

## PS10: JOFI Compensatory Scoring Guide

The JOFI Assessment Management System (JAMS) includes compensatory scoring functions based on 71 system-level score profiles aligned with JOFI job families.

Assessment scores are reported on a scale of 1 to 9. A 1 indicates the person is low on that element and a 9 indicates the person is high on that element. Generally, if we test 100 people, the number of people at each score level will be:

- **Level 1**  
4 people Extremely Low
- **Level 2**  
7 people Very Low
- **Level 3**  
12 people Low
- **Level 4**  
17 people Typical
- **Level 5**  
20 people Typical
- **Level 6**  
17 people Typical
- **Level 7**  
12 people High
- **Level 8**  
7 people Very High
- **Level 9**  
4 people Extremely High

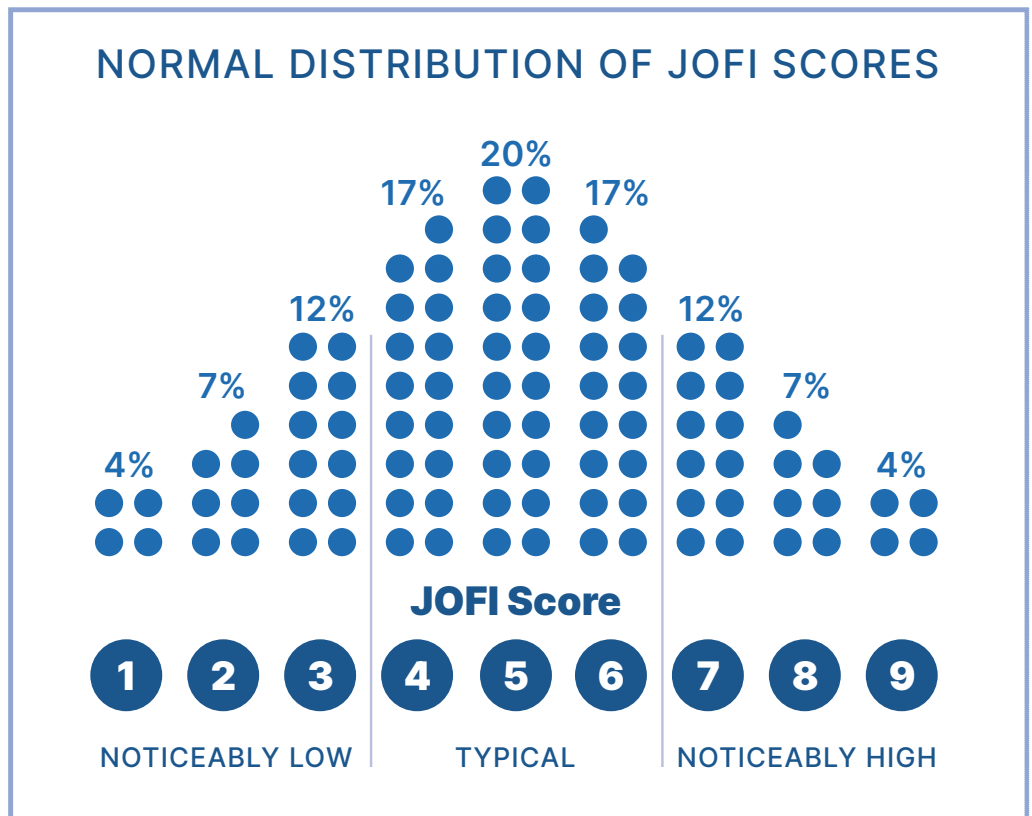


Figure 1: Normal Distribution of JOFI Scores

Note that scores are not evenly distributed between the 9 levels. The majority of test takers will score in the 4-6 range (in this example, 54 out of 100 test takers). The 4-6 range indicates an average level of the element being measured, so you can expect most people to score in this range. Fewer people will score in the 1-3 range (noticeably low) or the 7-9 range (noticeably high).

## The Five-Star Compensatory Scoring Model

Compensatory Scoring translates assessment scores into a 1-5 star rating of candidates. This is done using three steps:

**Banding:** Categorize scores into three bands:

- Green (3 points) for scores above the threshold
- Yellow (2 points) for scores at the threshold, and
- Red (1 point) for scores below the threshold.

**Averaging:** Calculate the point average for the items identified with a STAR and blue background.

**Five-Star Rating:** Display the proper overall rating based on the average:

- 5 Stars = Average in the range of 2.60 to 3.00
- 4 Stars = Average in the range of 2.20 to 2.60
- 3 Stars = Average in the range of 1.80 to 2.20
- 2 Stars = Average in the range of 1.40 to 1.80
- 1 Star = Average in the range of 1.00 to 1.40

	Facet	Score (1-9)					Score Profile: EBSC					
Thinking Skills	Thinking Skills Overall	9	1	2	3	4	5	6	7	8	9	
	★ Reading	9	1	2	3	4	5	6	7	8	9	
	★ Forms	8	1	2	3	4	5	6	7	8	9	
	★ Math	9	1	2	3	4	5	6	7	8	9	
	Agreeableness Overall	3	1	2	3	4	5	6	7	8	9	
	Compassionate	5	1	2	3	4	5	6	7	8	9	
	★ Cooperative	1	1	2	3	4	5	6	7	8	9	
	Helpful	2	1	2	3	4	5	6	7	8	9	
	Conscientiousness Overall	7	1	2	3	4	5	6	7	8	9	
	★ Ambitious	9	1	2	3	4	5	6	7	8	9	
Personality Traits	★ Organized	9	1	2	3	4	5	6	7	8	9	
	★ Principled	9	1	2	3	4	5	6	7	8	9	
	★ Responsible	4	1	2	3	4	5	6	7	8	9	
	Extroversion Overall	6	1	2	3	4	5	6	7	8	9	
	Active	3	1	2	3	4	5	6	7	8	9	
	Assertive	9	1	2	3	4	5	6	7	8	9	
	Sociable	2	1	2	3	4	5	6	7	8	9	
	Emotional Stability Overall	5	1	2	3	4	5	6	7	8	9	
	★ Composed	5	1	2	3	4	5	6	7	8	9	
	Optimistic	5	1	2	3	4	5	6	7	8	9	
Career Interests	Balanced	4	1	2	3	4	5	6	7	8	9	
	Openness Overall	8	1	2	3	4	5	6	7	8	9	
	Creative	6	1	2	3	4	5	6	7	8	9	
	★ Analytical	9	1	2	3	4	5	6	7	8	9	
	Career Interests Overall		1	2	3							
	First Letter		1	2	3							
	Profile		1	2	3							
	SkillSurvey	★ SkillSurvey Overall	3	1	2	3						
		★ Response	2	1	2	3						
		★ Score	3	1	2	3						
Structured Interview Guide	★ Structured Interview Overall	2	1	2	3	4	5					
	Question One	2	1	2	3	4	5					
	Question Two	4	1	2	3	4	5					
	Question Three	3	1	2	3	4	5					
	Question Four	3	1	2	3	4	5					

Figure 2: Elements of the Scorecard

The example scorecard above has 14 items marked with a STAR and blue background. There are 10 green items, 3 yellow items, and 1 red item.

This yields a total of 37 points: 30 for the green items (10 x 3), 6 for the yellow items (3 x 2), and 1 for the red item (1 x 1). To calculate the average, divide 37 by 14 (the total number of STAR items that are scored) for a result of 2.64, which results in an overall rating of 5 stars.

Please reach out to [support@jofiscore.com](mailto:support@jofiscore.com) with questions or for additional information.