WHY DO AT&T AND ITS AFFILIATES TEST?

When individuals are being considered for our available job openings, they go through a selection process to measure their skills and abilities to determine if they can perform the jobs in a satisfactory manner. It is to the advantage of both you, as a job candidate, and the company that only those who can perform at acceptable levels be placed on the job. Research has shown that tests provide accurate measures of people’s skills and abilities and, therefore, we use tests to help identify people best suited for our job openings.

WHAT IS THE PROGRAMMING TELEPHONE ABILITY BATTERY (Programming TAB)?

The Programming TAB is a series of three timed tests. The entire test takes approximately 22 minutes to complete exclusive of instructions. Each test is described below and some sample items are provided for each to give you an idea of the types of questions you may be asked on the test.

NUMBER GROUPS
The first part of the Programming TAB is the Number Groups test. This test is designed to measure your ability to see how groups of numbers are alike or different. In each problem, you will look at four groups of numbers, three of which will have something in common. The correct answer to each problem will be the group that is different from the other three groups. You will have 7 minutes to work on 20 problems. Below is a sample question:

(A) 345  (B) 567  (C) 692  (D) 234

In the sample, group (A), (B), and (D) are alike because all of them are in sequential order. The correct answer is (C), because that group is different from the other groups – the numbers in it are not in sequential order. Therefore, you would have marked (C) on your answer sheet.

DRAWING RELATIONSHIPS TEST
The second part of the Programming TAB is the Drawing Relationships test. This is a test of your ability to see relationships among things. Sometimes people show how things are related to each other by drawing pictures of overlapping circles. For example, if certain things, let’s say lions, all belong to a larger group of things, let’s say animals, you could draw the relationship as follows:

In these drawings, the relative sizes of the circles do not matter. The drawing above does not mean that most animals are lions, but only that all lions are animals. That is why the circle representing lions is drawn entirely within the circle that represents animals.

Now take the relationships among the three groups of different things: birds, pets, and trees. These should be drawn as follows:
This drawing shows that no trees are either pets or birds, but some birds are pets and some pets are birds.

Each problem in this test names three groups followed by four drawings lettered (A), (B), (C), and (D).

Sample:

Dogs, Mice, Animals

(A) (B) (C) (D)

You know that no dogs are mice, and no mice are dogs, so these two animals should be represented by separate circles. However, all dogs and all mice are animals. Therefore, both dogs and mice belong inside a circle that represents all animals. The correct answer is (B):

Dogs Mice

Animals

PROBLEM SOLVING TEST
The final part of the Programming TAB is the Problem Solving test. This test consists of problems in mathematics.

Below is a sample question.

Desks priced at $120 each are being sold in lots of 4 at 85% of the original price. How much would 4 desks cost?

(A) $102
(B) $204
(C) $408
(D) $816

One way to solve this problem is to multiple $120 by 4 which equals $480. Now multiple $480 by 85% to equal $408. Therefore, you would have marked (C) on your answer sheet.

WHAT CAN I DO TO PREPARE FOR THE TEST?

All information necessary to complete the Programming TAB is provided. There are no specific materials you should study in order to prepare yourself. However, if you pay close attention to the instructions, you will increase your chances of performing well and thus show your aptitude for the job.

When you are scheduled for the Programming TAB, you will be given a specific time to report to the testing location. Try to arrive at the location at least 15 minutes before your scheduled test time to give yourself time to relax before the test begins. Review this Test Information Pamphlet and be prepared for the test by bringing your glasses, etc. Ask questions before the test begins and be sure you understand the format of the Programming TAB.
WHAT CAN I DO TO PERFORM MY BEST ON THE TEST?

1. Read questions carefully.
2. Think - reason out your answer.
3. Answer questions you are sure of first.
4. Reject immediately those answers you know are incorrect.
5. Don't change your answers unless an obvious mistake has been detected.
6. Be aware of the time (make a mental note of the time when the test begins and pace yourself accordingly).

RETEST INTERVALS

If it should happen that you do not qualify on the Programming TAB, you may initially retest after six months. Subsequent retests are at one-year intervals. Test standards are periodically updated to reflect current abilities and skills required for our jobs. Therefore, it may be necessary to meet new test standards should they be introduced prior to your placement on the job.

SUMMARY

Successful completion of the Programming TAB qualifies you for possible placement into jobs requiring the test. Additional testing may be required for certain positions. See job briefs in your area for additional testing requirements for titles you are interested in.

AT&T and its affiliates support and comply with the provisions of the Americans with Disabilities Act (ADA) and other Federal and State laws that specifically assist individuals with disabilities. If you have a limiting disability and need special testing arrangements, please ask your local Employment Office or Placement Bureau personnel for information about the testing accommodation process.