

Polk Plant Operations Test Battery

Phase 1

In the first phase of the process, the most qualified candidates will participate in the Polk Operations Test Battery, which consists of six instruments:

- Reading Comprehension
- Math 1
- Math 2
- Mechanical Comprehension
- Behavioral Personality Inventory
- Technical Knowledge Test

These instruments have demonstrated their validity for selection through extensive research. The results provide an indication of the candidate's general mental ability, mechanical comprehension, work standards and technical knowledge.

Scoring Requirements

There are no fixed "passing" scores on these tests. Whether or not candidates make it to a later stage of the selection process depends upon the number of candidates for a particular opening and their test results. Competition can be very high for some positions. Those candidates that do not advance in the process may retest after one year.

Testing conditions

These tests were designed to be administered in a group setting and typically take five hours. There will be two 10-minute breaks during testing. All of the tests are multiple choice and require the candidate to record their answers on a separate answer sheet.

Other considerations

There are NO CALCULATORS allowed during testing. The testing administrator will provide all materials necessary for testing (i.e., pencils, scratch paper, etc.). Candidates need to bring photo identification such as a driver's license. Finally, please be aware that candidates will not be permitted to eat, drink, use tobacco or wear hats of any kind during testing.

Notification and advancement

Candidates will be contacted by the recruiter to inform them of their status in the selection process. Recruiters do not have individual test scores, only the candidates' status. Please do not ask for feedback regarding your testing.

Phase 2

Candidates that are selected to proceed to this phase will participate in a team-based simulation, a behavioral interview and a technical interview.

Other phases may be required, depending on position. The candidate who performs best in the process will be offered the position.