

14-01.01 2152 All Sources Main

Post

1/27/14

Date: November 1, 2013
Modified Date: [REDACTED]
Status: Official Submission

Subject: Add 2152 All Sources Proficiency QN

SWIFT Module/System: AVIATOR

Change Request Number: 14-01.01

Charge Costs To: FY 14

1. REASON FOR CHANGE/MODIFICATION: Barrier Analysis findings have resulted in the need for a revised application process for the Air Traffic control applicants in AVIATOR. These changes are a result of the modifications to the hiring process for ATC developed by the Barrier Analysis Implementation team assembled in July of 2013.

2. AVIATOR ADMINISTRATION:

2.1 Create Case, Define Case.

- ✓ 2.1.1 When series 2152 is chosen provide an option of "All Sources" in the "Proficiency" dropdown
- ✓ 2.1.2 Disable and remove the following choices from the Proficiency dropdown:
 - CTI
 - Public
 - RMC
- ✓ 2.1.3 Payplan: "FG – Similar To The General Schedule."
- ✓ 2.1.4 Grades and Paybands: FG-1
- ✓ 2.1.5 Position Type: Non-Research
- ✓ 2.1.6 Announcement Type: External and Internal
- ✓ 2.1.7 Job Category: None
- ✓ 2.1.8 VRA Eligible: FG-1
- ✓ 2.1.9 Outstanding Scholar: No
- ✓ 2.1.10 Superior Academic Achievement: No
- ✓ 2.1.11 Add new duty location type. Reference "13-86 Add All Air Traffic Control Locations Duty Loc" for details.
- ✓ 2.1.11.1 For Specified Locations display questions and responses for all duty locations added to the case.

see 13-86

N/A **2.2 View Case** – Provide menu link to AT-SAT Test List functionality

Developers Note: If changes are needed to AT-TEST List functionality, a separate CR will be submitted.

2.3 Questionnaire, Qualifications & Grade Level Determination

see 14-01.2

2.3.1 For details reference "14-01.2 2152 All Sources QN"

2.3.2 Questionnaire Score Logic

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See document listed in 2.3.1 for BQ, GLD, and Scoring details.

- NA 2.4 Referral List** – For Referral List requirements see “14-01.03 2152 All Sources Referral List.doc”.

Developers Note: These changes are targeted for a future release. This CR will be submitted at a later time.

2.5 View Case, Applicants

2.5.1 Applicant Ineligible Reasons:

- ✓ **2.5.1.1** If an applicant fails to meet minimum requirements based on a biographical Assessment score less than 114 points display the following message in the Applicant Ineligible Reasons :

“Biographical Assessment – Applicant did not meet the minimum score required for minimum qualification.”

- ✓ **Developers Note:** All other ineligible reasons remain consistent with current practice.

2.5.2 Applicant Details: (see Attachment 1)

- ✓ **2.5.2.1** Remove rows for “Facility Selected For” and “Facility Selection Input Date”
- ✓ **2.5.2.2** Modify “AT-SAT or AT-SAT(CTI) test status” label to read “AT-SAT Test Status”
- ✓ **2.5.2.3** Modify the values displayed in the “AT-SAT Test Status” row by adding “Biographical Assessment:” followed by “Pass” or “Fail”. If Biographical Assessment score is < 114 display “Fail”. If Biographical Assessment score is >= 114 display “Pass”. If the logged on user viewing the applicant details has System Administrator rights, append the actual Biographical Assessment score to the test status in parentheses
- ✓ **2.5.2.3.1** Append “AT-SAT:” to the AT-SAT value.

3. ASAP ADMINISTRATION and APPLICANT:

- ✓ **3.1 Application, Questionnaire.** For all views, the sections will be displayed as follows:

- ✓• Header info
- ✓• Resume
- ✓• Profile
- ✓• Additional Applicant Information
- ✓• Geographic Preferences
- ✓• Applicant-Preferred Conditions of Employment and Other Federal Service
- ✓• Basic Qualifications
- ✓• KSAs (if any)

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✓ • Additional Information

✓ **Developers Note:** The Biographical Assessment addressed in CR 14-01.2 2152 All Sources QN will not be displayed on any version of the questionnaire.

✓ **3.2 Application Status** – For those who have passed all minimum qualifications requirements other than the Biographical Assessment (regardless of the Biographical Assessment score) display the following message:

Thank you for applying. Your application for announcement
AA-AMH-14-ALLSRCE-11418 has been received. To get updates on the status
of your application please check your USAJOBS account after the announcement
closes.

Developers Note: We are open to making this change across the board
for our "Thank you for applying" message if that makes it easier to
accommodate in the time frame we have.

4. USAJOBS

- ✓ **4.1** Ensure vacancy announcements are uploaded to USAJOBS properly
- ✓ **4.2** Ensure applicants can apply online and receive application status updates
- ✓ **4.2.1** If the applicant fails minimum qualifications (not Biographical Assessment-related), send status "12002 – Reviewed".
- ✓ **4.2.2** If the applicant meets minimum qualifications, regardless of Biographical Assessment score send status "12001 – Received".

5. Submitted by:
J.B. Goelz, AHP-100, 405-954-4974

6. Approved by:
J.B. Goelz, AHP-100, 405-954-4974

Attachment 1

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Applicant Details	
Most Current Submit Date	10/29/2013
Eligibility Begin Date	10/29/2013 <input checked="" type="checkbox"/>
Eligibility End Date	Expiration Date: 10/30/2014
Eligible	Yes
Available	Available for AT-SAT Not Available for Referral <input type="checkbox"/>
Grades / Paybands	FG-1
Geographical Preference	Anniston, Alabama
Quals Reviewed Status	Not Reviewed <input checked="" type="checkbox"/>
Quals Reviewed Date	None
HGQ	FG-1
LAG	FG-1
VP	CP <input checked="" type="checkbox"/>
VRA	No <input checked="" type="checkbox"/>
Exclusions	No Exclusions <input checked="" type="checkbox"/>
Missed Consideration	No <input checked="" type="checkbox"/>
AT-SAT or AT-SAT(GH) test status	Biographical Assessment: Pass (124) AT-SAT: No Test records have been entered
Flight Check	No Test records have been entered.
Facility Selected For	N/A
Facility Selection Input Date	N/A
Score	93.67
Total Score	103.67
Date of Birth	08/08/1980

● Only show score if Sys Admin

Close

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Indiana	Florida	Colorado
Kansas	Georgia	Hawaii
Louisiana	Kentucky	Idaho
Michigan	Massachusetts	Montana
Minnesota	Maryland	Nevada
Missouri	Maine	Oregon
North Dakota	Mississippi	Utah
Nebraska	North Carolina	Washington
New Mexico	New Hampshire	Wyoming
Ohio	New Jersey	
Oklahoma	New York	
South Dakota	Pennsylvania	
Texas	Rhode Island	
Wisconsin	South Carolina	
	Tennessee	
	Virginia	
	Vermont	
	West Virginia	

✓ **1.9.2** Provide the following choices in the drop downs for the preferences ordered as follows. Default answer to blank. All 6 preferences must be other than "Blank" (require a response prior to moving to next step). No preferences can be duplicated.

- ✓ • Blank
- ✓ • Central Geographic Area
- ✓ • Eastern Geographic Area
- ✓ • Western Geographic Area
- ✓ • Guam
- ✓ • Puerto Rico
- ✓ • Virgin Islands

1.9 Uploaded documents

✓ **Note to Developers:** Default all question answers to a blank value. Do not select a radio button answer. If not answered upon submit, leave all questions as not answered.

2. Logic for Basic Quals:

To meet basic qualifications for 2152 – All Sources the applicant must meet all of the following:

- ✓ • USAJOBS Citizenship question = United States Citizen,
- ✓ • Within the Area of Consideration *All sources so no logic*
- NA • Selective Factors (Screenout KSAs) are met.
- ✓ • Basic qualifications question 1 = Yes (English proficiency),
- ✓ • Age (calculated from Additional Applicant Information question related to DOB) is less than 31 years old or basic qualifications question 2a = yes, or 2b = yes, or 2c = yes, or 2d = yes,

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- ✓ • Basic qualifications question 3 = Yes or Basic qualifications question 4 = F or Basic qualifications question 5 = Yes or Basic qualifications question 6 = Yes or Basic qualifications question 7a = Yes or Basic qualifications question 7b = Yes or Basic qualifications question 7c = Yes or Basic qualifications question 7d = Yes or Basic qualifications question 7e = Yes or Basic qualifications question 7f = Yes.

✓ If applicant meets the basic qualifications listed above they are, then, required to complete the following biographical assessment test:

Test on 1/25

3. Biographical Assessment

- ✓ 3.1 This test should only be administered 1 time per announcement. If the applicant completes the assessment and reapplies, they should not be presented with the assessment again. The presence of a Biographical Assessment test score stored with the case should drive whether the applicant is presented with the assessment.
- ✓ 3.2 The Biographical Assessment sections should NOT be displayed when either the applicant or an administrative user are reviewing the questionnaire.
- ✓ 3.3 The Steps displayed on the screen for the applicant will reduce by 5 if the applicant has an existing assessment score on the case.
- ✓ 3.3.1 Remove the "Previous" and "Save" buttons from the Biographical Assessment pages 1, 2, 3, and 4. (See 3.5, 3.6, 3.7 and 3.8)
- ✓ 3.4 Biographical Assessment Instructions

Directions: The following assessment may only be taken **one time** for this application. Once you have submitted this assessment, you **will not be able to alter your responses and the resulting score cannot be changed.**

Please complete the assessment in its entirety.

This is an assessment of background and life experience factors that have been shown to be predictive of future performance in the Air Traffic Control Specialist (ATCS) occupation. Read each question and select the answer that best fits your experience. Be honest in your responses, as this is an official form and the information you provide may be verified through reference checks, background investigation, personal interview, and records checks.

✓ 3.5 Biographical Assessment – Page 1

Developers Note: Question Weight, Answer Weight are not shown on the questionnaire

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1. How would you describe your ideal job?

	Question Weight	Answer Weight
<input type="radio"/> A. Ability to decide for myself what to do and how to do it	0	0
<input type="radio"/> B. Being told what to do, but not how to do it	0	0
<input type="radio"/> C. Being told what to do, and getting suggestions on how to do it	0	0
<input type="radio"/> D. Being clearly told what to do and how to do it	0	0
<input type="radio"/> E. I am not sure	0	0

2. In the past, what did you do when you were working on something and nothing seemed to go right?

	Question Weight	Answer Weight
<input type="radio"/> A. I took a break from working to relax and started again some time later.	0	0
<input type="radio"/> B. I continued working, but I was frustrated and upset.	0	0
<input type="radio"/> C. I let others know I was angry, then I began to feel better and continued working.	0	0
<input type="radio"/> D. I took the day as it came and tried to remain upbeat.	0	0
<input type="radio"/> E. I stopped what I was doing, figuring things would go better the next day.	0	0

3. What has been the major cause of your failures?

	Question Weight	Answer Weight
<input type="radio"/> A. Lack of ability	0	0
<input type="radio"/> B. Not trying hard enough	0	0
<input type="radio"/> C. Goals that are too difficult	0	0
<input type="radio"/> D. Bad luck	0	0
<input type="radio"/> E. Some other cause	0	0

4. Which of the following statements do you agree with the MOST?

	Question Weight	Answer Weight
<input type="radio"/> A. It takes a lot of luck to be an outstanding employee on most jobs.	0	0

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<input type="radio"/>	B. You need connections to important people to be an outstanding employee on most jobs.	0	0
<input type="radio"/>	C. It takes time to be an outstanding employee on most jobs.	0	0
<input type="radio"/>	D. You need specific skills and abilities to be an outstanding employee on most jobs.	0	0
<input type="radio"/>	E. It takes hard work and persistence to be an outstanding employee on most jobs.	0	0

5. People who know me would say that when things go wrong, I

		Question Weight	Answer Weight
<input type="radio"/>	A. have an extreme amount of tolerance.	0	0
<input type="radio"/>	B. get frustrated only when things go very wrong.	0	0
<input type="radio"/>	C. would benefit if I got frustrated less often.	0	0
<input type="radio"/>	D. have a good balance between getting too frustrated or staying too calm.	0	0
<input type="radio"/>	E. have no tolerance for mistakes.	0	0

6. Which of the following is your greatest strength?

		Question Weight	Answer Weight
<input type="radio"/>	A. Ability to follow instructions	0	0
<input type="radio"/>	B. Work ethic	0	0
<input type="radio"/>	C. Practical knowledge and work experience	0	0
<input type="radio"/>	D. High quality standards	0	0
<input type="radio"/>	E. Ability to work well with others	0	0

7. I am more

		Question Weight	Answer Weight
<input type="radio"/>	A. eager	0	0
<input type="radio"/>	B. considerate	0	0

8. More classmates would remember me as

		Question Weight	Answer Weight
<input type="radio"/>	A. humble	0	0

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<input type="radio"/>	B. dominant	0	0
9. Others would be most likely to describe me as a person with great			
		Question Weight	Answer Weight
<input type="radio"/>	A. drive	0	0
<input type="radio"/>	B. persistence	0	0
10. When it comes to getting work done, I am			
		Question Weight	Answer Weight
<input type="radio"/>	A. fast	0	0
<input type="radio"/>	B. accurate	0	0
11. I would rather be known as a person who is			
		Question Weight	Answer Weight
<input type="radio"/>	A. thorough	0	0
<input type="radio"/>	B. considerate	0	0
12. I would rather be known for my			
		Question Weight	Answer Weight
<input type="radio"/>	A. pleasing personality	0	0
<input type="radio"/>	B. inquiring mind	0	0
13. I often start things I do not finish.			
		Question Weight	Answer Weight
<input type="radio"/>	A. True	0	0
<input type="radio"/>	B. False	0	0
14. I would rather be known as a person who is very			
		Question Weight	Answer Weight
<input type="radio"/>	A. determined	0	0
<input type="radio"/>	B. respectful	0	0
15. The high school subject in which I received my lowest grades was:			

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		Question Weight	Answer Weight	
<input type="radio"/>	A. Science	1	15	5
<input type="radio"/>	B. Math	1	0	
<input type="radio"/>	C. English	1	0	
<input type="radio"/>	D. History/Social Sciences	1	0	
<input type="radio"/>	E. Physical Education	1	0	

3.6 Biographical Assessment – Page 2

Developers Note: Question Weight, Answer Weight are not shown on the questionnaire

16. Of the following, the college subject in which I received my lowest grades was:					
		Question Weight	Answer Weight		
<input type="radio"/>	A. Science	1	0	5	
<input type="radio"/>	B. Math	1	0		
<input type="radio"/>	C. English	1	0		
<input type="radio"/>	D. History/Political Science	1	15		
<input type="radio"/>	E. Did not attend college.	1	0		
17. I learned about the opportunity to apply for an Air Traffic Control Specialist (ATCS) job through:					
		Question Weight	Answer Weight		
<input type="radio"/>	A. A public notice or media advertisement	1	5	5	
<input type="radio"/>	B. A friend or relative	1	0		
<input type="radio"/>	C. College recruitment	1	3		3
<input type="radio"/>	D. Working in some other capacity for the agency	1	3		3
<input type="radio"/>	E. Some other way	1	0		
18. My military service was as a:					
		Question Weight	Answer Weight		

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<input type="radio"/>	A. None	0	0
<input type="radio"/>	B. Non-career enlisted	0	0
<input type="radio"/>	C. Non-career officer	0	0
<input type="radio"/>	D. Career enlisted	0	0
<input type="radio"/>	E. Career officer	0	0

19. The aspect of being an air traffic controller that appeals to me most is that:

		Question Weight	Answer Weight
<input type="radio"/>	A. My job is secure in the future	0	0
<input type="radio"/>	B. I'll be responsible for the safety of many others	0	0
<input type="radio"/>	C. I'll receive a good salary, which will grow	0	0
<input type="radio"/>	D. I'll be constantly challenged to resolve situations which arise	0	0
<input type="radio"/>	E. The work will always be interesting	0	0

20. Relative to the other high school students in my major field of study, my most demanding teacher would most likely describe my academic work as:

		Question Weight	Answer Weight
<input type="radio"/>	A. Superior	0	0
<input type="radio"/>	B. Above average	0	0
<input type="radio"/>	C. Average	0	0
<input type="radio"/>	D. Below average	0	0
<input type="radio"/>	E. Don't know	0	0

21. The number of different high school sports I participated in was:

		Question Weight	Answer Weight
<input type="radio"/>	A. 4 or more	1	5
<input type="radio"/>	B. 3	1	4
<input type="radio"/>	C. 2	1	3
<input type="radio"/>	D. 1	1	2

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<input type="radio"/>	E. Didn't play sports	1	(1)	1
22. The high school grade I most often received was:				
		Question Weight	Answer Weight	
<input type="radio"/>	A. A	1	(5)	5
<input type="radio"/>	B. B	1	(4)	4
<input type="radio"/>	C. C	1	0	
<input type="radio"/>	D. D or lower	1	(1)	1
<input type="radio"/>	E. Don't remember	1	(1)	1
23. During my last year in college, my average number of hours of paid employment per week was:				
		Question Weight	Answer Weight	
<input type="radio"/>	A. More than 20 hours	1	0	
<input type="radio"/>	B. 10 to 20 hours	1	(1)	1
<input type="radio"/>	C. Fewer than 10 hours	1	(5)	5
<input type="radio"/>	D. None	1	(1)	1
<input type="radio"/>	E. Didn't go to college	1	(3)	3
24. The college English grade I most often received was:				
		Question Weight	Answer Weight	
<input type="radio"/>	A. A	0	0	
<input type="radio"/>	B. B	0	0	
<input type="radio"/>	C. C	0	0	
<input type="radio"/>	D. D or lower	0	0	
<input type="radio"/>	E. Didn't take English or didn't go to college	0	0	
25. In the three years immediately before applying to this job, the number of different full or part-time jobs I applied for was:				
		Question Weight	Answer Weight	
<input type="radio"/>	A. None	1	0	

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- B. 1 to 2 1 4 4
- C. 3 to 4 1 3 3
- D. 5 to 6 1 5 5
- E. 7 or more 1 1 1

26. The number of months I was unemployed during the three years immediately before applying to this job is:

- | | Question Weight | Answer Weight | |
|------------------------------------|-----------------|--|----|
| <input type="radio"/> A. 0 | 1 | 6 | 6 |
| <input type="radio"/> B. 1 to 2 | 1 | 10 | 10 |
| <input type="radio"/> C. 3 to 4 | 1 | 0 | |
| <input type="radio"/> D. 5 to 6 | 1 | 8 | 8 |
| <input type="radio"/> E. 7 or more | 1 | 4 | 4 |

27. Which of the following would your peers say describes your behavior in a group situation?

- | | Question Weight | Answer Weight | |
|--|-----------------|---|---|
| <input type="radio"/> A. You freely express your views, and sway the group considerably | 1 | 1 | 1 |
| <input type="radio"/> B. You freely express your views, but the group does not always share them | 1 | 3 | 3 |
| <input type="radio"/> C. You are reluctant to express your views, but when you do they are usually well received | 1 | 5 | 5 |
| <input type="radio"/> D. You usually don't express your views | 1 | 2 | 2 |
| <input type="radio"/> E. Don't know | 1 | 0 | |

28. Which of the following would your peers say describes your behavior in a social situation?

- | | Question Weight | Answer Weight | |
|--|-----------------|---------------|--|
| <input type="radio"/> A. Always at ease in a social situation | 0 | 0 | |
| <input type="radio"/> B. Almost always at ease in a social situation | 0 | 0 | |
| <input type="radio"/> C. Generally at ease in a social situation | 0 | 0 | |
| <input type="radio"/> D. Occasionally at ease in a social situation | 0 | 0 | |

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<input type="radio"/>	E. Don't know	0	0	
29. My peers would probably say that having someone criticize my performance (i.e. point out a mistake) bothers me:				
		Question Weight	Answer Weight	
<input type="radio"/>	A. Much less than most	1	8	8
<input type="radio"/>	B. Somewhat less than most	1	4	4
<input type="radio"/>	C. About the same as most	1	8	8
<input type="radio"/>	D. Somewhat more than most	1	0	0
<input type="radio"/>	E. Much more than most	1	10	10
30. The amount of formal training that I have (other than college) related directly to this job is:				
		Question Weight	Answer Weight	
<input type="radio"/>	A. Less than 6 months	1	1	1
<input type="radio"/>	B. 6 months to a year	1	4	4
<input type="radio"/>	C. 1 to 2 years	1	5	5
<input type="radio"/>	D. 3 to 4 years	1	2	2
<input type="radio"/>	E. 5 or more years	1	0	

3.7 Biographical Assessment – Page 3

Developers Note: Question Weight, Answer Weight are not shown on the questionnaire

31. Your grade point average in high school Arithmetic				
		Question Weight	Answer Weight	
<input type="radio"/>	A. About A- to A+	1	5	5
<input type="radio"/>	B. About B- to B+	1	2	2
<input type="radio"/>	C. About C- to C+	1	0	
<input type="radio"/>	D. Lower than C-	1	1	1
<input type="radio"/>	E. Did not have the course	1	3	3

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32. Your overall high school grade point average (GPA) was:			
		Question Weight	Answer Weight
<input type="radio"/>	A. About A- to A+	0	0
<input type="radio"/>	B. About B- to B+	0	0
<input type="radio"/>	C. About C- to C+	0	0
<input type="radio"/>	D. Lower than C-	0	0
<input type="radio"/>	E. Do not remember	0	0
33. The number of college credit hours you've taken in Art/Music/Dance/Drama is:			
		Question Weight	Answer Weight
<input type="radio"/>	A. Did not attend college.	1	0
<input type="radio"/>	B. earned 0 credit hours in this area of study	1	5
<input type="radio"/>	C. 1-6 credit hours	1	0
<input type="radio"/>	D. 7-12 credit hours	1	4
<input type="radio"/>	E. 13 or more credit hours	1	7
34. During high school (grades 9-12) I made the semester honor roll:			
		Question Weight	Answer Weight
<input type="radio"/>	A. Never	1	1
<input type="radio"/>	B. Once or twice	1	2
<input type="radio"/>	C. Three or four times	1	3
<input type="radio"/>	D. Five or six times	1	4
<input type="radio"/>	E. Seven or eight times	1	5
35. My class standing in high school put me in the:			
		Question Weight	Answer Weight
<input type="radio"/>	A. Top 10%	1	5
<input type="radio"/>	B. Top 33%	1	4
<input type="radio"/>	C. Top 50%	1	3

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<input type="radio"/>	D. Top 90%	1	(2)	2
<input type="radio"/>	E. Did not graduate from high school	1	(1)	1

36. In the three years prior to applying to this job, the number of formal suggestions I have submitted to my employer(s) was:

		Question Weight	Answer Weight	
<input type="radio"/>	A. Not employed'	1	(10)	10
<input type="radio"/>	B. 0	1	(8)	8
<input type="radio"/>	C. 1	1	(6)	6
<input type="radio"/>	D. 2	1	(4)	4
<input type="radio"/>	E. 3 or more	1	(2)	2

37. My previous supervisor (or teachers, if not previously employed) would most likely describe the speed at which I work as:

		Question Weight	Answer Weight	
<input type="radio"/>	A. Superior	1	(5)	5
<input type="radio"/>	B. Above average	1	(4)	4
<input type="radio"/>	C. Average	1	(3)	3
<input type="radio"/>	D. Below average	1	(2)	2
<input type="radio"/>	E. Don't know	1	(1)	1

38. My previous supervisor (or teachers, if not previously employed) would most likely describe the amount of time I needed to complete assignments as:

		Question Weight	Answer Weight	
<input type="radio"/>	A. A great deal	1	(5)	5
<input type="radio"/>	B. More than average	1	(4)	4
<input type="radio"/>	C. Average	1	(3)	3
<input type="radio"/>	D. Less than average	1	(2)	2
<input type="radio"/>	E. Don't know	1	(1)	1

39. My previous supervisor (or teachers, if not previously employed) would likely describe my oral communication skills as:

		Question Weight	Answer Weight
--	--	-----------------	---------------

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<input type="radio"/>	A. Superior	1	5	5
<input type="radio"/>	B. Above average	1	4	4
<input type="radio"/>	C. Average	1	3	3
<input type="radio"/>	D. Below average	1	2	2
<input type="radio"/>	E. Don't know	1	1	1

40. My peers would probably describe me as:

		Question Weight	Answer Weight	
<input type="radio"/>	A. Much more aggressive than most of my peers	1	1	1
<input type="radio"/>	B. Somewhat more aggressive than most of my peers	1	2	2
<input type="radio"/>	C. About as aggressive as most of my peers	1	3	3
<input type="radio"/>	D. Somewhat less aggressive than most of my peers	1	4	4
<input type="radio"/>	E. Much less aggressive than most of my peers	1	5	5

41. The high school math grade I most often received was:

		Question Weight	Answer Weight	
<input type="radio"/>	A. A	1	10	10
<input type="radio"/>	B. B	1	8	8
<input type="radio"/>	C. C	1	6	6
<input type="radio"/>	D. D or lower	1	4	4
<input type="radio"/>	E. Don't remember or didn't take math	1	2	2

42. The amount of time I have been out of work between jobs usually has been:

		Question Weight	Answer Weight
<input type="radio"/>	A. Never out of work	0	0
<input type="radio"/>	B. Less than one month	0	0
<input type="radio"/>	C. 1 to 2 months	0	0
<input type="radio"/>	D. 3 to 4 months	0	0
<input type="radio"/>	E. 5 or more months	0	0

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43. The age at which I first started to earn money (other than an allowance) was:

		Question Weight	Answer Weight	
<input type="radio"/>	A. Less than 12 years old	1	(5)	5
<input type="radio"/>	B. 12 to 13 years old	1	(4)	4
<input type="radio"/>	C. 14 to 15 years old	1	(3)	3
<input type="radio"/>	D. 16 to 17 years old	1	(2)	2
<input type="radio"/>	E. 18 years or older	1	(1)	1

44. My peers would probably describe me as a person who:

		Question Weight	Answer Weight	
<input type="radio"/>	A. Never takes chances	1	(1)	1
<input type="radio"/>	B. Hardly ever takes chances	1	(2)	2
<input type="radio"/>	C. Sometimes takes chances	1	(3)	3
<input type="radio"/>	D. Often takes chances	1	(4)	4
<input type="radio"/>	E. Very often takes chances	1	(5)	5

45. Compared to others on my last full-time job, my rate of promotion was:

		Question Weight	Answer Weight	
<input type="radio"/>	A. Much faster than most	1	(10)	10
<input type="radio"/>	B. Somewhat faster than most	1	(8)	8
<input type="radio"/>	C. About the same as most	1	(6)	6
<input type="radio"/>	D. Somewhat slower than most	1	(4)	4
<input type="radio"/>	E. Not employed full-time prior to present job	1	(2)	2

✓ 3.8 Biographical Assessment – Page 4

Developers Note: Question Weight, Answer Weight are not shown on the questionnaire

46. Before I applied with the FAA, the information I had about the type of work that air traffic controllers are expected to do was

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<input type="radio"/>	A. None	Question Weight 1	Answer Weight (1)	1
<input type="radio"/>	B. Practically no information	1	(2)	2
<input type="radio"/>	C. Some Information	1	(3)	3
<input type="radio"/>	D. Quite a bit	1	(4)	4
<input type="radio"/>	E. Knew in considerable detail	1	(5)	5
47. Do you have a pilots certificate?				
		Question Weight	Answer Weight	
<input type="radio"/>	A. No	1	(1)	1
<input type="radio"/>	B. Yes	1	(2)	2
48. Did you work in an aviation-related or air traffic-related job while in the armed forces?				
		Question Weight	Answer Weight	
<input type="radio"/>	A. Did not work in the armed forces	1	(1)	1
<input type="radio"/>	B. Did not work in aviation-related job	1	(1)	1
<input type="radio"/>	C. Worked in aviation-related job which was not related to air traffic	1	(2)	2
<input type="radio"/>	D. Worked in air traffic-related job	1	(3)	3
49. Do you have a prior Air Traffic Control Specialist (ATCS) rating?				
		Question Weight	Answer Weight	
<input type="radio"/>	A. No	0	0	
<input type="radio"/>	B. Yes - Center	0	0	
<input type="radio"/>	C. Yes - FSS/AFSS	0	0	
<input type="radio"/>	D. Yes - TRACON/RAPCON	0	0	
<input type="radio"/>	E. Yes - Center, FSS/AFSS and TRACON/RAPCON	0	0	
50. Do you have a prior Control Tower Operator (CTO) rating?				
		Question Weight	Answer Weight	
<input type="radio"/>	A. No	0	0	

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<input type="radio"/>	B. Yes – Instrument Flight Rules (IFR)	0	0
<input type="radio"/>	C. Yes - Visual Flight Rules (VFR)	0	0
<input type="radio"/>	D. Yes - Both Instrument and Visual Flight Rules (IFR & VFR)	0	0

51. Do you have prior Instrument Flight Rules (IFR) experience?

		Question Weight	Answer Weight
<input type="radio"/>	A. No	0	0
<input type="radio"/>	B. Yes - Military	0	0
<input type="radio"/>	C. Yes - Civilian	0	0
<input type="radio"/>	D. Yes - Both Military and Civilian	0	0

52. How long do you think it will take to become fully effective in your job?

		Question Weight	Answer Weight
<input type="radio"/>	A. Much longer than most others	0	0
<input type="radio"/>	B. Somewhat longer than most others	0	0
<input type="radio"/>	C. About as long as most others	0	0
<input type="radio"/>	D. A little less time than most others	0	0
<input type="radio"/>	E. Much less time than most others	0	0

53. Do you have an Associate and/or Technical/Military/Vocational-Technical degree?

		Question Weight	Answer Weight
<input type="radio"/>	A. Yes	0	0
<input type="radio"/>	B. No	0	0

54. Which of the following BEST describes aviation coursework taken towards your Associate and/or Technical/Military/Vocational-Technical degree?

	Require response other than "E" if #53 = Yes; Require response of "E" if #53 = No	Question Weight	Answer Weight
<input type="radio"/>	A. No aviation course work	1	①
<input type="radio"/>	B. Vocational oriented	1	②
<input type="radio"/>	C. Baccalaureate-transfer oriented	1	③

1
2
3

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<input type="radio"/>	D. Other	1	4
<input type="radio"/>	E. Not applicable	1	0
55. Of all the Air Traffic Control Specialists (ATCSs) in the country, at what percentile do you think you will be able to perform?			
		Question Weight	Answer Weight
<input type="radio"/>	A. In the lowest 10%	0	0
<input type="radio"/>	B. In the lower half	0	0
<input type="radio"/>	C. At about the 50% or average level	0	0
<input type="radio"/>	D. In the upper half	0	0
<input type="radio"/>	E. In the top 10%	0	0
56. Overall college grade point average			
		Question Weight	Answer Weight
<input type="radio"/>	A. Did not attend college.	0	0
<input type="radio"/>	B. 2.00 or below	0	0
<input type="radio"/>	C. 2.01 to 2.50	0	0
<input type="radio"/>	D. 2.51 to 3.00	0	0
<input type="radio"/>	E. 3.01 to 3.50	0	0
<input type="radio"/>	F. 3.51 to 4.00	0	0
57. In your current or previous job(s), education, or other similar experiences, how did you usually feel about assignments changing at the last minute?			
		Question Weight	Answer Weight
<input type="radio"/>	A. I did not mind it, but preferred that the assignments did not change.	0	0
<input type="radio"/>	B. I did not like it, and it affected how much I liked my work.	0	0
<input type="radio"/>	C. I liked it, and it made my work more challenging.	0	0
<input type="radio"/>	D. I liked it, but preferred to know about changes before the last minute.	0	0
<input type="radio"/>	E. I have not had an assignment change at the last minute.	0	0

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58. Which of the following would bother you the LEAST?

		Question Weight	Answer Weight
<input type="radio"/>	A. Having to make promises that I cannot keep	0	0
<input type="radio"/>	B. Having to disappoint people who count on me	0	0
<input type="radio"/>	C. Having to miss deadlines due to poor planning	0	0
<input type="radio"/>	D. Having to take advantage of people who trust me	0	0
<input type="radio"/>	E. Having to implement an idea that I don't agree with	0	0

59. At which one of the following do you excel?

		Question Weight	Answer Weight
<input type="radio"/>	A. Setting challenging goals for myself	0	0
<input type="radio"/>	B. Setting priorities for getting things done	0	0
<input type="radio"/>	C. Keeping track of many details	0	0
<input type="radio"/>	D. Helping others solve their problems	0	0
<input type="radio"/>	E. Something other than these	0	0

60. When finished with my work, I:

		Question Weight	Answer Weight
<input type="radio"/>	A. tend to not worry about minor details and efficiently move on to other activities.	0	0
<input type="radio"/>	B. do a quick overview of my work and then move on to something else.	0	0
<input type="radio"/>	C. ask someone with more attention to detail to review my work.	0	0
<input type="radio"/>	D. check my work carefully.	0	0
<input type="radio"/>	E. check and double-check my work.	0	0

61. How does it make you feel to do poor quality work?

		Question Weight	Answer Weight
<input type="radio"/>	A. I feel bad about myself.	0	0
<input type="radio"/>	B. I feel upset at the situation.	0	0

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<input type="radio"/>	C. I feel angry at whoever is responsible.	0	0
<input type="radio"/>	D. I am not bothered by it.	0	0
<input type="radio"/>	E. I never do poor quality work.	0	0
62. How have you planned your work activities at work, school, or in other similar situations?			
		Question Weight	Answer Weight
<input type="radio"/>	A. I made exact and detailed plans.	0	0
<input type="radio"/>	B. I made general plans, but not exact.	0	0
<input type="radio"/>	C. I usually drafted plans.	0	0
<input type="radio"/>	D. I usually did not have plans because it is important to let things happen freely.	0	0
<input type="radio"/>	E. I did not do any of these.	0	0

All A=113 ✓ All B=98 ✓ All C=84 ✓ All D=81 ✓ All E=55 ✓

4. Logic for Grade level Determination:

✓ **FG-1.**

If the applicant meets Basic Qualifications listed in "2. Logic for Basic Quals" section and receives greater than or equal to 114 points on the Biographical Assessment the applicant is qualified at the FG-1.

5. Logic for Scoring:

Score for each answer in Biographical Assessment section = Question Weight * Answer Weight. Those questions with Question Weights = 0 are informational only and will not count towards the Biographical Assessment score.

✓ Score for "2152 All Sources" proficiency = $70 + (((((\text{Sum of all answer scores in the Biographical Assessment Section} - 105.88) / 13.25) * 2.5) + ((\text{AT-SAT score} - 69.82) / 7.62)) * (30 / 7.48)) - 6.25$ (see attachment 1)

Total score will consist of this aggregate score ~~+ any veterans points the applicant is entitled to.~~

Section	Points
Basic Qualifications (including Biographical Assessment >= 114)	70