

JOFI[®] Assessments

The JOFI assessment suite includes three assessments: Quick Prescreen, Personality Traits, and Thinking Skills. The JOFI Assessment Management System (JAMS) includes our unique 5-Star compensatory scoring system. The 5-Star scoring system enables clients to combine scores for assessments, SkillSurvey reference checks, and structured interview guides. The scoring system enables clients to use banding and unique score combinations to maximize predictive validity and simultaneously minimize adverse impact.

JOFI Quick Prescreen – The prescreen test is used to prescreen candidates when employers have large pools of applicants. This is a short 40 item assessment based on 6 personality traits that can be completed in 5 to 7 minutes and integrated with applicant tracking systems.

JOFI Personality Traits – The personality assessment is a 20-minute computer-adaptive test that measures 15 personality traits and summarizes scores for the Big Five personality dimensions:

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

JOFI Thinking Skills – The thinking skills assessment is a 20-minute test that measures 3 mental ability traits and provides an overall score that is an indicator of critical thinking and problem solving.

- 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.

JAMS – The JOFI Assessment Management System (JAMS) allows users to define organizations and appoint roles within organizations. Users can be organized in teams and assigned multiple roles (e.g. administrator, team members, and test takers) in multiple organizations. The platform is designed and implemented to provide maximum flexibility and information security.

The **JOFI** brand name is a short combination of letters in **Job Fit** and is pronounced Joe-Fee. Visit JOFIscore.com or metricsreporting.com for more information on JOFI Assessments.

JOFI® Assessments

Metrics Reporting, Inc. (MRI) joined forces with Drasgow Consulting Group (DCG) to enter the assessment market with a new set of assessments under the JOFI (Job Fit) brand. MRI has an extensive history working with partners in the assessment business, including with the ACT Workforce Division and their WorkKeys assessments, and with Educational Testing Service and their WorkFORCE Assessments. Our models for evidence-based selection, evidence-based career pathways, and O*NET-based Confirmatory Job Analysis all relate to the use of assessments. We understand what customers need and how customers use assessments.

JOFI assessments are based on the same technology that was developed by the Drasgow Consulting Group for the United States Department of Defense.

Product Development

Our product development is guided by a team of extraordinary industrial psychologists. Jim Sharf is the chief industrial psychologist at Metrics Reporting, Inc. and Fritz Drasgow is the president and chief psychometrician at Drasgow Consulting Group.

Jim Sharf – As EEOC’s Chief Psychologist in the mid-1970s, Jim drafted the Uniform Guidelines on Employee Selection Procedures and returned to serve as Special Assistant to EEOC’s Chairman for whom he drafted the “race norming” prohibition in the Civil Rights Act of 1991. Jim was awarded the M. Scott Myers Award for Applied Research in the Workplace by the Society for Industrial and Organizational Psychology for developing the valid, legally defensible employment tests used by the Transportation Security Administration (TSA) to hire fifty-thousand airport security screeners. This assessment system was developed and deployed in only a few months. The country was in crisis following the 9/11 attacks. The U.S. Government made the decision to replace all airport security contractors with Transportation Security Agents. Jim was a member of the team that designed and delivered the screening process to hire those TSA agents on an expedited schedule (six weeks start to finish).

Fritz Drasgow – Fritz is Dean of the School of Labor and Employment Relations at the University of Illinois at Urbana-Champaign and president of Drasgow Consulting Group. His research focuses on psychological measurement and the application of quantitative methods to important practical problems. His recent work focuses on the development of computer adaptive personality assessments that are resistant to faking. Drasgow is a former chairperson of the U.S. Department of Defense’s Advisory Committee on Military Personnel Testing, the American Psychological Association’s Taskforce on Internet Testing, and the American Institute of Certified Public Accountants’ Psychometric Oversight Committee. He is a former President of the Society for Industrial and Organizational Psychology (SIOP), received the SIOP Distinguished Scientific Contributions Award in 2008, and received the 2016 Distinguished Career Award from the Academy of Management Research Method Division. He was the recipient of the 2015 M. Scott Myers Award for Applied Research in the Workplace from SIOP for the development and validation of the Tailored Adaptive Personality Assessment System (TAPAS).

For more information, please contact:

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