



ASSESSMENTS

| Data-driven accuracy in hiring, career navigation, and team building.

A POWERFUL TOOL FOR

# TEAM BUILDING

**TRUSTED. ACCURATE. EMPOWERING.**

You've got the right people in the right jobs – now put it all together with team-building insights from JOFI.®

**PROVEN PSYCHOLOGY, ENHANCED PERFORMANCE**

Discover why organizational development experts trust the psychology-based<sup>1</sup> tools of JOFI assessments to help teams build trust, connection and belonging.

<sup>1</sup> JOFI assessments are developed and validated in accordance with American Psychological Association (APA) Standards and Society of Industrial and Organizational Psychology (SIOP) best practices.



## WHY ORGANIZATIONAL DEVELOPMENT EXPERTS TRUST JOFI®

The scientific basis for JOFI sets it apart from other team-building systems. The assessments provide reliability, validity and fairness by measuring the “Big Five” personality traits as recognized by the American Psychological Association.

*“By providing a common language, JOFI supports holistic conversations that deepen appreciation of everyone on the team. This helps facilitators cultivate a sense of psychological safety. Trust and connection become platforms to take more specific actions.”* — MIKE SCHULER, PH.D., OWNER, WATERSHED GUIDANCE



“BIG FIVE” PERSONALITY TRAITS

### HOW IT WORKS: MAPPING TEAM DYNAMICS LEADS TO SUCCESS

- The process begins with each team member completing a three-part JOFI assessment measuring:
  1. Personality traits
  2. Career interests
  3. Thinking skills
- Team members then participate in an in-depth personal review with an organizational development professional to understand their own strengths and opportunities to grow — all in context of the team.
- The findings inform a JOFI team heat map highlighting the teams’ strengths, blind spots and opportunities for improvement.
- Organizational development professionals help the team review the findings in a psychologically safe environment. The team explores strategies to leverage collective talents for optimal performance.

### LEARN MORE ABOUT JOFI ASSESSMENTS

JOFI assessments provide unparalleled insights for skills-based hiring, career navigation and team building. We offer 90-day free trials on the assessments, affordable rates, free training and support with no complex contracts.

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### THE TEAM ADVANTAGE OF JOFI

The JOFI heat map is an intuitive and powerful tool to highlight team strengths and blind spots.

JOFI assessments are fair, reliable and simple to assign and complete. Organizational development professionals trust JOFI assessments to provide information that can be used to:

- Facilitate team discussion in an environment of psychological safety — allowing team members to be fully present and fully engaged as they share ideas without fear of retribution.
- Help individuals to know themselves and to be known by the group, to develop a sense of belonging and awareness of their impact on the group.

### LEARN MORE ABOUT WATERSHED GUIDANCE

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