



*Make Your First Choice  
the Right Choice*

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# REACT

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## Video Testing System for Adult Corrections

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REACT Testing was developed to measure specific aptitudes critical for being effective working with adult offenders. There are three components to REACT Testing: a human interaction test, a counting test, and a reading test. The practice test will cover all three components. All test items were developed through research with many panels of professionals that work with adult offenders. You don't need experience in order to do well. Common sense is always your best guide.

Character is important to us. You must sign a confidentiality agreement stating that you have not and will not violate test security through coaching or discuss specific test items. Breach of this agreement is subject to prosecution under federal copyright law and would be viewed as an unacceptable integrity failure for an employee or prospective employee.

The answer sheet is machine scored, so mark only one answer for each question and fill in the bubble completely. If you mark more than one answer, you will get the question wrong. If you are unsure about answer, the best strategy is to guess because you may get it right and you will definitely get it wrong if you don't answer.

### ***REACT Human Relations Video*** ***1 Hour 15 Minutes***

REACT Human Relations Video focuses on using good judgment, integrity and teamwork in the corrections environment. It was specifically designed for people working with adult offenders. You will watch a video segment and choose the BEST course of action in a multiple-choice format. This test is presented on video and the items play without stopping. You will have 10 seconds to answer each question.

You don't need experience to answer these questions. REACT is not intended to be a test in any way of your knowledge of policy or technical aspects of the job. Any such information that may be needed to answer a question is provided in the test. You are not expected to know anything other than what is stated. Base your answers only on information given in the test and your own common sense.

### ***Background Information for Candidates***

You are about to see a video-based test made up of stories and events focusing on detention and parole. Some of the situations are set in the jail and some are set in parole settings. Just as in real life, many of the stories in this video involve more than one encounter with the same person. When the video stops for a question, answer that question based on everything you have seen and heard in the video up to that point.

This test is not meant as training or as an example of how employees should handle their jobs. You don't need experience to answer these questions. In some cases you will see employees who make poor choices about what to do. There is only one purpose to this video and that is to test your common sense. Corrections workers have to use common sense all day long. Even in situations where there is a policy, employees need to use common sense to decide if following policy at that moment would be a good or bad idea. About policies: The only policies that you should consider when answering the questions in this test are the policies that are stated in the video. If no policy is stated in the video, you should use your common sense about what to do. Remember this is a test of common sense. Don't answer questions based on any real life policy that you know about, unless – to you – that policy is the same as your common sense. Not all organizations have the same policies. Once you are hired, you will be

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trained in the specific policies of this agency. For the test, *only* consider the policies that are stated in the test.

As a corrections employee, you will be expected to interact with people and deal with any problems that arise. As you will see in the video, an employee is not alone. You have access to supervisors and co-workers, and can request advice, assistance and information. The best thing to do is to handle the problems that you can and get assistance whenever you feel that you need it.

None of the questions in the test are meant to be trick questions. If an answer is given, it may not be the right answer because it may not represent the best common sense. But any answer offered is a possible choice that you could make. In *no* case is an answer wrong just because “you couldn’t do that.” It is only wrong because it doesn’t show good common sense.

Remember that as a corrections employee, you are expected to do your part in providing good judgment for all those around you. You should also try to be a good team member and consider how you can make life easier for the other people who work with you. Try to think about the big picture when you answer these questions.

### **REACT Count Test**

**19 Minutes**

The REACT Count Test is presented on video. It has two parts. Instructions are provided on the video. The Count Test will measure keeping track of inmate movement and cell counts.

### **REACT Reading Test**

**15 Minutes**

This test is designed specifically for corrections, a job requiring on-going study of technical and organizational materials. This test is based on actual training materials and you will be required to choose a word that best fits in the blank. You are given 15 minutes to complete this test. Here is an example item using a sentence from this paragraph.

**Report all accidents on or near your vehicle,  
no matter how trivial they may seem.**

**Get the names of all persons \_\_\_1\_\_\_**

**A. paying    B. detected    C. injured**

**or involved. Secure names and address of  
persons \_\_\_2\_\_\_ injury.**

**A. destroying    B. claiming    C. comparing**

You would mark C. (injured) and B. (claiming) on your answer sheet. The test would continue leaving words blank in the paragraph and you pick the word that makes the most sense in completing each sentence.



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### REACT Practice Test (Voluntary)

Be prepared for your React test. The practice test is available online at <https://ErgoPracticeTests.com>. Ergometrics' practice tests are designed to help reduce test anxiety for candidates not familiar with video-based testing. The practice tests give candidates sample item previews and rationales for correct answers.

For more detailed information and practice items with discussion, visit the REACT Practice Test website at <https://ErgoPracticeTests.com>.

The practice test lasts between 30-45 minutes and will give you examples for each portion of the testing process. The test is available 24/7 and is offered as a voluntary option. The cost of the sample test is \$24.90 and is paid by credit card by the candidate. Candidates can go through the practice test twice using the username and password they are provided.

When visiting the site, please make sure to review the Frequently Asked Questions for details of cost, system requirements and technical support.

***This practice test is not a requirement for your upcoming live testing and is offered as an option to you in preparation for your testing.***

<https://ErgoPracticeTests.com>