



WAREHOUSE TELEPHONE ABILITY BATTERY (W-TAB) 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 WAREHOUSE TELEPHONE ABILITY BATTERY (W-TAB?)

The W-TAB is a series of three timed tests designed to measure your ability to perform the job. The entire test will take approximately 30 minutes to complete.

WHAT CAN I EXPECT TO SEE ON THE TEST?

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.

❖ DETAIL PERCEPTION

The first test in the W-TAB is the Detail Perception Test. For each problem on this test, four pairs labeled (A), (B), (C), and (D) are presented. The objective is to identify, as quickly as possible, the pair that is not identical.

Below is a sample problem:

62355	(A)	62355
60611	(B)	60610
51942	(C)	51942
72391	(D)	72391

In this example, the correct answer is (B) because this pair is not identical, so you would blacken the space corresponding to (B) on your answer sheet.

❖ VISUAL SCANNING

The second test in the W-TAB is the Visual Scanning test. In each problem, you are in a company vehicle and you are to choose the shortest way to get from one location to another without breaking any laws. A location may be a telephone in a home, a public telephone or a proposed location for installing a telephone.

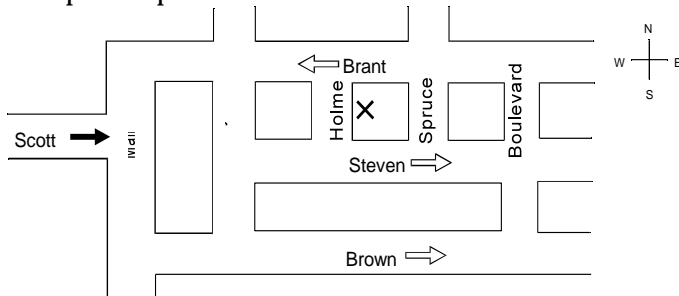


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In order to solve each problem, you will need to study the map accompanying each set of four problems. Always begin with the first problem in the set. The starting point for the vehicle in the first problem will be marked by the symbol (➔). On the sample map the vehicle is heading east on Scott. You will be asked to find your way from the first location to the second location. Each location will be marked with an "X" on the map. Some of the streets on the map are one-way streets. An arrow (⇒) shows the direction in which you may travel on a street. If there is no arrow, you may travel in either direction. These maps are NOT real. Do not confuse them with any areas you may know.

Following is a sample problem:

Sample Map:



Sample Problem:

You are in your repair truck on Scott, and you are going to Holme to repair a telephone. What is the most direct way to get there without breaking the law?

- (A) Go right on Main, left on Brown, left on Boulevard, left on Steven, right on Holme to Telephone.
- (B) Go left on Main, right on Brant, right on Holme to telephone
- (C) Go right on Main, left on Brown, left on Parkway, right on Steven, left on Holme to telephone.
- (D) Go right on Main, left on Brown, left on Boulevard, left on Brant, left on Holme to telephone.

The most direct way to get from the starting point to the location without breaking the law is described in choice (C). Therefore, you would have marked (C) on your answer sheet.

❖ FOLLOWING DIRECTIONS TEST

The third test in the W-TAB is the Following Directions test. As you work on following the written directions you will be interrupted from time to time by a tape recording giving you more directions to follow. The written directions will be based on a table similar to the one below:



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	COLUMN				
	R	S	T	U	V
Row R	1	2	3	4	5
Row S	4	5	1	2	3
Row T	2	3	4	5	1
Row U	5	1	2	3	4
Row V	2	4	5	1	2

Tape Player Says:

Mark the number that is always just above 1.

(A) 2 (B) 3 (C) 4 (D) 5

The number 3 is always just above the number 1, so you would have marked (B) on your answer sheet.

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. All information necessary to complete the W-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 and databases information, you will increase your chances of performing well and thus show your aptitude for the job.

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 W-TAB.

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

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



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RETEST INTERVALS

If you do not qualify on the W-TAB, 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 initially retest after six months. Subsequent retests are at one-year 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.

SUMMARY

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