

Rock the PHR

»» Free FAQ Bonus

FAQs

- ▶ **Should I take the exam? Why not?** I cover this [here](#).
- ▶ **Deciding to take the exam?** If you're just stepping onto the path, then you should have time to utilize the [Rock the PHR](#) eBook. If you're nearing your exam time, at least hit [the free guide](#).
- ▶ **What study materials should I use?** I recommend the HRCP materials. See the explanation of this [here](#).
- ▶ **How do I get a discount?** If you would like to purchase the HRCP materials (at half the cost of the SHRM Learning System!), go to the [HRCP](#) Website and use *UPSTART* as your coupon code to receive the \$20 discount.
- ▶ **Cramming?** Cramming isn't recommended. There's just too much to study. However, if you're that desperate, I'd spend 25% of the time studying and 75% of the time taking practice exams. Get some [free questions](#).
- ▶ **How do I get started?** The main HRCP product has 400+ practice questions. They also sell a separate practice exam with different questions. Take an exam and see how you score. This can help you decide what topics you should focus on in your weeks of study and give you a baseline for your knowledge.
- ▶ **How much should I study?** Study early. Study often. I put in ~75 hours of total study time, completed ~700 practice questions, and read ~1000 pages. Your needs may vary a little or a lot, depending on your learning and testing skills.

- ▶ **Solo or group study?** There are basically two options for studying. They are the self study and the group study method. See the table below for pros and cons.

	Self Study	Group Study
Pros	No distractions, self-paced	Study partners, greater accountability
Cons	Requires discipline, no support system	Distractions, faster/slower pace

- ▶ **Final preparation?** Take another practice exam 1-2 weeks before the PHR. If you are still lacking in one area, study it with focused intensity. Be sure to pay more attention to the sections with a higher weight, because you can get the most "bang for your buck" by studying those subjects.
- ▶ **What should I expect on Test Day?** Get extra sleep the night before. Eat a breakfast that won't disagree with your stomach. Print your directions and get to the testing center early with your ID and Authorization to Test letter in hand. If you need a break for water or the restroom, you have to sign in/out of the test room. Use the ear covers if you are easily distracted. Take a light jacket (my room was probably in the upper 60s on test day). After the exam, you will have a short survey and will receive a preliminary score immediately.

Like what you see? If so, there's a lot more where this came from. Check out [Rock the PHR](#), the essential HR certification guide on [UpstartHR](#).