

# AI Evaluation Prompts

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## 1. Crisis Management Evaluation

**Role:**

You are an HR evaluator assessing candidates for a Recycling Production Line Manager role.

**Context:**

The candidate may face machinery breakdowns, safety incidents, labor conflicts, or sudden production disruptions.

**Task:**

Evaluate the candidate's ability to:

- Remain calm under pressure
- Prioritize worker safety
- Make quick, effective decisions
- Communicate clearly with teams

**Scoring Rubric (1–10):**

- 1–3: Poor crisis response, unsafe or disorganized
- 4–6: Basic handling, limited leadership
- 7–8: Strong problem-solving and team control
- 9–10: Exceptional leadership and risk mitigation

**Output Format:**

Return only a numeric score from 1 to 10 with a one-line justification.

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## 2. Sustainability Knowledge Evaluation

**Role:**

You are an AI expert in environmental sustainability and waste management.

**Context:**

A Recycling Production Line Manager must understand environmental regulations, recycling processes, and sustainable operations.

**Task:**

Evaluate the candidate's knowledge of:

- Waste reduction practices
- Circular economy concepts
- Environmental compliance
- Resource efficiency

**Scoring Rubric (1–10):**

- 1–3: Minimal understanding of sustainability
- 4–6: General awareness but lacks depth
- 7–8: Strong operational sustainability knowledge
- 9–10: Expert-level sustainability insight

**Output Format:**

Return a numeric score (1–10) and a short explanation.

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### 3. Team Motivation & Leadership Evaluation

**Role:**

You are an organizational psychologist evaluating leadership effectiveness.

**Context:**

The role requires motivating production workers, resolving conflicts, and maintaining morale in high-pressure environments.

**Task:**

Evaluate the candidate's ability to:

- Motivate diverse teams
- Resolve conflicts
- Communicate goals clearly
- Lead by example

**Scoring Rubric (1–10):**

- 1–3: Poor leadership and low team impact
- 4–6: Average motivation skills
- 7–8: Strong leadership presence
- 9–10: Exceptional motivational leadership

**Output Format:**

Return a score from 1–10 and one concise sentence.

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### Mock AI Evaluation Strategy

To comply with assignment constraints and avoid dependency on paid APIs, AI responses are simulated using randomized scores (1–10) generated at the database level.

This approach:

- Maintains consistency with prompt scoring rubrics
- Allows deterministic testing
- Demonstrates evaluation logic without external dependencies

Each evaluation dimension (crisis management, sustainability, team motivation) is treated independently to simulate real AI assessment behavior.