



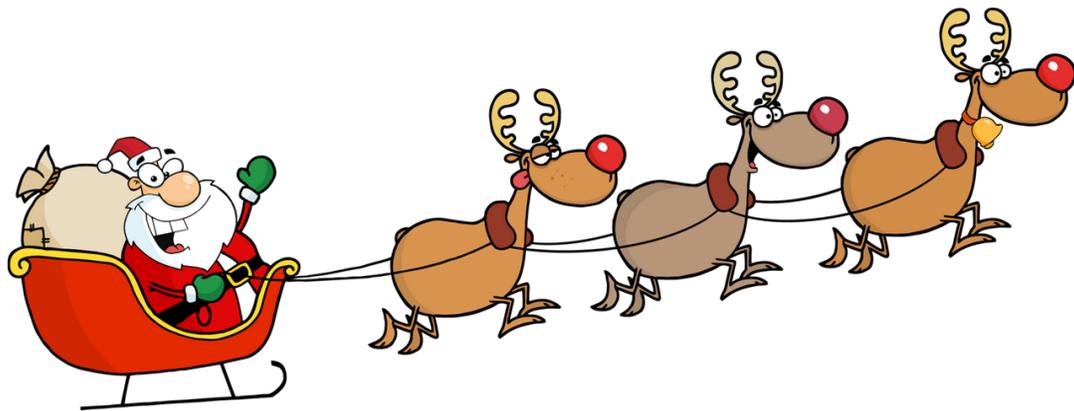
Assessment News & Product Updates

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



**Creative Organizational Design will be closed
from 5 PM on Tuesday December 20th 2022
through to January 2nd 2023.**



- Our Gift To You -
End of Year Sale On Now!
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.

Newsy Bits

**Get Critical Thinking and Problem Solving Skills
Assessed - On Steroids!**



If you're not already familiar with the Raven's™ Progressive Matrices assessments, they're a leading global non-verbal measure of mental ability that helps to identify people with advanced observation and clear thinking skills who can handle the complexity and ambiguity of the modern workplace.

A **new version** has recently been added to the Ravens™ lineup of products!

The Raven's™ Adaptive is a online assessment designed to measure an individual's ability to think laterally, solve unfamiliar problems, make meaning out of confusion, and the speed with which they learn or "grasp" new things.

Raven's™ Adaptive can be used to evaluate someone's potential for success across a wide range of positions and ability levels because the items are presented at the ability level of the test taker. "Adaptive" means that the difficulty of items presented to each test-taker are tailored to their level of ability, meaning that those who answer the items correctly will receive progressively harder questions.

The Raven's™ Adaptive test is also shorter than previous Ravens™ versions. It contains just 15 items. When proctoring, this can mean reaping financial benefits, since testing venues, supervisors and administrators need to be booked for shorter periods. For unsupervised testing, it reduces distraction and loss of focus during testing. As well, the test items are selected from a large bank so they do not become over-exposed. Participants can't share questions since each person will receive a different set of items. This maintains the integrity of the test. Item-banking is especially important for tests completed in an unsupervised environment.

The new Raven's™ is also multi-lingual. At launch, the test instructions **and** reports will be available in the following languages:

French, Simplified Chinese, Traditional Chinese, Dutch, UK English, US English, German, Indonesian, Italian, Japanese, Korean, Brazilian Portuguese, Portuguese, Latin American Spanish, Spanish, Thai, Turkish, and Vietnamese.

If you need to assess people's thinking, problem solving and learning abilities, quickly and accurately, then the Raven's™ Adaptive is what you've been looking for!

[Find out more about the Raven's tests...](#)

Solutions to Your Problems

Do We Have Leadership Skills Tests?
Boy! Do We Ever!



Are you:
Succession planning?
Promoting from within?
Onboarding a new leader?

Do you need to know if the person you're considering for a leadership or managerial position has the skills and abilities you need them to have? Are you considering promoting someone but aren't sure if they're ready for a leadership position? Do you have a 'difficult' leader who needs intervention and some remedial attention?

We have a wide range of leadership and managerial assessment tools specifically designed for pre-screening, job-readiness evaluation, development and coaching needs. Whether it's for a store, call centre, manufacturing environment, financial or executive role - there's a test for that, and we have 'em!

Have a look at our wide range of tests which include:

- Work Personality Index - Leadership Potential (**NEW!**)
- Leadership Effectiveness Profile
- Leadership Skills Profile - Revised (**NEW!**)
- Leadership Development Report
- Leadership Potential Assessment
- Contact Center Manager
- Retail Store Manager
- Retail Manager (With Sales)
- Management Effectiveness Profile System (360-degree)
- Management Skills and Styles Assessment
- Managerial Personal Style Assessment Test (With Career Development Report)
- Store Manager Aptitude Personality & Attitude Profile
- and more!

[See all our Leadership Skills tests](#)

Product Showcase

KOLB Experiential Learning Profile

The **NEW Kolb Experiential Learning Profile** (KELP) replaces the KOLB Learning Style Inventory 4.0, which has been discontinued as of January 2022. The KELP was created as a self-reflection tool to help learners understand themselves better through their individual preferences in approaching an ideal process of learning.

The way you learn is the way you live, make decisions, solve problems, change, collaborate, innovate, and improve. The first step in your awareness of your own learning is self-assessment. The KELP will help you and your employees or learners to understand themselves better, to collaborate more successfully on teams, and to use new learning methods to meet the demands you face.

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

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...](#)

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 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...](#)

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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