

## Overview of the JOFI<sup>®</sup> Personality Traits Assessment

The personality assessment is a 20-minute computer-adaptive test that measures 15 personality traits and summarizes scores for the Five Factor model of personality dimensions:

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

Starred elements are included in 5-Star rating. Which elements are starred depends on the Job Score Profile you have selected. Each Job Score Profile typically includes 5-7 starred elements and these have been chosen on the basis of an analysis of the Importance Ratings contained in the USDOL's O\*NET associated with each element for a given job family.

Hovering your cursor above any element will produce a pop-up that defines the element, just as "Composed" is defined in Figure 1.

<b>Agreeableness Overall</b>	2	1	2	3	4	5	6	7	8	9
Compassionate	3	1	2	3	4	5	6	7	8	9
★ Cooperative	1	1	2	3	4	5	6	7	8	9
Helpful	1	1	2	3	4	5	6	7	8	9
<b>Conscientiousness Overall</b>	8	1	2	3	4	5	6	7	8	9
★ Organized	9	1	2	3	4	5	6	7	8	9
★ Principled	5	1	2	3	4	5	6	7	8	9
★ Responsible	8	1	2	3	4	5	6	7	8	9
★ Ambitious	7	1	2	3	4	5	6	7	8	9
<b>Emotional Stability Overall</b>	3	1	2	3	4	5	6	7	8	9
Balanced	6	1	2	3	4	5	6	7	8	9
Composed	7	1	2	3	4	5	6	7	8	9
<b>Composed</b>	High scoring individuals tend to be calm and stable. They often don't exhibit anger, hostility, or aggression.									
Assertive	3	1	2	3	4	5	6	7	8	9
Sociable	4	1	2	3	4	5	6	7	8	9
Energetic	1	1	2	3	4	5	6	7	8	9
<b>Openness Overall</b>	7	1	2	3	4	5	6	7	8	9
★ Analytical	9	1	2	3	4	5	6	7	8	9
Creative	4	1	2	3	4	5	6	7	8	9

Figure 1: How the JOFI<sup>®</sup> Personality Traits assessment appears in JAMS.



### The Five Factor Model of Personality

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 typically broken down into smaller facets.

Figure 2: Five Factor graphic.

## The JOFI<sup>®</sup> Personality Traits Assessment

The JOFI<sup>®</sup> Personality Traits Assessment measures 15 facets, which are described and related to the Five Factor model in the chart below.

Big 5 Model Dimension	JOFI (Job Fit) Facet Name	Brief Description High scoring individuals ...	Key Adjectives Positive	Key Adjectives Negative
Agreeableness	Compassionate	... are affectionate, compassionate, sensitive, and caring.	compassionate, warm	cold, insensitive
	Cooperative	... are pleasant, trusting, cordial, non-critical, and easy to get along with.	agreeable, cordial, trusting	uncooperative
	Helpful	... are generous with their time and resources.	charitable, helpful, generous	stingy, selfish
Conscientiousness	Ambitious	... are seen as hardworking, ambitious, confident, and resourceful.	ambitious, industrious	aimless
	Responsible	... are dependable, reliable, and make every effort to keep their promises.	prompt	irresponsible, unreliable
	Organized	... tend to organize tasks and activities and desire to maintain neat and clean surroundings.	organized, neat	sloppy
	Principled	... strive to adhere to standards of honesty, morality, and Good Samaritan behavior.	honest, frank	misleading
Extraversion	Assertive	... are domineering, take charge and are often referred to by their peers as natural leaders.	assertive, direct	submissive, helpless
	Energetic	... tend to engage in activities to maintain their physical fitness and are more likely to participate in vigorous sports or exercise.	active, vigorous, fit	inactive
	Sociable	... tend to seek out and initiate social interactions.	sociable, gregarious, talkative	NA
Emotional Stability	Balanced	... are seen as well adjusted, worry free, and handle stress well.	relaxed, certain	insecure, nervous
	Composed	... tend to be calm and stable. They often don't exhibit anger, hostility, or aggression.	calm, composed	moody, hot-headed
	Optimistic	... have a positive outlook on life and tend to experience joy and a sense of well-being.	happy, optimistic	depressed, dejected
Openness	Creative	... are inventive and can think outside of the box.	creative, inventive	unimaginative
	Analytical	... believe they process information and make decisions quickly. They see themselves (and may be perceived by others) as knowledgeable, astute, or intellectual.	intelligent, analytical, knowledgeable	NA

Figure 3: An explanatory chart of the domains and facets. (Bill Guest, Metrics Reporting, Inc., Revised: 2020-09-16)

Note: The highlighted facets are the general work readiness elements used in JOFI Prescreen.

## The TAPAS Report

The JOFI Personality Traits assessment is based on the Tailored Adaptive Personality Assessment System, which has undergone a rigorous validation study.

For a copy of the TAPAS validity study, please contact us at [support@jofiscore.com](mailto:support@jofiscore.com).