

EXHIBIT 9.6 Examples of Performance Tests and Work Samples

Professor

Teaching a class while on a campus interview.
Presenting research while on a campus interview

Mechanic

Repairing a particular problem on a car
Reading a blueprint

Clerical Worker

Typing test
Proofreading

Cashier

Operating a cash register
Counting money and totaling a balance sheet

Manager

Performing a group problem-solving exercise
Reacting to memos and letters

Airline Pilot

Pilot simulator
Rudder control test

Taxicab Driver

Driving test
Street knowledge test

TV Repair Person

Repairing a broken television
Finger and tweezer dexterity test

Police Officer

Check police reports for errors
Shooting accuracy test

Computer Programmer

Programming and debugging test
Hardware replacement test

Types of Tests

Performance Test Versus Work Sample. A performance test measures what the person actually does on the job. The best examples of performance tests are internships, job tryouts, and probationary periods. Although probationary periods have their uses when one cannot be completely confident in an applicant's ability to perform a job, they are no substitute for a valid prehire selection process. Discharging a probationary employee and finding a replacement is expensive and has numerous