



Assessment News & Product Updates

Topical articles, insights, and new product showcases for March 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

'Must-Fill' Positions Provide Opportunities For Bad Hires



Top In-Demand 2022 Jobs

1. Customer Service Representatives
2. Scheduling Specialists
3. Sales Representatives
4. Cleaning Specialists
5. Repair And Maintenance Workers
6. Budgeting Specialists
7. Project Management
8. Quality Control Specialists
9. Administrative Assistants
10. Accountants

The ongoing Covid pandemic has changed the way many of us do business and has forced many organizations to re-evaluate their business models. Employers are now seeking candidates who have different skill sets than the ones they'd required prior to 2020.

More people are looking for work or to switch jobs than during the past year and so job seekers will be spoiled for choice if they have what employers are looking for.

It's a challenging time for many businesses and it's particularly problematic for those who are hiring because applicants can now afford to be pickier about which offers they accept.

Applicant testing during stressful times is often more, rather than less, necessary.

Read more to find out how you can avoid costly hiring mistakes.

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

Solutions to Your Problems

Are diversity or cultural awareness important to your organization?

(Yes, there are tests for that!)



If ever there was a need for companies to be concerned about diversity awareness, intercultural communication, and cultural adaptability skills, it's now! Are you sending employees overseas for extended periods and need to know if they'll cope successfully? Do you need to ensure that your management team is appropriately aware, sensitive to, and have adequate diversity awareness skills, or intercultural communication skills?

There are assessments available that will help you to assess these things and more.

Our culture skills tools can assess:

- Levels of Inclusion
- Degree of Empathy
- Degree of Adaptation and Change
- Cultural Diversity in Organizations
- Work Force Diversity
- Cultural Shock
- Language and Accent
- Body Language and Gestures
- Ethnocentrism
- Emotional Resilience
- Flexibility/Openness
- Perceptual Acuity

[See all our Culture Skill tests](#)

Product Showcase

The Management Skills and Styles Assessment



MANSSA is an in-depth assessment that evaluates a person's managerial potential and covers over 60 competencies, traits, and skills. There's also a shorter abridged version available. Use them to assess all of the following:

- Conceptual Skills
- Vision
- Big Picture Focus
- Goal Setting
- Problem Solving
- Brainstorming Knowledge
- Decision-making Skills
- Info. Gathering & Analysis
- Systematic Decision-making
- Decision-making Confidence
- Analytical Reasoning
- Business Skills
- Comfort with Ambiguity
- Innovative Mindset
- Comfort with Risk-taking
- Calculated Risk-taking
- Nose for Opportunity
- Adaptability
- Negotiating Ability
- Presentation Skills
- Technical Skills
- Organizational Skills
- Time Management
- Prioritizing
- Project Management
- Quality Control
- Setting Performance Standards
- Monitoring Employee
- Performance
- Measuring/Evaluating Results
- Recruitment and Hiring
- Building Effective Teams

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

New Tests

Interpersonal Skills Test

The Interpersonal Skills Test assess candidates on their interpersonal, customer service and teamwork skills as well as their workflow management abilities with this video-based employment test.

Use it to Measure an applicant's ability to:

- Listen and interpret spoken communication
- Gather information, analyze, solve complex problems
- Apply appropriate and professional social skills while interacting with others
- Adapt to various situations by demonstrating flexibility, achieving a consensus and making decisions to achieve work-related goals

[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

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