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Assessment News & Product Updates

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

Improving Quality of Hire and Retention Rates In A Volatile Economy



The shortage of Canadian talent is at a record high, and the risk of making a bad hire has increased along with it. On average, employers take 10 weeks to terminate a bad hire and an additional 6 weeks to restaff the position. Who's got 4 months and the extra money available to be doing that?

Among managers wanting to hire, 92% of those surveyed said that they're facing challenges finding and attracting skilled talent. A survey of more than 2,800 senior managers In the U.S. found that 3 in 4 managers have made a bad hire, and that 64% say the negative impact is more severe now than a year ago (2020). With the impending retirement of many senior employees looming, it's more important than ever to make sure that only the right candidates get hired or promoted.

One of the best ways to help to ensure that is by using skills and aptitude assessments in the hiring and promotion process, and for all positions. Regardless of the role or the kind of skill required for it, there's a test for that! Whether you need someone who's competent with Microsoft Office or HTML, a high-producing sales representative, unflappable customer service personnel, a skilled marketing director, employees with competence in arithmetic or reading comprehension, or need to confirm that someone's ready for a leadership role before you promote them, **there's a test for that!**

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

Solutions to Your Problems

Do We Have Therapy and Counselling Tests?
Boy! Do We Ever!



Are you a counselling professional? Do you work with high-risk or disabled clients? Do you provide career, remedial, or personal counselling? There are many assessments available to help professionals diagnose, intervene, and provide guidance to their clientele.

We've been adding to our lineup of therapy tools. Have a look at our range of tests which include:

- Anger Management Questionnaire
- Anxiety Symptom Screener
- Brief Mental Health Evaluation Series
- Burnout Symptom Indicator
- Coping Skills Assessment
- Multidimensional Emotional Intelligence Assessment
- Nonverbal Personality Questionnaire
- Raven's Progressive Matrices
- School Motivation & Learning Strategies Inventory
- Self-Esteem Assessment
- Thomas Kilmann Conflict Mode

Coming Soon!

- Depression Symptom Screener
- Emotional Eating Behavior Assessment
- Mental Health Assessment
- Parenting Style Profile
- Psychological Hardiness Profile
- Surgical Weight Loss and Psychological Screening
- Type A Personality Profile
- and more!

See our Therapy And Counselling tests

Product Showcase

Survival Series Team Building Exercises



The **Survival Simulations Series** allows teams that to test their communications, interpersonal relations, and group problem-solving skills in a safe environment. This intriguing, highly effective and very popular suite of team building experiential learning tools are offered in a variety of different 'survival' scenarios.

These high impact activities efficiently teach the behaviours and skills of successful group problem solving and decision making—in a safe, controlled environment.

The Survival Simulation Series is designed to teach teams how to improve problem solving through learning the interpersonal (people) and rational (task) skills and behaviors that lead to successful teamwork. Each simulation presents an unfamiliar scenario, such as being stranded in the desert, and asks the team to rank various objects they might need for survival. The exercises ensure that all team members have the same level of knowledge about the artificial situation (not very much!), so they must rely on their ability to set objectives, analyze alternative strategies, and then evaluate them, choosing a solution that will best meet the objective.

Options include:

1. **Desert Survival Situation™**
2. **Desert II Survival Situation™**
3. **Bushfire Survival Situation™**
4. **Reef Survival Situation™**
5. **Sea Survival Simulation™**

6. **Tsunami Survival Simulation™**

7. **Subarctic Survival Situation™**

8. **Cascades Survival Situation™**

[Learn More About The Survival Series...](#)

New Tests

Clinical Professional Career Battery

The Clinical Professional Career Battery identifies individuals who possess the profile critical to success in today's fast moving and changing health care environment.

[Learn more...](#)

Financial & Banking Services

The Financial & Banking Services test measures the knowledge of investment products, banking products, taxation and principles of macroeconomics.

[Learn more...](#)

CORE20™ Tests

CORE20™ Tests – are a set of four individually sold assessments for Clerical, Management, Personality and Sales-Customer Service

[Learn more...](#)

Interpersonal Skills Test

The Interpersonal Skills Test assess candidates on their interpersonal, customer service and teamwork skills as well as their workflow management abilities.

[Learn More ...](#)

We're adding tests all the time.

[See Our Newest Tests](#)

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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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