



Plant Technician VJP Overview Guide



When applying to Procter & Gamble as a Plant Technician, you may be asked to complete the Plant Tech VJP. Most applicants find it requires about 25 minutes to complete the assessment. Please adjust your schedule accordingly before starting. If you choose to exit and continue the assessments at a later time or are disconnected for any reason, you will be able to reuse the link that was initially provided to you. The link will take you to the start of the next round of assessments, following the last round of assessments you completed.

The VJP will help P&G learn more about your reasoning skills while giving you a preview of some work you might encounter on the job. This information will be used to evaluate how well your particular qualifications and abilities meet the specific criteria required to successfully perform the job for which you applied.

Before you begin the VJP, please note:

1. Set aside 20 to 25 minutes to complete the assessment.
2. Have a calculator and scratch paper available.
3. Once you answer a question, you will be moved to the next question and will not be able to go back to change your responses to any previous questions.
4. It is important that you complete this assessment on your own and without any help from others. If you continue beyond this step of the process, we may verify your ability to solve these types of problems under supervised conditions.
5. The assessments require sustained concentration. If you need special accommodations for this testing process, please submit your request [here](#). If you feel you may need an accommodation to complete the Interactive Assessment, please do not move forward until you have sent the request and have been notified by a P&G representative.
6. As you progress through the assessment, it is important to only use the navigation arrow provided on each page. Do not use the browser options Next, Back, or Refresh to navigate. These options are not designed to work with this assessment and will cause an error if used.

The following pages review a few examples of the VJP assessment.

Plant Technician VJP Examples

Problem Solving

An important part of this role is the ability to use information to solve problems. In this exercise, you will use several resources and reports to answer questions. It should take about 8 minutes to complete. Before answering the questions, you should look at the given material by clicking on the "Resources" tab near the top. There is no time limit but the quicker you answer the questions the better your score will be.

Problem Solving Example

The screenshot displays a user interface for a plant technician. On the left, a question asks, "Which line should you focus your attention on first?" with four radio button options: A, B, C, and D. A green arrow points from the question to a "Resources" menu. The menu includes "Scorecard >" and "Planned and Unplanned Downtime >". To the right, the "Scorecard" is visible, showing performance metrics for four production lines (A, B, C, D) across three months: March (Current), February, and January. The metrics include Quality, Efficiency, and Timeline Adherence, each with a score and a status icon (triangle for quality, circle for efficiency, and circle for timeline adherence). Below the scorecard is a "Planned and Unplanned Downtime" bar chart showing downtime in minutes for three machines (Machine A, Machine B, Machine C) over a period of time. A legend at the bottom of the chart identifies the colors for each machine: Machine A (blue), Machine B (green), and Machine C (yellow).

Q1 Overall	Line A	Line B	Line C	Line D
Quality	72 ▲	63 ●	79 ▲	70 ▲
Efficiency	77 ▲	77 ▲	87 ●	81 ●
Timeline Adherence	59 ●	79 ▲	89 ●	95 ●
March (Current)	A	B	C	D
Quality	90 ●	70 ▲	91 ●	82 ●
Efficiency	68 ●	66 ●	87 ●	90 ●
Timeline Adherence	52 ●	79 ▲	85 ●	96 ●
February	A	B	C	D
Quality	48 ●	45 ●	53 ●	49 ●
Efficiency	80 ●	87 ●	89 ●	78 ▲
Timeline Adherence	56 ●	77 ▲	92 ●	96 ●
January	A	B	C	D
Quality	79 ▲	74 ▲	93 ●	79 ▲
Efficiency	83 ●	76 ▲	84 ●	86 ▲
Timeline Adherence	63 ●	82 ●	89 ●	96 ▲

Note: All scores are on a 100-point scale, with a goal of 80.

Troubleshooting

In this exercise, you will be given an opportunity to troubleshoot problems that are impacting outcomes from a set series of inputs. For each item, you will see a diagram showing the configuration of a variety of parts. Each diagram will include a series of components that may or may not be functioning (labeled A, B, C, D). Your job is to determine which of the components is not functioning properly. There is only one broken component per item. To do so, refer to the guide that lets you know what each component does when it is working and what it does when it's broken. Once you have determined which of the four components is broken, select the broken component to indicate your response. It should take about 4 minutes to complete. There is no time limit but the quicker you answer the questions the better your score will be.

Troubleshooting Example

1 of 9

Which part is broken?

When broken:
All parts allow all ■ and all ● to pass through.

When working:

- A** Allows only one ■ and one ● to pass through.
- B** Removes one ■.
- C** Removes one ●.
- D** Changes all ■ to a ● and changes all ● to a ■.

inputs ■ ■ ■ ■ ● ●

↓

A

↓

B

↓

ACTUAL OUTPUT: ■ ■ ● ●

EXPECTED OUTPUT: ● ●

× Hide

A A

B B

Neither

Which part is broken?

When broken:
All parts allow all ■ and all ● to pass through.

When working:

- A** Allows only one ■ and one ● to pass through.
- B** Removes one ■.
- C** Removes one ●.
- D** Changes all ■ to a ● and changes all ● to a ■.

inputs ■ ■ ■ ■ ● ●

↓

A

↓

C

↓

ACTUAL OUTPUT: ■ ■ ■ ■

EXPECTED OUTPUT: ■ ■

× Hide

A A

C C

Neither

Next >


Dials and Gauges

In this section, you will interpret dial and gauge readings and integrate information from the Operating Guidelines. These guidelines include acceptable operating ranges, as well as other key information, like risks to the machine and actions to take at specified levels. You will answer questions about the machine's functioning and actions you can take to improve it. It should take about 4 minutes to complete. There is no time limit but the quicker you answer the questions the better your score will be.

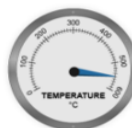
Dials and Gauges Example

1 of 6

Which of the following two readings are within acceptable ranges for operation?




SPEED
(Rolls Per Minute)




TEMPERATURE
°C

Defects Per 10,000 Rolls


200



Paper Roll



Dust Level



Chemical Tank

× Hide

RPM & Machine Temperature

Dust Level & Machine Temperature

RPM & Dust Level

Select "Report Machine" when the error sign appears (exclamation point)

Operating Guidelines

Acceptable Operating Range:

- Speed: ≤ 7000 Rolls Per Minute (RPM)
- Temperature: ≤ 450°C
- Paper Roll Level ≥ 15%
- Dust Level ≤ 80%
- Chemical Tank Level ≥ 15%

Risk of Machine Shutdown When:

- Speed: ≥ 7500 RPM
- Temperature: ≥ 550°C
- Dust Level ≥ 85%

Actions:

- Release Coolant When Temperature ≥ 500°C
- Switch Paper Roll & Chemical Tank When Levels of Roll and Tank Use ≤ 15%
- Release Dust Cleaner When Dust Levels ≥ 80%

Note:

- Green Light Indicates Paper Roll or Chemical Tanks is in Use



Plant Technician Peak Performance Assessment Overview Guide



When applying to Procter & Gamble as a Plant Technician, you may be asked to complete the PEAK Performance Assessment. Most applicants find it requires about 30 minutes to complete this assessment. Please adjust your schedule accordingly before starting. This comprehensive assessment allows us to examine many aspects of your background and experiences in order to fully and fairly consider how well your personal profile matches our needs.

Through the assessment you will be able to provide facts on your background and interests, as well as your point of view on issues related to working at P&G. As you respond to the questions, make sure your answers accurately describe you and your interests. There are no right or wrong answers.

Before you begin the PEAK Performance Assessment, please note:

1. If you choose to exit and continue the assessment at a later time or are disconnected for any reason, you can reuse the link that was previously provided to you.
2. If necessary to exit during the assessment process, responses will be saved for all completed sections of the assessment.
3. You should complete this process in an environment that is free from distractions
4. On your assessment an item count will be displayed at the top of each page. The item count shows the number of questions you have completed and how many questions there are total within each section.
5. This assessment contains 3 separate sections. At the end of each section, you will be able to submit your responses. After you choose to submit, then you will not be able to go back to review or change your responses.
6. Questions in the Peak Performance Assessment are mandatory to answer. You will not be able to submit your assessment until all questions have been completed.
7. You are required to complete all of the sections before you can move forward in the selection process.
8. It is important that you complete this assessment on your own and without any help from others. If you continue beyond this step of the process, we may verify your capability to solve these types of problems under supervised conditions.
9. The assessment requires sustained concentration. If you need special accommodations for this testing process, please submit your request [here](#). If you feel you may need an accommodation to complete the Interactive Assessments, please do not move forward until you have sent the request and have been notified by a P&G representative.

The following pages review a few examples of the PEAK Performance Assessment questions that you may or may not be asked to complete during your assessment process, depending on the role you apply for.

PEAK Performance Assessment Example Question Types:

The questions in the PEAK Performance Assessment are presented in the formats described below.

Multiple-choice Questions

Multiple-choice questions present a question and a list of responses from which you select one. To select an answer, click the response you believe is correct. When selected, the response will be highlighted in blue. To deselect a response, click the clear answer button or choose a different response. You can only select one response at a time unless otherwise stated.

Multiple-choice Question Example

In social settings, what have you been most likely to do?

- Introduce yourself to others.
- Accept introductions from others but don't initiate them.
- Ask someone else to introduce you.
- Enjoy the function by yourself trying not to disturb others.

Clear Answer

Click the right arrow to move forward

Rating Questions

Rating questions ask you to rate a statement or a series of statements using a sliding scale. For each statement, you refer to the scale and then slide the selector to appear under the selection that corresponds to your rating of that item. To deselect a response, click the clear answer button or slide the selector to appear under a different response. You can only select one response at a time.

Rating Question Example

Using the sliding scale below, respond to each statement by sliding the selector to appear under the selection that best corresponds to how each statement describes you.

Very Untrue Somewhat Untrue Somewhat True Very True

I enjoy reading or listening to the daily news.

Clear Answer

Situational Questions

Situational Questions ask that you read a situation and mark one response that represents what you would most likely do in that situation. Remember, responses will be used throughout the employment process. Therefore, your responses should accurately reflect what you would most likely do in each situation.

Situation Question Example

12. A batch of defective products was just returned to your work group. Your supervisor assumes the new hire made the products and disciplines him accordingly. You know the defects were your mistake. What would you most likely do?

- A Don't say anything. The new hire was not fired, so there is no real harm.
 - B Admit the mistake to your supervisor.
 - C Do not admit the mistake, but ask your supervisor to take it easy on the new guy.
 - D Do not admit the mistake, but volunteer to fix the problem, even if it means working on your own time.
 - E Tell the new hire to quit because he should not have to take that kind of treatment if he did not make the mistake.
-