



ENGINEERING QUALIFICATION INTERVIEW (Non-Management) 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 ENGINEERING QUALIFICATION INTERVIEW?

The Non-management Engineering Qualification Interview consists of a series of questions which will assess your ability to solve problems on the job and interact with customers and coworkers. The purpose of these questions is to evaluate your readiness to function as a Telecommunications Specialist in the Engineering function.

During the interview you will be asked to respond to both hypothetical situations as well as describe specific experiences you have had in past jobs. The interview is conducted in a panel format which means that more than one person will be asking you questions and evaluating your responses. The reason for this is to ensure that your responses are accurately recorded and evaluated.

The interview will take approximately 45 minutes to 1 hour to complete

WHAT CAN I DO TO PREPARE FOR THE INTERVIEW?

At AT&T, our goal in interviewing 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 interview is to adequately prepare.

Experience on the job is not necessary to perform successfully in the interview. Although some questions refer to situations found on the Telecommunications Specialist job, these situations are general. Therefore, specific experience in the field is not required in order to effectively answer the interview questions.

During the interview, try to answer questions the way you think is best. The interviewers are not looking for specific answers to the questions. What matters most is how you approach the question, your reasoning in answering the question, and the application of knowledge and experience.



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

- ✓ 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).

RETEST INTERVALS

If you do not qualify on the EQI, 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 EQI 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.