

# PHYSICAL ABILITY TESTING DO'S & DON'TS

Physical Ability Tests (PAT) can be an incredibly helpful instrument in assessing whether or not potential candidates are capable of handling day-to-day tasks. Follow these Do's & Don'ts to make sure you stay within the EEOC/ADA guidelines when preparing your test!



## DO'S

### HIRE A PROFESSIONAL

A professional assessment greatly diminishes the chances of an EEOC violation.

### MAKE THE TEST JOB SPECIFIC

Each component of the PAT should reflect the day-to-day tasks of the job in question.

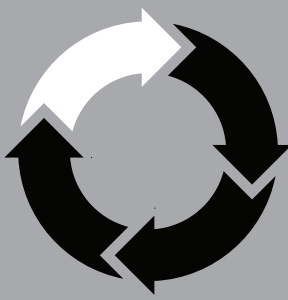
### OVERSEE TEST DEVELOPMENT



Employers should be involved in the test's development and engage in an interactive process with the professional hired to design the test criteria.

### USE ASSESSMENT TOOLS

Use assessment tools that are fair, unbiased, and impartial to everyone involved.



### REEVALUATE TESTS

Existing Physical Ability Tests should be looked over and reevaluated on a regular basis to ensure that demands being tested are still current.

### TEST THE TEST!

Ensure the PAT is up to code by testing the validity within your organization.



## DON'TS

### AVOID ISOKINETIC TESTING

Isokinetic testing fails to assess necessary abilities and has been found to be biased more often than not.

### AVOID UNIQUE TESTS

Employers should require the same set of guidelines in PATs for all candidates applying for the same position.

### AVOID MARKETING MATERIALS



Don't be swayed by marketing tools aimed at selling products rather than focusing on the test validity.

### DON'T IGNORE THE EVIDENCE

Evidence of reliability, validity, and fairness should be promptly displayed and readily available.



### DON'T MIX IT UP

Implementing several programs and trainings concurrently with implementation of a PAT creates difficulty in establishing validity & benefit.

### DON'T BE DISCOURAGED

Fear of lawsuits or complaints should not discourage you from testing. When done right, PATs are helpful tools for assessment!

Learn more about how Fit For Work can help your organization implement EEOC-compliant physical ability testing by giving us a call today.

GIVE US A CALL:  
**877-348-4975**

