



## Assessment News & Product Updates

A newsletter containing topical articles, tips and showcasing new products.

Creative Organizational Design offers thousands of assessments for a vast array of skills, aptitude and personality solutions for all kinds of applications. We have 40 years of experience and expertise in assessment products. Whether you're hiring, promoting, coaching, developing individuals or teams, we have the solutions that you're looking for.

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### New Articles

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## Does Personality Change Over Time Or Remain Constant From Birth?

#### Personality Traits:

- Openness to Experience
- Conscientiousness
- Neuroticism
- Agreeableness
- Extroversion

Personality does change over time (a long time). Research finds that as we mature, so do our personalities and it's a significant, although small, change over one's lifetime. Specifically, people tend to 'peak' in middle age. This means that personality has a stable component across the life span, and that personality is also malleable.

What does this mean for employers who use personality tests to screen applicants? Are the results still reliable?

[Find out more...](#)

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## Solutions to Your Problems

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Do your employees do things like *this*?



That's why we have spelling, grammar, workplace reading and attention-to-detail tests available. They help you screen out applicants who can't spell or read to good.

For a wide range of basic skills assessment solutions, check out our [General Pre-Screening, Math, Reading and Writing](#) categories.

[See all Basic Skills & On-The-Job-Skills Tests](#)

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## Product Showcase

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### Pandemic Resilience Test

#### Has the COVID-19 pandemic...

- Created financial or relationship challenges?
- Negatively affected your mental health?
- Made it hard to cope with everyday life?

If so, then take the PRT. The **FREE Pandemic Resilience Test** evaluates a number of traits and skills that play an important role in people's response to adversity, and offers loads of helpful, down-to-earth advice on how to manage the stress and fear stirred up by the COVID-19 epidemic. The Test evaluates nine factors, eight of which can act as a protective psychological "shield" against the stress caused by the COVID-19 crisis.

[Request the FREE Test](#)

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## New Tests

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## Psychometric Personality Test with Cognitive Aptitude Test

Use the Psychometric Personality Test with Cognitive Aptitude Test to screen applicants for intelligent, ethical and hard-working employees. See the [Psychometric Personality Test](#) as well.

[Test details...](#)

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## Contact Tracer Test

Use the Contact Tracer Test to screen medical services applicants for disease tracking skills, communication, reliability, thoroughness.

[Test details...](#)

## Careprovider Aptitude Personality & Attitude Profile

Use the Careprovider Aptitude Personality & Attitude Profile to assess candidates for the personality traits and skills they need to succeed as caregivers.

[Test details...](#)

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## Work From Home/Telecommuting Test I (Personality Only)

Use the Work From Home/Telecommuting Test I to identify trustworthy, hard working, dependable, autonomous employees who can multi-task and work remotely. This test assesses Personality Only. See the [Work From Home/Telecommuting Test II](#) as an alternative.

[Test details...](#)



**We're adding tests all the time.**

[See our Newest Tests](#)

### Your One-Stop Shop for Assessment Solutions

Since 1979, Creative Organizational Design has been providing assessments to all kinds of organizations across North America and beyond.

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