



ASSESSMENTS & CAREER  
NAVIGATION TOOLS

# The right job. The right fit.

Taking the guesswork  
out of career navigation,  
hiring, job performance  
and engagement.

# JOFI<sup>®</sup> connects job seekers with jobs that fit ... jobs where they can thrive.



This powerful, proven, easy-to-use tool helps employers fill jobs with workers who fit best. The result is greater performance and satisfaction, increased diversity and reduced turnover.

JOFI (pronounced, “Jo-fee”) is unique in its use of multiple assessments<sup>1</sup> to provide an overall five-star rating system proven to be highly predictive of job performance. This suite of assessments, reports, and websites helps people get into the right job now and to plan the next steps in their career.

Equipped with reliable, valid, and predictive data, organizations make better hiring and promotion decisions. Career coaches are better able to help job seekers, students and employees find their place in the world of work.

**Simple:** JOFI is easy to use for recruiters, coaches, and job seekers alike.

**Fair:** JOFI Five-Star ratings enable objective, consistent decision making – and support skills-based hiring.

**Reliable:** JOFI assessments are based on the most current psychological research and employ the most recent developments in assessment technology.

<sup>1</sup> JOFI assessments are developed and validated in accordance with American Psychological Association (APA) Standards and Society of Industrial and Organizational Psychology (SIOP) best practices.

## Three Assessments, Singular Insight

JOFI leverages insights from three assessments to identify the jobs that are the right fit for each individual. Combined, these three areas provide strong predictive validity because they measure different but important characteristics that predict various aspects of human performance.

The assessments measure:

### 1 Personality Traits

A 20-minute computer-adaptive test that measures 15 traits and summarizes for the “Big Five” personality dimensions: Agreeableness, Conscientiousness, Extraversion, Emotional Stability and Openness.

### 2 Career Interests

A 15-minute test that measures 15 areas and summarizes scores for the career interest dimensions from the John Holland RIASEC model: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional.

### 3 Thinking Skills

A 20-minute assessment of mental traits in three areas: Reading, Forms and Math. The result is an overall score that is an indicator of critical thinking and problem solving.

## For Employers With Large Talent Pools

### Quick Prescreen

This short test provides an overall employability score based on the most predictive personality traits, and as a result introduces no adverse impact. It is useful for extremely large applicant pools. Top applicants from the large pool can be tested with the full suite of assessments. This saves time and expense, and improves the candidate experience.

## Put Results to Work

### JOFI Assessment Management System (JAMS)

This cloud-based software system manages all aspects of the assessment process, including inviting test takers to take assessments. It uses the assessment results to generate Job Fit Reports. The Five-Star rating enables quick decisions with sound predictive power. The Scorecard enables experienced professionals to look deeper at the candidate’s skills and preferences to determine job-fit and help with team fit.

# Career Navigation Made Easy

Each JOFI Job Fit report provides profiles of personality strengths, career interests – and a list of top fit jobs. The report also provides a customized link to CareerNavigation.org, which provides paths to support career exploration.



It takes less than an hour to complete all three assessments via smartphone, tablet or computer.



These reports provide a detailed understanding of one's job-related skills and preferences.



Each participant gets an individualized link to CareerNavigation.org, a resource for exploring specific jobs, training levels and more.



This companion to occupational credentials helps provide a comprehensive picture of a candidate's qualifications.

# Predictive Validity

The JOFI Five-Star rating system combines the most predictive elements from the three core assessments into one overall Five-Star rating to indicate job fit, based on five important aspects of job performance:

JOFI Assessments Predictive Validity				
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

## Better Career Navigation With JOFI

- JOFI provides excellent support for career coaching on self-awareness and option exploration.
- Students and job seekers can quickly see where they fit best in the world of work – and where they are most likely to thrive.
- Reports identify top 15 job families representing the 20% of jobs where an individual is most likely to be successful.
- Reports, use of the career navigation website, and employability certificates are available to all test takers at no additional cost.
- Career navigation website makes exploration easy and productive by leading students and job seekers to explore jobs that are a good fit.
- Employability certificate helps job seekers showcase qualifications to employers.



## Learn more!

- Contact our team to get your 90-day free trial started.
- Schedule a virtual meeting to receive training and set up your account.
- Determine which assessments you will utilize.
- Launch your JOFI pilot.

**Email us:**  
[support@jofiscore.com](mailto:support@jofiscore.com)



Visit [JobFitScore.com](https://www.jobfitscore.com) to learn more  
about our assessments.