

Appendix A

Table (A1): Calculating Validity of the Questions according to 5 Experts' Answers.

1 st Order Construct	Item	Totally Suitable (5)	Suitable (4)	Moderate (3)	Unsuitable (2)	Totally Unsuitable (1)	Validity %
Self-Awareness (SA)	SA1	4	1				96%
	SA2	3	1	1			88%
	SA3	4	1				96%
	SA4	5	0				100%
Relational Transparency (RT)	RT1	3	1		1		84%
	RT2	4	1				96%
	RT3	3	1	1			88%
	RT4	4	1				96%
Internalized Moral Perspective (IMP)	IMP1	3	1	1			88%
	IMP2	3	2				92%
	IMP3	4	1				96%
	IMP4	5	0				100%
Balanced Processing (BP)	BP1	3	1	1			88%
	BP2	2	2		1		80%
	BP3	4	1				96%
	BP4	3	2				92%
Idea Exploration (IE)	IE1	2	2		1		80%
	IE2	3	2				92%
Idea Generation (IG)	IG1	3	1	1			88%
	IG2	3	1	1			88%
	IG3	3	1		1		84%
Idea Championing (IC)	IC1	3	2				92%
	IC2	2	2		1		80%
Idea Implementation (II)	II1	3	2				92%
	II2	4	1				96%
	II3	3	1	1			88%
Handling Emergencies and Unpredictable Situations (HEUS)	HEUS1	3	2				92%
	HEUS2	3	2				92%
	HEUS3	4	1				96%
	HEUS4	3	2				92%
Handling Work Stress (HWS)	HWS1	3	2				92%
	HWS2	3	2				92%
	HWS3	4	1				96%
Solving Problems Creatively (SPC)	SPC1	3	1	1			88%
	SPC2	4	1				96%
	SPC3	3	2				92%
	SPC4	3	2				92%
Learning (LE)	LE1	3	1	1			88%
	LE2	4	1				96%
	LE3	3	2				92%
	LE4	3	1	1			88%
Demonstrating Interpersonal Adaptability (DIA)	DIA1	5	0				100%
	DIA2	4	1				96%
	DIA3	4	1				96%
	DIA4	5	0				100%
Efficacy (EF)	EF1	5	0				100%
	EF2	4	1				96%
	EF3	3	1	1			88%
Hope (HP)	HP1	3	1		1		84%
	HP2	3	2				92%
	HP3	4	1				96%
	HP4	3	2				92%
Resilience (RS)	RS1	4	1				96%
	RS2	3	2				92%
	RS3	4	1				96%
Optimism (OM)	OM1	3	2				92%
	OM2	4	1				96%
						Total	92%

Appendix B**Table (B1):** Results of Reliability Tests upon the Feedback from 30 Respondents as Pilot Study.

1st Order Construct	Items' Number	α
Self-Awareness (SA)	4	0.788
Relational Transparency (RT)	4	0.847
Internalized Moral Perspective (IMP)	4	0.747
Balanced Processing (BP)	4	0.798
Idea Exploration (IE)	2	0.880
Idea Generation (IG)	3	0.905
Idea Championing (IC)	2	0.866
Idea Implementation (II)	3	0.888
Handling Emergencies and Unpredictable Situations (HEUS)	4	0.710
Handling Work Stress (HWS)	3	0.845
Solving Problems Creatively (SPC)	4	0.835
Learning (LE)	4	0.819
Demonstrating Interpersonal Adaptability (DIA)	4	0.770
Efficacy (EF)	3	0.868
Hope (HP)	4	0.837
Resilience (RS)	3	0.759
Optimism (OM)	2	0.828

α = Cronbach Alpha.