



Assessment News & Product Updates

Topical articles, insights, and new product showcases for **April 2022**.

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 Articles

How Assessments Can Help You Navigate Workplace Trends Successfully



Three months ago, [Emeritus](#), a global online education company, published its list of growing workplace trends to watch for in 2022. All businesses are contending with changes brought about by the pandemic and everything is in flux all around us. Many of the coming changes are unavoidable but they *can* be made more manageable.

Some of the trends that will be sure to affect your organization include:

- Resignations
- Talent Shortages
- Remote Work
- A Need For Soft Skills

The challenges created by these changes can be mitigated by a wide range of assessment tools – if they're carefully and thoughtfully applied. There's no magic bullet solution available but accurate, reliable and trustworthy assessments certainly are. There are many ways in which assessments can help organizations identify problems with their corporate culture, help them remedy and develop managers who are struggling, screen for critical skills and competencies, and much more.

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

Solutions to Your Problems

Are your teams struggling?
There's a test for that!



If you have teams whose members are constantly in conflict with one another then you have teams that aren't producing. Unproductive teams whose members compete rather than cooperate have a deleterious effect on other employees and company morale as well.

Put your problematic teams through some revealing, instructive and helpful paces using tests that are designed to help team members identify how well the current members work together, whether there are issues that will need to be addressed, and then, how to make

positive changes.

The team building 'Survival' series of facilitated group learning activities are *particularly* helpful.

Check out some of these options!

- [Bushfire Survival Situation](#)
- [Cascades Survival Situation](#)
- [Desert Survival Situation II](#)
- [Team Skills Test](#)
- [Team Role Profiler](#)
- [TEAM 360](#)
- [Parker Team Player Survey](#)

[See all our Team Skills tests](#)

Product Showcase

Introducing The Survival Series of Team Building Tools

The Survival Simulation Series exercises require team members to work together effectively to deal with life-threatening situations. These simulations can be used as icebreakers, to establish constructive norms within a new work group, or to introduce members to the value of synergy or to gauge their synergistic problem-solving skills.

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.

The exercises ensure that all team members have the same level of knowledge about the artificial situation (not very much!), so they must rely on their ability to set objectives, analyze alternative strategies, and then evaluate them, choosing a solution that will best meet the objective.

By having team members complete the exercise individually and then as a team, the difference between the individual solutions and the team's solution can be identified. This becomes a real measure of the group's ability to perform as a team.

The series includes:

[Desert Survival](#)
[Desert Survival II](#)

Bushfire Survival
Reef Survival
Sea Simulation Survival
Tsunami Survival
Subarctic Survival
Cascades Survival

[Learn More About The Survival Simulation Series...](#)

New Tests

We add new tests to our catalogue regularly. Here are some of the newest additions.

General Personality Survey

The General Personality Survey is ideal for hiring managers or consultants conducting selection, coaching, training, on-boarding, and/or in-depth individual assessments.

[Learn more...](#)

Customer Service Career Battery

The Customer Service Career Battery identified individuals who possess the profile critical to success in today's customer service environment.

[Learn more...](#)

Envisioning a Culture for Quality

The Envisioning a Culture for Quality™ is an interactive team exercise that raises awareness of behaviors that contribute to high-quality service while building participants' consensus decision-making skills.

[Learn more...](#)

[Learn More...](#)

Nursing Career Battery

The Nursing Career Battery is for all candidates applying for patient facing nurse positions across functional areas in any health care provider environment.

[Learn More...](#)

Clinical Professional Career Battery

Organizational Effectiveness

The Clinical Professional Career Battery identifies individuals who possess the profile critical to success in today's fast moving and changing health care environment.

[Learn More...](#)

Patient Service Career Battery

The Patient Service Career Battery is designed to quickly and efficiently identify the best candidates for patient-facing positions such as account representatives and unit clerks.

[Learn More...](#)

Inventory®

The Organizational Effectiveness Inventory® provides valid, reliable, and usable "climate" data on the structures, systems, technologies, and skills/qualities that shape your culture and how they can be modified and developed to improve long-term effectiveness at the individual, group, and organizational levels. It is a partner to the Organizational Culture Inventory.

[Learn More...](#)

Professional Career Battery

The Professional Career Battery helps accelerate and improve hiring by quickly identifying individuals who possess the profile critical for professional success in today's demanding environment.

[Learn More...](#)

We're adding tests all the time.

[See Our Newest Tests](#)

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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