

PS10: JOFI Compensatory Scoring Guide

The JOFI Assessment Management System (JAMS) includes compensatory scoring functions based on 222 system-level score profiles aligned with the 70 JOFI job families.

Assessment scores are reported on a scale of 1 to 9. A 1 indicates the person is low on that element and a 9 indicates the person is high on that element. Generally, if we test 100 people, the number of people at each score level will be:

- **Level 1**
4 people Extremely Low
- **Level 2**
7 people Very Low
- **Level 3**
12 people Low
- **Level 4**
17 people Typical
- **Level 5**
20 people Typical
- **Level 6**
17 people Typical
- **Level 7**
12 people High
- **Level 8**
7 people Very High
- **Level 9**
4 people Extremely High

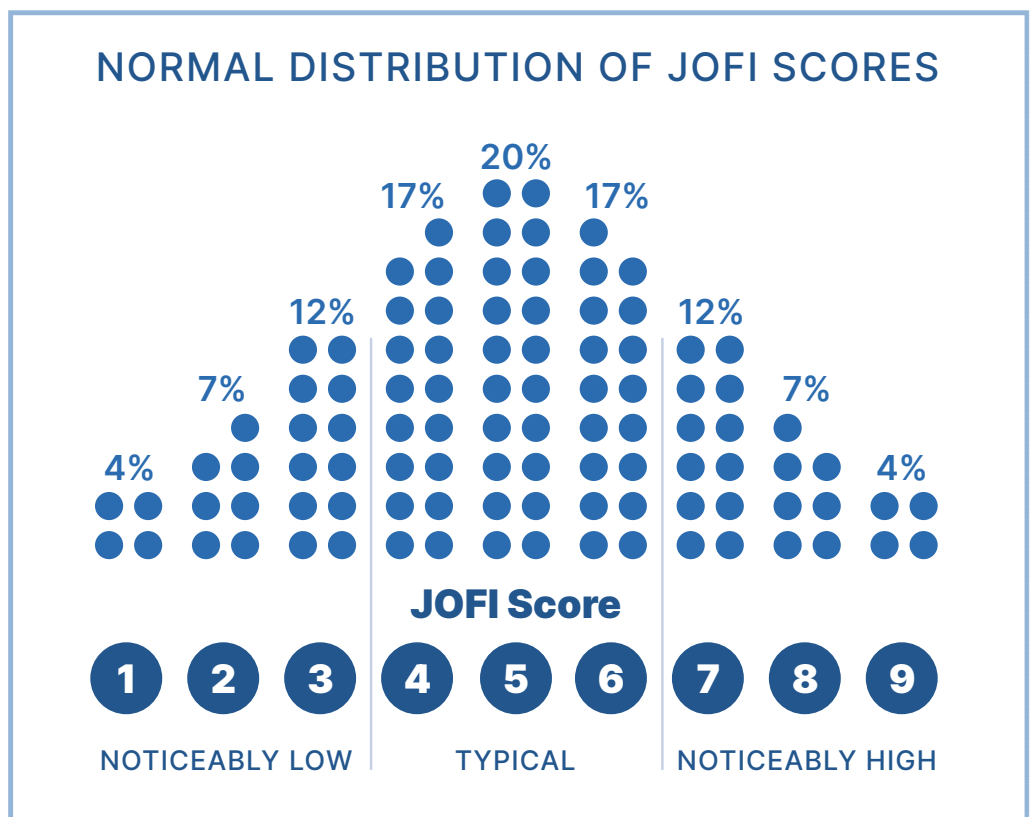


Figure 1: Normal Distribution of JOFI Scores

Note that scores are not evenly distributed between the 9 levels. Most test takers will score in the 4-6 range (in this example, 54 out of 100 test takers), which indicates an average level of the element being measured. Fewer people will score in the 1-3 range (noticeably low) or the 7-9 range (noticeably high).

The Five-Star Compensatory Scoring Model

Compensatory Scoring translates assessment scores into a 1-5 star rating of candidates. This is done using three steps:

Banding: Categorize scores into three bands:

- Dark blue (3 points) for scores above the threshold
- Blue (2 points) for scores at the threshold, and
- Light blue (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

How to manually calculate scores: The example scorecard above has thirteen starred elements. Of these, there are eight dark blue items, one blue item, and four light blue items. This yields a total of 30 points (3x8 + 2x1 + 1x4). To calculate the average, divide 30 by 13 (the total number of starred items that are scored) for a result of 2.30, which results in an overall rating of 4 stars.

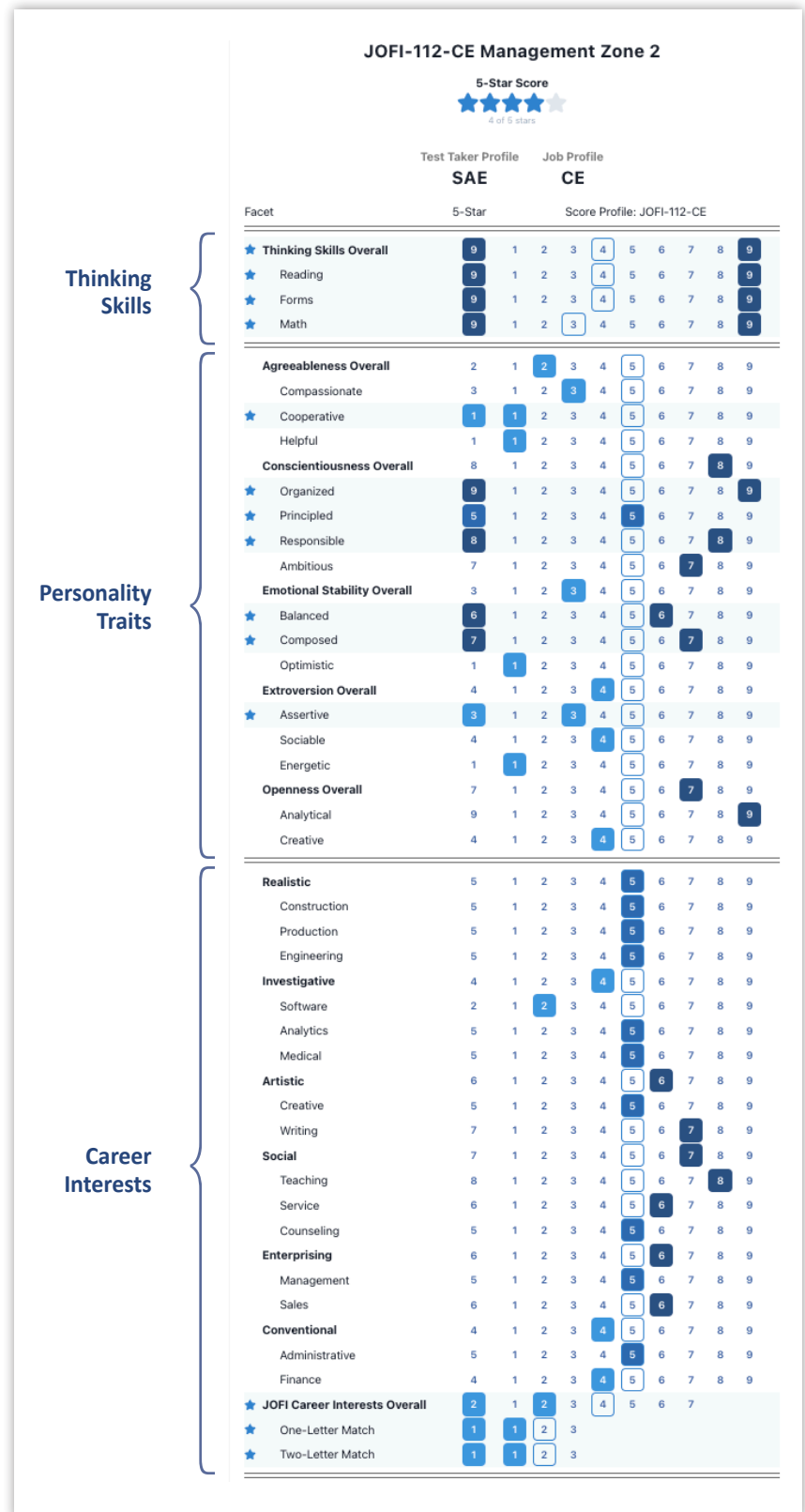


Figure 2: Elements of the Scorecard

Please reach out to support@jofiscore.com with questions or for additional information.