

JOFI®

Job Fit Report

Demo JobSeeker

Jun 24, 2021

Enjoying the work you do is essential to job satisfaction, and also to your job performance and progression. It is easier to perform better and progress faster in a job when you are a good fit for the work. This report includes your assessment results as well as a relative ranking of your fit to various occupational areas based on those results. The goal of this report is to help you focus on occupations where you will find a strong fit and more quickly advance in your career.

Your Career Interests Profile:



Social (Helpers)



Artistic (Creators)



Enterprising (Persuaders)

Your Personality Traits Profile (Character Strengths):



Analytical



Organized



Responsible



Ambitious



Composed

Supporting details are provided in the following sections of the report:

Section 1: JOFI Career Interests Profile

Section 2: Summary of Career Interests

Section 3: JOFI Personality Traits Profile (Character Strengths)

Section 4: Summary of Personality Traits

Section 5: Top Fit Occupations (Top 15 JOFI Job Families)

This JOFI Job Fit Report is based on the following assessments:

JOFI Career Interests: May 7, 2021 2:44 pm

JOFI Thinking Skills: May 7, 2021 3:21 pm

JOFI Personality Traits: May 7, 2021 3:50 pm

Section 1: JOFI Career Interests Profile

Your career interests profile is based on the RIASEC dimensions of career interests. The six RIASEC dimensions are Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. Your career interest profile is expressed as three letters. The letters align with the rank-order of your RIASEC scores. They represent your first, second, and third-ranked career interests. Research shows that work tasks that align with your career interests are more likely to be interesting, engaging, and fulfilling to you. Jobs that align with your career interests are jobs where you are most likely to thrive, flourish, and experience a fulfilling career.

Social (Helpers)



Social people typically like to work with people more than with things. They tend to have well developed communications skills and like to help, encourage, counsel, guide, train, or facilitate others. They tend to be drawn to seek close relationships with other people and are less apt to want to be highly intellectual or physical.

Social individuals are often described as helpful, understanding, responsible, warm, cooperative, convincing, friendly, kind, generous, trustworthy, and patient. Typical competencies displayed by social people might include: interpersonal skills, verbal ability, teaching, listening, and the ability to empathize and understand others.

People who are Social are “helpers” that like to work in teams and to help people. They tend to like teaching, hiring and training, caring for others, presenting information, and facilitating group activities.

Artistic (Creators)



Artistic people typically like to work with ideas more than with things. They are creative and tend to focus on self-expression through all kinds of mediums: materials, music and words, as well as systems and programs. Artistic people tend deal with problems in intuitive, expressive, and independent ways and are not afraid to experiment with their ideas. They like variety and tend to feel cramped in structured situations.

Artistic individuals are usually described as open, creative, independent, emotional, impulsive, and original. Typical competencies displayed by artistic people might include: thinking creatively, verbal-linguistic skills, musical ability, artistic ability, and theater.

People who are Artistic are “creators” that value their self-expression, are highly imaginative, and are very original. They tend to like activities such as writing, composing music, creating artwork, acting, playing musical instruments, and designing.

Enterprising (Persuaders)



Enterprising people generally like to work with people, data or ideas more than with things. People who are Enterprising enjoy working with others and leading them towards organizational and economic success. They are goal-oriented, want to see results, and tend to function with a high degree of energy and optimism. They prefer business settings, and often approach social events with a purpose beyond socializing.

Enterprising individuals are usually described as outgoing, adventurous, energetic, optimistic, sociable, and self-confident. Typical competencies displayed by enterprising people might include: public speaking, decision-making skills, social and interpersonal skills, leadership skills.

People who are Enterprising are “persuaders” that like to influence others, lead groups, and take risks. They tend to like activities like selling, leading business or political groups, entertaining clients, giving speeches, talks, and presentations, and managing people or projects.

Section 2: Summary of Career Interests

Career Interests define what you like to do at work. We each have a unique combination of career interests. This report is designed to help you learn more about your career interests. Each area starts with one of the six RIASEC dimensions and is followed by career interest facets associated with that dimension. The scores in the left column range from 1 to 9; with 1 = extremely low interest, and 9 = extremely high interest.

5	Realistic	Realistic people, or Doers, prefer practical, hands-on, physical activities with tangible results. They prefer building, fixing, repairing objects, mechanical things, or working outside.
5	Construction	High scoring individuals enjoy activities that involve constructing, renovating, or refinishing buildings and other infrastructure.
5	Production	High scoring individuals enjoy activities that involve extracting raw materials or transforming them into finished products using existing tools and machinery.
5	Engineering	High scoring individuals enjoy activities that involve designing, maintaining, and improving computers, equipment, structures, or processes.
4	Investigative	Investigative people, or Thinkers, prefer to solve abstract problems involving science or engineering related subjects. They are curious about the physical world and why and how it works. They enjoy intellectual challenges and original or unconventional attitudes.
2	Software	High scoring individuals enjoy activities that involve working with computer software, databases, or networks; mostly focused on software because computer hardware is covered in engineering.
5	Analytics	High scoring individuals enjoy activities that involve quantitative calculations and analysis.
5	Medical	High scoring individuals enjoy activities that involve caring for and providing medical services to patients.
6	Artistic	Artistic people, or Creators, prefer unstructured situations involving self-expression of ideas and concepts through different artistic medium such as art, music, theater, film, multi-media, or writing.
5	Creative	High scoring individuals enjoy activities that involve viewing and creating art using photography, video, painting, drawing, or sculpture; including web design or creating visual art using technology.
7	Writing	High scoring individuals enjoy writing detailed factual reports, memos, textbooks, scientific, legal, historical or technical essays for business and record-keeping purposes.
7	Social	Social people, or Helpers, prefer direct service or helping opportunities involving advising, counseling, coaching, mentoring, teaching, or group discussion. They are drawn to humanistic or social causes.
8	Teaching	High scoring individuals enjoy working with and teaching students; including educating children and adult instruction in the form of training and development.
6	Service	High scoring individuals enjoy activities that involve helping other people, including customer service activities.
5	Counseling	High scoring individuals enjoy helping people to solve personal and familial problems to address social or mental health issues; including tasks that involve guiding people such as advising, mentoring, and coaching.
6	Enterprising	Enterprising people, or Persuaders, prefer business situations involving persuasion, selling, or influencing. They are enthusiastic, energetic, assertive, and self-confident. They are drawn to management, leadership, or marketing roles.
5	Management	High scoring individuals enjoy managing and directing the activities of others.
6	Sales	High scoring individuals enjoy activities that involve marketing and persuading customers to buy products; including broader business development activities.

4	Conventional	Conventional people, or Organizers, prefer structured business situations involving data analysis, finance, planning and organizational tasks. They value efficiency and order.
5	Administrative	High scoring individuals enjoy filing, organizing, and sorting materials as well as maintaining and creating records.
4	Finance	High scoring individuals enjoy activities that involve planning, distributing, and managing money.

Section 3: JOFI Personality Traits Profile (Character Strengths)

Your personality traits profile is a summary of your most visible natural behaviors. The list of five character strengths aligns with the rank-order of your personality trait scores. When viewed collectively these personality traits describe how you typically behave. They are the top five from a list of fifteen personality traits measured by the JOFI Personality Traits assessment. They represent your character strengths. Work tasks that need these strengths will tend to feel natural or easy for you to perform in comparison to people who lack those strengths and feel like they are going against their grain. Jobs that align with your character strengths are jobs where you are most likely to perform well and enjoy your work.

Analytical



The Analytical trait indicates an affinity for critical thinking and complex problem solving. Individuals who score high tend to be intelligent, analytical, and knowledgeable typically enjoy solving complex problems. They prefer to think deeply about various aspects of a situation. Individuals who score low on this trait tend to be good followers; they may prefer to focus on the task at hand and to work in situations where others tackle the complex issues and provide clear directions.

Organized



The Organized trait indicates an affinity for order and structure. Individuals who score high tend to be organized, neat, and clean. They prefer organizing and maintaining their surroundings. Individuals who score low on this trait tend to be tolerant of various environments; they may prefer less structured settings that feel welcoming.

Responsible



The Responsible trait indicates an affinity for having control and being trusted to deliver results. Individuals who score high tend to be dependable, reliable, and make every effort to keep promises. They prefer roles that require high levels of trust to deliver results. Individuals who score low on this trait tend to be flexible and able to adapt to changing situations; they may prefer to stay flexible and are comfortable with ever-changing schedules.

Ambitious



The Ambitious trait indicates an affinity for high levels of effort and constant striving. Individuals who score high tend to be hardworking, industrious, confident, and resourceful. They prefer challenges and opportunities to demonstrate skills and accomplishments. Individuals who score low on this trait tend to prefer a balanced lifestyle that values relaxation and entertainment; they may value time to recover and get away from constant pressure.

Composed



The Composed trait indicates a tendency to keep feelings and expressions under control. Individuals who score high tend to be calm and stable. They are able to remain calm in challenging situations and aggressive conversations. Individuals who score low on this trait tend to be sensitive to criticism, especially when unfair; they tend to react to others' emotions.

Section 4: Summary of Personality Traits

Personality is the combination of attributes or qualities that form an individual's distinctive character. We are each a unique combination of personality traits. This report is designed to help you learn more about your personality. Each area starts with one of the five dimensions of personality and is followed by traits associated with that dimension. The shaded areas indicate your tendencies.

The left and right columns provide descriptions of the two poles (extremes) of the personality characteristic associated with each trait. The center column provides the name and definition of each trait. The left column will be highlighted with a blue background if your score is 1, 2, or 3 on that trait. The definition in the center column will be highlighted if your score is 4, 5, or 6. The right column will be highlighted if your score is 7, 8, or 9. Most people can adjust their behavior to meet the needs of the situation. Many find it difficult to adjust, or even stressful, if they need to stretch from one end of the scale to the other.

Left Column
Scores of 1, 2, and 3

Middle Column
Scores of 4, 5, and 6

Right Column
Scores of 7, 8, and 9

Agreeableness Overall – Agreeable people exhibit a tendency to be compassionate and cooperative rather than suspicious and antagonistic towards others. It also indicates a trusting and helpful nature and a person that is generally well tempered.

Tend to be frank and focused on facts versus feelings; prefer working with data rather than people.

The **Compassionate** trait indicates deep, emotional connections with others.

Tend to be affectionate, compassionate, sensitive, and caring; prefer close empathetic relationships.

Tend to be cautious, competitive, and skeptical; prefer to work independently.

The **Cooperative** trait indicates an affinity for working with others.

Tend to be pleasant, trusting, cordial, non-critical, and easy to get along with; try to get along well with everyone.

Tend to be independent and focused on their own work; prefer individual contributor roles.

The **Helpful** trait indicates an affinity for serving others.

Tend to be generous with time and resources; prefer roles with opportunities to serve others.

Conscientiousness Overall – Conscientious people exhibit a tendency to show self-discipline, act dutifully, and aim for high achievement; planned rather than spontaneous behavior; organized, and dependable.

Tend to be tolerant of various environments; may prefer less structured settings that feel welcoming.

The **Organized** trait indicates an affinity for order and structure.

Tend to be organized, neat, and clean; prefer organizing and maintaining their surroundings.

Tend to be adaptable to the needs of the moment; may prefer to accept and accommodate different views of others.

The Principled trait indicates an affinity for clear rules and rule-following.

Tend to strive to adhere to standards of honesty and morality; prefer that rules be clear, followed, and enforced.

Tend to be flexible and able to adapt to changing situations; may prefer to stay flexible and are comfortable with ever-changing schedules.

The **Responsible** trait indicates an affinity for having control and being trusted to deliver results.

Tend to be dependable, reliable, and make every effort to keep promises; prefer roles that require high levels of trust to deliver results.

Tend to prefer a balanced lifestyle that values relaxation and entertainment; may value time to recover and get away from constant pressure.

The **Ambitious** trait indicates an affinity for high levels of effort and constant striving.

Tend to be hardworking, industrious, confident, and resourceful; prefer challenges and opportunities to demonstrate skills and accomplishments.

Left Column
Scores of 1, 2, and 3

Middle Column
Scores of 4, 5, and 6

Right Column
Scores of 7, 8, and 9

Emotional Stability Overall – Emotionally stable people tend to exhibit emotional stability and impulse control and do not easily experience unpleasant emotions such as anger, anxiety, depression, or vulnerability.

Tend to worry and feel anxious; may have strong emotional responses and tend to withdraw from tense situations.

The Balanced trait indicates balanced emotions, having no emotion lacking or too strong.

Tend to be well-adjusted, free from worry, and handle stress well; are able to engage and help deescalate tense situations.

Tend to be sensitive to criticism, especially when unfair; tend to react to others' emotions.

The **Composed** trait indicates a tendency to keep feelings and expressions under control.

Tend to be calm and stable; are able to remain calm in challenging situations and when the target of aggressive conversations.

Tend to be quick to identify potential problems and how things could go wrong.

The **Optimistic** trait indicates a tendency to be hopeful and confident about the future.

Tend to have a positive outlook on life and tend to experience joy and a sense of wellbeing.

Extroversion Overall – Extroverted people exhibit energy, positive emotions, urgency, assertiveness, sociability and the tendency to seek stimulation in the company of others, and talkativeness.

Tend to be best in supporting roles; may prefer following and supporting rather than leading.

The **Assertive** trait indicates leading and enjoying positions of influence over others.

Tend to be domineering, to take-charge, and tend to be described as a natural leader; prefer leading rather than following.

Tend to enjoy relationships within a small circle of close friends and colleagues; prefer spending time with individuals or small groups rather than large groups.

The Sociable trait indicates an affinity for meeting new people and socializing in large groups.

Tend to be adept at approaching others and maintaining social connections; prefer to be around others.

Tend to enjoy quiet and relaxing environments; may prefer books and movies to physical activities.

The **Energetic** trait indicates an affinity for physical activity.

Tend to approach daily life with energy, excitement, and spontaneity; prefer to stay physically active.

Openness Overall – Open people are open to a variety of experiences; they are curious and have an appreciation for art, emotion, adventure, and unusual ideas.

Tend to be a good follower; may prefer to focus on the task at hand and to work in situations where others tackle the complex issues and provide clear directions.

The **Analytical** trait indicates an affinity for critical thinking and complex problem solving.

Tend to be intelligent, analytical, and knowledgeable typically enjoy solving complex problems; prefer to think deeply about various aspects of a situation.

Tend to be conventional and reasonable, prefer clear instructions, predictable work settings, and repetitive work.

The Creative trait indicates ingenuity, innovation, and idea generation.

Tend to be inventive and imaginative, constantly striving to make improvements to information, processes, or products; prefer to think "Outside the box."

Section 5: Top Fit Occupations (Top 15 JOFI Job Families)

The following list of JOFI Job Families represents the occupations where you are most likely to excel and establish an enjoyable and rewarding career. These are jobs where you are most likely to thrive and flourish. The list of 15 job families represents the top 20% of 71 JOFI job families. These 71 job families cover all jobs in the U.S. economy, and each family represents several and sometimes dozens of distinct jobs.

You may find it helpful to interpret the five-star ratings as follows: 1 star indicates poor fit, 2 stars indicates weak fit, 3 stars indicates moderate fit, 4 stars indicates good fit, 5 stars indicates excellent fit. Start your career exploration with the top rated job families.

	JOFI Job Family	Job Fit Score	Five-Star Rating
1	JOFI-255 Educational Instruction and Library Zone 5	2.692	★★★★★
2	JOFI-235 Legal Zone 5	2.500	★★★★☆
3	JOFI-274 Arts Design Entertainment Sports & Media Zone 4	2.500	★★★★☆
4	JOFI-394 Personal Care Services Zone 4	2.500	★★★★☆
5	JOFI-414 Sales Related Zone 4	2.500	★★★★☆
6	JOFI-135 Business and Financial Zone 5	2.462	★★★★☆
7	JOFI-153 Computer and Mathematical Zone 3	2.462	★★★★☆
8	JOFI-334 Protective Services Zone 4	2.462	★★★★☆
9	JOFI-254 Educational Instruction and Library Zone 4	2.429	★★★★☆
10	JOFI-195 Life Physical and Social Sciences Zone 5	2.417	★★★★☆
11	JOFI-272 Arts Design Entertainment Sports & Media Zone 2	2.417	★★★★☆
12	JOFI-114 Management Zone 4	2.385	★★★★☆
13	JOFI-115 Management Zone 5	2.385	★★★★☆
14	JOFI-214 Community and Social Service Zone 4	2.385	★★★★☆
15	JOFI-215 Community and Social Service Zone 5	2.385	★★★★☆