

4.1 Team Orientation (Group)	Preference for collaboration and collective responsibility	Facilitates cooperative learning and peer group support systems
4.2 Team Orientation (Independent)	Preference for autonomy and self-direction	Strengthens independent problem-solving and personal accountability
5.1 Emotional stability(resilient)	Stays calm under pressure with strong emotional control and adaptability	Enhances students' capacity to handle challenges, setbacks, and academic stress with confidence and maturity
5.1 Emotional stability(sensitivity)	Tendency toward emotional responsiveness and sensitivity to stress	Supports emotional awareness and the need for nurturing, empathetic learning environments
6.1 Adaptability (Flexible)	Openness to new experiences and cognitive flexibility	Cultivates innovative thinking and readiness for interdisciplinary learning
6.2 Adaptability (Rigid)	Preference for routine, predictability, and traditional structures	Provides stability for students needing consistency and structured environments

Exhibit 5.2

5. Why Singh Whitehead Model Gives better Result

The SWM offers several advantages over traditional personality tests and frameworks:

- 1. Actionable Language:** The bipolar scales (e.g., Dominant vs. Passive, Adaptability (Flexible) vs. Adaptability (Rigid)) provide a clearer, more understandable framework, avoiding abstract terminology and focusing on real-world behaviors.
- 2. Role-aligned Behavior Indicators:** The model links specific personality traits with academic streams and career roles, helping students understand how their traits align with behaviors required for leadership, teamwork, and decision-making. For example, students with high resilience/grit and a collaborative nature might excel in leadership roles that require perseverance and teamwork.