



Assessment News & Product Updates

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

Aging Populations Are Going To Create New Problems For Employers



Finding well-qualified applicants is going to become harder than ever pretty soon.

The oldest Baby Boomers turned 79 in 2021. More than one in five working adults is now nearing retirement.

Vacancies are highest in accommodation and food services, followed by health care and social assistance, [and then retail](#).

How many of your younger employees are ready to take on supervisory or managerial positions? What skills and abilities are they lacking and how do you plan to provide them with the tools they need for their and the organization's success?

If you haven't yet begun strategizing for this, you're soon going to wish that you had.

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

Solutions to Your Problems

Healthcare Tests - Yes, we have those too.



In addition to our many other assessment offerings, we have a wide range of tools specific to the healthcare industry too. Whether you're hiring for a hospital, clinic, daycare, nursing home or even for a reliable nanny, there are all kinds of solutions available to assess your applicants on a wide variety of skills, competencies and aptitudes.

In addition to the items below, we have tools to assess integrity, dutifulness, interpersonal skills, personality and safety awareness, which all relate to healthcare roles.

Use these tools to assess such things as:

- Temperament
- Maturity
- Teamwork
- Attention To Detail
- Empathy
- Efficiency
- Communication
- Multi-Tasking
- Senior Care
- Disease Tracking Skills
- Stress Management
- Leadership
- Ethics
- Hearing Care
- Nursing
- CPT Coding
- Medical Billing
- Pharmacology

[See all of our Healthcare Assessments](#)

Product Showcase

Employee Reliability Inventory

If there's one complaint that we hear all the time from clients it's about employee reliability.

This is a key component of a successful hire. An individual's skills in other areas are negated if they don't show up for work, quit without warning, steal or are immature.

High-risk employees can cost your business thousands of dollars. The Employee Reliability Inventory is a highly-accurate, risk management tool that helps you determine which individuals are most likely to become valued employees rather than organizational liabilities.

In just 20 minutes, the ERI will determine whether a candidate is low-risk or high-risk based on seven different scales, that include:

- Long-term job commitment
- Safety
- Trustworthiness
- Conscientious job performance

- Freedom from alcohol/substance abuse
- Courtesy
- Emotional maturity

Note: due to the inclusion of drug and alcohol scales, this tool is not able to be used in Canada. Contact us for alternatives for the Canadian marketplace.

[Learn More About This Tool](#)

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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