



## **WHY DO AT&T AND ITS AFFILIATES TEST?**

At AT&T, we pride ourselves on matching the best jobs with the best people. To do this, we need to better understand your skills and abilities to make sure that you are indeed the right match for the job. Our ultimate goal is to set you up for success in your career at AT&T (that is, if AT&T is the right match for you). Research has shown that tests provide accurate measures of people's skills and abilities and, therefore, we use tests to identify people who are the best match for the job. Our philosophy is simple...if you succeed in your role, then we succeed as a company.

## **WHAT IS THE REID REPORT?**

The Reid Report is a measure of job-related attitudes and behaviors. The purpose of the test is to evaluate qualified candidates' readiness to function on the job.

This section of the overall assessment process consists of up to 47 items and takes approximately 9 – 10 minutes to complete. The items ask respondents to indicate their level of agreement with various statements and to answer questions about their work-related behaviors. There are no right or wrong answers to these items.

## **WHAT CAN I EXPECT TO SEE ON THE TEST?**

The Reid Report contains questions about your job-related attitudes, behaviors, and experiences. You will select whether you agree with a statement, whether you have performed a described behavior, and/or the frequency you have performed a described behavior. You will respond to the questions by selecting from the response options such as: Yes/No or Definitely Agree/Probably Agree/Probably Disagree/Definitely Disagree or Never/Sometimes/Often. Again, candid answers are requested.

## **WHAT CAN I DO TO PREPARE FOR THE TEST?**

At AT&T, our goal in testing is not to cause you to fail; rather, our intent is to set our employees up for success. Remember, we succeed when you succeed. There are no specific materials you should study in order to prepare yourself. However, it is important that you pay close attention to the instructions when completing the requested assessments and that you answer the questions candidly. Remember that the assessments are one component of the overall hiring process.



## WHAT CAN I DO TO PERFORM MY BEST ON THE TEST?

- ✓ Be complete. Answer all questions accurately and candidly. No questions may be skipped.
- ✓ Do not discuss the questions or your answers with anyone else while completing this inventory.
- ✓ Make sure that all answers are your own and reflect your attitudes, behaviors, and experiences.

It is important that you answer the assessment questions honestly. Providing candid answers will ensure that, if hired, you will be placed in a job that aligns best with your specific set of skills, abilities, and personal characteristics. There are no right or wrong answers, but you must answer each question candidly. Any attempt to present an ideal or overly favorable image may be detected and your results will be evaluated accordingly.

## RETEST INTERVALS

If you do not qualify on the Reid Report, do not be discouraged. Perhaps, this would indicate that this position is really not the best match for you. Who knows – perhaps a better, more closely matched opportunity awaits you. If you feel strongly that this is the right position for you, then you may retest in six months. However, please note that 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

When you succeed in your job, AT&T succeeds as a company! Successful completion of the Reid Report qualifies you for possible placement into jobs requiring this 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.

**Thank you for your interest in starting (or expanding) your career at AT&T!**

**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.**