

Network Engineer/Analyst – One Sitting

Assessment Fact Sheet

Overview

The Network Engineer/Analyst solution is designed for use with professional level telecommunications engineers and network analysts. The solution is focused on positions that involve the design and monitoring of complex telecommunications networks, and places an emphasis on reasoning ability, attention to detail, and multitasking. Sample tasks may include: designing networks or network elements, ensuring proper network operation and performance, and monitoring and troubleshooting electronic data and communication networks. Potential job titles that use this solution are: Network Engineer, Network Analyst, and Communications Engineer.

Job Level	Professional
Job Family/Title	Telecommunications Suite

Details

Average Testing Time (minutes)	41 minutes
Allowed Time (minutes)	Untimed Overall; Some Sections Timed
Maximum Number of Questions	161 questions (123 questions on average)
Number of Sitzings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple Choice, Multiple Choice-Adaptive, Forced Choice-Adaptive, Simulation
Product Category	Standard Job Templates

Knowledge, Skills, Abilities and Competencies Measured

Achievement: This component measures the tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterized by: working hard; taking satisfaction and pride in producing high quality work; and being competitive.

Confidence and Optimism: This component measures the tendency to have belief in one's own ability to get the job done. This trait supports optimism in the face of rejection and a feeling of being successful and competent in a variety of areas.

Deductive Reasoning Ability: This assessment measures the ability to draw logical conclusions based on information provided, identify strengths and weaknesses of arguments, and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision making in many different types of jobs at many levels. Because this test utilizes computer adaptive technology, it is suitable for unproctored use.

Independence: This component measures the tendency of a person's willingness to take action and to make decisions independently. This trait is revealed in: working effectively without immediate supervision; not being overly dependent on help from others; and being resourceful in the face of challenges.

Influence: This component measures the tendency of a person's effectiveness in directing and influencing others. This trait is characterized by: persuading and negotiating effectively with others; influencing others' decision-making; and coordinating others' efforts to accomplish work.

Professional Potential: This is a measure of the tendency to have potential for professional success across industry type and functional area. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

Reliability: This component measures the tendency of a person's responsibility for his/her own actions and a commitment to performing assigned tasks. This trait is characterized by: reliability; proactive involvement in work; and a dedication to complete even the most mundane tasks.

Example Questions

In the last six months, the number of times I've been late for work or an appointment is:	
a <input type="radio"/>	none
b <input type="radio"/>	1
c <input type="radio"/>	2
d <input type="radio"/>	3
e <input type="radio"/>	4 or more

Which of the following have you disliked most about any job situation you have been in?	
a <input type="radio"/>	poor pay
b <input type="radio"/>	lack of cooperation among employees
c <input type="radio"/>	lack of recognition
d <input type="radio"/>	resistance to new ideas
e <input type="radio"/>	lack of support and direction
f <input type="radio"/>	lack of interesting work

Zones are determined based on the region to which a passenger is flying, along with the first letter of the passenger's last name.

Region	Name	Zone
NE	A - M	1
NE	N - Z	2
NW	A - M	5
NW	N - Z	4
SE	A - M	3
SE	N - Z	4
SW	A - M	5
SW	N - Z	3

Which zone is Paul Horne in if he is flying to the SE?

- a 1
- b 2
- c 3
- d 4
- e 5

Choose which of the two statements below is more true of you.

- a I value doing a task well.
- b I am able to reach goals I set without too much effort.

Choose which of the two statements below is more true of you.

- a My co-workers are somewhat more successful than I am at getting people to change their minds.
- b I am likely a better leader than a follower.

Problem Solving: Question 2 of 20

2. After receiving 16 telephone calls your first day on the job in a customer service telephone call center, the number of customer service calls you receive has continually declined by 3 calls per day. After your first five days on the job, you will have answered how many customer service telephone calls?

- 48
- 50
- 67
- 77
- 80

Time Remaining: 0m : 49s

Inbox

From	Received	Subject
Kim Sellers	3/26/2010 12:31 PM	Again?
Larry Meyer	3/26/2010 12:30 PM	Changes
Jamie Lopez	3/26/2010 12:30 PM	Be aware:
David Casey	3/26/2010 12:30 PM	Let it be known!
Vincent Roca	3/26/2010 12:30 PM	I'm happy to announce

To: Springfield team From: Jamie Lopez

Subject: Be aware:

Sue Majors, the Vice President of Sales, will be visiting our office next Tuesday to perform an evaluation of computer hardware needs. Please organize your offices and be sure to give her a warm welcome.

Example Reports

Recruiter Report : Telecom 5.5: Network Engineer/Analyst - Short Form



Applicant Information

Name:calvin coolidge
Application Date:Tue Jan 11 16:11:00 PST 2011
Applicant ID:4043
Session ID:03018806867086

This report is confidential and its contents are intended to assist in the prediction of an applicant's work behavior. If you would like more information about this interpretive report or other products that PreVisor offers, please contact your account representative.

Overall Score

Recommended ✓

	Low	Medium	High
Percentile	30	70	100
Overall	51		

Detailed Results

	Low	Medium	High
Percentile	30	70	100
Deductive Reasoning	25		
Professional Potential	99		
Achievement	68		
Confidence and Optimism	12		
Reliability	67		
Independence	6		
Influence	79		

Score Interpretation

Deductive Reasoning

This assessment measures the ability to draw logical conclusions based on information provided, identify strengths and weaknesses of arguments, and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision making in many different types of jobs at many levels.

This report provides information regarding an individual's ability to use sound logic to solve problems, strengthen arguments, and identify weaknesses in the propositions of others.

This individual demonstrates a below average level of deductive reasoning ability compared to others in similar job levels. This person may be able to work with simple logical arguments, but may experience difficulty in identifying assumptions in more complex arguments. This individual's level of deductive reasoning may impact his/her ability to use sound logic and draw reasonable conclusions based on available information.

At work, this individual is likely to take longer than most others to solve problems and will have more