



ForPsyte
TALENT ASSESSMENTS

Assessment Provider Checklist

Use this guide to evaluate whether an assessment and its provider are appropriate for your hiring, development, or team-based use case.

Section 1: Assessment Purpose & Use Case

- What is the intended use of the assessment? (e.g., hiring, promotion, leadership development, team building, culture fit, skills testing, narrow use – conflict resolution)
- What outcome(s) is the assessment designed to predict or improve? (e.g., performance, turnover, learning agility, engagement)
- Does the stated use align with the vendor's own documentation or technical manual?

Section 2: Validation & Psychometric Quality

- What type of validation has been conducted—content, construct, or criterion?
- Has the assessment been validated using data from roles or industries similar to yours?
- Is a technical manual available that includes psychometric data, norming samples, and validation studies?
- Is the assessment normative (scores can be compared across people) or ipsative (forced-choice, not suited for ranking)?
- Are reliability estimates such as internal consistency or test-retest reliability reported?
- Has the assessment been evaluated for fairness and adverse impact by demographics such as race, ethnicity, or gender?

Section 3: Vendor Expertise & Scientific Integrity

- Was the assessment developed by Industrial-Organizational (I-O) psychologists or other qualified experts?
- Does the vendor have I-O psychologists or psychometricians on staff who can advise on implementation?
- Can the vendor conduct a local validation study using your company's performance or turnover data?
- Can the vendor perform a job analysis to customize the assessment for your specific roles?
- Does the vendor offer consulting services such as implementation support, change management, or feedback training?

Section 4: Technology Platform & Usability

- Is the platform mobile-optimized for candidates and managers?
- Does the system allow for role-based access (e.g., recruiters, hiring managers, admins)?
- How are results delivered—dashboard access, PDF reports, or automated email summaries?
- Does the platform integrate with your applicant tracking system (ATS) or HRIS?
- Can you track usage, outcomes, or return on investment (ROI) within the platform?

Section 5: Legal, Ethical, and Compliance

- Does the vendor provide clear documentation outlining both appropriate and inappropriate uses of the assessment?
- Are there resources or training materials to ensure compliance with legal and ethical guidelines?

- Does the vendor regularly monitor and update the assessment for fairness, compliance, and scientific accuracy?

▶ **Red Flags to Watch For**

- Lack of a publicly available technical manual or psychometric data
- Over-reliance on proprietary claims without transparency
- Use of typology or ipsative tools (e.g., MBTI, DiSC) for hiring or promotion decisions
- One-size-fits-all claims across industries or job families
- No access to qualified professionals for guidance or support