Census Test Operations
Sample Assessment Questions
When applying for Census Bureau’s Decennial field jobs and office jobs, you will be asked to respond to assessment questions. The assessment questions you will be asked to respond to will differ based on the job to which you are applying. All of the information you need to answer each question will be provided in the question. The questions will be divided into sections based on the competency which they are measuring. Each section will indicate which competency is being measured and provide the competency definition.

Sample questions are provided below. For these sample questions, none of the answers you select below will be submitted or scored. The following pages are provided ONLY as an example of the look and feel of the actual assessments.

Some assessment questions will present a scenario employees may encounter on the job. For each scenario, you will be presented with four possible courses of action. You will be asked to choose the response that represents how you would MOST likely handle the situation and the response that represents how you would LEAST likely handle the situation.

After reading through the scenario and four courses of action, select the answer under “Most Likely” to choose the course of action you consider the best for that situation. Do the same for the course of action you consider the least effective by selecting the answer under “Least Likely.”

A sample question is shown below.

1. You are starting an orientation session for new employees. It is time to begin the orientation, but your list of participants shows you are missing one person. It is critical to stay on schedule and not interrupt the orientation video once it has begun. Shortly after you begin, the last participant enters the room and asks if he can still take part. You have been taught that any participant that arrives late to the orientation will need to reschedule for a later date, which will delay the start date of their new job.

How would you most likely handle this situation?

A. Tell the participant he cannot complete the orientation today and ask him to leave the room immediately.
B. Take the participant aside and tell him he is interrupting the orientation video and must leave the room.
C. Explain to the participant you should not let him participate today because he was late, but you will make an exception.
D. Take the participant aside, explain why he cannot begin the orientation late, and provide instructions for rescheduling.
How would you least likely handle this situation?

A. Tell the participant he cannot complete the orientation today and ask him to leave the room immediately.
B. Take the participant aside and tell him he is interrupting the orientation video and must leave the room.
C. Explain to the participant you should not let him participate today because he was late, but you will make an exception.
D. Take the participant aside, explain why he cannot begin the orientation late, and provide instructions for rescheduling.

Assessment sections may also include multiple-choice questions that measure your level of experience with a particular job task or duty. You will be asked to select the response that best describes your current level of experience.

A sample question is shown below.

2. Please select the response that best describes your experience responding to customer questions about your organization’s products or services.

A. I do not have experience or proven skill in performing this task, but I am willing to learn it.
B. I have some experience in performing this task. I have performed this task in the past but would require additional guidance, instruction, or experience to perform it at a satisfactory level.
C. I have a fair amount of experience in performing this task. I can perform this task satisfactorily but could benefit from additional guidance, instruction, or experience to perform this task more effectively.
D. I have considerable experience in performing this task. I can perform this task independently and effectively.
E. I have extensive experience in performing this task. I am an expert, I train and am able to assist others, and my work is generally not reviewed by a supervisor.

Assessment sections may also include multiple-choice questions that measure your reading comprehension skills. You will be asked to read a passage or table and to answer questions based on the information provided in the passage or table.

A sample question is shown below.

Directions from Office Building A to Store B:

Drive west on Highway 44 until to reach the exit for Main Avenue. After exiting turn right onto Main Avenue and continue straight for two miles. Turn left onto 23rd Street and take the first right into a parking lot. Store B will be on the opposite side of the parking lot.
3. When are you supposed to turn left?

   A. After driving west on Highway 44.
   B. After taking the exit for Main Avenue.
   C. Before turning right on Main Avenue.
   D. When you reach 23rd Street.
   E. When you reach the parking lot on 23rd Street.

Assessment sections may also include multiple-choice questions that measure your reasoning skills. You will be asked to draw logical conclusions based on the information provided, analyze scenarios, and/or evaluate arguments.

A sample question is shown below.

4. All of the individuals who report directly to Sarah are seasonal employees.

   Based on the above information, which of these statements MUST be true?

   A. Some of the individuals who report directly to Sarah are not seasonal employees.
   B. None of the individuals who report directly to Sarah are seasonal employees.
   C. None of the individuals who report directly to Sarah are not seasonal employees.
   D. All seasonal employees do not report directly to Sarah.
   E. No seasonal employees report directly to Sarah.
**Sample Assessment-Answer Sheet**

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### Sample Questions

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**A. Applicant name**

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**B. Assessment ID**

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**C. Today’s date**

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**D. Score**

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**E. Clerk’s initials**

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This is the end of the Sample Assessment Questions.