



## Assessment News & Product Updates

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

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### New Article

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## Honesty Tests Work! So Why Don't More Companies Use Them?



Just last week, Amazon made headlines after two employees managed to embezzle almost \$10 Million dollars before being caught. If it can happen to them, it can happen to you too.

In our 40+ years of experience providing assessments to organizations, the overwhelming majority of enquiries about honesty tests come only *after* someone's been burned. Although there are no silver bullets that are 100% reliable at identifying would-be thieves and those with

broken moral compasses, there *are* solutions available, that are accurate, reliable, and legal, and which simply 'work'.

Integrity tests will not eliminate dishonesty or theft at work, but the research does strongly suggest that individuals who score poorly on these tests tend to be less suitable and less productive employees. They have also been shown to be valid predictors of overall job performance as well as many counterproductive behaviors such as absenteeism, illicit drug use, and theft.

Despite that, many organizations think that they're immune or believe, incorrectly, that criminal background checks and behavioural interviewing techniques are sufficient. They're mistaken. If it were that easy, then honesty tests wouldn't exist.

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

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## Solutions to Your Problems

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Do We Have Math Tests?  
Boy! Do We Ever!



When you need to know if your applicants have basic or superior numeracy skills there's a test for that! We have over 60 different assessments that address mathematical skill. Have a look at our range of tests which include:

Basic Math Skills I – Arithmetic  
Cashier Math Test  
Comprehensive Basic Math Skills  
Count Out The Money  
Workplace Math Skills Test

[See all our Math tests](#)

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## Product Showcase

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### Leadership Potential Assessment

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 provides an overall Score plus 3 factors, divided into 15 scales:

- **Transactional Leadership:** Ability to set clear guidelines for behavior, reward good performance and punish poor performance, provide feedback, and take a management role in assigning tasks to others.
- **Transformational Leadership:** Involves motivating and coaching employees, sharing a vision for the company or organization, problem-solving, decision-making, and setting an excellent example.
- **Leadership Potential:** Level of suitability for a leadership role.

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

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## Annual Sale On Now

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**25% Off All Orders\***

Starting Thursday December 1, 2022 through to Friday January 13, 2023 all orders over \$300 will receive an automatic 25% discount.

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## Holiday Hours

Creative Organizational Design will be closed from 5 PM on Tuesday December 20th 2022, and reopening on January 2nd 2023.

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.

### Creative Organizational Design

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