

Human Performance Exams (HPE) – An Overview

On the next page, you will find a sample HPE template. A typical HPE consists of components that represent the extremes of an ADA compliant functional job description.

- ★ HPE's directly compare a job candidate with a job's physical requirements.
- ★ HPE's offer a safe, legal way to ensure that job candidates are physically able to perform the essential physical requirements of a specific job.
- ★ HPE's can be used by any trained evaluator throughout the country.
- ★ HPE's offer a high predictability of an applicant's ability to perform a specific job. A skilled evaluator can gauge a person's ability to perform prolonged and/or frequent movements, or determine if a candidate can pick up an object to a set height using sound body mechanics and appropriate accessory muscle/skeletal groups or if they lose balance, turn purple and wheeze, etc.
- ★ HPE's is the on-going dialogue that occurs between the evaluator and the employee, based in part on the patient's self-reported history and the ease or difficulty in performing the simulations, often uncovering limitations the employee has learned to compensate for, if not outright hide.
- ★ HPE's can become a teaching opportunity, reducing future risk of injury as employees become aware of safe or unsafe movements, and learning stretches or strengthening exercises to perform on their own.



ABC Company
Functional Human Performance Exam (HPE)

Candidate / Employee Name:

- 50 lbs – Floor to Waist x 5
25 lbs – Waist to Crown x 3
2 Arm Carry x 50 ft – 50 lbs
1 Right Arm Carry x 25 ft x 1
1 Left Arm Carry x 25 ft x 1
Push / Pull 150 lbs x 50 ft
Crouching / Bending with arms extended 3 Min., with 2 lbs around wrists
Ladder – 3 x to 4th Step
Dynameter – Right Hand Grasp
Dynameter – Left Hand Grasp
Crawling on Hands & Knees x 50 ft

Comments:

Physical abilities Do Do Not – match the functional requirements of the job description.

Modification of the job or changes in the applicant’s physical abilities Would Would Not – be necessary in order to perform these tasks.

Signature: Date: