

JOFI Personality Facet Names Comparison to TAPAS and ETS WorkFORCE for Job Fit

Big 5 Model Dimension	JOFI (Job Fit) Facet Name	U.S. Army TAPAS Facet Name	ETS WorkFORCE Facet Name	Brief Description High scoring individuals ...	Key Adjectives Positive	Key Adjectives Negative
Agreeableness	Compassionate	Consideration	Thoughtfulness	... are affectionate, compassionate, sensitive, and caring.	compassionate, warm	cold, insensitive
	Cooperative	Cooperation	Collaboration	... are pleasant, trusting, cordial, non-critical, and easy to get along with.	agreeable, cordial, trusting	uncooperative
	Helpful	Selflessness	Generosity	... are generous with their time and resources.	charitable, helpful, generous	stingy, selfish
Conscientiousness	Ambitious	Achievement	Diligence	... are seen as hardworking, ambitious, confident, and resourceful.	ambitious, industrious	aimless
	Responsible	Responsibility	Dependability	... are dependable, reliable, and make every effort to keep their promises.	prompt	irresponsible, unreliable
	Organized	Order	Organization	... tend to organize tasks and activities and desire to maintain neat and clean surroundings.	organized, neat	sloppy
	Principled	Virtue	NA	... strive to adhere to standards of honesty, morality, and "Good Samaritan" behavior.	honest, frank	misleading
Extraversion	Assertive	Dominance	Assertiveness	... are domineering, "take charge" and are often referred to by their peers as "natural leaders."	assertive, direct	submissive, helpless
	Energetic	Physical Conditioning	NA	... tend to engage in activities to maintain their physical fitness and are more likely to participate in vigorous sports or exercise.	active, vigorous, fit	inactive
	Sociable	Sociability	Friendliness	... tend to seek out and initiate social interactions.	sociable, gregarious, talkative	NA
Emotional Stability	Balanced	Adjustment	Stability	... are seen as well adjusted, worry free, and handle stress well.	relaxed, certain	insecure, nervous
	Composed	Even Tempered	Calmness	... tend to be calm and stable. They often don't exhibit anger, hostility, or aggression.	calm, composed	moody, hot-headed
	Optimistic	Well Being	Optimism	... have a positive outlook on life and tend to experience joy and a sense of well-being.	happy, optimistic	depressed, dejected
Openness	Creative	Ingenuity	Creativity	... are inventive and can think "outside of the box."	creative, inventive	unimaginative
	Analytical	Intellectual Efficiency	Intellectual Orientation	... believe they process information and make decisions quickly. They see themselves (and may be perceived by others) as knowledgeable, astute, or intellectual.	intelligent, analytical, knowledgeable	NA