

# JobGate Scoring System Guide

JobGate Platform

September 2025

## Contents

<b>1</b>	<b>JobGate Scoring System Guide</b>	<b>1</b>
1.1	Table of Contents	1
1.2	Employability Score	1
1.2.1	What is the Employability Score?	1
1.2.2	How It's Calculated	2
1.2.3	Score Interpretation	2
1.3	Recommendation System	2
1.3.1	How Job Recommendations Work	2
1.3.2	Detailed Cognitive Skills Calculation	3
1.3.3	Recommendation Types	4
1.4	Experience & Levels (XP)	4
1.4.1	XP System Overview	4
1.4.2	XP Sources & Values	4
1.4.3	Level Progression	5
1.4.4	Level Benefits	5
1.4.5	Progress Calculation	5
1.5	Tips for Improvement	5
1.5.1	Boosting Your Employability Score	5
1.5.2	Maximizing XP Gains	6
1.5.3	Getting Better Recommendations	6

## 1 JobGate Scoring System Guide

### 1.1 Table of Contents

1. Employability Score
  2. Recommendation System
  3. Experience & Levels (XP)
- 

### 1.2 Employability Score

#### 1.2.1 What is the Employability Score?

The Employability Score is a comprehensive metric (0-100) that measures your job readiness across multiple skill categories. It adapts based on your chosen career profile to give you the most relevant assessment.

### 1.2.2 How It's Calculated

**1.2.2.1 1. Test Categories** Your test results are grouped into these categories: - **Cognitive:** Verbal, Numerical, Logical, Abstract, Spatial, Diagrammatic Reasoning - **Situational:** Situational Judgment Tests (workplace scenarios) - **Technical:** Programming and technical skill assessments - **Analytical:** Data analysis and problem-solving tests - **Communication:** Language and presentation skills

**1.2.2.2 2. Profile-Based Weighting** Different career profiles emphasize different skills:

**Software Engineer Profile:** - Technical: 35% - Cognitive: 25% - Analytical: 20% - Situational: 15% - Communication: 5%

**Data Scientist Profile:** - Analytical: 40% - Technical: 25% - Cognitive: 20% - Communication: 10% - Situational: 5%

**Product Manager Profile:** - Situational: 30% - Communication: 25% - Analytical: 20% - Cognitive: 15% - Technical: 10%

### 1.2.2.3 3. Score Calculation Process

1. **Individual Test Scores:** Average of all attempts per test type
2. **Category Aggregation:** Group individual tests into high-level categories
3. **Profile Weighting:** Apply career-specific weights to categories
4. **Final Score:** Weighted average normalized to 0-100 scale

### 1.2.3 Score Interpretation

- **90-100:** Exceptional - Ready for senior roles
  - **80-89:** Excellent - Strong candidate for most positions
  - **70-79:** Good - Solid foundation with room for growth
  - **60-69:** Fair - Some skill gaps to address
  - **Below 60:** Needs Improvement - Focus on fundamental skills
- 

## 1.3 Recommendation System

### 1.3.1 How Job Recommendations Work

The recommendation system uses multiple algorithms to match you with the best job opportunities:

#### 1.3.1.1 1. Skill Matching (40% weight)

- **Required Skills:** Must-have skills for the job (higher weight)
- **Preferred Skills:** Nice-to-have skills (lower weight)
- **Skill Categories:** Programming, frontend, backend, database, etc.
- **Matching Score:** Percentage of job skills you possess

**1.3.1.2 2. Experience Matching (20% weight)** Years of experience vs. job seniority requirements: - **Junior:** 0-2 years - **Intermediate:** 2-5 years - **Senior:** 5-10 years - **Expert:** 8-15 years - **Lead:** 6-12 years

### 1.3.1.3 3. Technical Test Performance (15% weight)

- Recent test scores in relevant technical areas
- Performance trends and consistency
- Skill-specific assessments

### 1.3.1.4 4. Location & Preferences (15% weight)

- Geographic location match
- Remote work preferences
- Salary expectations vs. job offer

### 1.3.1.5 5. Cognitive Skills (35% weight)

- Performance on reasoning tests (verbal, numerical, logical, abstract, spatial)
- Problem-solving capability assessment
- Cognitive improvement trend analysis
- Consistency across different cognitive test types

### 1.3.1.6 6. Employability Score (10% weight)

- Your overall employability score
- Profile-specific weighting applied
- Recent performance trends

## 1.3.2 Detailed Cognitive Skills Calculation

Cognitive skills represent 35% of the recommendation score and are calculated as follows:

**1.3.2.1 Cognitive Skills Components:** **1. Verbal Reasoning Tests (20% of cognitive score)** - Reading comprehension and text analysis - Word analogies and logical relationships - Conceptual classification and categorization

**2. Numerical Reasoning Tests (25% of cognitive score)** - Mathematical calculations and data interpretation - Quantitative problem solving - Graph and table analysis

**3. Logical Reasoning Tests (20% of cognitive score)** - Deductive and inductive reasoning - Critical thinking and argument analysis - Sequential problem solving

**4. Abstract Reasoning Tests (15% of cognitive score)** - Pattern recognition and sequences - Conceptual and spatial thinking - Non-verbal problem solving

**5. Spatial and Diagrammatic Tests (20% of cognitive score)** - Mental rotation and spatial visualization - Diagram and schema interpretation - Geometric reasoning

### 1.3.2.2 Cognitive Calculation Formula:

$$\text{Cognitive Score} = (\text{Verbal} \times 0.20) + (\text{Numerical} \times 0.25) + (\text{Logical} \times 0.20) + (\text{Abstract} \times 0.15) + (\text{Spatial} \times 0.20)$$

### 1.3.2.3 Adjustment Factors:

- **Consistency:** Bonus for stable performance across tests
- **Improvement:** Bonus for recent improvement trends
- **Recency:** Higher weight for recent tests (last 6 months)

### 1.3.3 Recommendation Types

**Content-Based Filtering:** - Matches based on your skills and test performance - Analyzes job descriptions for skill requirements - Uses machine learning for semantic matching - **Cognitive integration:** Analyzes cognitive requirements of positions

**Collaborative Filtering:** - Finds similar candidates and their successful matches - Identifies patterns in hiring decisions - Recommends jobs that similar profiles got hired for - **Cognitive clustering:** Groups candidates by similar cognitive profiles

**Hybrid Approach:** - Combines multiple recommendation strategies - Balances different factors based on your profile - Continuously learns from your interactions - **Cognitive optimization:** Adjusts recommendations based on your cognitive strengths

---

## 1.4 Experience & Levels (XP)

### 1.4.1 XP System Overview

The XP (Experience Points) system gamifies your learning journey, rewarding various activities with points that contribute to your overall level.

### 1.4.2 XP Sources & Values

**1.4.2.1 1. Test Completion Base Formula:**  $(100 \text{ XP} \times \text{Difficulty Multiplier}) + \text{Score Bonus} + \text{Length Bonus}$

**Difficulty Multipliers:** - Easy:  $1.0 \times (100 \text{ XP})$  - Medium:  $1.5 \times (150 \text{ XP})$  - Hard:  $2.0 \times (200 \text{ XP})$  - Expert:  $2.5 \times (250 \text{ XP})$

**Score Bonuses:** - 90%+ score: +50 XP - 80%+ score: +30 XP - 70%+ score: +15 XP - 60%+ score: +5 XP

**Length Bonus:**  $(\text{Questions} - 10) \times 5 \text{ XP}$  (for tests > 10 questions)

**Example:** Hard test (20 questions, 85% score) =  $200 + 30 + 50 = 280 \text{ XP}$

### 1.4.2.2 2. Skills Assessment

- Base: 75 XP
- Completion Bonus: +25 XP
- Perfect Score Bonus: +100 XP
- Multi-Skill Bonus:  $(\text{Skills Count} - 1) \times 10 \text{ XP}$

### 1.4.2.3 3. Profile Completion

- Basic Info: 50 XP
- Skills Added: 25 XP each
- Bio Completed: 30 XP
- CV Uploaded: 75 XP
- Profile Picture: 20 XP
- Career Goals: 40 XP

### 1.4.2.4 4. Daily Engagement

- Daily Login:  $10 \text{ XP} \times \text{streak days (max 30)}$
- Weekly Streak:  $50 \text{ XP} \times \text{week count}$

- Monthly Streak:  $200 \text{ XP} \times \text{month count}$
- First Test of Day:  $15 \text{ XP} \times \text{days}$

#### 1.4.2.5 5. Achievements

- First Perfect Score: 200 XP
- Test Master (10+ tests): 300 XP
- Speed Master: 150 XP
- Improvement Streak: 100 XP
- Versatile Learner: 250 XP

#### 1.4.3 Level Progression

Level	XP Required	Cumulative XP	Title
1	0	0	Career Explorer
2	500	500	Skill Seeker
3	700	1,200	Knowledge Builder
4	1,300	2,500	Test Conqueror
5	2,000	4,500	Skill Master
6	3,000	7,500	Performance Pro
7	4,500	12,000	Excellence Achiever
8	6,000	18,000	Career Champion
9	8,000	26,000	Industry Expert
10	10,000	36,000	Elite Performer
11+	14,000+	50,000+	Legendary Professional

#### 1.4.4 Level Benefits

- **Level 1-2:** Basic dashboard and test access
- **Level 3-4:** Advanced analytics and skill tracking
- **Level 5-6:** Expert analysis and custom recommendations
- **Level 7-8:** Leadership insights and premium features
- **Level 9-10:** Industry expert status and exclusive content
- **Level 11+:** Elite member benefits and personal advisor

#### 1.4.5 Progress Calculation

**Progress Percentage:**  $(\text{Current XP} - \text{Current Level XP}) / (\text{Next Level XP} - \text{Current Level XP}) \times 100$

**Example:** User with 3,000 XP at Level 4 - Current Level XP: 2,500 - Next Level XP: 4,500 - Progress:  $(3,000 - 2,500) / (4,500 - 2,500) \times 100 = 25\%$

### 1.5 Tips for Improvement

#### 1.5.1 Boosting Your Employability Score

1. **Take Diverse Tests:** Cover all skill categories
2. **Choose the Right Profile:** Select the profile that matches your career goals
3. **Focus on Weak Areas:** Identify low-scoring categories and practice
4. **Retake Tests:** Multiple attempts help improve your average scores
5. **Stay Consistent:** Regular testing shows commitment and improvement

### 1.5.2 Maximizing XP Gains

1. **Daily Engagement:** Log in daily to build streaks
2. **Complete Your Profile:** Easy XP from profile completion
3. **Take Challenging Tests:** Higher difficulty = more XP
4. **Aim for High Scores:** Score bonuses add significant XP
5. **Earn Achievements:** Big XP bonuses for milestones

### 1.5.3 Getting Better Recommendations

1. **Update Your Skills:** Keep your skill list current
2. **Set Preferences:** Specify location, salary, and work preferences
3. **Take Relevant Tests:** Focus on tests related to your target roles
4. **Maintain High Scores:** Better performance = better job matches
5. **Stay Active:** Regular activity improves recommendation accuracy

---

*This scoring system is designed to provide fair, comprehensive, and actionable feedback to help you advance your career. The algorithms continuously evolve based on industry trends and user feedback.*