

# DO YOU HAVE THE FACTS ON YOUR NEXT HIRE?

Test entry-level applicants with FPSI's Firefighter Aptitude & Character Test (FACT).

The single test is now available in traditional pencil-and-paper format or online.

## FACT testing is easy:

1. Select test booklets or online testing
2. Applicants either test onsite with your department with a paper-and-pencil test or online in a proctored setting
3. Your department either scores onsite, receives the test scores from FPSI, or is given access to computerized online test scores.

## FIREFIGHTER APTITUDE & CHARACTER TEST (FACT)

Personal  
Characteristics  
55%

Aptitude  
45%

Teamwork  
Decision-making  
Working Under Stress  
Proactive/Goal-Oriented  
Truthfulness/Integrity  
Emotional Stability  
Sensitivity  
Public Relations  
Thorough/Attention-to-Detail

Mathematical Reasoning  
Reading Ability  
Writing Ability  
Map Reading

- Developed by FPSI with Firefighters and Chief Officers
- Yields Higher Diversity than Traditional Cognitive Tests
- Job Related and Content Valid
- Addresses Federal *Uniform Guidelines on Employee Selection Procedures* (1978)



[www.FPSI.com](http://www.FPSI.com)  
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