

## PS11: JOFI Predictive Validity

When we talk about the “validity” of a test, we mean that the test measures what it is supposed to measure. “Predictive validity” means that the test predicts later performance on a related criterion, like the five measures of job performance mentioned below.

### Predictive Validity

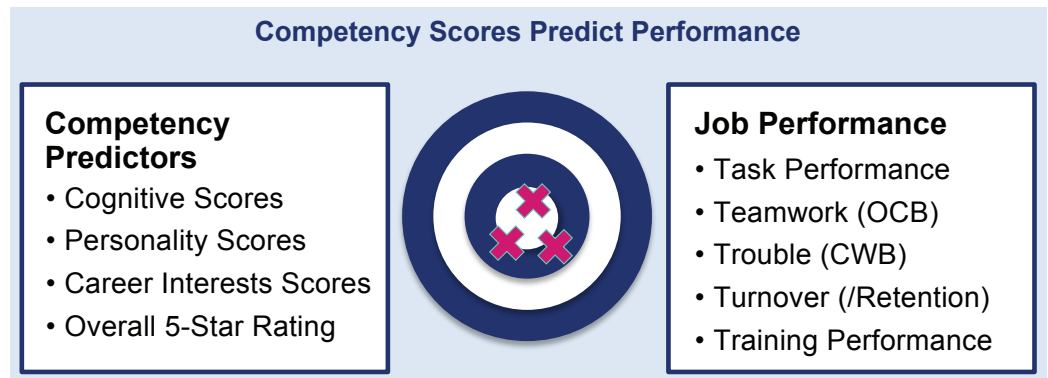


Figure 1: Predictive Validity

### Outcomes: Job Performance and D&I

JOFI Assessments have been designed to accurately predict job performance and to support organization’s diversity and inclusion goals by reducing bias and noise in selection and development processes.

### Five Common Measures of Job Performance

Job Performance can be defined by looking at many different examples of work behaviors or outcomes. When we talk about Job Performance, we have five things in mind:

- **Task Performance** is how a person completes a task or set of tasks based on measures like proficiency, response time, or accuracy. This is how well a person performs the core duties of the job.
- **Teamwork** is Organizational Citizenship Behavior (OCB) includes work behaviors not critical to the job, but that influence functioning and efficiency. This is how a person contributes to the success of the work team.
- **Trouble** refers to Counterproductive Work Behaviors (CWB) that go against or harm the organization. These behaviors typically include theft, absent rates, tardy rates, or non-compliance.
- **Tenure** is how long new hires remain in the organization (first year turnover, first year retention), sometimes recorded as days of tenure.
- **Training Performance** can include measures of effectiveness, productivity, completion rates, etc. This captures how well a person learns from training such as learning new tasks in the onboarding process.

## The TAPAS and AVID Validity Reports

The JOFI Personality Traits assessment is based on the Tailored Adaptive Personality Assessment System (TAPAS) and the JOFI Career Interests assessment is based on the Adaptive Vocational Interest Diagnostic (AVID). Both assessments have undergone rigorous validation studies.

For copies of these studies or more information, contact: [support@jofiscore.com](mailto:support@jofiscore.com).

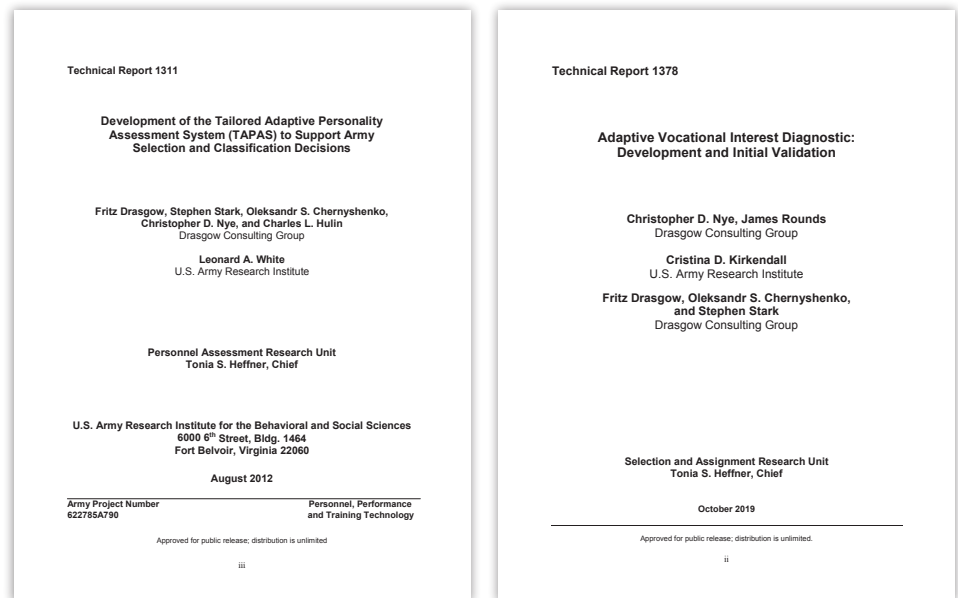


Figure 2: TAPAS and AVID Reports

These technical reports are written in the professional language of industrial / organizational psychology. We have a summary index for each to guide readers to a few areas that may be most helpful. The indices point out where to find the Executive Summary, Introductions to the models and Pairwise Preference method, Charts of facets of the models, and Conclusions.

## JOFI Test Selector

JOFI Assessments Predictive Validity Chart				
Cognitive	Personality	Career Interests	Outcome	Definition
0.51	0.31	0.27	Task	Task Performance
0.22	0.24	0.36	Teamwork	Organizational Citizenship Behaviors (OCB)
-0.02	-0.36	-0.19	Trouble	Counter-productive Work Behaviors (CWB)
-0.09	-0.35	-0.26	Turnover	Turnover / Retention
0.56	0.33	0.26	Training	Training Performance

Figure 3: Correlation Coefficients for JOFI Assessments and Five Work Outcomes

This table presents predictive validities associated with three assessment types in relation to five work outcomes. For example, cognitive assessments are highly predictive of Task and Training performance, Career Interests solidly predict Teamwork behaviors, and Personality assessments are negatively correlated with Trouble and Turnover (they predict fewer incidences of these undesirable outcomes). The battery of three JOFI assessments strongly predict these key outcomes.

## Job Analysis (JobSync) and Legal Defensibility

JOFI has developed 71 standard job families of O\*NET codes based on the Standard Occupational Classification system and O\*NET Job Zones. JOFI maps employer job codes to JOFI Job Families using O\*NET codes. Our team can provide job analysis services using our O\*NET-Based Confirmatory Job Analysis Process if needed to build buy-in or strengthen legal defensibility evidence. Job analysis includes: (1) preparation of the draft report, (2) scheduling the subject matter expert (SME) session, (3) facilitating the SME session, and (4) publishing the final JobSync report. We recommend that each customer complete at least one SME session to support their legal defensibility.

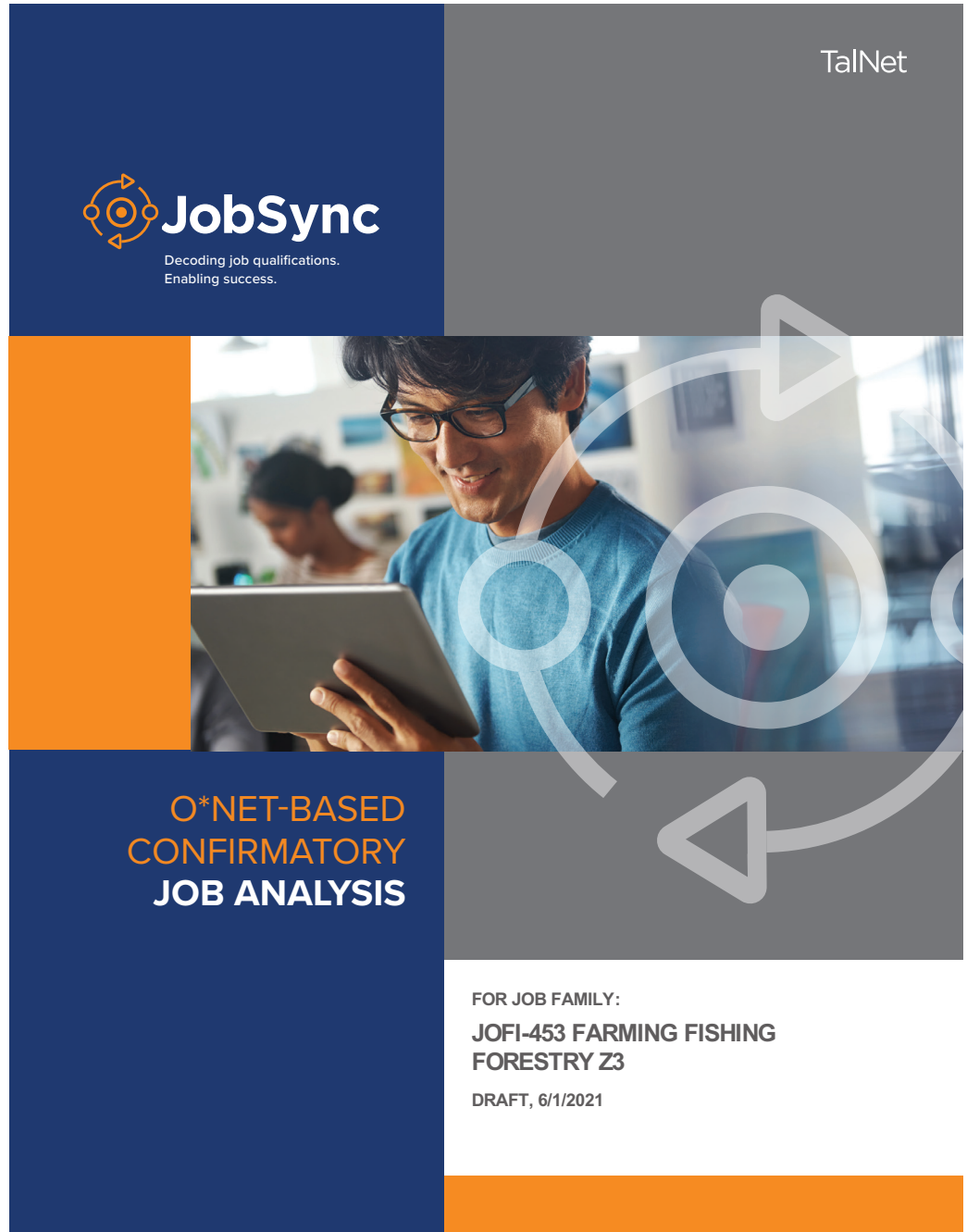


Figure 4: JobSync Report Cover and Introduction

JobSync Reports on the 71 JOFI Job Families are available here: <https://talnetjobsync.org/>  
Please reach out to [support@jofiscore.com](mailto:support@jofiscore.com) with questions or for additional information.