

PS01: Introduction to JOFI Assessments

JOFI Assessments are measurement tools for sourcing, selection, onboarding, development, and career navigation. The suite includes four assessments: Personality Traits, Career Interests, Thinking Skills and the Quick Prescreen. All assessments are smartphone optimized for a positive test taker experience.

Personality Traits

The personality traits assessment is a 20-minute assessment that measures 15 personality traits and summarizes scores for the Big Five personality dimensions:

- **Agreeableness:** Compassionate, Cooperative, and Helpful
- **Conscientiousness:** Ambitious, Responsible, Organized, and Principled
- **Extraversion:** Assertive, Energetic, and Sociable
- **Emotional Stability:** Balanced, Composed, and Optimistic
- **Openness:** Creative and Analytical

Career Interests

The career interests assessment is a 15-minute test that measures 15 interest facets and summarizes scores for the six interest dimensions from the John Holland RIASEC model:

- **Realistic:** Construction, Production, Engineering
- **Investigative:** Software, Analytics, Medical
- **Artistic:** Creative, Writing
- **Social:** Teaching, Service, Counseling
- **Enterprising:** Management, Sales
- **Conventional:** Administrative, Finance

Thinking Skills

The thinking skills assessment is a 20-minute test that measures 3 mental ability traits and provides an overall cognitive score that is an indicator of critical thinking and problem solving:

- **Reading:** A synonym/antonym score that indicates reading level.
- **Forms:** An information literacy score that indicates skills in reading and data entry in forms.
- **Math:** A basic mathematics score that indicates basic math and numeracy skills.

The Personality Traits and Career Interests Assessments are also available in Spanish.

JOFI Assessments Predictive Validity Chart				
Cognitive	Personality	Career Interests	Outcome	Definition
✓✓	✓	✓	Task	Task Performance
✓	✓	✓✓	Teamwork	Organizational Citizenship Behaviors (OCB)
	✓✓		Trouble	Counter-productive Work Behaviors (CWB)
	✓✓	✓	Turnover	Turnover / Retention
✓✓	✓	✓	Training	Training Performance

Figure 1: Predictive Validity chart

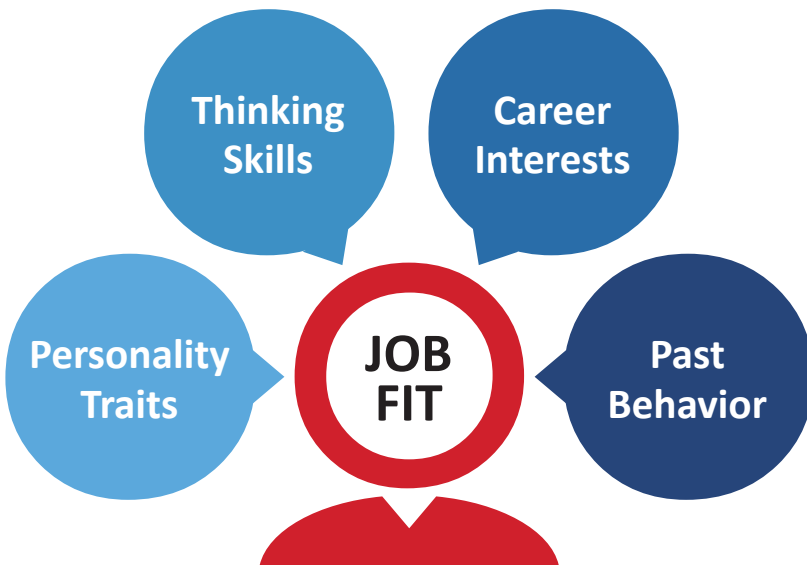


Figure 2: JOFI Job Fit model

Quick Prescreen

The prescreen test is used to prescreen and rank candidates when employers have large pools of applicants. This is a short 40-item assessment based on 6 personality traits that collectively indicate general employability. It can be completed in 5 to 7 minutes and integrated with applicant tracking systems.

JAMS Scoring

The JOFI Assessment Management System (JAMS) includes our unique 5-Star compensatory scoring system. The 5-Star scoring system enables clients to combine scores for assessments, and structured interview guides.

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Visit www.JobFitScore.com to learn more about JOFI Assessments and our team.
 Visit www.HireReach.org to learn more about skills-based hiring.
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