



Assessment News & Product Updates

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

The Great Resignation and Your Company or Career



In early 2021 The Great Resignation (also known as the Big Quit and the Great Reshuffle) began, in which employees voluntarily resigned from their jobs en masse for many reasons. Some economists have described the Great Resignation as akin to a general strike. 47 million people (23.5%) of the U.S. workforce resigned from their jobs in 2021.

Some individuals would like to change jobs, or train for better ones, but can't afford the time or expense of additional training or education while simultaneously supporting their families. They feel trapped, frustrated and maybe a little resentful too. Is it any wonder that people are jumping ship for a few dollars more, even if it doesn't advance their actual careers?

Whether you're being forced out the door or considering departure on your own, there are ways to help you figure out where you are now, and where you'd like to be in the future – and how to get there.

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

Solutions to Your Problems

Stress Management - There are tests for that!



Many people face significant stress in the workplace. It poses a threat to their health and an organization's success. Younger workers, women, those in lower-skilled jobs, and casual full-time workers, who have the lowest job control and high job demands are at most risk of experiencing work-related stress and its attendant complications. Workplace stressors include high job demands, inflexible working hours, poor job control, poor work design and structure, bullying, harassments, and job insecurity.

If any of this sounds like you, or the company that you work for, then the following may be just what you're looking for:

- [Coping Inventory for Stressful Situations](#)
- [Coping Skills Assessment](#)
- [Index of Teaching Stress™](#)
- [Job Stress Survey](#)
- [Occupational Stress Inventory](#)
- [Stress Processing Report®](#)
- [Stress Profile](#)

[See all of our Stress tests](#)

Product Showcase

Leadership Skills Profile-Revised

The **NEW** Leadership Skills Profile-*Revised* is a unique, personality-based assessment that uses information about an individual's personality to predict their strengths and development opportunities, and predicts performance on 50 competencies that are critical to leadership effectiveness.

The Revised version features a shorter administration time, enhanced prediction of performance and the addition of 9 new leadership competencies : Business Acumen, Prioritizing, Client/Customer Focus, Operating Upwards, Desire to Learn, Integrity, Valuing Diversity, Work/Life Balance, and Developing/Coaching Others.

Three LSP reports are available:

- [Focus Report](#)
- [Selection Report](#)
- [Combined Focus & Selection Report](#)

[Learn More About The LSP-R Here](#)

New Tests

Becoming A Customer Service Star

Help employees and managers examine their attitudes about customer service in five critical areas:

- Having a positive attitude toward customers
- Encouraging customer feedback
- Responding to customer problems
- Developing repeat relationships
- Seeking to exceed customer expectations

[Learn more...](#)

Work Style Lens™

The Work Style Lens™ (WS-Lens) measures 16 work styles related to job success and tied directly to the Department of Labor's O*NET database of job description information.

Use the WS-Lens to help assess:

- Relating to People
- Dealing with Emotions
- Approaching Work
- Thinking Styles

Each scale includes detailed anchors describing high and low scorers, to provide enhanced interpretability.

[Learn more...](#)

Comprehensive Leader

The Comprehensive Leader assessment helps people discover their personal leadership style, recognize their potential, and understand how to exercise visionary leadership realistically.

The Comprehensive Leader will help participants:

- Understand the concept of strategic and visionary leadership
- Identify the organizational benefits
- Put these leadership principles into practice

[Learn more...](#)

Work Personality Index II - Leadership Potential Report

The **NEW** Leadership Potential Report provides talent insights enabling you to identify high potential employees and the future leaders of your organization. This report assesses 21 work-related personality traits and compares individual scores to a large sample of top leaders. Highlighting strengths and possible challenges, these valuable insights can be used to identify who has the potential to lead and where to invest in training.

GAIN CRITICAL INSIGHT ABOUT YOUR HIGH POTENTIALS AND FUTURE LEADERS

- What is their approach to leadership?
- How do they prefer to interact with people and teams?

- How do they react to and manage change?
- Are they resilient under pressure and stress?
- How will they approach innovation and organizational strategy?

[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.

Creative Organizational Design

15 John Street East, Waterloo, ON, Canada N2J 1E5

519-745-0124

info@creativeorgdesign.com

www.creativeorgdesign.com

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