

Assessment from Culture Forward 5/1/25

Assessment Structure:

15-20 questions designed to capture key personality traits.

Response Spectrum: 'That's Me', 'Somewhat Me', 'Neutral', 'Somewhat Not Me', 'Not Me'.

Analysis Process:

Analyze responses to identify personality traits and tendencies.

Focus on aligning traits with career preferences and strengths.

Career Recommendations:

Provide specific job roles and company types that align with the individual's profile.

Tailored recommendations based on assessment results.

Report Generation:

Generate a comprehensive report summarizing personality insights and career recommendations.

Include a section on specific job roles and companies for a good fit.

Future Application:

Adaptable for various individuals and organizational needs.

A flexible tool for personal and professional development.

This assessment is ready for use as a valuable tool for career guidance and personal development insights. It can be conducted using the existing GPT model, with analysis and report generation provided as needed.

Personality Map and Traits:

The assessment will categorize individuals into distinct personality profiles based on their responses. Each profile will include specific traits that are commonly associated with it. Some of the potential profiles and their key traits are as follows:

Innovator:

Traits: Creative, Open to New Experiences, Adaptable.

Ideal for roles that require innovation and creative problem-solving.

Analyst:

Traits: Logical, Analytical, Detail-Oriented.

Suited for roles involving data analysis, research, and technical expertise.

Leader:

Traits: Decisive, Motivating, Strategic.

Fits leadership roles where decision-making and strategy are key.

Supporter:

Traits: Empathetic, Cooperative, Patient.

Thrives in roles that require teamwork, support, and nurturing relationships.

Entrepreneur:

Traits: Risk-Taking, Visionary, Energetic.

Suitable for starting new ventures or roles requiring innovative business strategies.

Realist:

Traits: Practical, Grounded, Reliable.

Ideal for roles that require practical skills and a realistic approach.

This personality map will guide the assessment's scoring system and help in providing targeted career recommendations based on the individual's dominant traits and preferences.

Personality Map, Traits, and Compatible Companies & Job Roles:

Innovative and Creative:

Traits: Open to new ideas, imaginative, strategic.

Compatible Companies: Tech startups, creative agencies, innovative R&D departments.

Job Roles: Creative Director, Product Manager, R&D Specialist.

Analytical and Logical:

Traits: Detail-oriented, logical, methodical.

Compatible Companies: Financial institutions, tech companies, consulting firms.

Job Roles: Data Analyst, Financial Analyst, IT Consultant.

Leadership and Strategic Thinking:

Traits: Decisive, goal-oriented, visionary.

Compatible Companies: Corporations with strong leadership programs, startups.

Job Roles: CEO, Operations Manager, Business Development Manager.

Empathetic and Socially Oriented:

Traits: Empathetic, communicative, team-player.

Compatible Companies: Non-profits, educational institutions, healthcare organizations.

Job Roles: HR Manager, Social Worker, Teacher.

Adaptable and Dynamic:

Traits: Flexible, quick learner, versatile.

Compatible Companies: Fast-paced startups, companies with diverse project portfolios.

Job Roles: Project Manager, Marketing Specialist, Entrepreneur.

Detail-Oriented and Methodical:

Traits: Organized, thorough, consistent.

Compatible Companies: Law firms, administrative organizations, technical companies.

Job Roles: Lawyer, Administrative Officer, Quality Assurance Analyst.

This personality map can be used to guide individuals towards job roles and companies where they are likely to excel and find satisfaction, based on their assessed personality traits.

Personality Map and Compatibility

The assessment results will be mapped to identify key personality traits. These traits will be matched with compatible companies and job roles, considering both cultural and personality compatibility.

Personality Traits:

1. Innovative and Creative
2. Analytical and Logical
3. Interpersonal and Empathetic
4. Structured and Organized
5. Dynamic and Adaptable

Compatible Job Roles and Companies:

1. Innovative and Creative:
2. Job Roles: Creative Director, Product Designer, Marketing Strategist.
3. Companies: Google, Adobe, Tesla, innovative startups.
4. Analytical and Logical:
5. Job Roles: Data Analyst, Financial Planner, Software Engineer.
6. Companies: IBM, Intel, Accenture, financial institutions.
7. Interpersonal and Empathetic:
8. Job Roles: HR Specialist, Customer Success Manager, Counselor.
9. Companies: Salesforce, non-profits, educational institutions.
10. Structured and Organized:
11. Job Roles: Operations Manager, Project Coordinator, Quality Assurance.
12. Companies: Government agencies, large corporations, manufacturing firms.
13. Dynamic and Adaptable:
14. Job Roles: Business Development, Entrepreneur, Consultant.
15. Companies: Startups, consulting firms, rapidly growing tech companies.

Adaptive Assessment Structure:

1. Initial Questions: The assessment starts with a set of baseline questions to gauge broad personality traits.
2. Branching Logic: The assessment will branch into different sets of questions based on the initial responses, focusing on areas like creativity, analytical skills, interpersonal relations, etc.
3. Maintaining 20 Questions Total: Regardless of the branch taken, the total number of questions will always add up to 20 to ensure consistency in assessment length.
4. Comprehensive Analysis: The final analysis will provide insights into the personality, career guidance, and company fit, tailored to the responses given in the specific branches of the assessment.

Baseline Questions for Adaptive Assessment:

1. I find myself being the initiator in social situations.
 - a. 5) Definitely me
 - b. 4) Somewhat me
 - c. 3) Neutral
 - d. 2) Somewhat not me
 - e. 1) Definitely not.
2. Organizing and structuring tasks is a natural skill for me.
 - a. 5) Definitely me
 - b. 4) Somewhat me
 - c. 3) Neutral
 - d. 2) Somewhat not me
 - e. 1) Definitely not.
3. I tend to feel stressed when faced with unexpected changes.
 - a. 5) Definitely me
 - b. 4) Somewhat me
 - c. 3) Neutral
 - d. 2) Somewhat not me
 - e. 1) Definitely not.
4. Understanding and empathizing with others comes easily to me.
 - a. 5) Definitely me
 - b. 4) Somewhat me
 - c. 3) Neutral
 - d. 2) Somewhat not me
 - e. 1) Definitely not.
5. I am constantly looking for new and innovative ways to do things.
 - a. 5) Definitely me
 - b. 4) Somewhat me
 - c. 3) Neutral
 - d. 2) Somewhat not me
 - e. 1) Definitely not.
6. Self-improvement and personal growth are very important to me.
 - a. 5) Definitely me
 - b. 4) Somewhat me
 - c. 3) Neutral
 - d. 2) Somewhat not me
 - e. 1) Definitely not.
7. I prefer to follow established rules and procedures.
 - a. 5) Definitely me
 - b. 4) Somewhat me
 - c. 3) Neutral
 - d. 2) Somewhat not me

- e. 1) Definitely not.
- 8. Exploring philosophical and abstract concepts is intellectually stimulating for me.
 - a. 5) Definitely me
 - b. 4) Somewhat me
 - c. 3) Neutral
 - d. 2) Somewhat not me
 - e. 1) Definitely not.
- 9. Achieving set goals and targets is a primary motivator for me.
 - a. 5) Definitely me
 - b. 4) Somewhat me
 - c. 3) Neutral
 - d. 2) Somewhat not me
 - e. 1) Definitely not.
- 10. Maintaining harmony in my relationships is a key priority.
 - a. 5) Definitely me
 - b. 4) Somewhat me
 - c. 3) Neutral
 - d. 2) Somewhat not me
 - e. 1) Definitely not.

Rubric

- 1. I find myself being the initiator in social situations.
 - a. Formula: Measures sociability and leadership tendencies (Influence).
- 2. Organizing and structuring tasks is a natural skill for me.
 - a. Formula: Assesses organizational skills and preference for structure (Conscientiousness).
- 3. I tend to feel stressed when faced with unexpected changes.
 - a. Formula: Evaluates adaptability and response to change (Steadiness vs. Dominance).
- 4. Understanding and empathizing with others comes easily to me.
 - a. Formula: Gauges empathy and interpersonal skills (Influence).
- 5. I am constantly looking for new and innovative ways to do things.
 - a. Formula: Indicates creativity and openness to new experiences (Dominance/Influence).
- 6. Self-improvement and personal growth are very important to me.
 - a. Formula: Reflects motivation for development and achievement (Dominance).
- 7. I prefer to follow established rules and procedures.
 - a. Formula: Suggests a preference for consistency and reliability (Steadiness).
- 8. Exploring philosophical and abstract concepts is intellectually stimulating for me.
 - a. Formula: Points to intellectual curiosity and conceptual thinking (Influence/Conscientiousness).
- 9. Achieving set goals and targets is a primary motivator for me.

- a. Formula: Measures goal orientation and result-focused behavior (Dominance).
- 10. Maintaining harmony in my relationships is a key priority.
 - a. Formula: Assesses the value placed on relationships and conflict avoidance (Steadiness).
- 11. I have a wide range of interests and hobbies.
 - a. Formula: Indicates versatility and a breadth of interests (Influence/Dominance).
- 12. In problem-solving, I rely more on practical solutions than creative ones.
 - a. Formula: Evaluates practicality and a methodical approach to challenges (Conscientiousness).
- 13. Receiving feedback or criticism affects me deeply.
 - a. Formula: Gauges sensitivity to feedback and potential areas for personal growth (Steadiness).
- 14. I base most of my decisions on logical analysis rather than intuition.
 - a. Formula: Assesses analytical thinking and decision-making style (Conscientiousness).
- 15. Building deep, meaningful relationships is essential in my life.
 - a. Formula: Measures the importance of deep connections and loyalty (Steadiness).

Pure Types:

- 1. D (Dominant): "The Trailblazing Leader" - Individuals who are assertive, results-oriented, and enjoy challenges.
- 2. I (Influential): "The Charismatic Communicator" - Naturally persuasive, sociable, and thrive in collaborative settings.
- 3. S (Steady): "The Reliable Supporter" - Appreciate stability, consistency, and are great team players.
- 4. C (Conscientious): "The Analytical Strategist" - Detail-oriented, analytical, and value accuracy and efficiency.

Two-Type Combinations:

- 1. DI/ID: "The Dynamic Innovator" - Combines assertiveness with sociability to lead and inspire change.
- 2. DS/SD: "The Grounded Pioneer" - Blends ambition with a methodical approach to steadily drive progress.
- 3. DC/CD: "The Tactical Executive" - Merges leadership with meticulous planning to achieve high standards.
- 4. IS/SI: "The Engaging Motivator" - Uses charm and empathy to encourage and uplift team morale.
- 5. IC/CI: "The Creative Persuader" - Leverages communication and precision to craft compelling narratives.
- 6. SC/CS: "The Dependable Facilitator" - Balances teamwork with a keen eye for detail to support and refine processes.

Three-Type Combinations:

1. DIS/DSI/ISD/etc.: "The Versatile Game-Changer" - Adaptable, enjoys variety, and can lead with creativity and stability.
2. DIC/DIC/ICD/etc.: "The Mastermind Architect" - Exceptional at devising strategies with an innovative and analytical approach.
3. DSC/DCS/SCD/etc.: "The Systematic Trailblazer" - Expert in implementing bold visions with precision and reliability.
4. ISC/ICS/SIC/etc.: "The Harmonious Innovator" - Excels in fostering collaborative environments that encourage creativity and efficiency.

Four-Type Combination:

1. DICS/CDSI/etc.: "The Universal Visionary" - Possesses a rare ability to adapt, lead, collaborate, and innovate, making them well-rounded and versatile professionals.

To create an algorithmic scoring formula for the 15 questions that produces the results of the "Culture Forward" assessment, we can assign point values to each response option and then categorize the questions according to the DISC dimensions they represent. Here's a simplified version:

Response Options and Point Values:

- "That's Me" (Strongly Agree) = 5 points
- "Somewhat Me" (Agree) = 4 points
- "Neutral" = 3 points
- "Somewhat Not Me" (Disagree) = 2 points
- "Not Me" (Strongly Disagree) = 1 point

Questions Categorized by DISC Dimensions:

- Dominance (D): Questions 1, 5, 6, 9, 11
- Influence (I): Questions 1, 4, 5, 8, 11
- Steadiness (S): Questions 3, 7, 10, 13, 15
- Conscientiousness (C): Questions 2, 8, 12, 14

Scoring Formula:

1. Calculate Subtotals for Each DISC Dimension: Add up the points for the questions that fall under each DISC dimension. For example, the subtotal for Dominance (D) would be the sum of points from questions 1, 5, 6, 9, and 11.

2. Determine Dominant DISC Dimensions: The DISC dimension(s) with the highest subtotal(s) indicate the respondent's dominant personality trait(s). In case of a tie, the individual may exhibit a combination of dominant traits.
3. Adjust for Overlap: Since some questions contribute to multiple dimensions (e.g., question 1 contributes to both Dominance and Influence), ensure the algorithm accounts for this overlap in the final analysis. This can be done by applying a weighting factor or considering the context of other responses.
4. Final Assessment Results: Compile the results based on the dominant DISC dimension(s), providing insights into the respondent's personality, work style, and potential career paths.

```
# questions.py
questions = [
    {
        "id": 1,
        "question": "How do you typically approach challenges and problems?",
        "answers": [
            {"text": "I take charge and make decisions quickly.", "trait": "Dominance", "score": 3},
            {"text": "I prefer to collaborate and seek input from others.", "trait": "Influence", "score": 2},
            {"text": "I analyze the situation thoroughly before acting.", "trait": "Conscientiousness",
"score": 2},
            {"text": "I try to avoid conflict and maintain harmony.", "trait": "Steadiness", "score": 1}
        ]
    },
    {
        "id": 2,
        "question": "How do you interact with others in a social setting?",
        "answers": [
            {"text": "I am outgoing and enjoy being the center of attention.", "trait": "Influence",
"score": 3},
            {"text": "I am friendly and enjoy engaging in conversations.", "trait": "Influence", "score":
2},
            {"text": "I am reserved and prefer listening to others.", "trait": "Steadiness", "score": 2},
            {"text": "I am cautious and prefer to observe before participating.", "trait":
"Conscientiousness", "score": 1}
        ]
    },
    {
        "id": 3,
        "question": "How do you handle changes in your environment?",
        "answers": [
            {"text": "I adapt quickly and enjoy new experiences.", "trait": "Dominance", "score": 3},
```

```

        {"text": "I prefer stability and consistency.", "trait": "Steadiness", "score": 2},
        {"text": "I am flexible but need time to adjust.", "trait": "Conscientiousness", "score": 2},
        {"text": "I feel stressed and anxious with sudden changes.", "trait": "Influence", "score": 1}
    ]
},
{
    "id": 4,
    "question": "How do you approach tasks and responsibilities?",
    "answers": [
        {"text": "I am detail-oriented and strive for perfection.", "trait": "Conscientiousness",
"score": 3},
        {"text": "I am organized and follow a structured plan.", "trait": "Steadiness", "score": 2},
        {"text": "I am spontaneous and prefer to go with the flow.", "trait": "Influence", "score": 2},
        {"text": "I am methodical and take my time to ensure accuracy.", "trait": "Dominance",
"score": 1}
    ]
},
{
    "id": 5,
    "question": "How important is it for you to adhere to rules and standards?",
    "answers": [
        {"text": "Very important; I strive to be ethical and moral.", "trait": "Conscientiousness",
"score": 3},
        {"text": "Somewhat important; I try to follow rules but can be flexible.", "trait":
"Steadiness", "score": 2},
        {"text": "Not very important; I prefer to create my own rules.", "trait": "Influence", "score":
2},
        {"text": "Not important at all; I believe in freedom and flexibility.", "trait": "Dominance",
"score": 1}
    ]
},
{
    "id": 6,
    "question": "How do you feel about helping others?",
    "answers": [
        {"text": "I love helping others and often put their needs before my own.", "trait":
"Steadiness", "score": 3},
        {"text": "I enjoy helping but also need time for myself.", "trait": "Conscientiousness",
"score": 2},
        {"text": "I help when necessary but prefer to focus on my own goals.", "trait":
"Dominance", "score": 2},
        {"text": "I rarely go out of my way to help others.", "trait": "Influence", "score": 1}
    ]
},

```

```

{
  "id": 7,
  "question": "How do you measure your success?",
  "answers": [
    {"text": "By achieving my goals and receiving recognition.", "trait": "Dominance", "score": 3},
    {"text": "By maintaining a balance between work and personal life.", "trait": "Steadiness", "score": 2},
    {"text": "By the quality of my relationships and personal growth.", "trait": "Influence", "score": 2},
    {"text": "By my ability to stay true to my values and beliefs.", "trait": "Conscientiousness", "score": 1}
  ]
},
{
  "id": 8,
  "question": "How do you approach learning and knowledge?",
  "answers": [
    {"text": "I am curious and enjoy deep, independent research.", "trait": "Conscientiousness", "score": 3},
    {"text": "I like learning but prefer practical applications.", "trait": "Steadiness", "score": 2},
    {"text": "I learn best through social interactions and discussions.", "trait": "Influence", "score": 2},
    {"text": "I prefer hands-on experiences and real-world applications.", "trait": "Dominance", "score": 1}
  ]
},
{
  "id": 9,
  "question": "How do you recharge your energy?",
  "answers": [
    {"text": "By spending time alone and reflecting.", "trait": "Introversion", "score": 3},
    {"text": "By socializing and engaging with others.", "trait": "Extraversion", "score": 2}
  ]
},
{
  "id": 10,
  "question": "How do you prefer to gather information?",
  "answers": [
    {"text": "By focusing on concrete details and facts.", "trait": "Sensing", "score": 3},
    {"text": "By looking at the big picture and exploring possibilities.", "trait": "Intuition", "score": 2}
  ]
},

```

```

{
  "id": 11,
  "question": "How do you make decisions?",
  "answers": [
    {"text": "By analyzing logical consequences and facts.", "trait": "Thinking", "score": 3},
    {"text": "By considering personal values and the impact on others.", "trait": "Feeling",
"score": 2}
  ]
},
{
  "id": 12,
  "question": "How do you approach your daily life?",
  "answers": [
    {"text": "By planning and organizing tasks in advance.", "trait": "Judging", "score": 3},
    {"text": "By staying flexible and adapting as things come up.", "trait": "Perceiving", "score":
2}
  ]
},
{
  "id": 13,
  "question": "How do you feel about trying new things?",
  "answers": [
    {"text": "I love exploring new ideas and experiences.", "trait": "Openness", "score": 3},
    {"text": "I am open to new experiences but prefer familiar routines.", "trait":
"Conscientiousness", "score": 2},
    {"text": "I am cautious about trying new things.", "trait": "Steadiness", "score": 2},
    {"text": "I prefer to stick to what I know.", "trait": "Dominance", "score": 1}
  ]
},
{
  "id": 14,
  "question": "How do you manage your responsibilities?",
  "answers": [
    {"text": "I am very organized and reliable.", "trait": "Conscientiousness", "score": 3},
    {"text": "I am somewhat organized but can be flexible.", "trait": "Steadiness", "score": 2},
    {"text": "I am spontaneous and prefer not to plan too much.", "trait": "Influence", "score":
2},
    {"text": "I struggle with organization and prefer to go with the flow.", "trait": "Dominance",
"score": 1}
  ]
},
{
  "id": 15,
  "question": "How do you interact in social situations?",

```

```

        "answers": [
            {"text": "I am outgoing and enjoy being around people.", "trait": "Extraversion", "score": 3},
            {"text": "I am sociable but also need time alone.", "trait": "Introversion", "score": 2},
            {"text": "I am reserved and prefer smaller groups.", "trait": "Steadiness", "score": 2},
            {"text": "I am very introverted and prefer solitude.", "trait": "Conscientiousness", "score": 1}
        ]
    }
]

# scoring.py
from questions import questions

def calculate_scores(responses):
    scores = {
        "Dominance": 0,
        "Influence": 0,
        "Steadiness": 0,
        "Conscientiousness": 0,
        "Introversion": 0,
        "Extraversion": 0,
        "Sensing": 0,
        "Intuition": 0,
        "Thinking": 0,
        "Feeling": 0,
        "Judging": 0,
        "Perceiving": 0,
        "Openness": 0
    }

    for response in responses:
        question = next(q for q in questions if q["id"] == response["questionId"])
        answer = next(a for a in question["answers"] if a["text"] == response["answer"])
        scores[answer["trait"]] += answer["score"]

    return scores

# results.py
def generate_results(scores):
    results = {
        "personalityProfile": "",
        "strengths": [],
        "values": [],
        "recommendedJobs": [],
        "companyCulture": []
    }

```

```

# Determine personality profile
if scores["Dominance"] > scores["Influence"] and scores["Dominance"] > scores["Steadiness"]
and scores["Dominance"] > scores["Conscientiousness"]:
    results["personalityProfile"] = "The Visionary Leader"
    results["strengths"].extend(["Leadership", "Strategic Thinking", "Goal-Oriented"])
    results["values"].extend(["Achievement", "Efficiency", "Independence"])
    results["recommendedJobs"].extend(["Sales Manager", "Project Manager", "Product
Manager"])
    results["companyCulture"].extend(["Competitive Culture", "Entrepreneurial Culture"])
elif scores["Influence"] > scores["Dominance"] and scores["Influence"] > scores["Steadiness"]
and scores["Influence"] > scores["Conscientiousness"]:
    results["personalityProfile"] = "The Social Persuader"
    results["strengths"].extend(["Communication", "Persuasion", "Networking"])
    results["values"].extend(["Collaboration", "Recognition", "Social Interaction"])
    results["recommendedJobs"].extend(["Sales Manager", "Account Manager", "Product
Manager"])
    results["companyCulture"].extend(["Collaborative Culture", "Social Culture"])
elif scores["Steadiness"] > scores["Dominance"] and scores["Steadiness"] >
scores["Influence"] and scores["Steadiness"] > scores["Conscientiousness"]:
    results["personalityProfile"] = "The Reliable Supporter"
    results["strengths"].extend(["Reliability", "Consistency", "Support"])
    results["values"].extend(["Stability", "Loyalty", "Dependability"])
    results["recommendedJobs"].extend(["Quality Assurance Tester", "Systems Analyst", "Help
Desk Technician"])
    results["companyCulture"].extend(["Supportive Culture", "Stable Culture"])
elif scores["Conscientiousness"] > scores["Dominance"] and scores["Conscientiousness"] >
scores["Influence"] and scores["Conscientiousness"] > scores["Steadiness"]:
    results["personalityProfile"] = "The Analytical Perfectionist"
    results["strengths"].extend(["Attention to Detail", "Analytical Thinking", "Precision"])
    results["values"].extend(["Accuracy", "Quality", "Order"])
    results["recommendedJobs"].extend(["Data Analyst", "Database Administrator", "
const axios = require('axios');

// Assessment model
const assessmentModel = {
  calculateScores: (responses) => {
    // Implement scoring logic based on responses
    // Return an object with calculated scores
  },

  generateProfile: (scores) => {
    // Generate profile based on scores
    // Return an object with profile information

```

```

    }
  };

  // API function
  async function personalityAssessmentAPI(responses) {
    const apiKey = process.env.API_KEY;
    const apiUrl = 'https://api.example.com/personality-assessment';

    const scores = assessmentModel.calculateScores(responses);
    const profile = assessmentModel.generateProfile(scores);

    const data = {
      summary: profile.summary,
      values: profile.values,
      strengths: profile.strengths,
      professionalCharacteristics: profile.professionalCharacteristics,
      recommendedJobRoles: profile.recommendedJobRoles,
      suitableCompanyCultures: profile.suitableCompanyCultures,
      assessmentDate: "Thursday, January 30, 2025, 4 PM PST",
      disclaimer: "Results are based on self-reported data and should be used as part of a comprehensive evaluation process."
    };

    try {
      const response = await axios.post(apiUrl, data, {
        headers: {
          'Authorization': `Bearer ${apiKey}`,
          'Content-Type': 'application/json'
        }
      });
      return response.data;
    } catch (error) {
      console.error('Error calling Personality Assessment API:', error.message);
      return null;
    }
  }

  // Example usage
  async function main() {
    const responses = [/* User's assessment responses */];
    const result = await personalityAssessmentAPI(responses);
    console.log(result);
  }

```

main();

candidate onboarding media (INFO, EDUCATION, EXPERIENCE)

src > controllers > candidate > uploadOnboardingMedia.js

get posts based on personality type

src > controllers > posts > getPostsForCandidate.js

src > controllers > posts > getPostsForRecruiter.js

Note: queries have been unfiltered to show wider range of videos based on user:content ratio

Prospects and Matches

create

src > controllers > posts > postLikes.js

query

src > controllers > matches > getMyMatches.js

src > controllers > prospects > getProspects.js

submit Assessment

src > controllers > assessment > submitAssessment.js

old algorithms

assessment scoring

algorithms > scoring.js

video transcription

scripts > python > transcribe.py