4. **Actionable Focus:** The Personality Model aims to bridge these gaps by focusing on bipolar scales (e.g., Assertive vs. Mild, Team-Oriented vs. Independent) that are more directly aligned with academic environments and career success. These scales offer clear, understandable measures that students can use to assess how their personality traits align with real-world situations, such as teamwork, leadership, and adaptability in academic settings.

3. How the **11** Sub-factors Were Selected

The **11 sub-factors** in the SWM were carefully selected to reflect the traits that most significantly impact academic success, career readiness, and behavioral fit in real-world contexts. These sub-factors have been refined to ensure that they are actionable, measurable, and easily interpretable in practical terms. The new names for the sub-factors are designed to be more relevant to students' experiences and provide clear indicators for academic and career alignment.

1. **Academic & Career Relevance:**
   - Traits such as resilience, grit, and adaptability were selected because they are directly linked to school performance and career success. For example, students with high resilience or team orientation are better suited for academic success and leadership roles.

2. **Theoretical Validation:**
   - The sub-factors were cross-mapped from well-established personality models, ensuring that they are based on scientifically validated theories. The focus is on integrating actionable traits that provide clear insights into students' behaviour in academic and career settings.

3. **Behavioral Clarity:**
   - Each sub-factor was chosen for its clear behavioural manifestations, making it easy to interpret and apply in practical situations. By using names like Analytical Approach (Objective) and Self-Reliance, the model ensures that traits are grounded in real-world behaviours that students can relate to.

4. The Factors of the SWM