



Assessment for Firefighter

Briefing Guide

This briefing guide is for people taking the Assessment for Firefighter. It explains what the assessment is, why it's used, and what you can expect.



Why am I being asked to take this assessment?

The Assessment for Firefighter is typically one part of a wider selection process designed to identify who has the right kind of behaviours, attitudes, and abilities to become a successful firefighter.

When you apply to become a firefighter, it's useful for the Fire and Rescue Service to understand what sort of person you are; what motivates you and how you prefer to work. This is to help determine whether you are likely to enjoy, and succeed, being in the role of firefighter.

The Assessment for Firefighter has been chosen because it identifies behaviours which indicate successful firefighters. It has been developed using research and multiple data sources, including real performance data from operational firefighters. The assessment is an objective and fair way of assessing who has the behaviours and attitudes that have been identified as being important in the role.

This assessment enables each candidate to demonstrate their true potential. It looks purely at behaviour, not previous experience or background.



What is the Assessment for Firefighter?

The Assessment for Firefighter takes the form of a questionnaire, and is designed to measure how you naturally tend to behave at work. The questionnaire will ask you to rate how strongly you agree or disagree with certain statements. The assessment then objectively compares your responses to how other people respond.

The purpose of the assessment is to indicate who is more likely to be an engaged and effective firefighter, based on their behaviours.

There is no time limit for the Assessment for Firefighter. So you are free to take short breaks and come back to it. Most people tend to take around 30 to 45 minutes to answer in their own time.

The questions are designed so that everyone can answer. There is no benefit to having any particular experience or specialist knowledge.



What do the questions look like?

For each question, you will be given a short statement, and you will need to select whether you:

Strongly Disagree with the statement as a description of you;

Disagree with the statement as a description of you;

Slightly Disagree with the statement as a description of you;

Neither Agree nor **Disagree** with the statement as a description of you;

Slightly Agree with the statement as a description of you;

Agree with the statement as a description of you; or

Strongly Agree with the statement as a description of you.

The example on the next page in Figure 1 shows the format of the Assessment for Firefighter, and includes a statement that is similar to the kind of statements you'll be shown.

I like to follow how things have been done before.

Strongly Disagree

Disagree

Slightly Disagree

Neither Agree nor Disagree

Slightly Agree

Agree

Strongly Agree

Next


Figure 1: example question in the Assessment for Firefighter

Each page of the questionnaire contains ten statements. When you have selected responses to all statements on the page, click 'Next' to save your responses and move to the next page of statements. You cannot go back to previous pages.

When responding to the statements, it helps to remember these tips:

- Answer instinctively. Your initial response is usually the most accurate.
- Respond to the questions based on how you would respond in a work setting.

You may feel like the assessment is asking similar questions more than once. This is not to catch you out; it's just the way the assessment has been designed so that it gets the most accurate understanding of your strengths.



Before the assessment

You don't need to revise anything for this assessment, however here is some general advice:

- Try to find a time and a place where you will not be disturbed or distracted.
- Check your internet connection is stable. If you do get disconnected don't worry, you can log in again using your same details.
- If it would help to make adjustments to your assessment, let the assessment administrator before starting your assessment.
- If you normally wear glasses, have these to hand.
- If you normally use assistive technologies, such as screen reading software, check your preferred setup is compatible using our example questions (see below).
- Example questions are available towards the end of our preparation page here:
<https://www.testpartnership.com/preparation-frs.html>



Accessibility

The Assessment for Firefighter is a fair and accurate assessment designed to be inclusive for everyone.

The assessment is compatible with most modern internet browsers on desktops, laptops, tablets, and smartphones. If your device is not compatible, the assessment will warn you before the assessment begins.

The assessment interface is compatible with popular screen readers including JAWS. It is also compatible with assistive technology such as contrast, font, and colour adjusting tools. Before you start your assessment, we recommend you check your preferred setup works on our example questions towards the end of this page: <https://www.testpartnership.com/preparation-frs.html>

The instructions have been designed to be clear and concise. Each statement is deliberately short. If you are unclear on anything, please contact the assessment administrator who will be happy to help.

If you feel you would benefit from reasonable adjustments, let the assessment administrator before starting your assessment.


Extra time is not required on the Assessment for Firefighter, since it has no time limit. You are able to take breaks during the assessment and come back to it.



Can I use AI to help me take the assessment?

No. Using AI tools would not give an accurate representation of your genuine strengths. The Fire and Rescue Service is interested in learning about you and your suitability for becoming a firefighter; they have no interest in answers from bots.

The Assessment for Firefighter has been designed in such a way that AI won't help. It measures over 28 distinct behavioural traits, and AI is likely to make mistakes in assuming which questions relate to which behaviour, and which behaviours have been identified as being important to becoming a firefighter. You're better off just answering yourself.



During the assessment

When you start the assessment, make sure you read and understand the instructions. If you're unsure about anything, check with the assessment administrator or the contact in charge of the recruitment process.

Since the assessment has no time limit, you can work through it in your own time. You should allow about 30 - 45 minutes to complete it. You may take breaks during the assessment and come back to it if you like.

If you get logged out, or if you accidentally close your browser, don't worry. You can return to your assessment at any time by logging in with the same details. You will be returned to the same page you were on. Answers to pages you have previously submitted will be saved.

If you're trying to decide on the most appropriate response to a statement, it sometimes helps to imagine yourself in a work setting. Your responses should be how you behave in a work context, not a personal context.

Finally; relax, be yourself, and **good luck!**