



Description of Test (DOT)

PROFILES (ProfileXT[®]) ASSESSMENT

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This **DOT** is designed to help you prepare for the Profiles International Assessment (i.e., the ProfileXT®) used by CenturyLink for various roles. This assessment is designed to measure your ability to perform in a given role. The information is being made available to you now so that you can review the material at a more leisurely pace.

What the ProfileXT® Assessment Measures

The ProfileXT® measures an individual's Thinking and Reasoning Styles, Behavioral Traits, and Occupational Interests.

Frequently Asked Questions (FAQs)

Question	Response
How is the assessment administered?	On a personal computer, which utilizes a standard computer keyboard, mouse and internet web browser. Please do <u>NOT</u> take this assessment on your mobile phone or another electronic device.
How are the questions formatted?	You will see a variety of question types such as true/false and multiple choice.
How much time is required to take the entire assessment?	Please set aside at least one hour to complete the assessment. Please ensure that you are in a distraction-free environment and that the assessment is your sole focus. Please take this assessment seriously as it will be used as part of the selection decision-making process. Lastly, you will have five (5) days (i.e., 120 hours) from the time that the assessment link is provided to you to complete the assessment, or you will be considered to have withdrawn from the selection process.
What do I need to take the assessment?	You may use a calculator when completing the math items.
How is my score determined?	Scores are computed for each of the assessment dimension and then combined to determine an overall Job Match Percentage based on various performance models.
Am I penalized for guessing an answer?	No.
Will I receive feedback on my score?	No. Upon receipt of your assessment scores, you will receive an automated communication from our Applicant Tracking System (ATS) indicating that we have your assessment results on file.
Will I be able to retake this assessment?	You may attempt the assessment again after one year.
Who may I contact if I experience any technical difficulties when taking the assessment?	Please send an email to hr.testing@centurylink.com .
Who may I contact if I no longer have access to the	Please send an email to hr.testing@centurylink.com with the Requisition number (e.g., 10401BR) and the needed assessment link.

Question	Response
assessment link?	
What if I need an accommodation to take the assessment?	CenturyLink provides accommodations in testing conditions to qualified applicants with disabilities during the administration of pre-employment screens, to the extent such accommodations are reasonable, consistent with the nature and purpose of the examination, and necessitated by the applicant's disability. CenturyLink's objective is to provide effective and necessary accommodations to qualified applicants as defined under the Americans with Disabilities Act, without substantially altering the nature of the screening process. Each applicant's request for test accommodations is evaluated on a case-by-case basis. If you think you need a test accommodation, please send an email to hr.testing@centurylink.com .

PLEASE NOTE: The purpose of this guide is to provide information which will assist all candidates in their performance during the Profiles International Assessment. Your performance is determined by many things such as your education, experiences and skills.