



## Assessment News & Product Updates

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

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### New Article

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## The Amazing Power of 360-Degree Tests



360-Degree tests (also known as multi-source feedback assessments), are a comprehensive type of tool that enables one to gather feedback regarding an individual's performance from various sources, including their supervisors, peers, direct reports, and sometimes even customers or vendors. They can provide a holistic view of an individual's strengths and weaknesses, and produce precisely targeted developmental road maps.

360s 'hold up a mirror' to help people see *exactly* how their work behaviours and skills (or lack thereof) are viewed by others. Many of us have a fairly poor ability to accurately assess our strengths and weaknesses or understand how we're perceived by others. 360-degree tests are an excellent and effective way to 'fix' problem employees who are sometimes blithely unaware of how their behaviours impede the teamwork and performance of those around them.

They are ***one of the most effective ways*** to give individuals, leaders, and teams the specific real-world feedback necessary to help foster interpersonal skills, individual growth, resolve conflicts, and provide opportunities for intervention and individualized coaching support for those who are struggling to perform, lead, or manage.

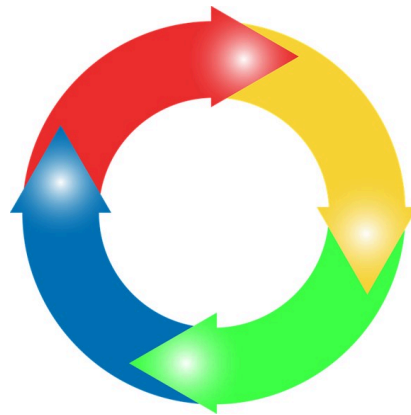
[Read the full article...](#)

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## Solutions to Your Problems

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Do We Have 360-Degree Tests?  
Boy! Do We Ever!



Do you have an individual or a group of leaders who are driving you and everyone around them crazy? Does Frank think he walks on water every second Tuesday but actually creates a toxic work environment and people avoid him like the plague? Do you have a dysfunctional team that struggles to work together or produce? Have you got someone who has been promoted beyond their competence and who is now struggling to perform? Have people quit due to their manager's bad behaviour and the stress that it creates?

If the answer to any of these questions is "Yes" then you need to consider a 360-degree assessment.

Firing someone is more costly and time consuming than 'fixing' them. Helping people to see where they need to make changes *and helping them do it* can often solve numerous problems,

build confidence, and make for happier, more productive employees, and a much more pleasant work environment for everyone.

If you can't afford to 'golden parachute' an executive or other individual but also can't continue to work with them the way that they are; ***there's a test for that***, and a 360-degree assessment may be just the solution you've been looking for.

We have over 30 different 360-degree assessments to help you 'fix', coach, and develop people, resolve problems, and avoid burnout.

Have a look at our range of tests which include 360s for:

- Communication
- Conflict
- Detail Orientation
- Emotional Intelligence
- Executive Leadership
- Leadership Potential
- Managerial Effectiveness
- Managerial Readiness
- Organizational Effectiveness
- Sales
- Teams
- Time Management
- Workstyles
- and much more!

[See all our 360-degree assessments](#)

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## Product Showcase

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### Performance Review 360

The Performance Review 360 evaluates different aspects of an employee's performance in order to gain insight into his/her strengths and where improvement is needed.

It can be used for leadership and employee development, consists of only 70 questions, and can be completed in about 25 minutes.

This personal feedback assessment consists of a self-assessment for the target individual and a rating survey for those who are offering their feedback (e.g. managers, direct reports, customers, and colleagues). A team report can also be generated for a group of targets to assess the performance of the group as a whole.

Assess 31 different competencies including work ethic, work attitudes, interpersonal skills, and more with this inexpensive, effective, and quick assessment!

Learn More About The  
Performance Review 360...

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## New Tests

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## Strengths Assessment & Growth Evaluation 360 – Manager Version

The Strengths Assessment & Growth Evaluation 360- Manager Version is a multi-rater feedback assessment that assesses a manager's skills, personality, and performance across 72 scales.

It consists of a self-assessment for the target and a rating survey for those who are offering their feedback (e.g., top-level managers, direct reports, and peers). A team report can be generated for a group of targets to assess the performance of the group as a whole.

A non-managerial version is also available.

[Learn more...](#)

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## Leadership Potential Assessment 360

The Leadership Potential Assessment will determine whether a person possesses the personality traits that characterize good leaders, and evaluates the type of techniques he or she would utilize if given a leadership position.

It assesses things like:

- Risk-Taking
- Delegating
- Coaching Skills
- Motivating Skills
- Giving Feedback
- Vision

## Management Skills and Styles Assessment 360

The Management Skills and Styles Assessment 360 offers managers an opportunity to rate their own performance and compare it to feedback from employees and direct reports. This can be a humbling experience, but it provides leaders with an opportunity to gain insight into whether their current managerial approach is helping or hindering employees from reaching their full potential.

It measures 30 competencies.

[Learn more...](#)

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## Coaching & Trainability Attitude Assessment 360

Coaching & Trainability Attitude Assessment will determine whether a person is coachable, willing to learn, and accept feedback, criticism, and direction.

It can be used for:

- Personal development
- Employee development
- Leadership development
- Training tool

It measures:

- Ability to handle criticism
- Openness to learning and improvement
- Willingness to take direction
- Willingness to ask for help

[Learn more...](#)

## Basic Clerical Skills Assessment

The Basic Clerical Skills Assessment evaluates skills and proficiencies that are essential for success in the clerical and office administration field.

It assesses:

- Alpha-Numeric Data Entry
- 10-Key Data Entry
- Typing Skills
- Proofreading Skills
- Reading Comprehension
- Proficiency in Microsoft Word
- Proficiency in Microsoft Excel
- Proficiency in Microsoft PowerPoint

[Learn more...](#)

## TESS 360 – Team Effectiveness Survey System

The TESS 360 – Team Effectiveness Survey System is designed to assess team spirit, team interaction and a team's performance as a whole.

It assesses:

- Ability to handle criticism

- Drive to succeed
- Humility/Humbleness

[Learn more...](#)

## TEAM 360

TEAM 360 (Team Effectiveness Assessment Matrix) allows members of a team to rate each other's performance in a number of different areas. This can provide the team and management with insight into how well the current members work together, and whether there are issues that will need to be addressed in order for the team to perform at its best.

It assesses 29 competencies, including:

- Communication Skills
- Listening Skills
- Assertiveness
- Conflict-Resolution Skills
- Diplomacy
- Mentorship/Leadership Potential

[Learn more...](#)

## Security Force Potential Test

The Security Force Profile test assesses whether the personality traits and abilities a person possesses match those required to succeed in a career in security.

It measures:

- Openness to learning and improvement
- Willingness to take direction
- Willingness to ask for help
- Drive to succeed
- Humility/Humbleness

[Learn more...](#)

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## Turnover Probability Test

There are certain personality traits and characteristics that can influence a person's likelihood of quitting a job. The Turnover Probability test is designed to identify people with this profile.

It assesses:

- Job-hopping
- Loyalty
- Conscientiousness
- Calculated risk-taking and decision-making
- Resilience
- Antagonistic Attitude
- Emotional Stability
- Locus of Control

[Learn more...](#)

- Emotional Strength
- Stress Reaction
- Hostility
- Self-monitoring
- Patience
- Courage
- Perspective
- Communication Skills
- Situational Assessment
- Power Profile
- Conflict Resolution
- Empathy
- Assertiveness
- Conscientiousness
- Leadership Skills
- Concentration
- Integrity
- Meticulousness
- Alertness
- Risk Management
- Sticking to Rules

[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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