



TECHNICAL/MECHANICAL TEST III (TMT III) 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 TECHNICAL/MECHANICAL TEST III (TMT III)?

The TMT III is a computerized adaptive test (CAT), which tailors the questions asked based on how you responded to previous questions. As compared to traditional tests, CATs allow for more accurate measurement of skills and abilities. The TMT III consists of three test sections described below. It is recommended to block 1 hour and 15 minutes to complete the TMT III:

1. The first test section assesses your ability to follow standard work instructions and engage in basic problem solving to address issues similar to those commonly faced in technician jobs. You will review standard work instructions presented in text, tables, and diagrams. You must identify key conditions and solve problems to determine the correct answer to each question. This section contains 11 questions, and you will have 2 minutes to answer each question. If you have not chosen an answer when this time limit expires, the question will be counted as incorrect. This section does not allow you to skip questions or review your answers to previous questions. The maximum time allowed for this test section is 22 minutes.
2. The second test section assesses your ability to use knowledge of mechanical principles and physical laws to solve problems similar to those commonly faced in technician jobs. In this section you will be shown objects or events depicted in drawing and be asked a question about it. You are asked to read the question, examine the drawing and choose between alternative answers to the question. This test section contains 21 questions, and you will have 45 seconds to answer each. If you have not chosen an answer when this time limit expires, the question will be counted as incorrect. This section does not allow you to skip questions or review your answers to previous questions. The maximum time allowed for this test section is 15 minutes and 45 seconds.
3. The third test section assesses work orientation and customer service skills in a variety of situations. This test section contains 50 questions set up as pairs of statements. You simply need to indicate which statement within the pair that you agree with more. This section does not allow you to skip questions or review your answers to previous questions. This test section is untimed, but most test takers will finish in about 15 minutes.



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WHAT CAN I EXPECT TO SEE ON THE TEST?

Below are some sample questions from each test section:

TEST SECTION 1 SAMPLE QUESTIONS

<p>When monitoring the assembly machine, it is important to react to the warning indicator. When the status changes, you must take the following actions depending upon the numbered warning.</p>		
If the warning is a:	Then the required action is:	
1	No action required, continue processing	
2	First, check product quality and then call maintenance	
3	Shut off machine and contact supervisor immediately	
<p>The warning indicator may, on occasion, turn off. If this happens, you should press the reset button and wait 30 seconds for the machine to run a self-test. If resetting the machine fails to fix the problem, then shut off the machine and contact your supervisor.</p>		
Example A	If the warning indicator shows a 1, what action is required?	A No action is required B Check product quality C Shut off machine D Press the reset button E Need more information
Example B	What action should you take last if the warning indicator shows a 2?	A No action is required B Check product quality C Contact supervisor D Call maintenance E Shut off machine

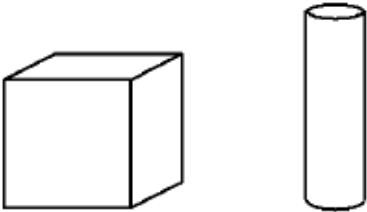
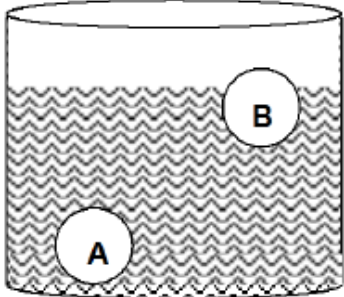
Example A: The correct answer is A. If the warning indicator shows a 1, then no action is required.

Example B: The correct answer is D. If the warning indicator shows a 2, then you should first check product quality and then last call maintenance.



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TEST SECTION 2 SAMPLE QUESTIONS

<p>Example A Which of the two objects shown at the right would be easier to tip over if both are made of the same material? (If no difference, mark C.)</p>	<p style="text-align: center;">A B</p> 
<p>Example B If both balls placed in the container of water are the same shape and size, which is heavier? (If no difference, mark C.)</p>	

Example A: The correct answer is B. The tall, thin object would be easier to tip over because it does not have as wide a base and its center of gravity is higher.

Example B: The correct answer is A. The weight of the ball at the bottom of the container is greater than the buoyant force; whereas the buoyant force on the floating ball is greater than the weight of the ball.

TEST SECTION 3 SAMPLE QUESTIONS

Example A

Which statement do you agree with more?

Agree Slightly Agree Slightly Agree Agree

I like solving problems with no clear answer.		I make friends easily.
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Example A: This response indicates that the candidate slightly agrees more with the statement “I make friends easily” as compared to the statement “I like solving problems with no clear answer.”



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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 test sections 1 and 2 is to adequately prepare.

Here are some 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
- ✓ 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
- ✓ Eat a well-balanced meal an hour before testing

There are no specific materials you should study in order to prepare yourself for test section 3. Answering accurately and honestly will ensure the best fit with the job.

HOW WILL THIS TEST BE ADMINISTERED?

This test is administered online, at a time and place that is determined by you. Please consider the following recommendations when taking this test.

- ✓ This test may be taken on a Tablet, PC, Laptop, or Apple Computer.
- ✓ This test cannot be taken on a Mobile Phone.
- ✓ Complete the test using a fast and reliable internet connection
- ✓ Choose a testing environment that has sufficient lighting and free from distractions.
- ✓ Complete the test in one sitting, from start to finish. However, you may want to take brief, one-to-two-minute breaks between test sections.
- ✓ Allow yourself more than enough time to complete the entire test. Although most test takers will finish earlier, it is recommended to block 1 hour and 15 minutes to complete the test.



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

- ✓ Read questions carefully.
- ✓ Think through your answer before responding to each question.
- ✓ Think about your background and experiences.
- ✓ Immediately reject those answers you know are incorrect.
- ✓ Don't change your answers unless an obvious mistake has been detected.
- ✓ Be aware of the timer and pace yourself accordingly during the first two sections.
- ✓ Don't over-think questions about yourself. You should go with your first reaction whenever possible.
- ✓ Answer questions about yourself accurately. Providing candid answers will ensure the best fit with the job.

RETEST INTERVALS

If you do not qualify on the TMT III, 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.

SUMMARY

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