© Feature: Interest

These questions aim to assess professional interest and career domain preferences.

Q1: What is your area of interest?

(Architecture, Arts, Business, Consulting, Design, Doctor, Education, Engineering, Finance, Hospitality, Human Resources, Journalism, Lawyer, Legal, Marketing, Mathematics, Medical, Public Relations, Sales, Teaching, Technology)

% Feature: Work_Style

These questions assess how you prefer to approach and organize your work.

Q1: How do you prefer to structure your day?

- A) I create and follow my own plan \rightarrow Independent
- B) I adjust based on how the day unfolds \rightarrow Flexible
- C) I coordinate closely with others \rightarrow Collaborative

Q2: When working on a group project, what role do you naturally take?

- A) I prefer to work on my own tasks solo → **Independent**
- B) I switch roles based on what's needed \rightarrow Flexible
- C) I bring people together and coordinate efforts \rightarrow Collaborative

Q3: How do you feel when plans change last minute?

- A) I find it frustrating and disruptive \rightarrow **Independent**
- B) I take it as a challenge and adapt \rightarrow Flexible
- C) I check in with the group and decide together \rightarrow Collaborative

Q4: What kind of work environment brings out your best?

- A) A quiet space where I work alone with clear goals \rightarrow Independent
- B) A dynamic space where I can change pace or tasks \rightarrow Flexible
- C) A lively team setting with frequent interactions \rightarrow Collaborative

Q5: How do you prefer to receive assignments?

- A) I like full autonomy to get things done my way \rightarrow **Independent**
- B) I'm okay with general goals and figuring it out \rightarrow Flexible
- C) I prefer discussing with the team and aligning tasks \rightarrow Collaborative

6 Feature: Strengths

These questions identify your dominant problem-solving and thinking strengths.

Q1: When you're faced with a complex issue, what's your first instinct?

- A) Create something new and imaginative → Creative
- B) Strategize and plan the steps carefully → **Strategic**
- C) Break it down into logical, solvable parts \rightarrow Analytical

Q2: Which compliment resonates the most with you?

- A) "You're incredibly imaginative!" → Creative
- B) "You always see the big picture." \rightarrow Strategic
- C) "You have excellent problem-solving skills." \rightarrow Analytical

Q3: Your friends say you excel at:

- A) Coming up with original ideas \rightarrow Creative
- B) Making well-thought-out plans → **Strategic**
- C) Solving tricky logic puzzles or analyzing data → Analytical

Q4: In a team setting, you're usually the one who:

- A) Brainstorms fresh, out-of-the-box solutions \rightarrow Creative
- B) Organizes the project timeline and milestones \rightarrow **Strategic**
- C) Checks for inconsistencies and fine-tunes details \rightarrow **Analytical**

Q5: Which task sounds most fun to you?

- A) Designing a logo or writing a story \rightarrow Creative
- B) Mapping out a 6-month growth strategy \rightarrow **Strategic**
- C) Analyzing why something failed and how to fix it \rightarrow **Analytical**

Feature: Communication_Skills

These questions assess your ability to convey ideas clearly and work across communication styles. (Ratings: Low, Medium, High)

Q1: During group discussions, how do you usually participate?

- A) I lead the conversation and clarify ideas \rightarrow **High**
- B) I share my thoughts and support others \rightarrow Medium
- C) I speak when needed but mostly listen \rightarrow Low
- D) I prefer to stay quiet and observe \rightarrow Low

Q2: When asked to present an idea to a group, how do you feel?

- A) Confident and excited to explain \rightarrow High
- B) Slightly nervous, but I can do it well \rightarrow **Medium**
- C) I need preparation to feel okay \rightarrow Low
- D) I try to avoid it if I can \rightarrow Low

Q3: If a misunderstanding occurs in a team, what's your response?

- A) I take initiative to resolve it quickly and clearly → **High**
- B) I help clarify things if I'm asked \rightarrow **Medium**
- C) I listen and let others take the lead \rightarrow Low
- D) I tend to avoid conflict altogether \rightarrow Low

Q4: How comfortable are you speaking with people from different backgrounds?

- A) Very comfortable I adapt my style easily \rightarrow **High**
- B) Fairly comfortable in most situations → **Medium**
- C) I'm a bit hesitant but try to manage \rightarrow Low
- D) I feel awkward or unsure what to say \rightarrow Low

Q5: What do others most often say about your communication?

- A) Clear, engaging, and persuasive \rightarrow **High**
- B) Polite, helpful, and articulate → **Medium**
- C) Reserved, but gets the point across \rightarrow Low
- D) Quiet or hard to read \rightarrow Low

S Feature: Leadership_Skills

These questions gauge your capacity to lead, motivate, and resolve team issues. (Ratings: Low, Medium, High)

Q1: When a team faces a challenge, what is your typical role?

- A) I take charge and guide the team toward a solution \rightarrow **High**
- B) I support the leader and help implement ideas \rightarrow Medium
- C) I wait for others to take charge and follow along \rightarrow Low

Q2: How do you feel about making important decisions for the team?

- A) I feel confident and ready to make decisions \rightarrow **High**
- B) I consult others and make decisions together \rightarrow Medium
- C) I prefer to avoid decision-making whenever possible \rightarrow Low

Q3: How do you motivate your team during tough times?

- A) I inspire and encourage the team to keep pushing forward \rightarrow High
- B) I offer support and try to keep the team focused \rightarrow **Medium**
- C) I struggle to motivate others and tend to withdraw \rightarrow Low

Q4: When it comes to delegating tasks, how do you approach it?

A) I delegate effectively and ensure everyone has a clear role \rightarrow High

- B) I delegate when needed but prefer to take on tasks myself \rightarrow **Medium**
- C) I have difficulty delegating tasks and often end up doing everything \rightarrow Low

Q5: How do you handle conflicts within the team?

- A) I address conflicts directly and try to resolve them constructively \rightarrow **High**
- B) I intervene when necessary, but prefer not to get too involved \rightarrow **Medium**
- C) I avoid conflicts and let others handle them \rightarrow Low

Feature: Teamwork Skills

These questions assess how effectively you collaborate in a team setting. (Ratings: Low, Medium, High)

Q1: How do you contribute to a team's success?

- A) I actively collaborate, offering ideas and support to everyone \rightarrow **High**
- B) I participate when needed and contribute in specific areas → Medium
- C) I mostly work alone and only contribute when asked \rightarrow Low

Q2: When a team project is struggling, what is your response?

- A) I work closely with the team to identify solutions and keep the momentum going -> High
- B) I try to help but often wait for someone else to lead the way \rightarrow **Medium**
- C) I tend to focus on my own tasks and avoid getting involved in team challenges \rightarrow Low

Q3: How comfortable are you with giving and receiving feedback in a team?

- A) I welcome feedback and offer constructive criticism to others \rightarrow High
- B) I accept feedback well, but I'm cautious when providing it \rightarrow **Medium**
- C) I find it difficult to give feedback and feel uncomfortable receiving it \rightarrow Low

Q4: When a team decision is made, how do you react if you disagree?

- A) I express my concerns respectfully and help the team reconsider if needed \rightarrow High
- B) I share my opinion, but generally go along with the group's decision \rightarrow Medium
- C) I stay quiet and follow the decision without voicing my disagreement \rightarrow Low

Q5: How do you handle situations where team members aren't pulling their weight?

- A) I address the issue directly, offering help and guidance to ensure the team succeeds \rightarrow **High**
- B) I express my concerns, but I usually wait for someone else to step in \rightarrow **Medium**
- C) I avoid addressing the issue and focus on my own work \rightarrow Low

Section Problems Feature: Decision Making

These questions evaluate how you make choices, especially under pressure or uncertainty. (Ratings: Low, Medium, High)

Q1: When faced with a difficult decision, how do you approach it?

- A) I gather information, weigh the pros and cons, and make an informed decision High
- B) I seek input from others and try to make a balanced decision → **Medium**
- C) I avoid making decisions and leave them to others \rightarrow Low

Q2: How do you feel when you have to make decisions under pressure?

- A) I remain calm and focused, making decisions efficiently → **High**
- B) I feel a bit stressed but manage to make decisions with some effort → **Medium**
- C) I struggle to make decisions quickly and may freeze under pressure \rightarrow Low

Q3: How do you handle situations where there's no clear right or wrong choice?

- A) I analyze the situation, trust my instincts, and choose the best option \rightarrow High
- B) I consider the potential outcomes and pick the best compromise \rightarrow **Medium**
- C) I struggle to decide and often leave the choice up to others \rightarrow Low

Q4: When making decisions, how often do you consider the long-term consequences?

- A) I always consider the long-term impact and how it affects everyone involved \rightarrow High
- B) I try to think about the long-term, but sometimes focus on short-term needs \rightarrow **Medium**
- C) I mostly focus on immediate outcomes and don't think much about the future \rightarrow Low

Q5: How do you react if a decision you made turns out to be wrong?

- A) I take responsibility, learn from it, and adjust my approach in the future → **High**
- B) I acknowledge the mistake and try to correct it where possible → **Medium**
- C) I avoid taking responsibility and tend to blame others for the mistake \rightarrow Low

→ Adaptability Assessment – 10 Questions

These questions will focus on:

- Openness to change
- Stress handling
- Flexibility in uncertain situations
- Comfort with new ideas
- Willingness to try new routines
- 1. How do you react when plans change at the last minute?
 - A) I quickly adjust and move forward.
 - B) I feel a bit uneasy but manage.
 - C) I get frustrated and find it hard to cope.

- 2. You're assigned to work with someone whose methods are very different from yours. What do you do?
 - A) Try to understand and collaborate.
 - B) Keep to your style but tolerate theirs.
 - C) Struggle to work effectively with them.
- 3. How do you feel about learning new tools or technologies?
 - A) Excited and eager.
 - B) Neutral depends on the need.
 - C) Hesitant or avoid it unless required.
- 4. What's your response to unexpected challenges at work or school?
 - A) I stay calm and look for solutions.
 - B) I take time to process but respond.
 - C) I often feel overwhelmed.
- 5. If you're moved to a new team or environment, how do you handle it?
 - A) I enjoy meeting new people and learning.
 - B) I take time to settle but adapt eventually.
 - C) I prefer not to change teams at all.
- 6. When facing criticism or feedback, you...
 - A) Take it constructively and adjust.
 - B) Accept it but feel discouraged.
 - C) Take it personally and resist change.
- 7. How comfortable are you in ambiguous or uncertain situations?
 - A) I'm flexible and can deal with uncertainty.
 - B) I prefer structure but manage uncertainty if needed.
 - C) I feel anxious and lost without clear direction.
- 8. You're asked to lead a new project outside your comfort zone. How do you respond?
 - A) I'm up for the challenge.
 - B) I'm nervous but accept.
 - C) I'd rather not take it.
- 9. How often do you willingly step out of your comfort zone?
 - A) Often I like trying new things.
 - B) Occasionally, if necessary.

- C) Rarely I stick to what I know.
- 10. In fast-changing situations, your typical behavior is:
 - A) Adjust and keep going.
 - B) Pause, process, and adapt slowly.
 - C) Resist the change and feel uncomfortable.
 - 3/3 adaptive answers \rightarrow High Adaptability
 - 2/3 adaptive answers → Medium Adaptability
 - 0-1/3 adaptive answers \rightarrow Low Adaptability
- ("Adaptive answers" = mostly option A, sometimes B)

Time Management Assessment – 5 Questions

- 1) How often do you create a to-do list or plan your day in advance?
- A) Daily I rely on it to stay organized.
- B) Occasionally, when I have a lot to do.
- C) Rarely I go with the flow.
 - 2) You have a deadline in 3 days. When do you typically start working on it?
- A) Immediately I like to stay ahead.
- B) A day before I work better under pressure.
- C) Last minute or after the deadline I struggle to start.
 - 3) You have multiple tasks to complete. What do you do first?
- A) Prioritize based on urgency and importance.
- B) Start with whichever feels easiest.
- C) Delay and often jump between tasks.

| A) Rarely – I know how to stay focused. | | | | | | | |
|--|--|--|--|--|--|--|--|
| B) Sometimes – I try to control it. | | | | | | | |
| C) Frequently – I lose a lot of time. | | | | | | | |
| 5) If you're running out of time on a task, you | | | | | | | |
| A) Stay calm, re-prioritize, and focus. | | | | | | | |
| B) Rush through and hope for the best. | | | | | | | |
| C) Panic and sometimes give up or skip parts. | | | | | | | |
| Problem-Solving Assessment – 5 Questions When faced with a complex problem, what is your first reaction? | | | | | | | |
| A) Break it down and analyze step by step. | | | | | | | |
| B) Try a few things and see what works. | | | | | | | |
| C) Feel overwhelmed and unsure how to begin. | | | | | | | |
| How do you handle situations when your first solution doesn't work? | | | | | | | |
| A) I look for alternative solutions immediately. | | | | | | | |
| B) I try the same method a few times. | | | | | | | |
| C) I get stuck and find it hard to continue. | | | | | | | |
| You're under pressure to solve an urgent issue. What do you do? | | | | | | | |
| A) Stay calm and logically evaluate the best course. | | | | | | | |
| B) Act quickly, even without full analysis. | | | | | | | |

4) How often do distractions (e.g., social media, chatting) affect your productivity?

C) Struggle to focus and feel stressed.

How do you approach unfamiliar problems?

- A) I enjoy the challenge and use reasoning.
- B) I try what has worked in similar cases.
- C) I usually wait for guidance or help.

You encounter a recurring issue in your work. What's your approach?

- A) Identify the root cause and find a permanent fix.
- B) Apply temporary solutions to keep moving.
- C) Avoid dealing with it until it becomes critical.

Emotional Intelligence Assessment – 5 Questions

How do you react when you feel angry or frustrated?

- A) I recognize my emotions and take a step back to calm down.
- B) I try to ignore it or bottle it up.
- C) I express it right away, often without thinking.

When a team member is upset, what is your usual response?

- A) I try to understand their feelings and offer support.
- B) I listen but don't always know how to help.
- C) I avoid them until they calm down.

How often do you reflect on your own emotional reactions in situations?

A) Frequently – I think about how I felt and why.

- B) Occasionally I sometimes analyze my emotions.
- C) Rarely I don't really reflect on how I feel.

If someone criticizes your work, how do you typically respond?

- A) I listen calmly, process the feedback, and improve.
- B) I feel defensive but try to improve after some thought.
- C) I get upset and have difficulty accepting the criticism.

How do you manage your emotions in stressful situations?

- A) I stay composed and focus on finding a solution.
- B) I feel stressed but try to push through.
- C) I get overwhelmed and may struggle to focus.

Emotional Stress Assessment – 5 Questions

How often do you feel overwhelmed by tasks or responsibilities?

- A) Rarely I can handle my tasks without feeling overwhelmed.
- B) Sometimes I feel overwhelmed on occasion but manage.
- C) Frequently I often feel overwhelmed by the amount of work or pressure.

When you experience a stressful situation, how do you cope with it?

- A) I take a break, breathe, and refocus to manage the stress.
- B) I try to push through, but it takes a toll on me.

C) I struggle to deal with it and often get anxious or upset.

How do you react when facing multiple deadlines or tight schedules?

- A) I stay calm, prioritize, and get things done in time.
- B) I feel stressed but try to finish things as best as I can.
- C) I often feel overwhelmed and struggle to meet deadlines.

When something goes wrong unexpectedly, what's your emotional reaction?

- A) I remain calm, analyze the situation, and look for solutions.
- B) I feel upset but manage to regain focus eventually.
- C) I get very stressed and find it hard to recover quickly.

After a stressful day or event, how easily do you recover emotionally?

- A) I can relax and recover quickly after a stressful situation.
- B) It takes me some time to relax, but I eventually feel better.
- C) I carry the stress with me for a while and it's hard to recover.

Learning Style Assessment – 5 Questions

When you are studying or learning new information, which method works best for you?

- A) Writing notes, summarizing what I've learned, or reading books/articles. (Reading/Writing)
- B) Listening to podcasts, lectures, or discussions. (Auditory)
- C) Watching videos, diagrams, or other visual content. (Visual)

- D) Actively doing hands-on activities, practicing tasks, or using physical examples. (Kinesthetic)
- How do you prefer to receive instructions for a new task or project?
- A) I prefer written instructions or guides. (Reading/Writing)
- B) I like to hear someone explain the steps aloud. (Auditory)
- C) I prefer to see a demonstration or visual guide first. (Visual)
- D) I prefer to try things myself and learn through doing. (Kinesthetic)
- When remembering information for an exam or presentation, what works best for you?
- A) Reading and writing things down repeatedly. (Reading/Writing)
- B) Listening to recorded lectures or talking it out with others. (Auditory)
- C) Visualizing concepts or drawing diagrams to recall information. (Visual)
- D) Acting out scenarios or using hands-on experience to remember. (Kinesthetic)
- How do you prefer to take notes during a class or meeting?
- A) I take detailed notes and often write everything down. (Reading/Writing)
- B) I prefer listening and taking short notes or summarizing key points. (Auditory)
- C) I use diagrams, pictures, or colors to organize my notes. (Visual)
- D) I like to take notes by doing or using physical objects to represent ideas. (Kinesthetic)
- When faced with a new topic, how do you prefer to start learning?
- A) Reading books, articles, or written material about the topic. (Reading/Writing)
- B) Listening to discussions, podcasts, or lectures. (Auditory)
- C) Watching videos, charts, or any visual material that illustrates the topic. (Visual)

D) Engaging in hands-on practice, workshops, or interactive activities. (Kinesthetic)

Stress Tolerance Assessment – 5 Questions

How do you typically feel when you are faced with multiple deadlines or tasks at once?

- A) I stay calm, prioritize, and work through the tasks methodically. (High)
- B) I feel stressed but manage to get through it with some effort. (Medium)
- C) I feel overwhelmed and struggle to complete tasks. (Low)

When you face a challenging or unexpected situation, how do you react?

- A) I stay composed, think logically, and find a solution. (High)
- B) I get anxious but manage to pull through eventually. (Medium)
- C) I panic and have difficulty managing the situation. (Low)

When dealing with stressful situations, how easily do you recover emotionally?

- A) Quickly I manage stress well and bounce back fast. (High)
- B) It takes some time, but I eventually regain my composure. (Medium)
- C) I find it difficult to recover and often carry stress with me. (Low)

In high-pressure environments, how do you perform?

- A) I perform well, even under pressure, and stay productive. (High)
- B) I feel pressure but still manage to meet expectations. (Medium)
- C) I struggle to perform under pressure and may miss deadlines. (Low)

How do you feel when your plans or routines are disrupted unexpectedly?

A) I adjust quickly without much stress. (High)

- B) I feel unsettled but manage to adapt over time. (Medium)
- C) I get frustrated and have difficulty adjusting. (Low)

◎ Risk Tolerance Assessment – 5 Questions

When presented with a new opportunity that has both high rewards and high risk, what is your initial reaction?

- A) I feel excited and consider how to take it strategically. (High)
- B) I weigh the pros and cons carefully before deciding. (Medium)
- C) I avoid it unless the risk is minimal. (Low)

How do you usually make important decisions with uncertain outcomes?

- A) I'm comfortable deciding even if all details aren't clear. (High)
- B) I take time to analyze but eventually take a moderate stance. (Medium)
- C) I prefer clear and safe outcomes before acting. (Low)

In group projects, are you willing to try unconventional or bold approaches?

- A) Yes, I often suggest bold or innovative methods. (High)
- B) Sometimes, if the situation really needs it. (Medium)
- C) I prefer sticking to tried-and-tested approaches. (Low)

If you had to choose between a stable job and a startup with uncertain income but high potential, what would you pick?

- A) The startup I'm willing to take the chance. (High)
- B) Depends I would think deeply before choosing. (Medium)

C) The stable job – security is more important. (Low)

When taking on a new challenge or role with unclear expectations, how do you respond?

- A) I embrace it and learn along the way. (High)
- B) I feel nervous but accept it after preparation. (Medium)
- C) I feel uncomfortable and prefer clarity before starting. (Low)

○ Introvert–Extrovert Assessment –

How do you usually feel after spending a few hours at a lively social gathering?

- A) Energized and excited to keep socializing. (High)
- B) It was fun, but I need a bit of alone time now. (Medium)
- C) Drained and ready for quiet solitude. (Low)

When working on a project, what environment do you prefer?

- A) A team setting where I can discuss and share ideas actively. (High)
- B) A mix of solo work and occasional collaboration. (Medium)
- C) A quiet space where I can focus alone. (Low)

How do you usually respond in group discussions or meetings?

- A) I often lead, talk freely, and enjoy being heard. (High)
- B) I contribute when I have something important to say. (Medium)
- C) I mostly observe and prefer listening over speaking. (Low)

What's your idea of an ideal weekend?

A) Going out with friends, meeting new people, attending events. (High)

- B) A balance of going out and staying in. (Medium)
- C) Reading a book, watching movies, or relaxing alone. (Low)

How do you handle networking events or public speaking?

- A) I enjoy them and look forward to the interaction. (High)
- B) I do okay, depending on the mood or setting. (Medium)
- C) I feel nervous or avoid them if possible. (Low)

Aptitude Assessment –

If 5 machines take 5 minutes to make 5 products, how long will 100 machines take to make 100 products?

- A) 5 minutes (High Aptitude)
- B) 50 minutes (Medium Aptitude)
- C) 100 minutes (Low Aptitude)

Find the missing number in the sequence: 2, 6, 12, 20, ___, 42

- A) 28 (High Aptitude)
- B) 30 (Medium Aptitude)
- C) 32 (Low Aptitude)

A bat and a ball cost \$1.10 together. The bat costs \$1 more than the ball. How much does the ball cost?

- A) \$0.05 (High Aptitude)
- B) \$0.10 (Medium Aptitude)

C) \$1.00 (Low Aptitude)

If all Bloops are Razzies, and all Razzies are Lazzies, then are all Bloops definitely Lazzies?

- A) Yes (High Aptitude)
- B) Maybe (Medium Aptitude)
- C) No (Low Aptitude)

- A) (High Aptitude)
- B) (Medium Aptitude)
- C) (Low Aptitude)

🎯 1. Workplace Preference

Q1: What type of setting makes you feel most productive during the day?

- A) A quiet home office (Suggests Remote Preference)
- B) A collaborative open office (Suggests On-site Preference)
- C) A mix depending on the task (Suggests Hybrid Preference)

Q2: If you had an important task, where would you prefer to work?

- A) Home (Remote)
- B) Company Office (On-site)
- C) Library or Café (Hybrid Flexibility)

Q3: How do you like to interact with teammates?

- A) Messaging tools (Remote)
- B) Face-to-face (On-site)
- C) Mix of both (Hybrid)

Q4: Do you enjoy commuting or starting your day directly?

- A) Hate commuting (Remote)
- B) Enjoy the routine (On-site)
- C) Sometimes like it, sometimes don't (Hybrid)

Q5: How important are spontaneous conversations at work?

- A) Not important (Remote)
- B) Very important (On-site)
- C) Somewhat important (Hybrid)

11 2. Work-Life Balance Preference

Q1: What do you typically do after work?

- A) Unplug and relax (High Work-Life Balance preference)
- B) Catch up on more tasks (Low Balance, High Work Focus)
- C) Check emails but relax later (Moderate Balance)

Q2: How do you react to late work requests?

A) Try to defer or say no (High Balance)

- B) Accept as part of the job (Low Balance)
- C) Depends on urgency (Moderate Balance)
- **Q3:** Describe your ideal workday.
- A) 9–5 with evenings free (High Balance)
- B) Extended hours for growth (Low Balance)
- C) Balanced hours with breaks (Moderate Balance)
- **Q4:** What do you value more?
- A) Health and energy (High Balance)
- B) Results and goals (Low Balance)
- C) A mix of both (Moderate)
- **Q5:** How often do you check emails after hours?
- A) Never (High Balance)
- B) Frequently (Low Balance)
- C) Occasionally (Moderate Balance)

💰 3. Salary Expectation

- **Q1:** What makes a job offer attractive?
- A) Salary (High Salary Expectation)
- B) Culture and learning (Low Salary Expectation)
- C) A mix (Moderate)
- **Q2:** Two jobs are equally interesting. Which do you choose?
- A) Higher-paying one (High)
- B) One with more growth (Low)
- C) Balanced between both (Moderate)
- **Q3:** How do you feel if a peer earns more?
- A) Unfair, I deserve that too (High)
- B) Doesn't matter (Low)
- C) Slightly envious but okay (Moderate)
- **Q4:** What's more satisfying?
- A) Financial reward (High)
- B) Recognition or freedom (Low)
- C) All of the above (Moderate)

- **Q5:** What do you research first in a job post?
- A) Salary details (High)
- B) Role expectations (Low)
- C) Company background (Moderate)

6 4. Value Priority (Purpose vs Stability vs Innovation)

- **Q1:** What matters most in your career?
- A) Security and income (Stability)
- B) Creating change (Purpose)
- C) Inventing new solutions (Innovation)
- **Q2:** Would you rather:
- A) Improve an existing system (Stability)
- B) Start something new (Innovation)
- C) Solve a social issue (Purpose)
- Q3: What excites you more?
- A) Order and structure (Stability)
- B) Risk and novelty (Innovation)
- C) Impact and meaning (Purpose)
- **Q4:** What's a fulfilling success story?
- A) Financial independence (Stability)
- B) Created change in society (Purpose)
- C) Built a new product or tool (Innovation)
- **Q5:** Solve one problem in your field:
- A) Resource inefficiency (Stability)
- B) Lack of access (Purpose)
- C) Technical limitations (Innovation)

5. LinkedIn Portfolio

- **Q1:** How do you share achievements?
- A) Post on LinkedIn (Active user)
- B) Word of mouth or CV (Low activity)
- C) Rarely share (Minimal presence)

- **Q2:** Do you build a professional online presence?
- A) Yes, regularly (High engagement)
- B) Occasionally (Moderate)
- C) Not at all (Low/None)
- Q3: Do you connect with others in your industry?
- A) Actively (High networking)
- B) Only for opportunities (Moderate)
- C) Rarely (Low)
- **Q4:** If asked for your background, you'd share:
- A) LinkedIn (High)
- B) Resume (Moderate)
- C) Prefer not to (Low)
- **Q5:** Do you reflect and update your journey?
- A) Often (High)
- B) When necessary (Moderate)
- C) Not really (Low)

6. GitHub Repositories

- Q1: How do you store your coding projects?
- A) Public GitHub repos (Highly active)
- B) Private GitHub or local folders (Moderate)
- C) Rarely store them (Inactive)
- **Q2:** If someone asked to see your code, what would you share?
- A) GitHub link with multiple projects (Highly active)
- B) One or two sample projects (Moderate)
- C) I don't have much to show (Inactive)
- Q3: What's your opinion on version control?
- A) Essential and I use it daily (Highly active)
- B) Important but not always used (Moderate)
- C) Never needed it (Inactive)
- **Q4:** Do you contribute to open-source projects?
- A) Frequently (Highly active)

- B) Occasionally (Moderate)
- C) Never (Inactive)

Q5: What do you do after completing a project?

- A) Push it to GitHub and document it (Highly active)
- B) Save it for personal reference (Moderate)
- C) Leave it as is (Inactive)

№ 7. Public Speaking Experience

Q1: How comfortable are you with speaking in front of groups?

- A) Very comfortable (Experienced)
- B) Somewhat nervous but manage (Moderate)
- C) Avoid if possible (Low experience)

Q2: Have you ever led a presentation or workshop?

- A) Yes, many times (Experienced)
- B) A few times (Moderate)
- C) Not yet (Low experience)

Q3: In group discussions, you usually:

- A) Take the lead (Experienced)
- B) Contribute when needed (Moderate)
- C) Prefer to listen (Low experience)

Q4: What role do you play during team meetings?

- A) Presenter or organizer (Experienced)
- B) Participant (Moderate)
- C) Observer (Low experience)

Q5: How do you prepare for speaking opportunities?

- A) Practice confidently (Experienced)
- B) Nervous but rehearse (Moderate)
- C) Avoid altogether (Low experience)

% 8. Openness (Big Five Trait)

- **Q1:** What's your reaction to new, abstract ideas?
- A) Excited and curious (High Openness)
- B) Interested but cautious (Moderate)
- C) Skeptical or uninterested (Low Openness)
- **Q2:** Would you enjoy a spontaneous trip to a place you've never been?
- A) Absolutely! (High Openness)
- B) Maybe, with some planning (Moderate)
- C) I'd rather not (Low Openness)
- **Q3:** How do you feel about trying out-of-the-box solutions?
- A) I encourage them (High)
- B) I consider them but prefer proven ways (Moderate)
- C) I avoid untested methods (Low)
- **Q4:** Do you often engage in creative hobbies?
- A) Yes, regularly (High)
- B) Occasionally (Moderate)
- C) Rarely or never (Low)
- **Q5:** If someone offered a job in a totally new domain, you'd:
- A) Explore it! (High)
- B) Consider cautiously (Moderate)
- C) Decline due to risk (Low)

1 9. Conscientiousness (Big Five Trait)

- Q1: How do you usually manage your tasks?
- A) I plan everything ahead (High Conscientiousness)
- B) I manage as things come (Moderate)
- C) I often forget or delay (Low)
- **Q2:** Do you stick to deadlines?
- A) Always (High)
- B) Most of the time (Moderate)
- C) Not really (Low)
- **Q3:** Your workspace is usually:
- A) Neat and organized (High)

- B) Manageably messy (Moderate)
- C) Chaotic (Low)
- **Q4:** When given a responsibility, you:
- A) Follow through completely (High)
- B) Try your best (Moderate)
- C) Struggle to finish (Low)
- Q5: What's your approach to goal setting?
- A) Break into steps and track (High)
- B) Set goals, review occasionally (Moderate)
- C) Go with the flow (Low)

• 10. Extraversion (Big Five Trait)

- **Q1:** What gives you energy?
- A) Social interaction (High Extraversion)
- B) A mix of social and alone time (Moderate)
- C) Solitude (Low/Introvert)
- **Q2:** In a room full of strangers, you:
- A) Mingle quickly (High)
- B) Talk to a few (Moderate)
- C) Stay reserved (Low)
- Q3: Weekend plans look like:
- A) Parties or outings (High)
- B) Social + personal time (Moderate)
- C) Relaxing alone (Low)
- **Q4:** Do you prefer working in teams or alone?
- A) Teams (High)
- B) Depends on the task (Moderate)
- C) Alone (Low)
- **Q5:** How often do you speak first in group chats?
- A) Frequently (High)
- B) Occasionally (Moderate)
- C) Rarely (Low)

11. Agreeableness (Big Five Trait)

- Q1: When a team member makes a mistake, how do you respond?
- A) Help them correct it gently (High Agreeableness)
- B) Point it out constructively (Moderate)
- C) Get frustrated or blame (Low)
- **Q2:** How often do you compromise during disagreements?
- A) Most of the time (High)
- B) When it makes sense (Moderate)
- C) Rarely I stand my ground (Low)
- Q3: What do others often say about you?
- A) Kind and easy to work with (High)
- B) Honest and balanced (Moderate)
- C) Straightforward, even if harsh (Low)
- **Q4:** If someone takes credit for your work, you:
- A) Let it go to keep peace (High)
- B) Clarify things politely (Moderate)
- C) Directly confront them (Low)
- Q5: You're asked to help with a project last minute. You:
- A) Agree happily (High)
- B) Help if you can manage (Moderate)
- C) Refuse if it's inconvenient (Low)

2 12. Neuroticism (Big Five Trait)

- Q1: How do you handle criticism?
- A) Stay calm and reflect (Low Neuroticism)
- B) Feel a bit affected but move on (Moderate)
- C) Take it personally and dwell on it (High)
- **Q2:** How often do you feel anxious about tasks?
- A) Rarely (Low)
- B) Occasionally (Moderate)
- C) Frequently (High)
- Q3: When things don't go as planned, your reaction is:
- A) Adjust and stay positive (Low)

- B) Feel a little stressed (Moderate)
- C) Get overwhelmed (High)

Q4: How stable are your moods throughout the week?

- A) Very stable (Low)
- B) Sometimes fluctuate (Moderate)
- C) Often up and down (High)

Q5: During stressful situations, you:

- A) Stay composed (Low)
- B) Need time to process (Moderate)
- C) Feel like breaking down (High)

★ 13. Predicted Career Field

These questions aim to infer interests and strengths linked to career domains.

- Q1: Which task sounds most appealing?
- A) Designing a user interface (Creative/Tech)
- B) Solving a complex math problem (Engineering/Data)
- C) Giving a motivational talk (HR/Leadership)
- D) Planning an event (Management/Logistics)
- **Q2:** What type of achievement excites you the most?
- A) Building something from scratch (Tech/Engineering)
- B) Leading a successful team (Leadership/Management)
- C) Helping someone grow (HR/Teaching)
- D) Creating something beautiful (Design/Creative)

Q3: What type of books or articles do you enjoy?

- A) Tech news or how-to guides (Tech/IT)
- B) Psychology and human behavior (HR/Counseling)
- C) Business and finance (Management/Economics)
- D) Design trends or art (Creative/Design)

Q4: You are most productive when:

- A) Solving structured problems (Tech/Engineering)
- B) Interacting and coordinating with others (HR/Leadership)
- C) Expressing ideas creatively (Creative/Design)
- D) Planning and optimizing processes (Management/Logistics)

Q5: You would rather attend a workshop on:

- A) AI and Machine Learning (Tech)
- B) Conflict resolution strategies (HR)
- C) Creative storytelling (Design)
- D) Business operations (Management)