



ASSESSMENT
& CAREER
NAVIGATION
TOOLS



JOFI JOB FIT REPORT

CREATED FOR:

Jimmy Guest

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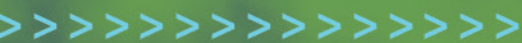
YOU
CAN
THRIVE
HERE

This report is based on your results from the following assessments:

- 1. JOFI Career Interests:** May 7, 2021
- 2. JOFI Thinking Skills:** May 7, 2021
- 3. JOFI Personality Traits:** May 7, 2021

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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.



The right job fit is important. This report helps you take a big step in that direction by matching your unique work preferences and behavioral skills to occupations you will want to explore.



On the following pages you will find profiles of:

- Your Career Interests: The kinds of work activities you like to do
- Your Personality Traits: How you typically behave and react to situations
- A list of Top Fit Occupations: Jobs you are likely to enjoy, based on your career interests and personality traits

Finding the right job will help you perform better, advance faster and thrive in your career.

Keep reading to learn what opportunities await.

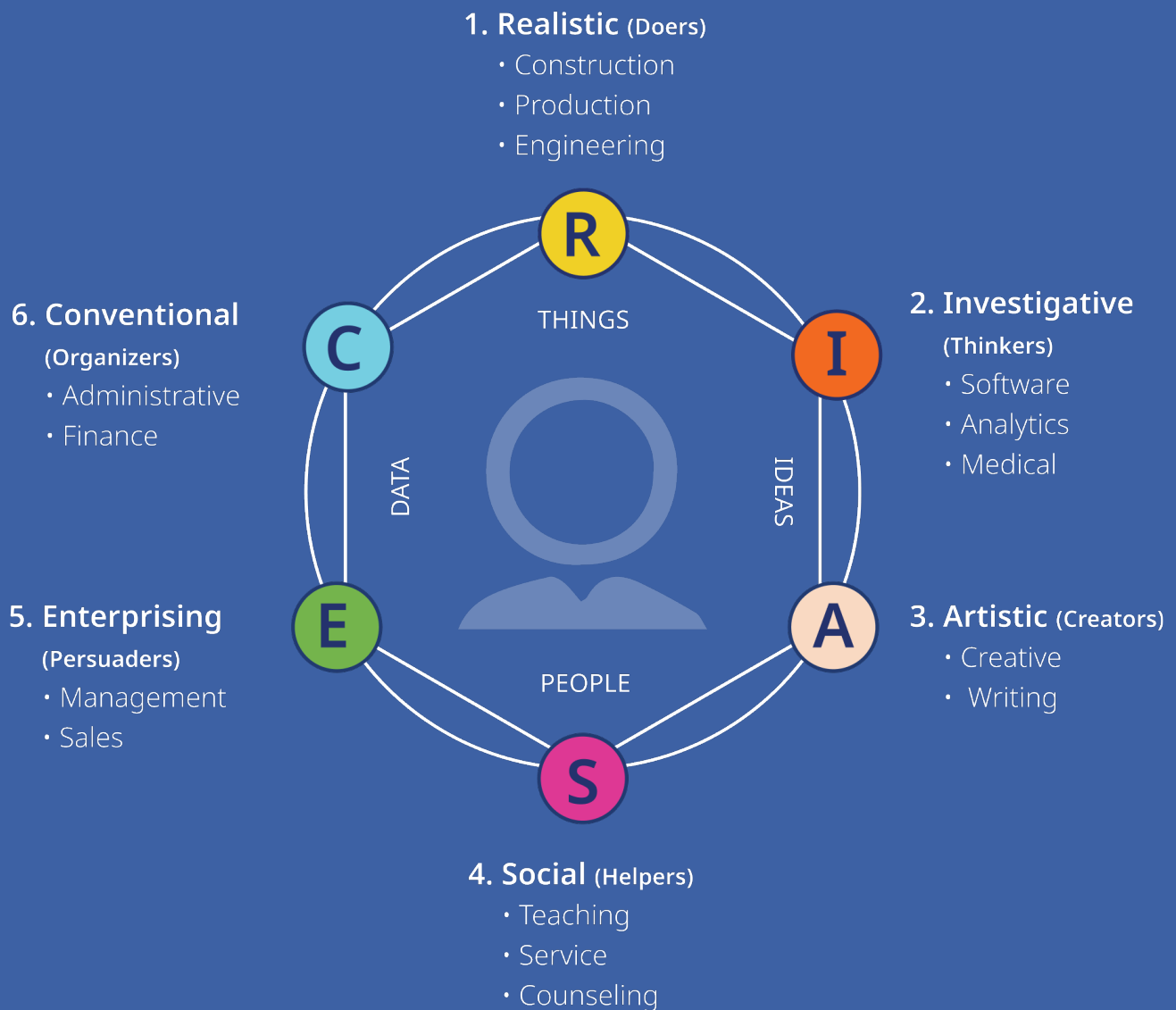




DEFINING CAREER INTERESTS

Career interests define what you like to do at work. Your career interests profile is based on the RIASEC model, which has six broad dimensions of career interests. The RIASEC dimensions are Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. These dimensions are made up of fifteen smaller facets that describe your work preferences. These work preferences give a sense of your career interests, and they also point to the kinds of assignments you would enjoy at work.

THE RIASEC MODEL





YOUR CAREER INTERESTS PROFILE

In the assessment you took, you indicated what type of activities you enjoy or dislike. Each of these activities represented one of the six RIASEC career interest dimensions.

By adding up your responses, your top career interests are indicated by your three-letter career interest profile. The letters are listed below, in order, showing your first, second and third-ranked career interests.

S SOCIAL

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.

A ARTISTIC

Artistic people typically like to work with ideas and people more than with data and 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.

E ENTERPRISING

Enterprising people generally like to work with data and people more than with ideas and 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.



FACETS OF YOUR CAREER INTERESTS

Your assessment gives you a three-letter career profile. But you are more complex than that: Every person has a unique combination of work preferences. You can learn more about what you enjoy doing by examining your scores more closely.

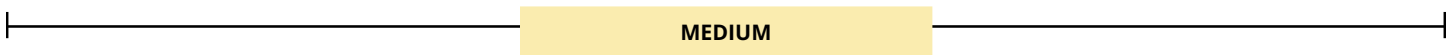
Each of the six career interests represents multiple work preferences.

Your interest levels for these facets are included here. This table shows your work preferences grouped by RIASEC dimension, followed by your interest level for each facet.

R Realistic

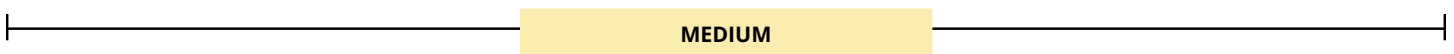
Construction

High scoring individuals enjoy activities that involve constructing, renovating, or refinishing buildings and other infrastructure.



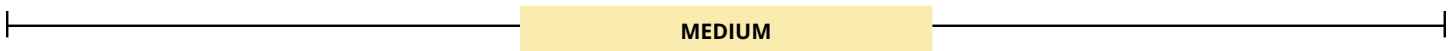
Production

High scoring individuals enjoy activities that involve extracting raw materials or transforming them into finished products using existing tools and machinery.



Engineering

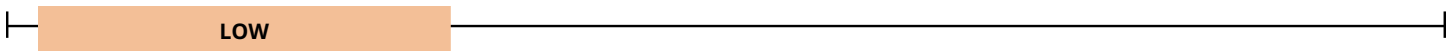
High scoring individuals enjoy activities that involve designing, maintaining, and improving computers, equipment, structures, or processes.



I Investigative

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.



Analytics

High scoring individuals enjoy activities that involve quantitative calculations and analysis.



Medical

High scoring individuals enjoy activities that involve caring for and providing medical services to patients.



A Artistic

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.

MEDIUM

Writing

High scoring individuals enjoy writing detailed factual reports, memos, textbooks, scientific, legal, historical or technical essays for business and record-keeping purposes.

HIGH

S Social

Teaching

High scoring individuals enjoy working with and teaching students; including educating children and adult instruction in the form of training and development.

HIGH

Service

High scoring individuals enjoy activities that involve helping other people, including customer service activities.

MEDIUM

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.

MEDIUM

E Enterprising

Management

High scoring individuals enjoy managing and directing the activities of others.

MEDIUM

Sales

High scoring individuals enjoy activities that involve marketing and persuading customers to buy products; including broader business development activities.

MEDIUM

C Conventional

Administrative

High scoring individuals enjoy filing, organizing, and sorting materials as well as maintaining and creating records.

MEDIUM

Finance

High scoring individuals enjoy activities that involve planning, distributing, and managing money.

MEDIUM



PERSONALITY TRAITS

The Five Factor model is the standard model of personality in academic and applied psychological research. For use in assessments, each domain of the model is made up of smaller facets, which represent your typical behaviors.

THE FIVE FACTOR MODEL





YOUR PERSONALITY TRAITS PROFILE

Your personality traits profile is a summary of your most visible natural behaviors. The list of five traits aligns with the rank-order of your personality trait scores. When viewed collectively, these personality traits indicate your behavioral skills and represent your character strengths.

They are the top five from a list of fifteen personality traits measured by the JOFI Personality Traits assessment. 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.



A CLOSER LOOK AT YOUR PERSONALITY TRAITS

You can learn more about your personality by examining the full range of your scores more closely.

The JOFI Personality Traits assessment measures fifteen facets of our personalities. Your scores for these facets are included here. This table shows your personality traits arranged by each Big Five Personality dimension, followed by your score range for each facet.

The text in the left and right columns describe what people who are in the Less Pronounced range and the More Pronounced range tend to be like. People in the middle display a mix of these behaviors. Most of us learn how to adjust our work behaviors based on the needs of the job, but jobs that align with our personality traits are often more satisfying and less stressful for us.

AGREEABLENESS

Compassionate | Indicates deep, emotional connections with others.

LESS PRONOUNCED

Frank, focused, factual more than feelings; prefer working with data than people.

Affectionate, caring, sensitive; prefer close empathetic relationships.

Cooperative | Indicates an affinity for working with others.

LESS PRONOUNCED

Cautious, competitive, skeptical; prefers working independently.

Pleasant, trusting, cordial, non-critical, easy to get along with.

Helpful | Indicates an affinity for serving others.

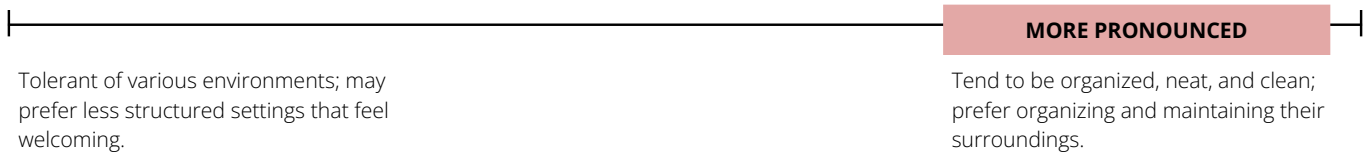
LESS PRONOUNCED

Independent, focused on own work; prefer individual contributor roles.

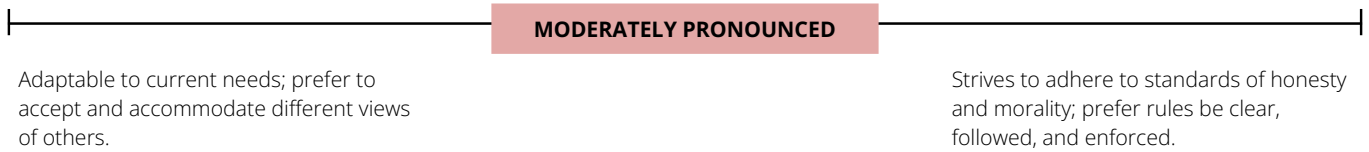
Generous with time and resources; prefer roles with opportunities to serve others.

CONSCIENTIOUSNESS

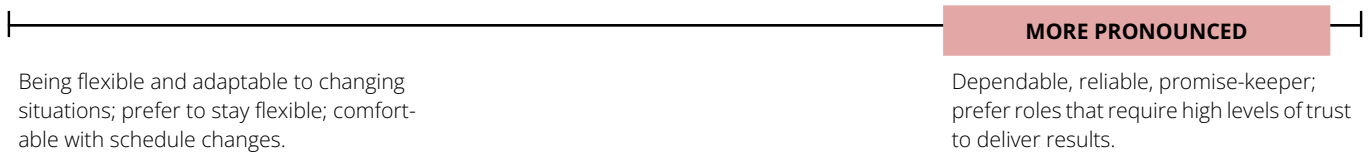
Organized | Indicates an affinity for order and structure.



Principled | Indicates an affinity for clear rules and rule-following.



Responsible | Indicates an affinity for having control and being trusted to deliver results.



Ambitious | Indicates an affinity for high levels of effort and constant striving.

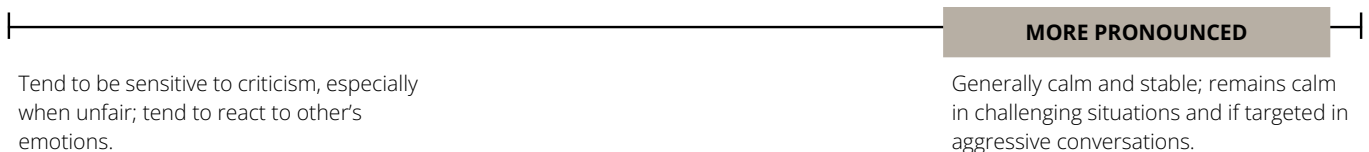


EMOTIONAL STABILITY

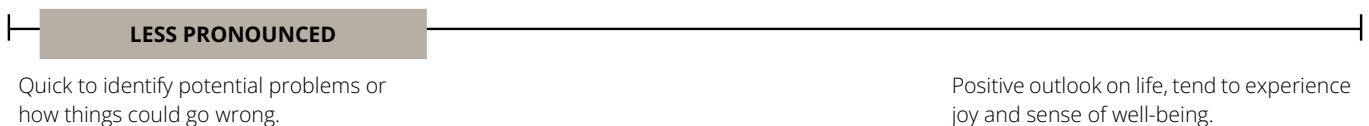
Balanced | Indicates balanced emotions, having no emotion lacking or too strong.



Composed | Indicates tendency to keep feelings and expressions under control.



Optimistic | Indicates tendency to be hopeful and confident about the future.



EXTROVERSION

Assertive | Indicates leading and enjoying positions of influence over others.

LESS PRONOUNCED

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

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

Sociable | Indicates an affinity for meeting new people and socializing in large groups.

MODERATELY PRONOUNCED

Enjoys relationships in a small circle of close friends and colleagues; prefers being with individuals or small groups.

Comfortable approaching others and maintaining social connections; prefer to be around others.

Energetic | Indicates a preference for physical activity.

LESS PRONOUNCED

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

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

OPENNESS

Analytical | Indicates an affinity for critical thinking and complex problem solving.

MORE PRONOUNCED

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.

Intelligent, analytical, and knowledge-able; enjoys solving complex problems; prefer to think deeply about various aspects of a situation.

Creative | Indicates ingenuity, innovation, and idea generation.

MODERATELY PRONOUNCED

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

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



TOP FIT OCCUPATIONS

The following list of 15 job families represents the best fit occupations for you among the 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. They are organized by Job Categories (SOC Major Groups) and by Preparation Levels (O*NET Job Zones 1-5). Zone 1 typically requires little or no preparation, and Zone 5 typically requires an advanced degree or equivalent experience. Based on your goals, this report can display either Zones 1-3 or Zones 3-5.

At the bottom of your list, you will see a link to request a personal code for the JOFI career exploration website at: www.CareerNavigation.org

OCCUPATIONAL GROUPS AND PREPARATION LEVELS	ZONE 1 – SHORT TRAINING	ZONE 2 – 3 TO 12 MONTHS	ZONE 3 – ASSOCIATES	ZONE 4 – BACHELORS	ZONE 5 – MASTERS & PH.D.
11 - Management		JOFI-112 Food Service Managers	JOFI-113 Managers	JOFI-114 Managers & Directors	JOFI-115 VPs & Executives
13 - Business and Financial Operations		JOFI-130 Farm Labor Contractors	JOFI-133 Buyers, Buyers, Inspectors	JOFI-134 HR, Marketing, Finance	JOFI-135 Mgt. & Financial Analysts
15 - Computer and Mathematical			JOFI-153 Support Specialists	JOFI-154 Developers & Analysts	JOFI-155 Researchers & Scientists
17 - Architecture and Engineering		JOFI-172 Testing Specialists	JOFI-173 Drafters & Technicians	JOFI-174 Engineers & Surveyors	JOFI-175 Engineers & Ergonomists
19 - Life, Physical, and Social Science			JOFI-193 Technicians	JOFI-194 Scientists & Technologists	JOFI-195 Scientists & Biologists
21 - Community and Social Service				JOFI-214 Social Workers	JOFI-215 Counselors & Therapists
23 - Legal		JOFI-232 Legal Support Workers	JOFI-233 Paralegals & Assistants		JOFI-235 Lawyers & Judges
25 - Educational Instruction and Library			JOFI-253 Preschool & Library	JOFI-254 Teachers	JOFI-255 Teachers & Professors
27 - Arts, Design, Entertainment, Sports, and Media		JOFI-272 Actors & Athletes	JOFI-273 Artists & Technicians	JOFI-274 Coaches, Directors & PR	JOFI-275 Set & Exhibit Designers
29 - Healthcare Practitioners and Technical			JOFI-293 Nurses & Technicians	JOFI-294 Nurses & Technologists	JOFI-295 Physicians & Therapists
31 - Healthcare Support		JOFI-312 Health Aides	JOFI-313 Health Assistants		
33 - Protective Service		JOFI-332 Security Guards	JOFI-333 Officers & Detectives	JOFI-334 Analysts & Wardens	
35 - Food Preparation and Serving Related	JOFI-351 Preparation & Dishwashers	JOFI-352 Cooks, Servers & Bartenders	JOFI-353 Chefs & Head Cooks		
37 - Building and Grounds Cleaning and Maintenance	JOFI-371 Maids & Housekeeping	JOFI-372 Janitors & Cleaners	JOFI-373 First-Line Supervisors		
39 - Personal Care and Service	JOFI-391 Recreation Attendants	JOFI-392 Childcare & Manicurists	JOFI-393 Hairdressers & Tour Guides	JOFI-394 Recreation Workers	
41 - Sales and Related	JOFI-411 Models & Street Vendors	JOFI-412 Retail & Cashiers	JOFI-413 Real Estate Agents	JOFI-414 Sales Representatives	
43 - Office and Administrative Support		JOFI-432 Office Support	JOFI-433 Medical & Legal	JOFI-434 Proofreaders & Statistical	
45 - Farming, Fishing, and Forestry	JOFI-451 Farmworkers & Sorters	JOFI-452 Inspectors & Graders	JOFI-453 Conservation Workers		
47 - Construction and Extraction	JOFI-471 Helpers	JOFI-472 Laborers & Operators	JOFI-473 Trades & Inspectors		
49 - Installation, Maintenance, and Repair		JOFI-492 Installers & Repairers	JOFI-493 Installers & Repairers		
51 - Production	JOFI-511 Laundry & Sewing	JOFI-512 Assemblers & Operators	JOFI-513 Machinists & Technicians		
53 - Transportation and Material Moving	JOFI-531 Conveyor Operator	JOFI-532 Drivers & Operators	JOFI-533 Captains & Flight Attendants	JOFI-534 Airline Pilots & Inspectors	

You can explore all the job families there anytime; and with the link, you will see your top job families highlighted for you. You can see which O*NET occupations are in each JOFI Job Family. And you can watch videos and review relevant information for each O*NET occupation. This website is designed to help you explore careers, so you can make a short list of your favorite career options.



The list of JOFI Job Families below represents the occupations where you are most likely to establish an enjoyable and rewarding career, as well as where you are most likely to thrive and flourish.

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 your top-rated job families.

JOFI JOB FAMILIES				
Rank	Job Family Name	Star Rating	Fit %	Job Family Number
1	Legal Zone 5	★★★★★	92.1%	JOFI-235
2	Educational Instruction and Library Zone 5	★★★★★	88.8%	JOFI-255
3	Business and Financial Zone 4	★★★★★	88.8%	JOFI-134
4	Arts Design Entertainment Sports & Media Zone 4	★★★★★	87.9%	JOFI-274
5	Management Zone 5	★★★★★	84.9%	JOFI-115
6	Management Zone 4	★★★★★	84.9%	JOFI-114
7	Transportation and Material Moving Zone 3	★★★★★	84.9%	JOFI-533
8	Management Zone 3	★★★★★	84.9%	JOFI-113
9	Protective Services Zone 2	★★★★★	83.7%	JOFI-332
10	Protective Services Zone 3	★★★★★	83.7%	JOFI-333
11	Life Physical and Social Sciences Zone 5	★★★★★	83.7%	JOFI-195
12	Food Preparation and Serving Related Zone 2	★★★★★	83.7%	JOFI-352
13	Arts Design Entertainment Sports & Media Zone 2	★★★★☆	79.4%	JOFI-272
14	Computer and Mathematical Zone 4	★★★★☆	77.2%	JOFI-154
15	Office Administrative Support Zone 2	★★★★☆	77.2%	JOFI-432

[Explore Careers](#)

Jimmy Guest, click on the Explore Careers button to request your Navigation Link for private access to CareerNavigation.org. Your private navigation link will be sent to you at the email address and/or mobile phone number in the JOFI Assessments system.

**THE
RIGHT
JOB.
THE
RIGHT
FIT.**



JobFitScore.com