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Project “Integrated Culinary Arts and Restaurant Sector Employment Solutions for a Skilled and Inclusive Romania-Bulgaria Cross Border Region”
is co-financed by the European Union through European Regional Development Fund under the Interreg V-A Romania-Bulgaria Programme.
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Instruction for administering situational judgment tests

This Instructions for administering situational judgment tests was developed within Action 4 under the project "Integrated Solutions for Employment in Culinary Arts and the Restaurant Sector for a Qualified and Inclusive Bulgarian-Romanian Cross-Border Region", financed by the INTERREG VA Romania-Bulgaria Program, Priority Axis 4; Investment priority: 1, Project code: 16.4.2.104, e-MS code: ROBG-192 and co-funded by the European Union through the European Regional Development Fund under the Interreg VA Program Romania -Bulgaria. The project is implemented by the Dobrudja Agrarian and Business School Association (DABU), Dobrich, Bulgaria in partnership with the "Choose Your Occupation" Association - Centre for Vocational Training, Constanta, Romania.

The self-assessment tests are filled by the employees individually according to the professional profile they have. Each answer are given points from 1 to 5 as 1 means the skill possession level is very low and 5 means the person have acquired the specific skill at maximum. For evaluation of the results the evaluator creates a table where the points for each answer are filled.

When asked, recruiters say that screening candidates for soft skills is one of the top areas they want to learn more about. That's because soft skills (think leadership, relationship building, communications, adaptability, strategic thinking, learning and interpersonal skills) take up to 25% of the skills required to do the job and to be a great teammate.

Unfortunately, these skills are arguably the most difficult to assess in a candidate. In fact, most traditional soft skill assessment approaches are ineffective - you must find innovative alternative approaches that really work. For example, some recruiters and hiring managers attempt to assess soft skills first through resume content. But, these skills may not even be entered in the ATS system and a 10 second or less initial resume scan by the recruiter means that they will unlikely be noted.

Trying to assess soft skills during the interview is also problematic because today most candidates judiciously prepare for interviews and purposely “act” so that they put on their best front. Plus, most interviewers contribute to the assessment problem when they simply ask a candidate questions like, “Are you a team player?” With these types of questions, not providing a “yes answer” is more of an intelligence test than an accurate assessment of soft skills.

Finally, asking references if a candidate has a list of soft skills almost always gets an affirmative “yes” answer. So if you need to accurately assess soft skills, it's time to consider alternative approaches that have been successfully used by top companies.



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If you're seeking a top performer, it's essential that you make sure that they have most of the soft skills needed for the specific job.

The self-assessment tests below are specially designed to access the level of the top 5 soft skills needed for the professions of cook, bartender/waiter, baker/pastry-maker, restaurateur.

Profession COOK

Organization and prioritization of tasks

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	5	4	3	2	1	
2	5	4	3	2	1	
3	5	4	3	2	1	
4	1	2	3	4	5	
5	1	2	3	4	5	
6	5	4	3	2	1	
7	5	4	3	2	1	
8	5	4	3	2	1	
9	1	2	3	4	5	
10	1	2	3	4	5	
11	5	4	3	2	1	
12	5	4	3	2	1	
13	5	4	3	2	1	
14	1	2	3	4	5	
15	1	2	3	4	5	
16	5	4	3	2	1	
17	5	4	3	2	1	
18	5	4	3	2	1	
19	1	2	3	4	5	
20	1	2	3	4	5	
21	5	4	3	2	1	
22	5	4	3	2	1	
23	1	2	3	4	5	
24	1	2	3	4	5	
25	1	2	3	4	5	
26	1	2	3	4	5	
27	1	2	3	4	5	
28	1	2	3	4	5	



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29	1	2	3	4	5	
30	5	4	3	2	1	
31	1	2	3	4	5	
32	1	2	3	4	5	
33	5	4	3	2	1	
34	2	4	3	1	5	
35	3	2	1	4	5	
36	1	2	3	4	5	
37	5	4	3	2	1	
38	5	4	3	2	1	
39	1	2	3	4	5	
40	1	2	3	4	5	
41	1	2	3	4	5	
42	1	2	3	4	5	
43	1	2	3	4	5	
44	1	2	3	4	5	
45	1	2	3	4	5	
46	5	4	3	2	1	
47	1	2	3	4	5	
48	1	2	3	4	5	
49	5	4	3	2	1	
50	1	2	3	4	5	
51	1	2	3	4	5	
52	5	4	3	2	1	
53	5	4	3	2	1	
54	1	2	3	4	5	
55	1	2	3	4	5	
56	1	2	3	4	5	
57	1	2	3	4	5	
58	1	2	3	4	5	
59	1	2	3	4	5	
60	1	2	3	4	5	
61	1	2	3	4	5	
62	1	2	3	4	5	
63	1	2	3	4	5	
64	1	2	3	4	5	
65	1	2	3	4	5	
66	1	2	3	4	5	
67	1	2	3	4	5	
68	1	2	3	4	5	
69	5	4	3	2	1	
70	-	5	4	3	-	
71	-	5	4	3	-	
72	-	5	4	3	-	
73	-	5	4	3	-	
74	-	5	4	3	-	
75	-	5	4	3	-	
76	-	5	4	3	-	
77	-	5	4	3	-	
78	-	5	4	3	-	



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79	-	5	4	3	-	
80	1	2	3	4	5	
81	1	2	3	4	5	
82	1	2	3	4	5	
83	1	2	3	4	5	
84	5	4	3	2	1	
85	1	2	3	4	5	
86	1	2	3	4	5	
87	1	2	3	4	5	
88	1	2	3	4	5	
89	5	4	3	2	1	
90	5	4	3	2	1	
91	5	4	3	2	1	
92	5	4	3	2	1	
93	5	4	3	2	1	
94	1	2	3	4	5	
95	5	4	3	2	1	
96	5	4	3	2	1	
97	5	4	3	2	1	
98	1	2	3	4	5	
99	1	2	3	4	5	
100	5	4	3	2	1	
101	5	4	3	2	1	
102	5	4	3	2	1	
103	5	4	3	2	1	
104	1	2	3	4	5	
105	1	2	3	4	5	
106	1	2	3	4	5	
107	1	2	3	4	5	
108	1	2	3	4	5	
109	1	2	3	4	5	
110	5	4	3	2	1	
111	5	4	3	2	1	
112	1	2	3	4	5	
113	1	2	3	4	5	
114	1	2	3	4	5	

Team work

The evaluation of the test results is based on the answers assessed with points as below.



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Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	1	2	3	4	5	
2	1	2	3	4	5	
3	1	2	3	4	5	
4	1	2	3	4	5	
5	1	2	3	4	5	
6	1	2	3	4	5	
7	1	2	3	4	5	
8	5	4	3	2	1	
9	5	4	3	2	1	
10	5	4	3	2	1	
11	1	2	3	4	5	
12	1	2	3	4	5	
13	5	4	3	2	1	
14	5	4	3	2	1	
15	1	2	3	4	5	
16	5	4	3	2	1	
17	5	4	3	2	1	
18	5	4	3	2	1	
19	1	2	3	4	5	
20	5	4	3	2	1	
21	5	4	3	2	1	
22	5	4	3	2	1	
23	1	2	3	4	5	
24	5	4	3	2	1	
25	5	4	3	2	1	
26	5	4	3	2	1	
27	5	4	3	2	1	
28	5	4	3	2	1	
29	5	4	3	2	1	
30	5	4	3	2	1	
31	1	2	3	4	5	
32	1	2	3	4	5	
33	5	4	3	2	1	
34	5	4	3	2	1	
35	5	4	3	2	1	
36	5	4	3	2	1	
37	5	4	3	2	1	
38	5	4	3	2	1	
39	1	2	3	4	5	
40	1	2	3	4	5	
41	5	4	3	2	1	
42	5	4	3	2	1	
43	5	4	3	2	1	
44	5	4	3	2	1	
45	5	4	3	2	1	
46	5	4	3	2	1	
47	5	4	3	2	1	
48	5	4	3	2	1	
49	5	4	3	2	1	



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50	1	2	3	4	5	
51	5	4	3	2	1	
52	5	4	3	2	1	
53	5	4	3	2	1	
54	5	4	3	2	1	
55	5	4	3	2	1	
56	5	4	3	2	1	
57	1	2	3	4	5	
58	1	2	3	4	5	
59	1	2	3	4	5	
60	1	2	3	4	5	
61	1	2	3	4	5	
62	5	4	3	2	1	
63	5	4	3	2	1	
64	1	2	3	4	5	
65	5	4	3	2	1	
66	5	4	3	2	1	
67	5	4	3	2	1	
68	5	4	3	2	1	
69	1	2	3	4	5	
70	5	4	3	2	1	
71	1	2	3	4	5	
72	5	4	3	2	1	
73	1	2	3	4	5	
74	5	4	3	1	2	
75	1	2	3	4	5	
76	1	2	3	4	5	
77	5	4	3	2	1	
78	5	4	3	2	1	
79	5	4	3	2	1	
80	1	2	3	4	5	
81	1	2	3	4	5	
82	1	2	3	4	5	
83	1	2	3	4	5	
84	1	2	3	4	5	
85	5	4	3	2	1	
86	1	2	3	4	5	
87	5	4	3	2	1	
88	5	4	3	2	1	
89	1	2	3	4	5	
90	5	4	3	2	1	
91	1	2	3	4	5	
92	1	2	3	4	5	
93	5	4	3	2	1	
94	1	2	3	4	5	
95	5	4	3	2	1	
96	5	4	3	2	1	
97	1	2	3	4	5	
98	1	2	3	4	5	
99	1	2	3	4	5	
100	1	2	3	4	5	
101	1	2	3	4	5	



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102	3	2	4	5	1	
103	5	1	4	3	2	
104	4	1	5	2	3	
105	2	3	4	5	1	
106	3	5	1	4	2	
107	4	1	3	5	2	
108	1	2	3	4	5	

Communication skills

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	1	2	3	4	5	
2	5	4	3	2	1	
3	1	2	3	4	5	
4	1	2	3	4	5	
5	1	2	3	4	5	
6	1	2	3	4	5	
7	1	2	3	4	5	
8	1	2	3	4	5	
9	5	4	3	2	1	
10	5	4	3	2	1	
11	5	4	3	2	1	
12	5	4	3	2	1	
13	5	4	3	2	1	
14	5	4	3	2	1	
15	5	4	3	2	1	
16	5	4	3	2	1	
17	5	4	3	2	1	
18	5	4	3	2	1	
19	5	4	3	2	1	
20	5	4	3	2	1	
21	5	4	3	2	1	
22	1	2	3	4	5	
23	5	4	3	2	1	
24	5	4	3	2	1	
25	5	4	3	2	1	
26	3	5	2	4	1	
27	1	5	2	3	4	
28	1	3	5	2	4	
29	5	1	2	4	3	
30	5	2	3	1	4	



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31	2	5	1	4	3	
32	1	5	2	4	3	
33	5	1	2	4	3	
34	5	2	3	1	4	
35	5	4	3	1	2	
36	4	2	1	3	5	
37	2	5	4	3	1	
38	1	2	3	4	5	
39	1	2	3	4	5	
40	1	2	3	4	5	
41	1	2	3	4	5	
42	1	2	3	4	5	
43	5	4	3	2	1	
44	1	2	3	4	5	
45	5	4	3	2	1	
46	1	2	3	4	5	
47	5	4	3	2	1	
48	1	2	3	4	5	
49	5	4	3	2	1	
50	1	2	3	4	5	
51	1	2	3	4	5	
52	5	4	3	2	1	
53	5	4	3	2	1	
54	1	2	3	4	5	
55	5	4	3	2	1	
56	1	2	3	4	5	
57	5	4	3	2	1	
58	1	2	3	4	5	
59	5	4	3	2	1	
60	5	4	3	2	1	
61	1	2	3	4	5	
62	5	4	3	2	1	
63	5	4	3	2	1	
64	5	4	3	2	1	
65	1	2	3	4	5	
66	1	2	3	4	5	
67	5	4	3	2	1	
68	1	2	3	4	5	
69	1	2	3	4	5	
70	5	4	3	2	1	
71	5	4	3	2	1	
72	1	2	3	4	5	
73	1	2	3	4	5	
74	1	2	3	4	5	
75	1	2	3	4	5	
76	5	4	3	2	1	
77	5	4	3	2	1	
78	5	4	3	2	1	
79	1	2	3	4	5	
80	1	2	3	5	4	
81	3	4	5	1	2	



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Ability to work under pressure

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	1	2	3	4	5	
2	1	2	3	4	5	
3	3	5	4	2	1	
4	2	1	3	4	5	
5	5	1	4	2	3	
6	5	4	3	2	1	
7	1	2	3	4	5	
8	1	2	3	4	5	
9	1	2	3	4	5	
10	1	2	3	4	5	
11	1	2	3	4	5	
12	5	4	3	2	1	
13	1	2	3	4	5	
14	1	2	3	4	5	
15	1	2	3	4	5	
16	1	2	3	4	5	
17	1	2	3	4	5	
18	1	2	3	4	5	
19	1	2	3	4	5	
20	1	2	3	4	5	
21	5	4	3	2	1	
22	1	2	3	4	5	
23	1	2	3	4	5	
24	1	2	3	4	5	
25	1	2	3	4	5	
26	5	4	3	2	1	
27	1	2	3	4	5	
28	5	4	3	2	1	
29	1	2	3	4	5	
30	5	4	3	2	1	
31	5	4	3	2	1	
32	5	4	3	2	1	
33	5	4	3	2	1	
34	1	2	3	4	5	
35	1	2	3	4	5	
36	1	2	3	4	5	
37	1	2	3	4	5	
38	1	2	3	4	5	
39	5	4	3	2	1	



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40	5	4	3	2	1	
41	5	4	3	2	1	
42	1	2	3	4	5	
43	5	4	3	2	1	
44	1	2	3	4	5	
45	5	4	3	2	1	

Time management

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	1	2	3	4	5	
2	1	2	3	4	5	
3	1	2	3	4	5	
4	1	2	3	4	5	
5	1	2	3	4	5	
6	1	2	3	4	5	
7	1	2	3	4	5	
8	1	2	3	4	5	
9	1	2	3	4	5	
10	1	2	3	4	5	
11	1	2	3	4	5	
12	1	2	3	4	5	
13	5	4	3	2	1	
14	1	2	3	4	5	
15	1	2	3	4	5	
16	1	2	3	4	5	
17	1	2	3	4	5	
18	1	2	3	4	5	
19	1	2	3	4	5	
20	1	2	3	4	5	
21	1	2	3	4	5	
22	1	2	3	4	5	
23	1	2	3	4	5	
24	1	2	3	4	5	
25	1	2	3	4	5	
26	1	2	3	4	5	
27	1	2	3	4	5	
28	1	2	3	4	5	
29	1	2	3	4	5	
30	1	2	3	4	5	
31	1	2	3	4	5	
32	1	2	3	4	5	
33	1	2	3	4	5	



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34	5	4	3	2	1	
35	1	2	3	4	5	
36	5	4	3	2	1	
37	3	5	1	2	4	
38	2	3	4	1	5	
39	3	4	2	5	1	
40	5	4	3	2	1	
41	1	2	3	4	5	
42	5	4	3	2	1	
43	1	2	3	4	5	
44	1	2	3	4	5	
45	1	2	3	4	5	
46	1	2	3	4	5	
47	1	2	3	4	5	
48	5	4	3	2	1	
49	5	4	3	2	1	
50	1	2	3	4	5	
51	5	4	3	2	1	
52	1	2	3	4	5	
53	1	2	3	4	5	
54	1	2	3	4	5	
55	1	2	3	4	5	
56	1	2	3	4	5	
57	1	2	3	4	5	
58	5	4	3	2	1	
59	1	2	3	4	5	
60	1	2	3	4	5	
61	5	4	3	2	1	
62	5	4	3	2	1	
63	5	4	3	2	1	
64	5	4	3	2	1	
65	1	2	3	4	5	
66	1	2	3	4	5	
67	5	4	3	2	1	
68	5	4	3	2	1	
69	1	2	3	4	5	
70	5	4	3	2	1	
71	5	4	3	2	1	
72	5	4	3	2	1	
73	1	2	3	4	5	
74	1	2	3	4	5	
75	1	2	3	4	5	
76	1	2	3	4	5	
77	1	2	3	4	5	
78	5	4	3	2	1	
79	1	2	3	4	5	
80	5	4	3	2	1	
81	5	4	3	2	1	
82	1	2	3	4	5	
83	1	2	3	4	5	
84	1	2	3	4	5	
85	1	2	3	4	5	



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86	5	4	3	2	1	
87	5	4	3	2	1	
88	1	2	3	4	5	
89	5	4	3	2	1	
90	5	4	3	2	1	
91	5	4	3	2	1	
92	1	2	3	4	5	
93	5	4	3	2	1	
94	1	2	3	4	5	
95	1	2	3	4	5	
96	5	4	3	2	1	
97	1	2	3	4	5	
98	2	4	5	3	1	
99	3	5	1	4	2	
100	4	2	3	5	1	

Profession Baker/Pastry-maker

Team work

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	1	2	3	4	5	
2	1	2	3	4	5	
3	1	2	3	4	5	
4	1	2	3	4	5	
5	1	2	3	4	5	
6	1	2	3	4	5	
7	1	2	3	4	5	
8	5	4	3	2	1	
9	5	4	3	2	1	
10	5	4	3	2	1	
11	1	2	3	4	5	
12	1	2	3	4	5	
13	5	4	3	2	1	
14	5	4	3	2	1	
15	1	2	3	4	5	
16	5	4	3	2	1	
17	5	4	3	2	1	
18	5	4	3	2	1	



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GOVERNMENT OF ROMANIA



GOVERNMENT OF BULGARIA



19	1	2	3	4	5	
20	5	4	3	2	1	
21	5	4	3	2	1	
22	5	4	3	2	1	
23	1	2	3	4	5	
24	5	4	3	2	1	
25	5	4	3	2	1	
26	5	4	3	2	1	
27	5	4	3	2	1	
28	5	4	3	2	1	
29	5	4	3	2	1	
30	5	4	3	2	1	
31	1	2	3	4	5	
32	1	2	3	4	5	
33	5	4	3	2	1	
34	5	4	3	2	1	
35	5	4	3	2	1	
36	5	4	3	2	1	
37	5	4	3	2	1	
38	5	4	3	2	1	
39	1	2	3	4	5	
40	1	2	3	4	5	
41	5	4	3	2	1	
42	5	4	3	2	1	
43	5	4	3	2	1	
44	5	4	3	2	1	
45	5	4	3	2	1	
46	5	4	3	2	1	
47	5	4	3	2	1	
48	5	4	3	2	1	
49	5	4	3	2	1	
50	1	2	3	4	5	
51	5	4	3	2	1	
52	5	4	3	2	1	
53	5	4	3	2	1	
54	5	4	3	2	1	
55	5	4	3	2	1	
56	5	4	3	2	1	
57	1	2	3	4	5	
58	1	2	3	4	5	
59	1	2	3	4	5	
60	1	2	3	4	5	
61	1	2	3	4	5	
62	5	4	3	2	1	
63	5	4	3	2	1	
64	1	2	3	4	5	
65	5	4	3	2	1	
66	5	4	3	2	1	
67	5	4	3	2	1	
68	5	4	3	2	1	
69	1	2	3	4	5	
70	5	4	3	2	1	



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GOVERNMENT OF BULGARIA



71	1	2	3	4	5	
72	5	4	3	2	1	
73	1	2	3	4	5	
74	5	4	3	1	2	
75	1	2	3	4	5	
76	1	2	3	4	5	
77	5	4	3	2	1	
78	5	4	3	2	1	
79	5	4	3	2	1	
80	1	2	3	4	5	
81	1	2	3	4	5	
82	1	2	3	4	5	
83	1	2	3	4	5	
84	1	2	3	4	5	
85	5	4	3	2	1	
86	1	2	3	4	5	
87	5	4	3	2	1	
88	5	4	3	2	1	
89	1	2	3	4	5	
90	5	4	3	2	1	
91	1	2	3	4	5	
92	1	2	3	4	5	
93	5	4	3	2	1	
94	1	2	3	4	5	
95	5	4	3	2	1	
96	5	4	3	2	1	
97	1	2	3	4	5	
98	1	2	3	4	5	
99	1	2	3	4	5	
100	1	2	3	4	5	
101	1	2	3	4	5	
102	3	2	4	5	1	
103	5	1	4	3	2	
104	4	1	5	2	3	
105	2	3	4	5	1	
106	3	5	1	4	2	
107	4	1	3	5	2	

Skills to present the food

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	1	2	3	4	5	
2	1	2	3	4	5	

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3	1	2	3	4	5	
4	1	2	3	4	5	
5	1	2	3	4	5	
6	1	2	3	4	5	
7	1	2	3	4	5	
8	5	4	3	2	1	
9	5	4	3	2	1	
10	5	4	3	2	1	
11	1	2	3	4	5	
12	1	2	3	4	5	
13	1	2	3	4	5	
14	5	4	3	2	1	
15	1	2	3	4	5	
16	5	4	3	2	1	
17	5	4	3	2	1	
18	1	2	3	4	5	
19	5	4	3	2	1	
20	1	2	3	4	5	
21	1	2	3	4	5	
22	1	2	3	4	5	
23	5	4	3	2	1	
24	5	4	3	2	1	
25	1	2	3	4	5	
26	5	4	3	2	1	
27	5	4	3	2	1	
28	1	2	3	4	5	
29	5	4	3	2	1	
30	1	2	3	4	5	
31	5	4	3	2	1	
32	5	4	3	2	1	
33	5	4	3	2	1	
34	5	4	3	2	1	
35	1	2	3	4	5	
36	1	2	3	4	5	
37	5	4	3	2	1	
38	5	4	3	2	1	
39	1	2	3	4	5	
40	1	2	3	4	5	

Organization and prioritization of tasks

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points						
	Point 1	Point 2	Point 3	Point 4	Point 5		
1	5	4	3	2	1		



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2	5	4	3	2	1		
3	5	4	3	2	1		
4	1	2	3	4	5		
5	1	2	3	4	5		
6	5	4	3	2	1		
7	5	4	3	2	1		
8	5	4	3	2	1		
9	1	2	3	4	5		
10	1	2	3	4	5		
11	5	4	3	2	1		
12	5	4	3	2	1		
13	5	4	3	2	1		
14	1	2	3	4	5		
15	1	2	3	4	5		
16	5	4	3	2	1		
17	5	4	3	2	1		
18	5	4	3	2	1		
19	1	2	3	4	5		
20	1	2	3	4	5		
21	5	4	3	2	1		
22	5	4	3	2	1		
23	1	2	3	4	5		
24	1	2	3	4	5		
25	1	2	3	4	5		
26	1	2	3	4	5		
27	1	2	3	4	5		
28	1	2	3	4	5		
29	1	2	3	4	5		
30	5	4	3	2	1		
31	1	2	3	4	5		
32	1	2	3	4	5		
33	5	4	3	2	1		
34	5	4	3	2	1		
35	1	2	3	4	5		
36	1	2	3	4	5		
37	1	2	3	4	5		
38	1	2	3	4	5		
39	1	2	3	4	5		
40	1	2	3	4	5		
41	1	2	3	4	5		
42	5	4	3	2	1		
43	1	2	3	4	5		
44	1	2	3	4	5		
45	5	4	3	2	1		
46	1	2	3	4	5		
47	1	2	3	4	5		
48	5	4	3	2	1		
49	5	4	3	2	1		
50	1	2	3	4	5		
51	1	2	3	4	5		
52	1	2	3	4	5		
53	1	2	3	4	5		



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54	1	2	3	4	5		
55	1	2	3	4	5		
56	1	2	3	4	5		
57	1	2	3	4	5		
58	1	2	3	4	5		
59	1	2	3	4	5		
60	1	2	3	4	5		
61	1	2	3	4	5		
62	1	2	3	4	5		
63	1	2	3	4	5		
64	1	2	3	4	5		
65	5	4	3	2	1		
66	-	5	4	3	-		
67	-	5	4	3	-		
68	-	5	4	3	-		
69	-	5	4	3	-		
70	-	5	4	3	-		
71	-	5	4	3	-		
72	-	5	4	3	-		
73	-	5	4	3	-		
74	-	5	4	3	-		
75	-	5	4	3	-		
76	1	2	3	4	5		
77	1	2	3	4	5		
78	1	2	3	4	5		
79	1	2	3	4	5		
80	5	4	3	2	1		
81	1	2	3	4	5		
82	1	2	3	4	5		
83	1	2	3	4	5		
84	1	2	3	4	5		
85	5	4	3	2	1		
86	5	4	3	2	1		
87	5	4	3	2	1		
88	5	4	3	2	1		
89	5	4	3	2	1		
90	1	2	3	4	5		
91	5	4	3	2	1		
92	5	4	3	2	1		
93	5	4	3	2	1		
94	1	2	3	4	5		
95	1	2	3	4	5		
96	5	4	3	2	1		
97	5	4	3	2	1		
98	5	4	3	2	1		
99	5	4	3	2	1		
100	1	2	3	4	5		
101	1	2	3	4	5		
102	1	2	3	4	5		
103	1	2	3	4	5		
104	1	2	3	4	5		
105	1	2	3	4	5		



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106	5	4	3	2	1		
107	5	4	3	2	1		
108	1	2	3	4	5		
109	1	2	3	4	5		
110	1	2	3	4	5		

Time management

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	1	2	3	4	5	
2	1	2	3	4	5	
3	1	2	3	4	5	
4	1	2	3	4	5	
5	1	2	3	4	5	
6	1	2	3	4	5	
7	1	2	3	4	5	
8	1	2	3	4	5	
9	1	2	3	4	5	
10	1	2	3	4	5	
11	1	2	3	4	5	
12	1	2	3	4	5	
13	5	4	3	2	1	
14	1	2	3	4	5	
15	1	2	3	4	5	
16	1	2	3	4	5	
17	1	2	3	4	5	
18	1	2	3	4	5	
19	1	2	3	4	5	
20	1	2	3	4	5	
21	1	2	3	4	5	
22	1	2	3	4	5	
23	1	2	3	4	5	
24	1	2	3	4	5	
25	1	2	3	4	5	
26	1	2	3	4	5	
27	1	2	3	4	5	
28	1	2	3	4	5	
29	1	2	3	4	5	
30	1	2	3	4	5	
31	1	2	3	4	5	
32	1	2	3	4	5	



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33	1	2	3	4	5	
34	5	4	3	2	1	
35	1	2	3	4	5	
36	5	4	3	2	1	
37	3	5	1	2	4	
38	2	3	4	1	5	
39	3	4	2	5	1	
40	5	4	3	2	1	
41	1	2	3	4	5	
42	5	4	3	2	1	
43	1	2	3	4	5	
44	1	2	3	4	5	
45	1	2	3	4	5	
46	1	2	3	4	5	
47	1	2	3	4	5	
48	5	4	3	2	1	
49	5	4	3	2	1	
50	1	2	3	4	5	
51	5	4	3	2	1	
52	1	2	3	4	5	
53	1	2	3	4	5	
54	1	2	3	4	5	
55	1	2	3	4	5	
56	1	2	3	4	5	
57	1	2	3	4	5	
58	5	4	3	2	1	
59	1	2	3	4	5	
60	1	2	3	4	5	
61	5	4	3	2	1	
62	5	4	3	2	1	
63	5	4	3	2	1	
64	5	4	3	2	1	
65	1	2	3	4	5	
66	1	2	3	4	5	
67	5	4	3	2	1	
68	5	4	3	2	1	
69	1	2	3	4	5	
70	5	4	3	2	1	
71	5	4	3	2	1	
72	5	4	3	2	1	
73	1	2	3	4	5	
74	1	2	3	4	5	
75	1	2	3	4	5	
76	1	2	3	4	5	
77	1	2	3	4	5	
78	5	4	3	2	1	
79	1	2	3	4	5	
80	5	4	3	2	1	
81	5	4	3	2	1	
82	1	2	3	4	5	
83	1	2	3	4	5	
84	1	2	3	4	5	



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85	1	2	3	4	5	
86	5	4	3	2	1	
87	5	4	3	2	1	
88	1	2	3	4	5	
89	5	4	3	2	1	
90	5	4	3	2	1	
91	5	4	3	2	1	
92	1	2	3	4	5	
93	5	4	3	2	1	
94	1	2	3	4	5	
95	1	2	3	4	5	
96	5	4	3	2	1	
97	1	2	3	4	5	
98	2	4	5	3	1	
99	3	5	1	4	2	
100	4	2	3	5	1	

Ability to work under pressure

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	1	2	3	4	5	
2	1	2	3	4	5	
3	3	5	4	2	1	
4	2	1	3	4	5	
5	5	1	4	2	3	
6	5	4	3	2	1	
7	1	2	3	4	5	
8	1	2	3	4	5	
9	1	2	3	4	5	
10	1	2	3	4	5	
11	1	2	3	4	5	
12	5	4	3	2	1	
13	1	2	3	4	5	
14	1	2	3	4	5	
15	1	2	3	4	5	
16	1	2	3	4	5	
17	1	2	3	4	5	
18	1	2	3	4	5	
19	1	2	3	4	5	
20	1	2	3	4	5	
21	5	4	3	2	1	
22	1	2	3	4	5	
23	1	2	3	4	5	



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24	1	2	3	4	5	
25	1	2	3	4	5	
26	5	4	3	2	1	
27	1	2	3	4	5	
28	5	4	3	2	1	
29	1	2	3	4	5	
30	5	4	3	2	1	
31	5	4	3	2	1	
32	5	4	3	2	1	
33	5	4	3	2	1	
34	1	2	3	4	5	
35	1	2	3	4	5	
36	1	2	3	4	5	
37	1	2	3	4	5	
38	1	2	3	4	5	
39	5	4	3	2	1	
40	5	4	3	2	1	
41	5	4	3	2	1	
42	1	2	3	4	5	
43	5	4	3	2	1	
44	1	2	3	4	5	
45	5	4	3	2	1	

Profession Restaurateur

Communication skills

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	1	2	3	4	5	
2	5	4	3	2	1	
3	1	2	3	4	5	
4	1	2	3	4	5	
5	1	2	3	4	5	
6	1	2	3	4	5	
7	1	2	3	4	5	
8	1	2	3	4	5	
9	5	4	3	2	1	
10	5	4	3	2	1	
11	5	4	3	2	1	
12	5	4	3	2	1	
13	5	4	3	2	1	
14	5	4	3	2	1	
15	5	4	3	2	1	



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16	5	4	3	2	1	
17	5	4	3	2	1	
18	5	4	3	2	1	
19	5	4	3	2	1	
20	5	4	3	2	1	
21	5	4	3	2	1	
22	1	2	3	4	5	
23	5	4	3	2	1	
24	5	4	3	2	1	
25	5	4	3	2	1	
26	3	5	2	4	1	
27	1	5	2	3	4	
28	1	3	5	2	4	
29	5	1	2	4	3	
30	5	2	3	1	4	
31	2	5	1	4	3	
32	1	5	2	4	3	
33	5	1	2	4	3	
34	5	2	3	1	4	
35	5	4	3	1	2	
36	4	2	1	3	5	
37	2	5	4	3	1	
38	1	2	3	4	5	
39	1	2	3	4	5	
40	1	2	3	4	5	
41	1	2	3	4	5	
42	1	2	3	4	5	
43	5	4	3	2	1	
44	1	2	3	4	5	
45	5	4	3	2	1	
46	1	2	3	4	5	
47	5	4	3	2	1	
48	1	2	3	4	5	
49	5	4	3	2	1	
50	1	2	3	4	5	
51	1	2	3	4	5	
52	5	4	3	2	1	
53	5	4	3	2	1	
54	1	2	3	4	5	
55	5	4	3	2	1	
56	1	2	3	4	5	
57	5	4	3	2	1	
58	1	2	3	4	5	
59	5	4	3	2	1	
60	5	4	3	2	1	
61	1	2	3	4	5	
62	5	4	3	2	1	
63	5	4	3	2	1	
64	5	4	3	2	1	
65	1	2	3	4	5	
66	1	2	3	4	5	
67	5	4	3	2	1	



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68	1	2	3	4	5	
69	1	2	3	4	5	
70	5	4	3	2	1	
71	5	4	3	2	1	
72	1	2	3	4	5	
73	1	2	3	4	5	
74	1	2	3	4	5	
75	1	2	3	4	5	
76	5	4	3	2	1	
77	5	4	3	2	1	
78	5	4	3	2	1	
79	1	2	3	4	5	
80	3	4	5	1	2	

Organization and prioritization of tasks

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	5	4	3	2	1	
2	5	4	3	2	1	
3	5	4	3	2	1	
4	1	2	3	4	5	
5	1	2	3	4	5	
6	5	4	3	2	1	
7	5	4	3	2	1	
8	5	4	3	2	1	
9	1	2	3	4	5	
10	1	2	3	4	5	
11	5	4	3	2	1	
12	5	4	3	2	1	
13	5	4	3	2	1	
14	1	2	3	4	5	
15	1	2	3	4	5	
16	5	4	3	2	1	
17	5	4	3	2	1	
18	5	4	3	2	1	
19	1	2	3	4	5	
20	1	2	3	4	5	
21	5	4	3	2	1	
22	5	4	3	2	1	
23	1	2	3	4	5	
24	1	2	3	4	5	
25	1	2	3	4	5	
26	1	2	3	4	5	



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27	1	2	3	4	5	
28	1	2	3	4	5	
29	1	2	3	4	5	
30	5	4	3	2	1	
31	1	2	3	4	5	
32	1	2	3	4	5	
33	5	4	3	2	1	
34	5	4	3	2	1	
35	1	2	3	4	5	
36	1	2	3	4	5	
37	1	2	3	4	5	
38	1	2	3	4	5	
39	1	2	3	4	5	
40	1	2	3	4	5	
41	1	2	3	4	5	
42	5	4	3	2	1	
43	1	2	3	4	5	
44	1	2	3	4	5	
45	5	4	3	2	1	
46	1	2	3	4	5	
47	1	2	3	4	5	
48	5	4	3	2	1	
49	5	4	3	2	1	
50	1	2	3	4	5	
51	1	2	3	4	5	
52	1	2	3	4	5	
53	1	2	3	4	5	
54	1	2	3	4	5	
55	1	2	3	4	5	
56	1	2	3	4	5	
57	1	2	3	4	5	
58	1	2	3	4	5	
59	1	2	3	4	5	
60	1	2	3	4	5	
61	1	2	3	4	5	
62	1	2	3	4	5	
63	1	2	3	4	5	
64	1	2	3	4	5	
65	5	4	3	2	1	
66	-	5	4	3	-	
67	-	5	4	3	-	
68	-	5	4	3	-	
69	-	5	4	3	-	
70	-	5	4	3	-	
71	-	5	4	3	-	
72	-	5	4	3	-	
73	-	5	4	3	-	
74	-	5	4	3	-	
75	-	5	4	3	-	
76	1	2	3	4	5	
77	1	2	3	4	5	
78	1	2	3	4	5	



EUROPEAN UNION

EUROPEAN REGIONAL DEVELOPMENT FUND

INVESTING IN YOUR FUTURE!



GOVERNMENT OF ROMANIA



GOVERNMENT OF BULGARIA



79	1	2	3	4	5	
80	5	4	3	2	1	
81	1	2	3	4	5	
82	1	2	3	4	5	
83	1	2	3	4	5	
84	1	2	3	4	5	
85	5	4	3	2	1	
86	5	4	3	2	1	
87	5	4	3	2	1	
88	5	4	3	2	1	
89	5	4	3	2	1	
90	1	2	3	4	5	
91	5	4	3	2	1	
92	5	4	3	2	1	
93	5	4	3	2	1	
94	1	2	3	4	5	
95	1	2	3	4	5	
96	5	4	3	2	1	
97	5	4	3	2	1	
98	5	4	3	2	1	
99	5	4	3	2	1	
100	1	2	3	4	5	
101	1	2	3	4	5	
102	1	2	3	4	5	
103	1	2	3	4	5	
104	1	2	3	4	5	
105	1	2	3	4	5	
106	5	4	3	2	1	
107	5	4	3	2	1	

Decision making

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	1	2	3	4	5	
2	1	2	3	4	5	
3	5	4	3	2	1	
4	1	2	3	4	5	
5	1	2	3	4	5	
6	5	4	3	2	1	
7	1	2	3	4	5	
8	1	2	3	4	5	
9	1	2	3	4	5	
10	1	2	3	4	5	



EUROPEAN UNION

EUROPEAN REGIONAL DEVELOPMENT FUND

INVESTING IN YOUR FUTURE!



GOVERNMENT OF ROMANIA



GOVERNMENT OF BULGARIA



11	1	2	3	4	5	
12	1	2	3	4	5	
13	1	2	3	4	5	
14	1	2	3	4	5	
15	1	2	3	4	5	
16	1	2	3	4	5	
17	5	4	3	2	1	
18	1	2	3	4	5	
19	5	4	3	2	1	
20	5	4	3	2	1	
21	5	4	3	2	1	
22	1	4	2	5	3	
23	1	4	5	3	2	
24	5	4	3	2	1	
25	1	2	3	4	5	
26	1	3	4	5	2	

Team work

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	1	2	3	4	5	
2	1	2	3	4	5	
3	1	2	3	4	5	
4	1	2	3	4	5	
5	1	2	3	4	5	
6	1	2	3	4	5	
7	1	2	3	4	5	
8	5	4	3	2	1	
9	5	4	3	2	1	
10	5	4	3	2	1	
11	1	2	3	4	5	
12	1	2	3	4	5	
13	5	4	3	2	1	
14	5	4	3	2	1	
15	1	2	3	4	5	
16	5	4	3	2	1	
17	5	4	3	2	1	
18	5	4	3	2	1	
19	1	2	3	4	5	
20	5	4	3	2	1	
21	5	4	3	2	1	
22	5	4	3	2	1	
23	1	2	3	4	5	
24	5	4	3	2	1	
25	5	4	3	2	1	



EUROPEAN UNION

EUROPEAN REGIONAL DEVELOPMENT FUND

INVESTING IN YOUR FUTURE!



GOVERNMENT OF ROMANIA



GOVERNMENT OF BULGARIA



26	5	4	3	2	1	
27	5	4	3	2	1	
28	5	4	3	2	1	
29	5	4	3	2	1	
30	5	4	3	2	1	
31	1	2	3	4	5	
32	1	2	3	4	5	
33	5	4	3	2	1	
34	5	4	3	2	1	
35	5	4	3	2	1	
36	5	4	3	2	1	
37	5	4	3	2	1	
38	5	4	3	2	1	
39	1	2	3	4	5	
40	1	2	3	4	5	
41	5	4	3	2	1	
42	5	4	3	2	1	
43	5	4	3	2	1	
44	5	4	3	2	1	
45	5	4	3	2	1	
46	5	4	3	2	1	
47	5	4	3	2	1	
48	5	4	3	2	1	
49	5	4	3	2	1	
50	1	2	3	4	5	
51	5	4	3	2	1	
52	5	4	3	2	1	
53	5	4	3	2	1	
54	5	4	3	2	1	
55	5	4	3	2	1	
56	5	4	3	2	1	
57	1	2	3	4	5	
58	1	2	3	4	5	
59	1	2	3	4	5	
60	1	2	3	4	5	
61	1	2	3	4	5	
62	5	4	3	2	1	
63	5	4	3	2	1	
64	1	2	3	4	5	
65	5	4	3	2	1	
66	5	4	3	2	1	
67	5	4	3	2	1	
68	5	4	3	2	1	
69	1	2	3	4	5	
70	5	4	3	2	1	
71	1	2	3	4	5	
72	5	4	3	2	1	
73	1	2	3	4	5	
74	5	4	3	1	2	
75	1	2	3	4	5	
76	1	2	3	4	5	
77	5	4	3	2	1	



EUROPEAN UNION

EUROPEAN REGIONAL DEVELOPMENT FUND

INVESTING IN YOUR FUTURE!



GOVERNMENT OF ROMANIA



GOVERNMENT OF BULGARIA



78	5	4	3	2	1	
79	5	4	3	2	1	
80	1	2	3	4	5	
81	1	2	3	4	5	
82	1	2	3	4	5	
83	1	2	3	4	5	
84	1	2	3	4	5	
85	5	4	3	2	1	
86	1	2	3	4	5	
87	5	4	3	2	1	
88	5	4	3	2	1	
89	1	2	3	4	5	
90	5	4	3	2	1	
91	1	2	3	4	5	
92	1	2	3	4	5	
93	5	4	3	2	1	
94	1	2	3	4	5	
95	5	4	3	2	1	
96	5	4	3	2	1	
97	1	2	3	4	5	
98	1	2	3	4	5	
99	1	2	3	4	5	
100	1	2	3	4	5	
101	1	2	3	4	5	
102	3	2	4	5	1	
103	5	1	4	3	2	
104	4	1	5	2	3	

Time management

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	1	2	3	4	5	
2	1	2	3	4	5	
3	1	2	3	4	5	
4	1	2	3	4	5	
5	1	2	3	4	5	
6	1	2	3	4	5	
7	1	2	3	4	5	
8	1	2	3	4	5	
9	1	2	3	4	5	
10	1	2	3	4	5	
11	1	2	3	4	5	
12	1	2	3	4	5	
13	5	4	3	2	1	
14	1	2	3	4	5	



EUROPEAN UNION

EUROPEAN REGIONAL DEVELOPMENT FUND

INVESTING IN YOUR FUTURE!



GOVERNMENT OF ROMANIA



GOVERNMENT OF BULGARIA



15	1	2	3	4	5	
16	1	2	3	4	5	
17	1	2	3	4	5	
18	1	2	3	4	5	
19	1	2	3	4	5	
20	1	2	3	4	5	
21	1	2	3	4	5	
22	1	2	3	4	5	
23	1	2	3	4	5	
24	1	2	3	4	5	
25	1	2	3	4	5	
26	1	2	3	4	5	
27	1	2	3	4	5	
28	1	2	3	4	5	
29	1	2	3	4	5	
30	1	2	3	4	5	
31	1	2	3	4	5	
32	1	2	3	4	5	
33	1	2	3	4	5	
34	5	4	3	2	1	
35	1	2	3	4	5	
36	5	4	3	2	1	
37	3	5	1	2	4	
38	2	3	4	1	5	
39	3	4	2	5	1	
40	5	4	3	2	1	
41	1	2	3	4	5	
42	5	4	3	2	1	
43	1	2	3	4	5	
44	1	2	3	4	5	
45	1	2	3	4	5	
46	1	2	3	4	5	
47	1	2	3	4	5	
48	5	4	3	2	1	
49	5	4	3	2	1	
50	1	2	3	4	5	
51	5	4	3	2	1	
52	1	2	3	4	5	
53	1	2	3	4	5	
54	1	2	3	4	5	
55	1	2	3	4	5	
56	1	2	3	4	5	
57	1	2	3	4	5	
58	5	4	3	2	1	
59	1	2	3	4	5	
60	1	2	3	4	5	
61	5	4	3	2	1	
62	5	4	3	2	1	
63	5	4	3	2	1	
64	5	4	3	2	1	
65	1	2	3	4	5	
66	1	2	3	4	5	



EUROPEAN UNION

EUROPEAN REGIONAL DEVELOPMENT FUND

INVESTING IN YOUR FUTURE!



GOVERNMENT OF ROMANIA



GOVERNMENT OF BULGARIA



67	5	4	3	2	1	
68	5	4	3	2	1	
69	1	2	3	4	5	
70	5	4	3	2	1	
71	5	4	3	2	1	
72	5	4	3	2	1	
73	1	2	3	4	5	
74	1	2	3	4	5	
75	1	2	3	4	5	
76	1	2	3	4	5	
77	1	2	3	4	5	
78	5	4	3	2	1	
79	1	2	3	4	5	
80	5	4	3	2	1	
81	5	4	3	2	1	
82	1	2	3	4	5	
83	1	2	3	4	5	
84	1	2	3	4	5	
85	1	2	3	4	5	
86	5	4	3	2	1	
87	5	4	3	2	1	
88	1	2	3	4	5	
89	5	4	3	2	1	
90	5	4	3	2	1	
91	5	4	3	2	1	
92	1	2	3	4	5	
93	5	4	3	2	1	
94	1	2	3	4	5	
95	1	2	3	4	5	
96	5	4	3	2	1	
97	1	2	3	4	5	
98	2	4	5	3	1	
99	3	5	1	4	2	

Profession Bartender / waiter

Communication skills

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	1	2	3	4	5	
2	5	4	3	2	1	
3	1	2	3	4	5	



EUROPEAN UNION

EUROPEAN REGIONAL DEVELOPMENT FUND

INVESTING IN YOUR FUTURE!



GOVERNMENT OF ROMANIA



GOVERNMENT OF BULGARIA



4	1	2	3	4	5	
5	1	2	3	4	5	
6	1	2	3	4	5	
7	1	2	3	4	5	
8	1	2	3	4	5	
9	5	4	3	2	1	
10	5	4	3	2	1	
11	5	4	3	2	1	
12	5	4	3	2	1	
13	5	4	3	2	1	
14	5	4	3	2	1	
15	5	4	3	2	1	
16	5	4	3	2	1	
17	5	4	3	2	1	
18	5	4	3	2	1	
19	5	4	3	2	1	
20	5	4	3	2	1	
21	5	4	3	2	1	
22	1	2	3	4	5	
23	5	4	3	2	1	
24	5	4	3	2	1	
25	5	4	3	2	1	
26	3	5	2	4	1	
27	1	5	2	3	4	
28	1	3	5	2	4	
29	5	1	2	4	3	
30	5	2	3	1	4	
31	2	5	1	4	3	
32	1	5	2	4	3	
33	5	1	2	4	3	
34	5	2	3	1	4	
35	5	4	3	1	2	
36	4	2	1	3	5	
37	2	5	4	3	1	
38	1	2	3	4	5	
39	1	2	3	4	5	
40	1	2	3	4	5	
41	1	2	3	4	5	
42	1	2	3	4	5	
43	5	4	3	2	1	
44	1	2	3	4	5	
45	5	4	3	2	1	
46	1	2	3	4	5	
47	5	4	3	2	1	
48	1	2	3	4	5	
49	5	4	3	2	1	
50	1	2	3	4	5	
51	1	2	3	4	5	
52	5	4	3	2	1	
53	5	4	3	2	1	
54	1	2	3	4	5	
55	5	4	3	2	1	



EUROPEAN UNION

EUROPEAN REGIONAL DEVELOPMENT FUND

INVESTING IN YOUR FUTURE!



GOVERNMENT OF ROMANIA



GOVERNMENT OF BULGARIA



56	1	2	3	4	5	
57	5	4	3	2	1	
58	1	2	3	4	5	
59	5	4	3	2	1	
60	5	4	3	2	1	
61	1	2	3	4	5	
62	5	4	3	2	1	
63	5	4	3	2	1	
64	5	4	3	2	1	
65	1	2	3	4	5	
66	1	2	3	4	5	
67	5	4	3	2	1	
68	1	2	3	4	5	
69	1	2	3	4	5	
70	5	4	3	2	1	
71	5	4	3	2	1	
72	1	2	3	4	5	
73	1	2	3	4	5	
74	1	2	3	4	5	
75	1	2	3	4	5	
76	5	4	3	2	1	
77	5	4	3	2	1	
78	5	4	3	2	1	
79	1	2	3	4	5	
80	3	4	5	1	2	

Creativity and inovations

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	5	4	3	2	1	
2	5	4	3	2	1	
3	1	2	3	4	5	
4	1	2	3	4	5	
5	1	2	3	4	5	
6	5	4	3	2	1	
7	1	2	3	4	5	
8	5	4	3	2	1	
9	1	2	3	4	5	
10	1	2	3	4	5	
11	1	2	3	4	5	
12	1	2	3	4	5	
13	5	4	3	2	1	
14	5	4	3	2	1	
15	5	4	3	2	1	
16	1	2	3	4	5	



EUROPEAN UNION

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INVESTING IN YOUR FUTURE!



GOVERNMENT OF ROMANIA



GOVERNMENT OF BULGARIA



17	1	2	3	4	5	
18	1	2	3	4	5	
19	5	4	3	2	1	
20	1	2	3	4	5	
21	1	2	3	4	5	
22	1	2	3	4	5	
23	5	4	3	2	1	
24	1	2	3	4	5	
25	1	2	3	4	5	
26	1	2	3	4	5	
27	1	2	3	4	5	
28	5	4	3	2	1	
29	5	4	3	2	1	
30	1	2	3	4	5	
31	5	4	3	2	1	
32	1	2	3	4	5	
33	5	4	3	2	1	
34	5	4	3	2	1	
35	1	2	3	4	5	
36	1	2	3	4	5	
37	1	2	3	4	5	
38	1	2	3	4	5	
39	5	4	3	2	1	
40	1	2	3	4	5	
41	1	2	3	4	5	
42	1	2	3	4	5	
43	1	2	3	4	5	
44	1	2	3	4	5	
45	1	2	3	4	5	
46	1	2	3	4	5	
47	1	2	3	4	5	

Foreign languages

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	1	2	3	4	5	
2	1	2	3	4	5	
3	1	2	3	4	5	
4	5	4	3	2	1	
5	1	2	3	4	5	
6	5	4	3	2	1	
7	5	4	3	2	1	
8	1	2	3	4	5	
9	1	2	3	4	5	
10	5	4	3	2	1	



EUROPEAN UNION

EUROPEAN REGIONAL DEVELOPMENT FUND

INVESTING IN YOUR FUTURE!



GOVERNMENT OF ROMANIA



GOVERNMENT OF BULGARIA



11	1	2	3	4	5	
12	1	2	3	4	5	
13	1	2	3	4	5	
14	1	2	3	4	5	
15	1	2	3	4	5	
16	1	2	3	4	5	
17	5	4	3	2	1	
18	5	4	3	2	1	
19	5	4	3	2	1	

Team work

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	1	2	3	4	5	
2	1	2	3	4	5	
3	1	2	3	4	5	
4	1	2	3	4	5	
5	1	2	3	4	5	
6	1	2	3	4	5	
7	1	2	3	4	5	
8	5	4	3	2	1	
9	5	4	3	2	1	
10	5	4	3	2	1	
11	1	2	3	4	5	
12	1	2	3	4	5	
13	5	4	3	2	1	
14	5	4	3	2	1	
15	1	2	3	4	5	
16	5	4	3	2	1	
17	5	4	3	2	1	
18	5	4	3	2	1	
19	1	2	3	4	5	
20	5	4	3	2	1	
21	5	4	3	2	1	
22	5	4	3	2	1	
23	1	2	3	4	5	
24	5	4	3	2	1	
25	5	4	3	2	1	
26	5	4	3	2	1	
27	5	4	3	2	1	
28	5	4	3	2	1	
29	5	4	3	2	1	
30	5	4	3	2	1	
31	1	2	3	4	5	
32	1	2	3	4	5	



EUROPEAN UNION

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INVESTING IN YOUR FUTURE!



GOVERNMENT OF ROMANIA



GOVERNMENT OF BULGARIA



33	5	4	3	2	1	
34	5	4	3	2	1	
35	5	4	3	2	1	
36	5	4	3	2	1	
37	5	4	3	2	1	
38	5	4	3	2	1	
39	1	2	3	4	5	
40	1	2	3	4	5	
41	5	4	3	2	1	
42	5	4	3	2	1	
43	5	4	3	2	1	
44	5	4	3	2	1	
45	5	4	3	2	1	
46	5	4	3	2	1	
47	5	4	3	2	1	
48	5	4	3	2	1	
49	5	4	3	2	1	
50	1	2	3	4	5	
51	5	4	3	2	1	
52	5	4	3	2	1	
53	5	4	3	2	1	
54	5	4	3	2	1	
55	5	4	3	2	1	
56	5	4	3	2	1	
57	1	2	3	4	5	
58	1	2	3	4	5	
59	1	2	3	4	5	
60	1	2	3	4	5	
61	1	2	3	4	5	
62	5	4	3	2	1	
63	5	4	3	2	1	
64	1	2	3	4	5	
65	5	4	3	2	1	
66	5	4	3	2	1	
67	5	4	3	2	1	
68	5	4	3	2	1	
69	1	2	3	4	5	
70	5	4	3	2	1	
71	1	2	3	4	5	
72	5	4	3	2	1	
73	1	2	3	4	5	
74	5	4	3	1	2	
75	1	2	3	4	5	
76	1	2	3	4	5	
77	5	4	3	2	1	
78	5	4	3	2	1	
79	5	4	3	2	1	
80	1	2	3	4	5	
81	1	2	3	4	5	
82	1	2	3	4	5	
83	1	2	3	4	5	
84	1	2	3	4	5	



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85	5	4	3	2	1	
86	1	2	3	4	5	
87	5	4	3	2	1	
88	5	4	3	2	1	
89	1	2	3	4	5	
90	5	4	3	2	1	
91	1	2	3	4	5	
92	1	2	3	4	5	
93	5	4	3	2	1	
94	1	2	3	4	5	
95	5	4	3	2	1	
96	5	4	3	2	1	
97	1	2	3	4	5	
98	1	2	3	4	5	
99	1	2	3	4	5	
100	1	2	3	4	5	
101	1	2	3	4	5	
102	3	2	4	5	1	
103	5	1	4	3	2	
104	4	1	5	2	3	

Skills to present the food

The evaluation of the test results is based on the answers assessed with points as below.

Question/ case study	Points					Total
	Point 1	Point 2	Point 3	Point 4	Point 5	
1	1	2	3	4	5	
2	1	2	3	4	5	
3	1	2	3	4	5	
4	1	2	3	4	5	
5	5	4	3	2	1	
6	5	4	3	2	1	
7	1	2	3	4	5	
8	5	4	3	2	1	
9	5	4	3	2	1	
10	1	2	3	4	5	
11	5	4	3	2	1	
12	5	4	3	2	1	
13	5	4	3	2	1	
14	1	2	3	4	5	
15	5	4	3	2	1	
16	1	2	3	4	5	
17	1	2	3	4	5	
18	1	2	3	4	5	
19	5	4	3	2	1	

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20	1	2	3	4	5	
21	1	2	3	4	5	
22	5	4	3	2	1	
23	5	4	3	2	1	
24	1	2	3	4	5	
25	5	4	3	2	1	
26	1	2	3	4	5	
27	5	4	3	2	1	
28	5	4	3	2	1	
29	5	4	3	2	1	
30	1	2	3	4	5	
31	1	2	3	4	5	
32	1	2	3	4	5	
33	1	2	3	4	5	
34	1	2	3	4	5	
35	1	2	3	4	5	
36	1	2	3	4	5	
37	1	2	3	4	5	
38	1	2	3	4	5	
39	1	2	3	4	5	
40	3	4	5	2	1	
41	1	5	2	3	4	
42	1	2	3	4	5	
43	2	4	5	1	3	
44	5	4	3	2	1	
45	2	4	5	3	1	
46	4	3	2	5	1	
47	5	4	3	2	1	
48	5	4	3	2	1	
49	5	4	3	2	1	
50	5	4	3	2	1	

Results assessment methodology

Situational approach takes an important place in the modern educational and training process - for illustration, feedback, skills and habits development, training, knowledge and skills improvement, testing and evaluation. This is the most appropriate soft skills assessment method since they do not have a particular quantitative measurement or a maximum mastering threshold. The tests can be short, up to 10 questions per skill, directed to particular specifics of the skill, to combine a number of priority characteristics or to include all typical specifics of the skill. The selection of test questions depends on the accent we are aiming to. This makes the tests especially useful in practice.

The soft skills assessment takes into consideration a particular skill for a particular profession and the exact number of questions included in the test. The scoring is formed as a Grade Point Average (GPA) of the results divided to the number of questions included in the test. The received number is an average point between 1 and 5, where 5 is the maximum result to be achieved. The scale determines the level of skill proficiency as follows:



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- 5 - very well mastered skill
- 4 - well mastered skill requiring attention on some small omissions
- 3 - average mastered skill requiring further improvement
- 2 - poor proficiency of the skill requiring purposeful work on its development
- 1 - the skill is not developed and requires a purposeful training

For individual assessment of the skill, the evaluator shall analyze each aspect of the skill depending on every answer and to advise the evaluated person on particular characteristics. For example: Assessing the level of Organization and tasks prioritization skill proficiency the evaluated person may have 5 scores on question about own working process organization and 3 scores on question about tasks time management. In this case, it is recommendable to direct the training toward time management tasks related to other people collaboration. The role of the evaluator is very important since he/she determines the direction of trainee's further development.

Soft skills can be developed, provoked depending on the environment we have come to and built. Perhaps they can be deliberately developed if it is established that there is a lack and necessity of them.