

# Non-Supervisory and Supervisory Assessments/Tests

Decennial Census Temporary, Intermittent Applicant Assessment  
Responses

04/23/2025

# Non-Supervisory Assessment/Test

# Positions

Below is a list of available positions for the 2026 Census Test. All applicants are required to apply for the enumerator position. Please indicate your interest in other positions by checking the box next to the job title. For more information about each position hover over the information icon or click on [Census 2026 Jobs](#).

☒ Enumerator (Census Taker) ⓘ

☐ Outreach Assistant ⓘ

☐ Census Trainer ⓘ

☐ Census Field Supervisor ⓘ

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If the applicant hovers over the information icon, then the below message appears:

Enumerators - Help interview household residents and update address lists, using automatic devices. Enumerators will determine if they are at the correct address by using maps and address lists, speaking with residents to obtain census data, and recording census data and updating address and maps using an automated device. Bi-lingual applicants are needed and are encouraged to apply.

If the applicant clicks the link, it will take her/him to: [census.gov/2026jobs](#)

If the applicant hovers over the information icon, then the below message appears:

Outreach Assistants - give impromptu presentations, meet with various levels of community representatives, media outlets, employment agencies and the like to promote participation in the census, census employment opportunities and recruit local residents. They may assist residents in completing the census questionnaire or the job application. Outreach Assistants will use automated devices to conduct their work.

If the applicant hovers over the information icon, then the below message appears:

Census Field Supervisors- supervise enumerators, monitor progress, performance, and ensure that the schedule and quality are maintained, and work is completed on time. Census Field Supervisors will use automated devices to conduct their work.

If the applicant hovers over the information icon, then the below message appears:

Census Trainer- oversee and conduct training sessions in virtual or classroom environments. The Census Trainer will monitor daily training activities to ensure trainees meet operational deadlines and prepare Enumerators/Census Takers and Census Field Supervisors for their responsibilities. A Census Trainer will conduct and facilitate training sessions, monitor training activities, track assessment scores, recommend additional training when necessary and review trainees’ learning metrics.

# Assessment Questions for Non-Supervisory Positions

## Instructions

For the next set of questions, you will be asked to describe your educational, work, and other experiences in specific areas, which relate to successful job performance. Some of the questions ask you to describe your experience in school and work. Other questions ask you to describe yourself as others see you.

Note that a response of "Do not know" to these questions, where applicable, means that you would expect the other person not to know or to have no basis for making a judgment if asked to describe you.

Looking at the first example question below, you would answer "Do not know" only if you believe your previous supervisors or teachers would respond that they "Do not know" when asked to describe your self-discipline.

### Example 1:

My previous supervisors (or teachers, if not previously employed) would likely describe my self-discipline as:

- ☐ Superior
- ☐ Above Average
- ☐ Average
- ☐ Below Average
- ☐ Do Not Know

The next set of questions also includes items that ask you to reflect on a realistic view of yourself and your beliefs. You will be asked to indicate whether you believe the statement is "Mostly True" or "Mostly False". For the purpose of this test, "Mostly True" means that you believe this statement is true in most cases, and "Mostly False" means that you believe this statement is false in most cases.

### Example 2:

I dislike being the center of attention.

- ☐ Mostly True
- ☐ Mostly False

This assessment contains 33 questions and should take about 10 minutes to complete. Answer the questions on your own without the assistance of others.

[Privacy Act and Burden Statement](#)

If the applicant clicks the Privacy Act and Burden Statement link, it will take her/him to the page containing said statement

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## Privacy Act and Burden Statement

Solicitation of your personal information is authorized by Title 13 U.S.C., Chapter 1, Subchapter II, Section 23(a) and 23(c), ; Title 5 U.S.C., Part II, Chapter 13; Title 5 U.S.C., Part III, Chapter 33.

The purpose of collecting this information is primarily to determine your qualifications for employment and may also be used to identify you to other sources asked to comment on your qualifications, e.g., educational institutions, former employers, and enforcement agencies, or to a court during legal proceedings.

Disclosure of the information provided to us may be shared with other Census Bureau staff for the work-related purposes identified in this statement as permitted under the Privacy Act of 1974 (5 U.S.C. Section 552a). Disclosure of this information is also subject to published routine uses as identified in the Privacy Act System of Records Notice OPM/GOVT-5, Recruiting, Examining, and Placement Records.

Furnishing this information is voluntary, but failure to provide any part or all of the data requested will result in you receiving no further consideration for employment.

Public reporting burden for this collection of information is estimated to average 10 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to: Paperwork Reduction Project XXXX-XXXX, Field Division Correspondence Liaison, U.S. Census Bureau, 4600 Silver Hill Road, 4<sup>th</sup> Floor, Washington, DC 20233-1500. You may e-mail comments to [FLD.Decennial.Oversight@census.gov](mailto:FLD.Decennial.Oversight@census.gov); use "Paperwork Reduction Project XXXX-XXXX" as the subject.

Disclosure of protected medical information will be subject to the confidentiality provisions of the Rehabilitation Act of 1973. The eight digit OMB number confirms our authority to collect this information.

OK

## Assessment Questions for Non-Supervisory Positions

1. My previous supervisors (or teachers, if not previously employed) would say that I finish projects:

- ☐ Always Ahead of Schedule
- ☐ Frequently Ahead of Schedule
- ☐ On Time
- ☐ Close to on Time
- ☐ Somewhat Behind Schedule

2. People who know me would say I really want to get things right all of the time.

- ☐ Strongly Disagree
- ☐ Moderately Disagree
- ☐ Disagree a Little
- ☐ Neither Agree Nor Disagree
- ☐ Agree a Little

3. My previous supervisors (or teachers if not previously employed) would most likely describe my ability to get along with others as:

- ☐ Superior
- ☐ Above Average
- ☐ Average
- ☐ Below Average
- ☐ Do Not Know

4. When crunched for time it's acceptable to cut a few corners.

- ☐ Never
- ☐ Rarely
- ☐ Sometimes
- ☐ Often
- ☐ Always

5. I do not like for people to rely on me.

- ☐ Mostly True  
☒ Mostly False

6. I notice little things that others do not notice.

- ☒ Mostly True  
☐ Mostly False

7. Rate yourself on willingness to perform the same task over and over:

- ☐ High  
☐ Above Average  
☒ Average  
☐ Below Average  
☐ Low

8. I do not take arguments at work personally.

- ☒ Mostly True  
☐ Mostly False

9. I feel uncomfortable around people who are different from me.

- ☐ Mostly True  
☒ Mostly False

10. When I get frustrated, I say things that I do not mean.

- ☐ Mostly True  
☒ Mostly False

11. I get careless when I am stressed.

- ☐ Mostly True  
☒ Mostly False

12. I wish the world would always stay the same as it is now.

- ☒ Mostly True  
☐ Mostly False

13. I only work hard when the outcome will affect me.

- ☐ Mostly True  
☒ Mostly False

14. People I work with would say that I am very flexible and can easily adapt to change.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither Disagree Nor Agree
- ☐ Agree
- ☒ Strongly Agree

15. My most recent supervisors would say that I am good at adapting to new situations at work.

- ☒ Strongly Disagree
- ☐ Disagree
- ☐ Neither Disagree Nor Agree
- ☐ Agree
- ☐ Strongly Agree

16. I do not spend time checking for small mistakes.

- ☐ Mostly True
- ☒ Mostly False

17. Doing personal chores on company time is stealing.

- ☐ Mostly True
- ☒ Mostly False

18. People I work with would say that, once I develop a plan of action, I stick to it no matter what.

- ☐ Strongly Disagree
- ☒ Disagree
- ☐ Neither Disagree Nor Agree
- ☐ Agree
- ☐ Strongly Agree

19. I think it is very important to have a job where I don't have to go through a lot of red tape to get things done.

- ☒ Strongly Disagree
- ☐ Disagree
- ☐ Neither Disagree Nor Agree
- ☐ Agree
- ☐ Strongly Agree



20. I am rarely late for appointments.

- ☐ Mostly True
- ☒ Mostly False

21. I feel uncomfortable around strangers.

- ☐ Mostly True
- ☒ Mostly False

22. My recent supervisors would say that I am willing to listen to and consider new ideas and solutions.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither Disagree Nor Agree
- ☐ Agree
- ☒ Strongly Agree

23. My supervisor(s) or teacher(s) would say that I need things spelled out more exactly and with more certainty than do most employees.

- ☐ Strongly Disagree
- ☐ Disagree
- ☒ Neither Disagree Nor Agree
- ☐ Agree
- ☐ Strongly Agree

24. I can think of specific cases where I have been able to calm down others who were irate or angry about something.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither Disagree Nor Agree
- ☒ Agree
- ☐ Strongly Agree

25. I follow the rules.

- ☒ Mostly True
- ☐ Mostly False

26. My coworkers would say that I do a good job at keeping my cool when dealing with people who are angry.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither Disagree Nor Agree
- ☐ Agree
- ☐ Strongly Agree

27. My peers would say that I adjust my style of interacting with others depending on the situation or circumstance.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither Disagree Nor Agree
- ☐ Agree
- ☐ Strongly Agree

28. People say I am stubborn.

- ☐ Mostly True
- ☐ Mostly False

29. My peers would probably describe me as:

- ☐ Always at Ease When Working with Others
- ☐ Usually at Ease When Working with Others
- ☐ Occasionally at Ease When Working with Others
- ☐ Rarely at Ease When Working with Others
- ☐ Never at Ease When Working with Others

30. My peers would describe me as someone who is willing to meet others halfway:

- ☐ Always
- ☐ Very Often
- ☐ Often
- ☐ Sometimes
- ☐ Rarely or Never

31. I use supplies from work for personal purposes.

- ☐ Mostly True
- ☐ Mostly False

32. I get overwhelmed by my feelings easily.

- ☐ Mostly True
- ☐ Mostly False

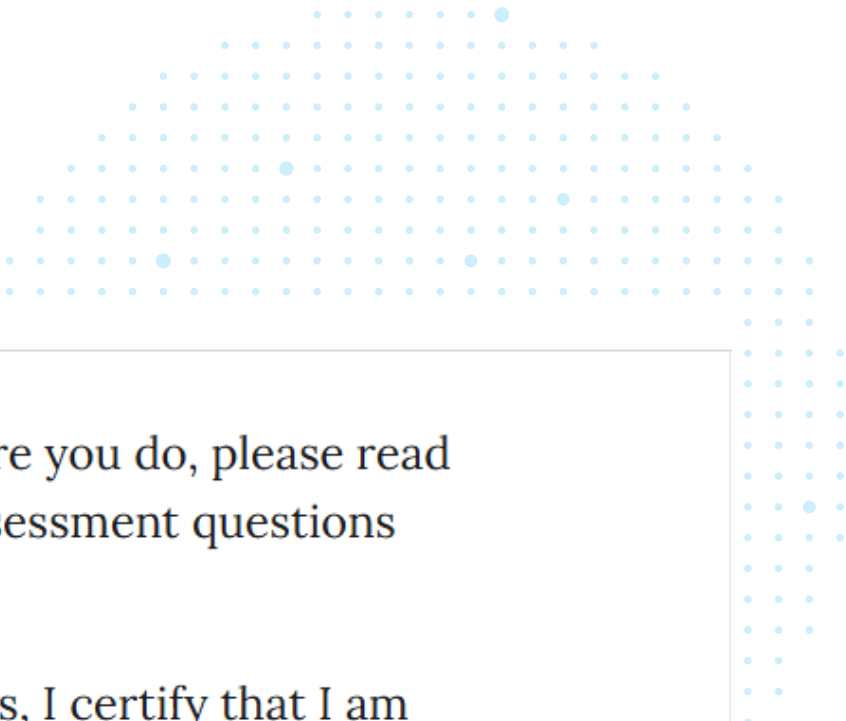
33. I prefer to work by myself than in a group with other people.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither Disagree Nor Agree
- ☐ Agree
- ☐ Strongly Agree

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You are ready to submit your job application package. Before you do, please read the statement below to certify your responses to the 33 assessment questions you just answered.

By submitting the job application and assessment responses, I certify that I am the same person who answered all 33 assessment questions. I answered all questions without the assistance of others.

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## Congratulations!

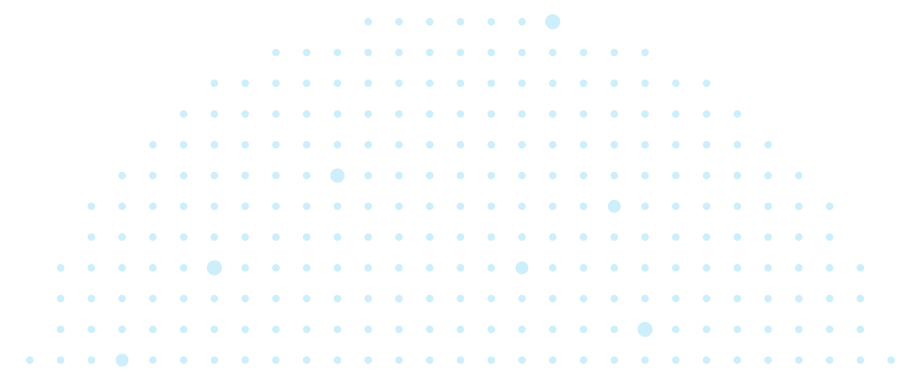
You have submitted your application. Log back into your account for status updates and be on the alert for communications from us.

For more information on the hiring process, click [here](#).

If the applicant clicks here, it will take her/him to: [census.gov/2026jobs](https://census.gov/2026jobs)

Click "Exit" to return to the main dashboard.

Exit



You have indicated that you are interested in being considered for supervisory positions.  
The supervisory assessment contains thirteen (13) questions and will take approximately 10 minutes to complete.

Select **Next** to complete the assessment for supervisory positions.  
Select **Exit** to come back later or click [here](#) if you have changed your mind and are no longer interested in supervisory positions.

Exit

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If the applicant clicks here him/her will be taken back to the additional positions page, where changes may be made to the positions previously selected.

# Supervisory Assessment/Test

# Assessment Questions for Supervisory Positions

## Instructions

For each item, choose the response(s) that best describe your training and experience. Your responses are subject to verification. Please review your responses for accuracy prior to submitting them.

Below are example questions

### Example 1:

Which of the following administrative activities have you carried out to ensure others had the materials, supplies, and equipment needed to carry out their work?

(Select all that apply)

- ☐ Maintained inventory of office materials and supplies.
- ☐ Coordinated requests for materials, equipment, or supplies to ensure operational needs were met.
- ☐ Shipped supplies, materials, or equipment using a shipping carrier (e.g., FedEx, UPS, U.S. Postal Service).
- ☐ Tracked shipments via carrier website to ensure proper deliver.
- ☐ None of the above

### Example 2:

Select the ONE response that represents your highest level of experience analyzing data using computer software (e.g., Excel).

- ☐ I have no experience analyzing data using computer software.
- ☐ I have entered data into a spreadsheet or database for analysis by others.
- ☐ I have performed basic mathematical calculations such as addition, subtraction, multiplication, or division using computer software.
- ☐ I have computed correlations between two variables using computer software.
- ☐ I have identified data trends and patterns using advanced data analytic techniques (e.g., data/text mining, visualization).

This assessment contains 13 questions and should take about 10 minutes to complete. Answer the questions on your own without the assistance of others.

[Privacy Act and Burden Statement](#) ←

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## Assessment Questions for Supervisory Positions

1. Have you actively participated in any group activities where you played a central role in planning, organizing, or coordinating activities, even if it was not in a formal supervisory capacity?

- ☐ Not at all - I have never actively participated in group activities in such a capacity.
- ☐ Limited - I have occasionally participated in group activities where I played a central role in planning, organizing, or coordinating, but it has been infrequent.
- ☐ Moderate - I have actively participated in group activities periodically, taking on central roles in planning, organizing, or coordinating activities.
- ☐ Extensive - I have frequently participated in various group activities, consistently playing central roles in planning, organizing, or coordinating, demonstrating a strong commitment to group leadership.
- ☐ Comprehensive - I have consistently and actively participated in a wide range of group activities, regularly taking on central roles in planning, organizing, or coordinating activities, showcasing a strong dedication to group involvement and leadership.

2. Which of the following performance management activities have you carried out?

(Select all that apply)

- ☐ Evaluated subordinate performance and conduct.
- ☐ Provided feedback to subordinates on their job performance.
- ☐ Provided guidance or counseling to underperforming subordinates.
- ☐ Communicated staffing changes (e.g., project downsizing) to subordinates.
- ☐ None of the above.

3. Which of the following supervisory payroll (time and attendance) activities have you carried out?

(Select all that apply)

- ☐ Explained payroll procedures to employees (i.e., preparation and submission).
- ☐ Reviewed payroll or expense entries for approval/rejection.
- ☐ Responded to employee questions or concerns related to payroll.
- ☐ Approved payroll submissions in an employee payroll system.
- ☐ None of the above.

4. Which of the following communication activities have you carried out in support of a team or group of employees?

(Select all that apply)

- ☐ Communicated management goals and objectives to employees.
- ☐ Resolved employee concerns regarding project goals, objectives, policies or procedures.
- ☐ Conducted staff meetings or project meetings.
- ☐ Communicated operational or procedural changes to employees.
- ☐ None of the above.

5. Which of the following training activities have you carried out in support of a team or group of employees?

(Select all that apply)

- ☐ Conducted a formal (e.g., classroom) training session to explain processes or procedures.
- ☐ Reviewed training material or manuals for needed updates.
- ☐ Provided or coordinated on-the-job training opportunities for employees/team members.
- ☐ Evaluated trainees' performance in on-the-job training.
- ☐ None of the above.

6. Which of the following problem resolution activities have you carried out in support of a group of employees?

(Select all that apply)

- ☐ Resolved informal complaints or grievances.
- ☐ Recommended strategies to meet timelines following work delays, low productivity or unexpected obstacles.
- ☐ Documented and referred problems to the appropriate authority.
- ☐ Coordinated with colleagues or managers to reconcile differences or resolve problems.
- ☐ None of the above.

7. Select the ONE response that best represents your experience completing tasks or assignments with inflexible deadlines.

- ☐ I have no experience completing tasks or assignments with inflexible deadlines.
- ☐ I have completed tasks or assignments with inflexible deadlines based on a plan or instructions provided by others.
- ☐ I have conveyed instructions to others regarding carrying out tasks or assignments with inflexible deadlines.
- ☐ I have developed an action plan for completing tasks or assignments with inflexible deadlines to be followed by others.
- ☐ I have developed a plan for completing tasks or assignments with inflexible deadlines that served as a model for operational improvements outside my own team or group.

8. Select the ONE response that best represents your level of knowledge of Equal Employment Opportunity (EEO) laws and regulations in employee hiring, training/development, and supervision.

- ☐ I have a general understanding of EEO laws and regulations.
- ☐ I have completed training on EEO laws and regulations.
- ☐ I can recognize if a particular supervisory practice or action is inconsistent with EEO laws, regulations and guidance.
- ☐ I can explain to others the relevance of EEO laws and regulations in the contexts of employee hiring, training/development, and supervision.
- ☐ None Of The Above.

9. How often have your supervisors come to you for new ideas about overcoming problems at work? (Providing innovative problem-solving ideas.)

- ☐ Very Often
- ☐ Often
- ☐ Sometimes
- ☐ Seldom
- ☐ Never

10. How often have you stayed up late several nights to finish a work project? (Working late to finish projects.)

- ☐ Very Often
- ☐ Often
- ☐ Sometimes
- ☐ Seldom
- ☐ Never

11. How often do you make notes at night about work to be done the next day? (Making work notes at night.)

- ☐ Very Often
- ☐ Often
- ☐ Sometimes
- ☐ Seldom
- ☐ Never

12. If I had to lead a group of strangers, I could do it very well. (Leading a group of strangers.)

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neither Agree Nor Disagree
- ☐ Disagree
- ☐ Strongly Disagree

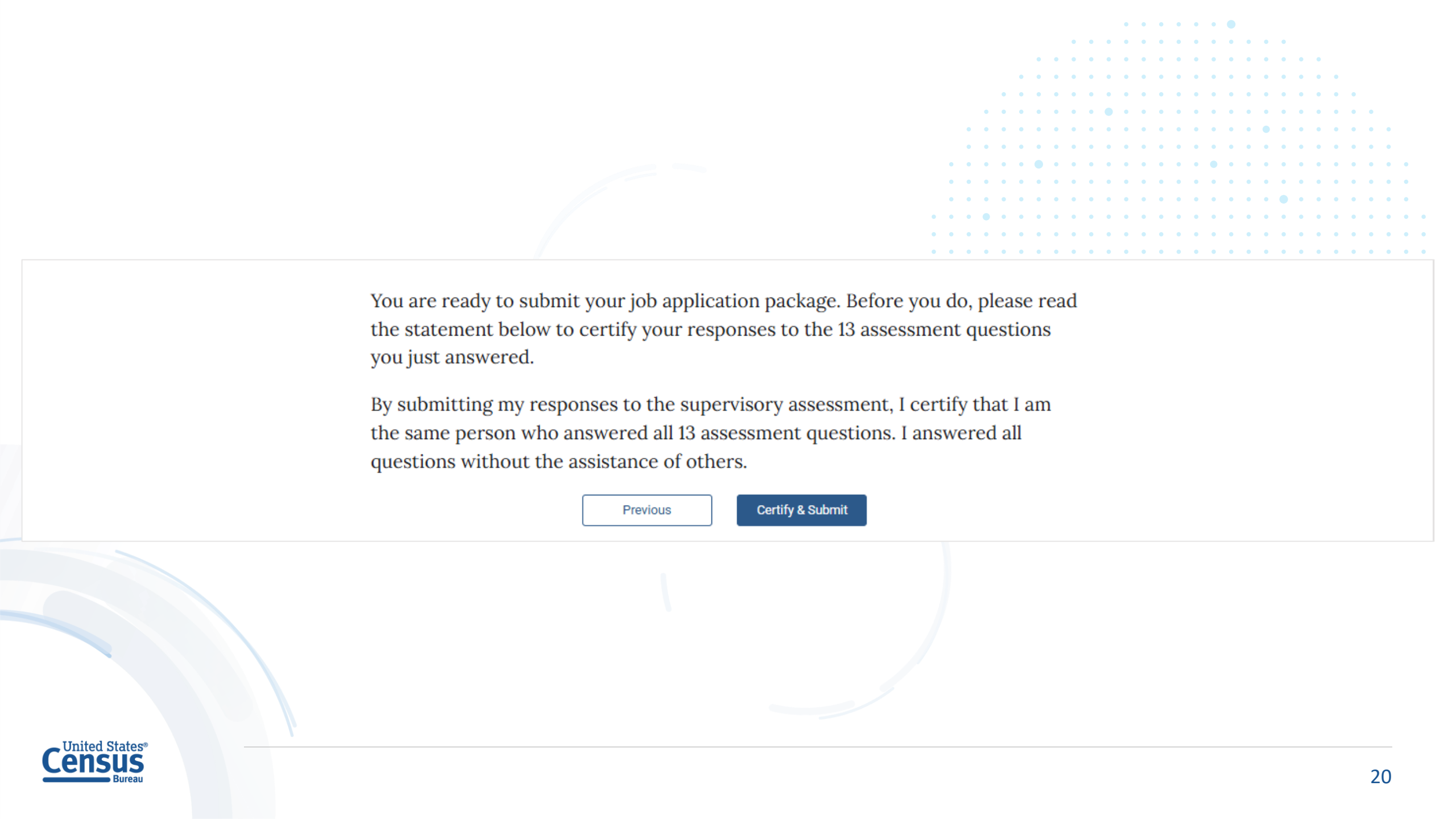
13. I could do a good job of coordinating the activities of team members if I were leading a team. (Coordinating team member activities.)

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neither Agree Nor Disagree

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