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

A POWERFUL TOOL FOR

SKILLS-BASED HIRING

ACCURATE. EASY TO USE. PROVEN EFFECTIVE.

Discover why a growing number of leading employers cite JOFI® as an essential component of their Skills-Based Hiring process.

DATA-DRIVEN ACCURACY

An effective Skills-Based Hiring process depends on reliable, valid, and predictive data. That is what JOFI provides. It supports employers by making Skills-Based Hiring simple, efficient, accurate and easy to implement.

JOFI is all about job fit – it is a proven toolset for accurately matching the right people to the right jobs. We use peer-reviewed psychology[1] research to provide data-driven accuracy, remove inefficiencies, and support sound hiring decisions.

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

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THREE ASSESSMENTS, SINGULAR INSIGHT

JOFI® leverages insights from three assessments to identify the jobs that are the uniquely right fit for each participant.

1. **Personality Traits:** A 20-minute test that measures 15 traits and summarizes for the "Big Five" personality dimensions: Agreeableness, Conscientiousness, Extraversion, Emotional Stability and Openness.

2. **Career Interests:** A 15-minute test that measures 15 areas and summarizes scores for the career interest dimensions from the John Holland RIASEC model: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional.

3. **Thinking Skills:** A 20-minute assessment of cognitive traits in three areas: Reading, Forms and Math. The result is an overall score that is an indicator of critical thinking and problem solving.

Combined, these three areas provide strong predictive validity because they measure different but important characteristics that predict human performance.

THE OPTIMAL ASSESSMENT SYSTEM TO IMPLEMENT SKILLS-BASED HIRING

JOFI combines the most predictive elements from the three assessments into one overall Five-Star rating to indicate job fit. The JOFI Five-Star rating and Scorecard view provide highly effective tools that enable talent acquisition professionals to quickly determine if a candidate should be referred to a hiring manager. In addition, JOFI provides tools and reports that can be used by hiring managers, stakeholders and candidates. Optimize the accuracy, hiring manager experience and candidate experience with this accurate, easy to use, sophisticated toolset.

WHAT EMPLOYERS LIKE

JOFI is easy to implement, easy to use for recruiters and job seekers alike.

Assessments can be assigned with a phone number and an email. The high-quality user experience contributes to completion rates and enhances employer brand.

JOFI is fair. The Five-Star ratings support Skills-Based Hiring by enabling objective, consistent decision making.

JOFI is reliable. The assessments are based on the most current psychological research and employ the most recent developments in assessment technology. Validated assessments are immediately available.

Other advantages:
- Extensive library of job analysis reports aligned with JOFI job families
- Integration with applicant tracking and human resources information systems
- Backed by a responsive team committed to customer service
- Affordable, with a free trial and training at no additional cost
- No complex contracts

HOW TO GET STARTED

1. Contact our team to begin your **90-day free trial**

2. Schedule a virtual meeting to set up your account and receive training

3. Determine which assessments you will use

4. Launch your JOFI pilot and get started with Skills-Based Hiring

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JOFI®

JOFI® is a product of Metrics Reporting, Inc.