📝 Assessment Question Bank

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1. Willingness to Learn (3 Questions)

Likert Variants

- I actively seek opportunities to learn new technologies, even outside my job scope.
- I'm willing to experiment with new tools before official training is provided.
- I believe continuous learning is essential for long-term career success.

Trade-Off Variants

- New AI tool introduced → A) Test immediately, B) Wait for training, C) Stick with old method.
- A client suggests an unfamiliar platform → A) Try it, B) Ask for walkthrough, C) Avoid.
- New reporting process mandated → A) Self-learn quickly, B) Wait for guidance, C) Resist until necessary.

Contradiction Variants

- I usually avoid experimenting with new tools unless forced.
- If I don't know a tool, I rarely try it without formal instruction.
- I prefer sticking with what I know rather than risk mistakes.

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2. Digital Curiosity (3 Questions)

Likert Variants

- I regularly read about new apps/tools that boost productivity.
- I often tinker with software features to see what else they can do.
- I enjoy exploring new digital tools outside work requirements.

Scenario Variants

- Colleague shares new app → A) Research & try, B) Wait for others, C) Dismiss.
- Friend recommends Chrome extension → A) Install/test, B) Ask team, C) Ignore.
- Hear of trending productivity app → A) Sign up, B) Bookmark for later, C) Avoid.

Contradiction Variants

- I rarely explore new apps unless required.
- I prefer sticking to familiar tools even if others try new ones.
- Learning new apps is usually more trouble than it's worth.

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3. Process Thinking (3 Questions)

Trade-Off Variants

- Spot repetitive work → A) Automate, B) Discuss team, C) Stick to process.
- Task feels slow → A) Use AI to speed it, B) Ask others, C) Keep same.
- Client report takes hours → A) Build template, B) Raise issue, C) Continue manually.

Scenario Variants

- Assigned long task → A) Template/automate, B) Same way, C) Wait for orders.
- Recurring data entry → A) Automate, B) Follow steps, C) Fix only if asked.

- New reporting workflow clunky → A) Create shortcuts, B) Accept, C) Escalate only for big issues.

Contradiction Variants

- If something works, no need to change.
- Processes should remain stable, not constantly adjusted.
- Improvement is risky, better to stick with consistency.

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4. AI Literacy (4 Questions)

Likert Variants

- I regularly experiment with ChatGPT/Gemini for work tasks.
- I feel confident designing effective prompts for AI tools.
- I trust AI tools to speed up work if I review the output.

Trade-Off Variants

- AI email draft has errors → A) Send anyway, B) Fix quietly, C) Correct & disclose AI use.
- ChatGPT generates outdated info → A) Share anyway, B) Fact-check, C) Abandon tool.
- Gemini writes weak summary → A) Edit w/o credit, B) Refine prompt & retry, C) Delete/write manually.

Scenario Continuations

- AI summary/report → Share vs Verify vs Retry → Later errors → Update vs Hide vs Ignore.
- AI insights → Present vs Check sources vs Retry → Later wrong → Clarify vs Quiet fix vs Ignore.

- Gemini notes → Send raw vs Review vs Retry → Later issues → Notify team vs Fix silently vs Leave.

Contradiction Variants

- AI tools can't make me more productive.
- AI outputs are too unreliable to be useful.
- Using AI usually complicates work instead of simplifying it.

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5. Problem-Solving (3 Questions)

Likert Variants

- I break down big problems into smaller tasks.
- I try multiple approaches before giving up.
- I use tools/resources creatively when solving new challenges.

Scenario Variants

- New dataset → A) Manual, B) AI + verify, C) Ask boss.
- Deadline issue → A) Excel manually, B) AI-assisted breakdown, C) Escalate.
- Client asks unknown → A) Try yourself, B) Use AI, C) Escalate immediately.

Contradiction Variants

- I give up quickly on problems I don't understand.
- If a problem feels hard, I wait for others.
- I avoid tasks with no clear solution path.

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6. Communication (2 Questions)

Trade-Off Variants

- Explaining idea → A) Tailor to audience, B) Jargon, C) Avoid.
- Writing client email → A) Adjust tone, B) Copy technical detail, C) Keep vague.
- Team update → A) Ensure clarity, B) Assume they know, C) Stay silent.

Scenario Variants

- Disagree with colleague → A) Private chat, B) Public challenge, C) Stay quiet.
- Conflict in project → A) Respectful discussion, B) Argue strongly, C) Ignore.
- Team misunderstanding → A) Clarify calmly, B) Blame others, C) Withdraw.

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7. Growth Mindset (2 Questions)

Likert Variants

- I treat failures as learning opportunities.
- Feedback helps me grow, even if hard to hear.
- I believe I can improve any skill with practice.

Scenario Variants

- Weak skill in role → A) Learn & practice, B) Avoid, C) Do bare minimum.
- Struggle with data viz → A) Take course, B) Stick to basics, C) Let others handle.
- Bad at presentations → A) Practice & seek coaching, B) Avoid, C) Do minimal slides.

✅ Key Benefits of This Design

1. **Prevents Guessing:** Contradictions & trade-offs make random high scores unlikely.
2. **Variant Rotation:** 60+ items ensure no two assessments are identical.
3. **Balanced Skills:** Covers mindset, adaptability, AI use, problem-solving, and soft skills.
4. **Actionable Outcomes:** Score bands link directly to tailored training.

🔢 Scoring System for AI-Amplified Talent Assessment

1. Question Weighting

Each question type contributes differently to accuracy and candidate profiling:

- **Likert Scale (1–7 agreement):**
    - Converted into **1–5 points** (low → high alignment).
    - Weight = **40%** of total score.
    - Captures mindset & tendencies.
- **Trade-Off / Scenario Questions:**
    - **Best response = 5 pts**, acceptable = 3 pts, weak = 1 pt, poor = 0.
    - Weight = **40%** of total score.
    - Tests real-world judgment & decision-making.
- **Open-Ended / Reflection (if used in rotation):**

- Scored with a rubric (0–5 pts) for clarity, specificity, and alignment with Bold's values.
- Weight = **20%** of total score.
- Ensures depth and creativity.

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2. Contradiction Penalty

Some questions are deliberately paired as **contradictions** (e.g., "I explore new tools eagerly" vs "I rarely try new tools unless required").

- If responses are inconsistent → apply a **–2 point penalty** in that category.
- Prevents candidates from randomly answering high on all scales.

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3. Category Scoring

Each of the 7 categories produces a **sub-score (1–5)** based on question averages:

- **Willingness to Learn**
- **Digital Curiosity**
- **Process Thinking**
- **AI Literacy**
- **Problem-Solving**
- **Communication**
- **Growth Mindset**

👉 Sub-scores highlight strengths and training needs.

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4. Overall Score Bands

Total score = sum of weighted points (out of 100).

- **80–100 → AI Champion**
    - High readiness. Can lead AI adoption and mentor peers.
- **65–79 → AI Explorer**
    - Strong potential. Comfortable with AI, needs some role-specific upskilling.
- **50–64 → AI Learner**
    - Growth mindset present, but technical/AI gaps. Good candidate for structured training.
- **Below 50 → Needs Development**
    - Low readiness across multiple domains. May struggle with Bold's AI-Amplified model.

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5. Why This Works

- **Multi-layered scoring** (Likert + Scenarios + Contradictions) makes random guessing ineffective.
- **Rubric scoring** for open-ended answers ensures depth, not surface responses.
- **Category sub-scores** allow tailored training plans for each hire.
- **Banding** (Champion → Needs Development) makes results actionable, not just numbers.

✅ This system ensures the assessment is **fair, accurate, and resistant to gaming** — while also mapping results directly into **training & development pathways**.