



Assessment News & Product Updates

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

Functional Illiteracy

The Little-Discussed But Big Problem For Employers



People with low literacy skills face considerable challenges in a modern, complex work environment that demands adaptability and continuous learning. It is a considerable problem for employers, and costs them a lot in terms of productivity, mistakes, re-work, customer service, and workplace safety. Unlike complete illiteracy, functional illiteracy (as its name implies) enables the poorly literate to 'hide' their dysfunction because they're able to get by without their poor reading skills being obvious.

Functional Illiteracy means a lack of reading, writing, and calculating skills needed for everyday life and work. Functionally illiterate people can manage simple, clearly laid out texts but encounter difficulties with more complex or abstract information.

Here's what employers are up against:

- Illiteracy has become such a serious problem in America that 130 million adults are unable to read a simple story to their children.
- 54% of adults have a literacy rate below a 6th-grade level.
- 20% of adults read below the 5th-grade reading level.
- 50% of the unemployed between the ages of 16 and 21 cannot read well enough to be considered functionally literate.
- Illiteracy costs the American taxpayers an estimated \$20 billion a year..

See the article for more worrisome stats and advice on how employers can alleviate the problem.

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

Solutions to Your Problems

Do We Have Tests For Dealing With Conflict?
Boy! Do We Ever!



Interpersonal conflicts can have severely deleterious effects on the workplace, work culture, employee morale, team functionality, and more. If you have dysfunctional teams, individuals who are often at each other's throats, managers who berate, yell, and scream at employees, and etc. then it's highly probable that conflict resolution measures need to be brought to bear. Note that there are also tools available to help with **teams**, **workplace stress**, and **leadership interventions** as well. Have a look at our range of tests which include:

- AMA DISC Survey®
- Conflict Strategies Inventory
- Creativity & Problem Solving Aptitude Test
- Dealing With Conflict Instrument
- DISC Personality Profile
- DISCstyles Assessment
- INSIGHT Inventory Series
- Occupational Personality Questionnaire – Universal
- Competency
- Performance Skills Leader
- Personal Style Indicator
- Problem-Solving & Decision-Making Profile
- Relating Styles
- Work Personality Index
- Workplace Personality Inventory
- Work Style Lens

[See all our Conflict related tests](#)

Product Showcase

Dealing With Conflict Instrument

Using the Dealing With Conflict Instrument enables participants will learn about their own natural style tendencies, while the information gathered from the DCI 360-Degree Feedback set will give them insight into how they are perceived by others when resolving conflicts. They will also explore the characteristics of each conflict-handling style which will help them develop greater style flexibility.

The Dealing With Conflict Instrument presents five conflict-handling styles:

- accommodate,
- avoid,
- compromise,
- compete, and
- collaborate,

encompassing all the effective ways of dealing with conflict.

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

New Tests

A number of new additions to our catalogue of solutions are in the works, including a new test for Workplace IQ that we're excited to tell you about soon. Please see below and keep an eye on our Newest Tests link.

As always, if you're in need of a specific kind of assessment for a particular job role, skill, aptitude or intervention ***There's A Test For That!*** Engage us at will for personalized assistance in finding exactly what you're in need of.

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.

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