



Adverse Impact - Does your assessment company have you protected?

For TTI, the answer is simple, YES! For many assessment and/or testing companies, Adverse Impact are nightmare words.

What is Adverse Impact and/or Disparate Impact?

Under the Disparate Impact rule, an employer may not use an employment practice (e.g., a pre-employment aptitude test) that, even though neutral on its face and applied to all applicants or employees, disproportionately excludes members of a protected category. An employer can defend its reliance on such an employment practice only if the employer proves that the challenged practice is job related for the position in question and consistent with business necessity.

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Coaching without assessments may NOT be job related!

Every day you hear about more people joining the ranks of coaches, and on the surface, this sounds wonderful because we assume that this must mean that more and more companies are investing in development for their employees. However, the frightening truth is that coaching has become a generalized term, and requires organizations to now evaluate the coaches they bring on with more scrutiny.

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Coaching with a Purpose
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