive and IQ tests, but they risk legal challenges if the test's threshold for hire cannot be proven as a bonafide job requirement. According to **EmployTest**, at least 80% of the Fortune 500

companies globally use cognitive and IQ tests during the hiring process.

Intelligence is, fundamentally, a mental ability to deal with complexity. More intelligent people should be able to handle more complex ideas and problems than less intelligent people.

The **Reasoning and Intelligence Online Test (RIOT)** is a test of intelligence designed for adults (ages 18 and older) who speak English as a native language and were born in the United States. It measures:

- Verbal Reasoning,
- Fluid Reasoning,
- Spatial Ability,
- Working Memory,
- Processing Speed, and
- Reaction Time.

Intelligence tests were first developed over 100 years ago, and there are many intelligence tests available in the 21st century. There were over 1 million search queries in Google for intelligence tests in 2024. However, the vast majority had low scientific credibility, including the most easily discoverable tests. Most online IQ tests were very low in scientific credibility, none were created by people with formal training in psychometrics or intelligence testing, and nor do they meet the Standards for Educational and Psychological Testing as established by the American Educational Research Association.

The RIOT alleviates these problems for employers and **does not** require that it be administered in-person via psychologists.

If you're seeking ways to ensure that your applicants have the intellectual prowess to handle your job requirements, and will be reliable, productive additions to your organization, then the RIOT is just what you've been looking for!

[Learn More About The RIOT...](#)

New Tests

We're always adding new products to our 5000+ test-catalogue. There are approximately 50 new titles slated for addition in the coming months. Bookmark and keep an eye on our **New Tests** page to see what's new each month.

Mechanical Apprentices Skills

The Mechanical Apprentices Skills was developed to assess reading, arithmetic, pre-print reading, measurement, assembly, mechanical principles, and troubleshooting skills for mechanical apprenticeships. The test was intended for use with applicants and incumbents for jobs where reading, arithmetic, pre-print reading, measurement, assembly, mechanical principles, and troubleshooting skills are a necessary part of training or job activities.

[Learn more...](#)

Host Test

The Host test is designed for entry level positions in the hospitality industry. Sample tasks include managing wait lists and showing guests to their tables. The solution is focused on work ethic and customer focus. Potential job titles that use this solution are: Host/Hostess and Greeter.

[Learn more...](#)

RemoteWorkQ

Using the Apta™ Architecture to focus on the relevant competency behaviors in the Universal Competency Framework, SHL developed the RemoteWorkQ to measure self-reported behavioral tendencies in competency areas that are important to performing effectively in remote work environments across three competency

MultiCraft Apprentices Skills

This test was developed to assess reading, arithmetic, pre-print reading, measurement, multi-craft principles, and troubleshooting skills for multi-skilled maintenance workers. The test was intended for use with applicants and incumbents for jobs where reading, arithmetic, pre-print reading, measurement, multi-craft principles, and troubleshooting skills are a necessary part of training or job activities.

[Learn more...](#)

Graduate Scenarios

The Graduate Scenarios is a unique test of Managerial Judgement – an individual's ability to decide on effective ways of handling real life situations. It is specifically designed to assess judgement in graduates; a group who typically has limited work experience to draw on.

It consists of hypothetical scenarios, each followed by several possible responses. Candidates rate the effectiveness of each response, using a 6-point scale, from highly undesirable to highly desirable. It can be used for recruitment, selection, training and development, performance management and coaching in a variety of functions and industries.

[Learn more...](#)

Riot IQ Test

environments across three competency areas:

- Work Relationships
- Work Habits
- Self-Development & Well-Being

The RemoteWorkQ is intended for use across job families and levels for which working in a remote environment is important for the role.

[Learn more...](#)

The RIOT test is first professional online IQ test. It is a rigorously developed, professional online IQ test and testing platform for psychologists, researchers, clinicians, employers, institutions, and curious individuals.

The Reasoning and Intelligence Online Test (RIOT) is an IQ test for adults (18+). It features 15 subtests across six cognitive indices and is administered through a custom-built online platform. Designed for efficiency, the test can be completed in 60 minutes or less.

[Learn more...](#)

We're adding tests all the time.

[See 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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