



## Assessment News & Product Updates

Topical articles, insights, and new product showcases for August 2021.

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.

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### New Articles

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## Soft Skills Are Critical So Ensure That Your Applicants Have Them!

#### **Top 5 most lacking soft skills:**

1. Critical Thinking/Problem Solving
2. Attention To Detail
3. Communication
4. Leadership
5. Teamwork

Soft skills *used* to be considered nice-to-haves but now, they're critical must-haves. They're the 'grease' that facilitates interpersonal interactions and are what people with hard skills use to succeed.

Soft skills are things like critical thinking, flexibility, adaptability, team working, problem solving, time management, communication, attention to detail, dependability, emotional intelligence and etc. They are equally as, if not more important than, hard skills.

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

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### Solutions to Your Problems

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# How to address workplace bullying.



It is estimated that as many as one in every six workers is bullied at work and it occurs more frequently than sexual harassment. Bullying creates a horrible, hostile and poisonous work environment that leads to severe problems.

It usually involves verbal comments and incidents that are intended to hurt, harass, isolate, intimidate, or humiliate a person. It is not new but has become what some have called a silent epidemic because it is happening frequently but isn't always reported.

[Click here to read more.](#)

Assessments like the [Counterproductive Behavior Index](#) identify people who will engage in workplace aggression and sexual harassment.

[See more integrity products here...](#)

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## Product Showcase

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[Emotional Intelligence Skills Assessment](#)



Designed for management development, the *Emotional Intelligence Skills Assessment (EISA)* measures adult emotional intelligence on five scales; perceiving, managing, decision making, achieving, and influencing.

This assessment can be used as a standalone training resource or a powerful complement to assist leadership development, team building, and communication effectiveness programs.

[Find Out More!](#)

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## New Tests

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### Adaptive Profile – Reasoning

The Adaptive Profile – Reasoning screens applicants for entry-level positions and measure their ability to analyze and use information to solve problems. It measures:

- Decision Making
- Knowledge of English Language
- Problem Solving
- Processing Speed
- Reading Comprehension
- Verbal Reasoning Ability

[See more reasoning tests here...](#)

### Applicant Profile® Matrix Working Dependably

The Applicant Profile® Matrix Working Dependably screens applicants for the aptitude for valuing quality, behaving with integrity, being dependable, and following

### Applicant Profile® Matrix Working Productively

The Applicant Profile® Matrix Working Productively screens applicants for being persistent, being productive, demonstrating enthusiasm, energy, and work ethic, as well as finding work improvements. It helps to assess:

- Working Dependably
- Courage
- Innovation
- Productivity

[Learn more...](#)

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### Culinary Skills Solution

Use the Culinary Skills Solution to assess knowledge of cooking principles, cooking equipment, meal preparation and presentation, and kitchen safety in the

integrity, being dependable, and following rules.

[Learn more...](#)

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## Sensitivity to Criticism Test

The Sensitivity to Criticism Test – Revised will assess whether an individual will become defensive in response to constructive criticism. It assesses:

- External Cognitive Reactions
- Internal Cognitive Reactions
- Other-Directed Emotional Reactions
- Internally-Directed Emotional Reactions
- Overt Behavioral Reactions
- Covert Behavioral Reactions

[Learn more...](#)

hospitality industry. It assesses:

- Cooking principles
- Cooking methods
- Cooking equipment
- Basic culinary math
- Different courses of meal
- Dish preparation
- Safety and sanitation

[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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