

PRE-EMPLOYMENT TESTING CHECKLIST

Consider the following questions as they pertain to how you do business today:

	Yes	No
General		
Is one person or department responsible for your pre-employment testing program?	☐	☐
Do you know the federal or state laws (if any) requiring particular pre-employment tests (e.g., test for food-borne illness in a food server)?	☐	☐
Policy		
Are the skills being tested skills that are required by the job for which the candidate is being considered?	☐	☐
Do you know (if there are) any state laws requiring certain pre-employment tests?	☐	☐
Do you give an applicant an opportunity to explain any poor test results (e.g., illness, taking medication)?	☐	☐
Do you permit applicants with a reasonable excuse for poor performance on a test to retake the test?	☐	☐
Do you review all pre-employment tests at least annually, to determine compliance with acceptable law?	☐	☐
Discrimination		
Are all your pre-employment tests job-related?	☐	☐
Do you review the pre-employment tests for adverse impact?	☐	☐
If you test the skills of employees, have the skill tests been validated as a predictor of job success?	☐	☐
Is your pre-employment testing coordinated with your policy concerning:		
Candidate selection?	☐	☐
Interviewing?	☐	☐
Is your pre-employment testing coordinated with your policy concerning:		
Affirmative action?	☐	☐
Equal employment opportunity?	☐	☐

State Farm Pre Employment Test

Wenbin Ji



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