

JOFI Assessment Management System, 5-Star, Compensatory Score System

The JOFI® Assessment Management System (JAMS) includes compensatory scoring functions based on account-level custom score profiles and 71 system-level score profiles aligned with JOFI job families.

Compensatory scoring has three elements:

- **Banding:** Scores are categorized into three bands:
 - Green (3 points) for scores above the threshold
 - Yellow (2 points) for scores at the threshold, and
 - Red (1 point) for scores below the threshold.
- **Averaging:** Calculate the point average for the items identified with a STAR and blue background.
- **Five-Star Rating:** Display the proper overall rating based on the average:
 - 5 Stars = Average in the range of 2.60 to 3.00
 - 4 Stars = Average in the range of 2.20 to 2.60
 - 3 Stars = Average in the range of 1.80 to 2.20
 - 2 Stars = Average in the range of 1.40 to 1.80
 - 1 Star = Average in the range of 1.00 to 1.40

	Facet	Score (1-9)	Score Profile: EBSC								
Thinking Skills	Thinking Skills Overall	9	1	2	3	4	5	6	7	8	9
	★ Reading	9	1	2	3	4	5	6	7	8	9
	★ Forms	8	1	2	3	4	5	6	7	8	9
	★ Math	9	1	2	3	4	5	6	7	8	9
Personality Traits	Agreeableness Overall	3	1	2	3	4	5	6	7	8	9
	Compassionate	5	1	2	3	4	5	6	7	8	9
	★ Cooperative	1	1	2	3	4	5	6	7	8	9
	Helpful	2	1	2	3	4	5	6	7	8	9
	Conscientiousness Overall	7	1	2	3	4	5	6	7	8	9
	★ Ambitious	9	1	2	3	4	5	6	7	8	9
	★ Organized	9	1	2	3	4	5	6	7	8	9
	★ Principled	9	1	2	3	4	5	6	7	8	9
	★ Responsible	4	1	2	3	4	5	6	7	8	9
	Extroversion Overall	6	1	2	3	4	5	6	7	8	9
	Active	3	1	2	3	4	5	6	7	8	9
	Assertive	9	1	2	3	4	5	6	7	8	9
Career Interests	Sociable	2	1	2	3	4	5	6	7	8	9
	Emotional Stability Overall	5	1	2	3	4	5	6	7	8	9
	★ Composed	5	1	2	3	4	5	6	7	8	9
	Optimistic	5	1	2	3	4	5	6	7	8	9
	Balanced	4	1	2	3	4	5	6	7	8	9
	Openness Overall	8	1	2	3	4	5	6	7	8	9
	Creative	6	1	2	3	4	5	6	7	8	9
	★ Analytical	9	1	2	3	4	5	6	7	8	9
SkillSurvey	Career Interests Overall		1	2	3						
	First Letter		1	2	3						
	Profile		1	2	3						
	★ SkillSurvey Overall	3	1	2	3						
Structured Interview Guide	★ Response	2	1	2	3						
	★ Score	3	1	2	3						
	★ Structured Interview Overall	2	1	2	3	4	5				
	Question One	2	1	2	3	4	5				
	Question Two	4	1	2	3	4	5				
	Question Three	3	1	2	3	4	5				
	Question Four	3	1	2	3	4	5				

The example scorecard above has 14 items marked with a STAR and blue background. There are 10 green items, 3 yellow items, and 1 red item. This yields a total of 37 points: 30 for the green items (10 x 3), 6 for the yellow items (3 x 2), and 1 for the red item (1 x 1). To calculate the average, divide 37 by 14 (the total number of STAR items that are scored) for a result of 2.64, which results in an overall rating of 5 stars.