



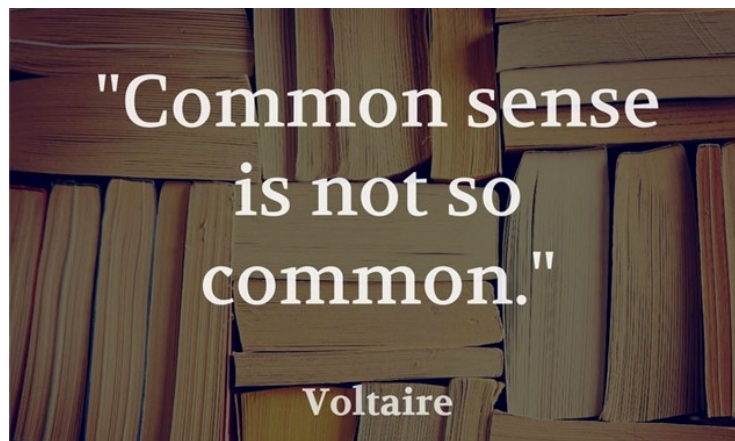
Assessment News & Product Updates

Topical articles, insights, and new product showcases for **March 2023**.

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 Article

A Common Sense Approach To Recruitment Challenges



"How do I identify qualified, reliable, high-quality, employees?"

That's the question that employers want an answer to.

Finding the right employee is about much more than their ability to sell, count, lead or provide good customer service. In our experience, employers focus most often (and sometimes too

much) on just the hard skills while overlooking other critical factors.

HR professionals already know that things like education, certifications, and experience can be gleaned from resumes, but those won't tell you anything about people's attitudes, tenure risk, integrity, interpersonal communication skills, personal style, soft skills, workstyle, corporate fit, or work ethic.

One of the most effective and reliable things that employers can do is to adopt the use of assessments to help separate the wheat from the chaff and provide the information that they need to make informed and wise hiring and promotion decisions.

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

Solutions to Your Problems

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



We have a wide selection of tests to help assess applicants in the education profession and in roles involving working with or instructing children and adolescents, including camp counsellors. Have a look at our range of tests which include:

- [Assessing Barriers To Education](#)
- [Camp Counselor Test](#)
- [Educational Aide Test](#)
- [Instructional Style Indicator](#)
- [Study Attitudes & Methods Survey](#)
- [School Principal Test](#)
- [Teacher Aptitude Test](#)
- [Trainer For Industrial Settings Test](#)
- [Transition To College Report](#)

[See all our Education tests](#)

Product Showcase

Applicant Review (Honesty Test)

The Applicant Review tests applicants for dishonesty, theft, integrity and fraud and has Spanish and Canadian French versions available. It is a fully validated, pre-hire integrity assessment designed to screen job applicants for work-related dishonesty, and quickly identifies job applicants who are dishonest and at a higher risk for stealing.

It measures:

- Dishonest Behavior
- Employee Theft
- Workers' Compensation Fraud

The Applicant Review provides valid, accurate and reliable data which meets the guidelines of the EEOC / ADA in the United States and Canadian Human Rights legislation in Canada.

[Learn More About The Applicant Review...](#)

New Tests

Tests of Dyslexia

(Available in late 2023)

The Tests of Dyslexia is a comprehensive battery of tests and resources designed to help identify and plan interventions for individuals of all ages with dyslexia.

The components of the TOD can be used by a variety of clinicians and educators. For example, a classroom teacher may administer the TOD-Screener and complete the Teacher Rating Scale. Reading specialists, educational diagnosticians, psychologists, and speech-language pathologists are best suited to administer the TOD-Early or the TOD-Comprehensive due to their advanced coursework and experience with standardized tests.

[Learn more...](#)

Reading-Free Vocational Interest Inventory Revised - 3rd Revision

Use the newly updated Reading-Free Vocational Interest Inventory Revised to measure the vocational likes and dislikes of students and adults who are mentally challenged, learning disabled, disadvantaged, or enrolled in alternative or vocational/career training programs – without requiring them to read!

The RFVIIR is the product of a comprehensive review of 25 years with physically and mentally handicapped individuals around the world.

- Drawings have been refined and modified and include a more identifiable target figure.
- Contains norms for regular classroom students not represented in the original version.
- Clusters have been developed that combine interest areas to provide another way of looking at measured intent.
- Includes more extensive normative tables.
- Includes contemporary occupational tasks.

[Learn more...](#)

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.

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