



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 assessments provide accurate measures of people's skills and abilities and, therefore, we use assessments 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 HOGAN ASSESSMENT?

The Hogan Assessment captures job-related attitudes and behaviors and consists of three measures. The purpose of the assessments is to evaluate candidates' readiness for successful performance in a given job.

Each of the three assessments contains approximately 200 questions and each takes approximately 15 to 20 minutes to complete. Assessment questions ask respondents to indicate if they agree/disagree with various statements according to their preference and behaviors.

WHAT CAN I EXPECT TO SEE ON THE TEST?

The Hogan Assessment contains three measures. The first measure captures day-to-day behavioral characteristics and how individuals interact with others, approach work tasks, and solve problems. The second measure captures behavioral-based performance risks that are not always displayed day-to-day. The last measure captures an individual's core motivators and drivers in relation to workplace satisfaction and drive. The following list of questions provides an example of items that you might see on the assessments.

- I rarely live up to my own standards of performance.
 - True
 - False
- It doesn't embarrass me to make an honest mistake.
 - True
 - False
- I prefer people who take calculated risks to those who always "play it safe".
 - Agree
 - Disagree
 - Undecided



Hogan Assessment

WHAT CAN I DO TO PREPARE FOR THE TEST?

At AT&T, our goal in leveraging assessments 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.

HOW WILL THIS TEST BE ADMINISTERED?

This test is administered online, at a time and place that is determined by you. Please follow the guidelines below when taking this assessment.

- ✓ Complete the assessment using:
 - a. A smartphone, tablet, laptop, or desktop
 - b. A high-speed Internet connection
 - c. The newest version of Internet Explorer, Chrome, Safari, or Firefox browser
- ✓ Choose a testing environment that has sufficient lighting and is free from distractions.

You will be invited to take the test via email. If you have further questions about the test administration, please contact: attjobssupport@att.com.

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

- ✓ Be complete. Answer all questions accurately and candidly. Try to answer all of the questions.
- ✓ 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. Providing candid answers will ensure the best fit with the job.



Hogan Assessment

RETEST INTERVALS

If you are not selected for your desired position, 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 one year. 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 Hogan Assessment is one of the components of the application process for possible placement into jobs requiring this assessment. Additional assessments and interviews may be required for certain positions. See job briefs in your area for additional 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.