

# Frequently Asked Questions

These are common questions about the application of the JOFI assessments that you might have about your results.

Most of the information you need to understand the assessments is outlined in the results, but we have found that some additional questions around application are common.

## **1. What does it mean if my Job Fit score is low for a Job Family or for a specific Job title?**

It does not mean that you will be bad at the job. However, it does mean that it may not be the best fit for your personality or interest. While your assessment results do not match the job needs, it does not mean you should not consider a job you are interested in if your Job Fit score is low.

See more about that in the questions below.

## **2. What if my results show a high fit for jobs I have no interest in? What should I do?**

That's OK, these results are just a guide. Spend some time researching the jobs you are interested in. Think about why you are not interested in these jobs and what you might be interested in that would allow you to shine.

## **3. What if the career I am interested in does not fall in my Top Job Families?**

The Top Job Families is a guide for you. If the career you are interested in does not fall in your list of Top Job Families, still explore it. Based on your research, consider where you are not aligning and how significant that is to you. You may decide it is not a big deal and you still want to pursue the job. Your results simply indicate that you should stop and thoroughly think about it, and then make the decision that best fits you.

Some of the careers listed might make sense to you more as hobbies as well. Maybe education is listed high, and you enjoy volunteering on the weekend to help coach students in their homework, but career wise you are not interested in a path in education.

## **4. What about interests or personality traits in my results that are ranked low? Does it mean I am bad at them, or that I should ignore them?**

No, it does not mean you lack these interests or have none of these personality traits. But not being in alignment with those interests and traits the job fits well with may mean it is not as smooth of a job adjustment for you. Remember, the results are more of a scale, than good or bad. So, if you rate low on an item it is just not as much of a strength for you as the other items. It may take you a bit more of an adjustment, or personal work to align yourself with a specific job, but it does not mean you will be bad at the job. We suggest you also take a few minutes to take a closer look at the job requirements. We don't always have an accurate picture of what really happens in a specific job role. Taking a closer look at what the job is listed as requiring might help you better understand why your results are a certain ranking.

**5. I don't agree with my results, what should I do?**

No assessment results are 100% perfect, but they take the information you shared about what you like and do not like to help you better understand yourself. If you don't agree with the results that is OK. Take some time to think about why you don't agree and what you think is more accurate about yourself. Like the last question, we suggest you also take a few minutes to take a closer look at the job requirements. We don't always have an accurate picture of what really happens in a specific job role. Taking a closer look at what the job is listed as requiring might help you better understand why your results are a certain ranking.

In the end you will better understand yourself through this thought exercise, which is the end goal of any assessment!

**6. What should I do if the job(s) I'm interested in have a low Job Fit score?**


Take a minute to look at the jobs with a higher Fit score and see if any of them might be interesting to you. If not, it's OK. Jobs with a lower Fit score might mean that it will take a little more adjustment for you, but it may be the best job for you because it is what you personally are more interested in. These scores are to help support you in your decision-making and to give you additional information in that process. Do not feel that you must pursue only jobs that have a high Job Fit score.

**7. Where do I find the careers that will be the best fit for me based on my interest and personality results?**

Look under "Your Top Job Families" in Step 1 of the online CareerCare portal. You will see job families listed in order of the best job fit for you. When you expand each job family you will see individual jobs that are healthcare-related.

**8. Can I retake the Interest and Personality assessments?**

No, you will only be able to take these once, so please make sure you take your time to answer honestly!

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Personality Traits Assessment  
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