



# AMERICAN SIGN LANGUAGE PROFICIENCY INTERVIEW (ASLPI) TEST GUIDE

## 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 AMERICAN SIGN LANGUAGE PROFICIENCY INTERVIEW (ASLPI)?

The ASLPI is a videotaped conversation between you and a professional consultant trained to interview in American Sign Language. The ASLPI is used to determine your level of proficiency to perform in American Sign Language when applying for certain positions in Deaf and Disabled Services.

Note: If you refuse to sign the Consent to Videotape form, this will be considered a self-declination of the job.

There are no specific questions or topics in the interview. The interview does not require a detailed knowledge of facts about, or close familiarity with any particular area or topic, including company-specific products or terminology.

Your ability will be measured in the following linguistic areas:

- ❖ Pronunciation/Production – Ability to produce signs in a clearly comprehensible manner
- ❖ Grammatical Accuracy – Appropriate use of directionality, word signs, noun placements, non-manual signals, negations, and other aspects
- ❖ Vocabulary – Range of signing
- ❖ Fluency – Smoothness, continuity, and naturalness of the signing without pauses for rephrasing sentences or groping for words
- ❖ Comprehension – Ability to understand and respond to statements or questions asked by the interviewer.

The total recommended time is 50 minutes. Administrative time takes approximately 30 minutes and actual interview time is 20 minutes.

Your interview is evaluated by three raters, native to American Sign Language. These ratings are averaged to determine your score. You must meet the minimum passing level of proficiency to qualify. If the minimum passing level is not met, you are disqualified.



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## 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. The best way for you to succeed on a given test is to adequately prepare. You may want to check into American Sign Language courses that may be available through local schools and universities, or check the language section of libraries or local bookstores for improvement, self-help, or tutoring courses. Keep in mind; however, that completion of coursework or independent study will not guarantee that you will pass the test.

Here are some additional tips to help you prepare:

- ✓ Gather resources (books, articles, other materials, etc.) that cover the areas measured in this test
- ✓ Study the information carefully
- ✓ Have someone quiz you on the material prior to your testing date
- ✓ Seek out others who have knowledge in this area and may be able to assist you
- ✓ Get a good night's rest the night before your testing session
- ✓ Eat a well-balanced meal an hour before testing

It is important that you have an understanding of the material presented in the course or obtained through independent study.

## HOW WILL THIS TEST BE ADMINISTERED?

A member of our Staffing team will provide you with the time and location for your testing session. 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. You may want to bring a jacket or a sweater in case the temperature in the testing location is not to your liking. Feel free to ask questions before the test begins, and be sure you understand the format of the ASLPI.

## RETEST INTERVALS

If you do not qualify on the ASLPI, 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 at six-month intervals. 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.



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## SUMMARY

When you succeed in your job, AT&T succeeds as a company! Successful completion of the ASLPI 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.**