



Assessment News & Product Updates

Topical articles, insights, and new product showcases for December 2020.

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.



End of Year Sale On Now!
25% Off All Orders

From Monday December 14, 2020 through to Friday January 29, 2021 all orders over \$300 will receive an automatic 25% discount.

New Article

Who Is Replacing Your Aging Workforce?

Ten thousand Baby Boomers turn 65 *every day*—a trend that began in 2011 and will continue until 2030. This year almost 25% of workers in Canada will be 55 years or older and the same statistic will hold true for the USA by 2024. In 2030 - only 11 years from now - the first

millennials will start turning 50, and the first gen-Xers will turn 65. At the end of 2030, the first boomers will begin turning 85, swelling the ranks of what is already the fastest growing age group in the US. Employees old enough to retire now outnumber teenagers in the workforce for the first time since 1948.

That giant sucking sound you will hear is all the knowledge being drained out of organizations by retirement and other forms of turnover. Is your organization prepared to deal with this fast-approaching trend? See our latest article to find out what you can do about it.

[Read The Full Article...](#)

Solutions to Your Problems

Preventing Employee Theft



95% of all businesses have experienced employee theft and 75% of all employees have stolen from their employers. Those are simply the **facts**. Eventually you'll become a victim of employee theft. It's unavoidable.

Not hiring a thief in the first place, however, is **completely avoidable**. Criminal background checks aren't enough and they only catch those who have criminal records. Stealing is a skill and many thieves are good at it. Not every shoplifter gets caught. Be it product, cash or simply time (i.e. bogus sick days) no matter *what* your employees steal, it still costs you in the end.

Why saddle yourself with a problem? Tests can help you screen out high-risk applicants who have broken moral compasses.

They can help you screen your applicants for things like:

- Theft
- Absenteeism
- Alcohol and drug abuse
- Sabotage
- Driving delinquency
- Security, confidentiality, and safety violations

Who needs employees that just increase your problems and expenses? Avoid hiring them by screening your applicants for honesty and integrity. A couple of bucks today may save you thousands tomorrow!

[Find Out More About Integrity Tests...](#)

Product Showcase

Employee Attitude and Personality Test

The Employee Attitude and Personality Test is an overarching assessment of a person's work personality profile, including trainability, initiative, abrasiveness, analytical thinking, emotional stability and more. It's an all-in-one test that can be used for both pre-screening and teambuilding. In just 15 minutes it measures 36 scales and breaks them down into 9 factors:

- Social Skills
- Forcefulness
- Industriousness/Assiduity.
- Openness to Improvement
- Openness to Change
- Conformity
- Resilience
- Level-headedness
- Need for Supervision

[Read more about this test!](#)

New & Noteworthy

Did Someone Say Personality?



There's **so** much more to personality than DiSC and Myers-Briggs. You can use personality tests to help figure out your team, figure out yourself, identify coaching needs, assess job fit and career focus, leadership effectiveness and more!

[Explore Personality Tests...](#)

NEW STUFF

Did we mention that we have a test for (almost) everything? Did you know that we're adding new ones all the time?

See the more than 100 new titles on our New Tests Page and discover new tests for Architects, Care Providers, Delivery Drivers, Entrepreneurs, Insurance, Logic, Paralegals, Retail, Training, Warehouse and more!

[See Our Newest Tests...](#)

SkillSeries™ Assessments

Talk about doing it all! With the 8-minute SkillSeries™ tests you can build a customized program to accurately measure a wide range of skills that are important for most, if not all, jobs. Titles include: Analyzing, Assembly, Attention To Detail, Filing, Grammar, Inspection, Logic & Reasoning, Math, Proofreading, Reading Comprehension, Spelling and Vocabulary Skills.

[Learn More...](#)

A Little Conflicted Are We?



Is workplace conflict grinding your gears? Are you fed up with Frank's volatility and tired of Joanne whining about him behind his back? Why can't everyone just get along?? Help reduce conflict and get your teams working together smoothly with tools like these:

[Dealing With Conflict Instrument](#)
[Creativity & Problem Solving Aptitude Test](#)

Communication Effectiveness Profile
Listening Effectiveness Profile

[See 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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