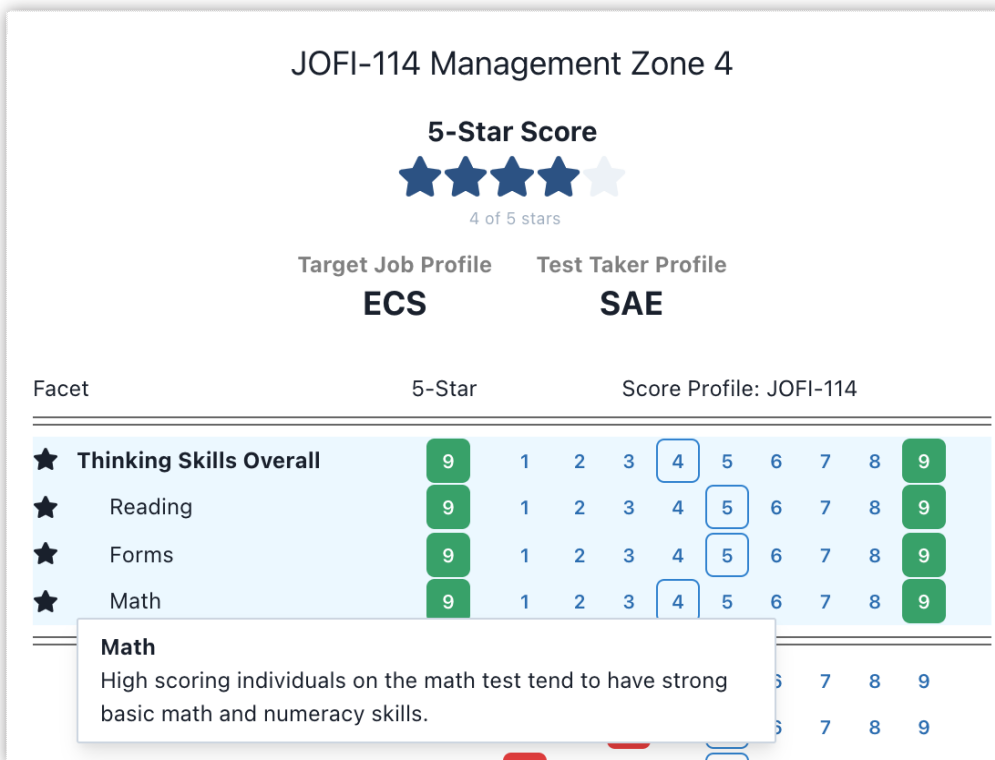


Overview of Thinking Skills

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 skills.

The Thinking Skills assessment measures and reports ability in three areas:

- **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.



Starred elements are included in the 5-Star rating. Most JOFI Job Families include all four elements. Each of the 71 JOFI system profiles includes the most predictive elements for that job family based on our analysis of USDOL O*NET data.

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

Figure 1: Thinking Skills assessment results as they appear on the Scorecard

General Mental Ability

Cognitive Assessments

Cognitive
Cognitive skills are highly valuable.

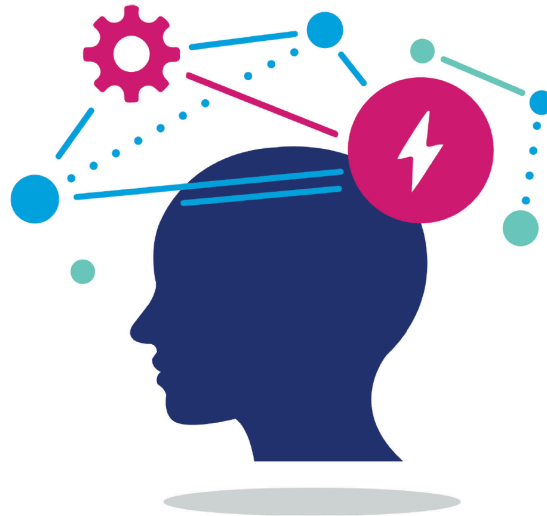


Figure 2: *Modify for a Cognitive Graphic*

By combining reading, forms and math, the Thinking Skills assessment gives us a reliable measure of overall cognitive skills. Most employees are problem solving specialists and so most jobs value competencies like critical thinking, problem solving, and judgment and decision making. The overall JOFI cognitive score is a reliable indicator of these skills.

Meta-studies in Industrial / Organizational psychology show that general cognitive skills are the best predictor of work behaviors such as Task Performance and Training Performance.

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