

PS04: JOFI Assessment Scorecard

The Scorecard is the presentation of test taker results that is primarily used for selection and hiring decisions.

Selection Use: The 5-Star Rating

Talent Acquisition / Human Resources professionals can use the Five Star Rating to identify the most qualified and capable candidates based on minimum requirements and Job-Fit.

- Minimum requirements such as education, experience, credentials, and other occupational competency measures are reviewed via application or resume review and phone screens.
- Job-Fit measures foundational competencies important to the role.

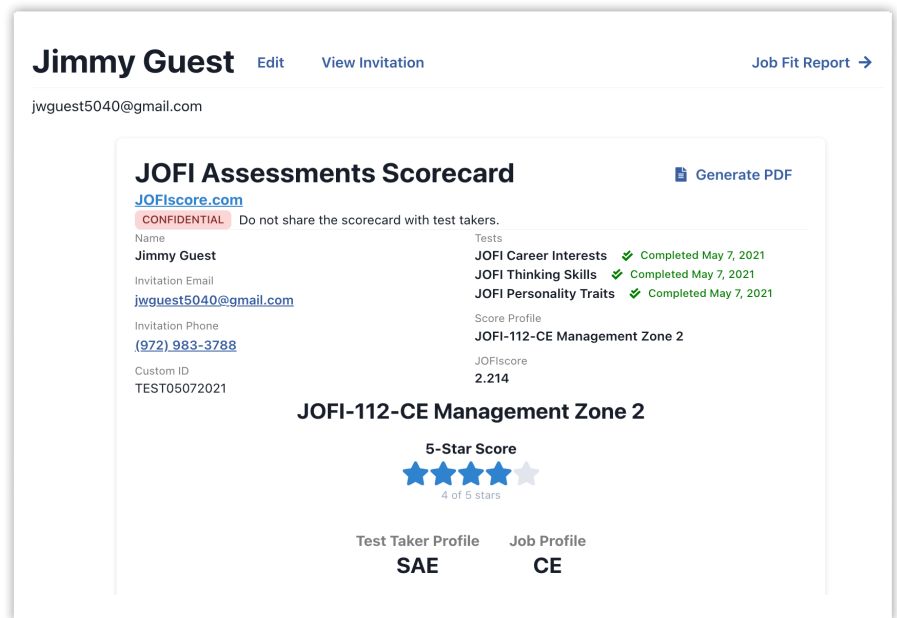


Figure 1: The top portion of the scorecard

These measures of foundational and occupational competencies enable recruiting teams to identify top candidates to forward to hiring managers.

The summary at the top of the scorecard contains the following information:

- Test Taker information (name, email, Custom ID, Raw Score) in the upper left of the Scorecard.
- Next to that is a list of the assessments appearing in the Scorecard and the date of completion.
- Below that is the JOFI Score Profile being used to select the relevant score components. You can change the score profile at the top of the screen in JAMS.
- Below that, the Five Star Rating, which is an average of all the relevant score components.
- Finally, Career Interests of the Test Taker and characteristic of the Score Profile are set side by side. The capital letters represent domains of the RIASEC Career Interests model.

The Sections of the Scorecard

Within JAMS, hovering over any dimension or facet on the Scorecard will cause a definition of that element to pop-up. This is a great way to learn about the measures reported in the Scorecard.

Thinking Skills

The Thinking Skills Assessment has score components for Reading, Forms, and Math as well as an Overall Score.

- This is the only test where thresholds vary for scoring purposes. In this image, the thresholds for this Score Profile are indicated by transparent blue boxes.
- Starred elements, all four for this Score Profile, are included in the Five Star Rating.



Figure 2: Thinking Skills results

Personality Traits

The Personality Assessment has Overall Scores for each of the Big Five personality domains and for each of the 15 traits (facets) under those five domains.

- Starred elements, usually five or six facets, are included in the Five Star Rating.
- The first score column puts all starred scores in one row.
- The next nine columns show the scores across a nine-point distribution.



Figure 3: Personality Traits results

Career Interests

The Career Interests assessment looks at the overall letter match, based on the RIASEC model, indicated at the bottom of this section. That section will always be starred when the Career Interests assessment is in use.

Realistic	5	1	2	3	4	5	6	7	8	9
Construction	5	1	2	3	4	5	6	7	8	9
Production	5	1	2	3	4	5	6	7	8	9
Engineering	5	1	2	3	4	5	6	7	8	9
Investigative	4	1	2	3	4	5	6	7	8	9
Software	2	1	2	3	4	5	6	7	8	9
Analytics	5	1	2	3	4	5	6	7	8	9
Medical	5	1	2	3	4	5	6	7	8	9
Artistic	6	1	2	3	4	5	6	7	8	9
Creative	5	1	2	3	4	5	6	7	8	9
Writing	7	1	2	3	4	5	6	7	8	9
Social	7	1	2	3	4	5	6	7	8	9
Teaching	8	1	2	3	4	5	6	7	8	9
Service	6	1	2	3	4	5	6	7	8	9
Counseling	5	1	2	3	4	5	6	7	8	9
Enterprising	6	1	2	3	4	5	6	7	8	9
Management	5	1	2	3	4	5	6	7	8	9
Sales	6	1	2	3	4	5	6	7	8	9
Conventional	4	1	2	3	4	5	6	7	8	9
Administrative	5	1	2	3	4	5	6	7	8	9
Finance	4	1	2	3	4	5	6	7	8	9
★ JOFI Career Interests Overall	2	1	2	3	4	5	6	7		
★ One-Letter Match	1	1	2	3						
★ Two-Letter Match	1	1	2	3						

Figure 4: Career Interest results

PDFs and a Note on Confidentiality

You can generate a PDF of the scorecard by clicking the Generate PDF button in the top right of the scorecard (see Figure 1). This will generate a PDF you can download with a subsequent click.

- Assessment scores should be treated as personal and confidential information.
- Individual scores are not shared with candidates or career navigation participants.
- Scorecards are for recruiters and coaches only and should be treated as confidential employee / client / student records.

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