METHODOLOGICAL NOTES & REFERENCE COMPENDIUM · AUTUMN 2026 EDITION

Open-Access Psychometric, Cognitive Reflection & Career Guidance Instruments Compendium

Methodological Architecture, Client-Side Scale Normalization, and Thematic Reference Directory of Flagship Self-Assessment Tools

Issuing Organization: Tester.lt Open-Access Initiative
Zenodo Technical Note DOI: 10.5281/zenodo.23563883
International Platform (EN): https://www.tester.lt/en/
OSF.io Project Archive: https://osf.io/e9bmd/
Lithuanian Localization (LT): https://www.tester.lt/
Institutional Contact: info@tester.lt · License: CC-BY 4.0

1. Executive Summary & Open-Access Architecture

The **Tester.lt Open-Access Initiative** (https://www.tester.lt/en/) develops and maintains a public digital ecosystem of over 50 research-inspired psychology, personality, career, relationship, and behavioral self-assessment instruments, accompanied by structured personal audits, interactive cognitive reflection card decks, and plain-language methodological guides. While high-utility self-discovery tools are frequently locked behind registration walls, paywalls, or dense academic textbooks, Tester.lt provides immediate, anonymous access to structured self-reflection frameworks at zero cost.

Engineered around a strict *privacy-by-design* architecture, all psychometric scoring algorithms execute client-side within the user's web browser. No user accounts, email addresses, or personal identifiers are collected for scoring, and full multi-dimensional profiles—including optional structured AI insights on select flagship assessments and audits—are generated immediately upon completion. Educational institutions, university career centers, and public health organizations can embed thematic toolkits directly via Tester.lt/en/widgets/.

> **Methodological Scope & Non-Clinical Disclaimer:** All instruments documented in this compendium are educational self-reflection tools designed to highlight behavioral patterns, support career exploration, and prompt constructive personal inquiry. They do not constitute medical or clinical psychological diagnosis and do not replace evaluation by a licensed clinician, psychologist, or psychiatrist. Content and scoring notes undergo periodic methodological review (last review: Autumn 2026).

2. Psychometric Methodology & Client-Side Normalization

Instruments on the platform adapt established paradigms from differential psychology, vocational counseling, and behavioral science into concise digital formats (typically 10 to 21 items, completed in 4 to 7 minutes). Depending on the theoretical construct, assessments employ one of three structural item formats:

- **Multi-Dimensional Likert Scales (15–21 statements):** Respondents rate everyday behavioral statements on a 5-point scale ($x_i \in \{1, 2, 3, 4, 5\}$). Raw subscale sums are normalized into percentage indices $S_{norm} \in [0, 100]$ via the linear transformation $S_{norm} = ((\sum x_i - n \times x_{min}) / (n \times (x_{max} - x_{min}))) \times 100\%$, where n denotes the number of subscale items, $x_{min} = 1$, and $x_{max} = 5$. Reverse-keyed items are inverted ($x'_i = 6 - x_i$) prior to aggregation. Reference Python implementations are archived in our Google Colaboratory Notebook.
- **Situational & Scenario Inventories (10–16 scenarios):** Used in applied domains such as learning modalities (**Fleming & Mills, 1992**), cognitive traps (**Beck, 1976**), impostor patterns (**Clance & Imes, 1978**), and personal boundaries, mapping concrete workplace or interpersonal choices to distinct behavioral profiles.
- **Forced-Choice Preference Pairs (15 choices):** Applied in vocational direction (**Holland, 1997**) and relational expression (**Chapman, 1992**) to prevent ceiling effects when all options appear socially desirable.

3. Personal Audits & Interactive Cognitive Reflection Card Decks

Whereas psychometric tests identify trait distributions or behavioral tendencies, **Personal Audits** (Tester.lt/en/audits/) and **Reflection Card Decks** (Tester.lt/en/audits/reflection-cards/) serve as structured mapping frameworks. They isolate one concrete decision, life domain, or cognitive distortion at a time, reducing mental overload and facilitating actionable self-reflection.

Instrument / Deck Title	Structure & Time	Methodological Purpose & Output	Direct Access URL
Life Balance Audit (Interactive Balance Wheel)	8 life areas ~3 min · Free AI insight	Evaluates Career, Finances, Health, Relationships, Growth, Rest, Environment, and Meaning on an interactive wheel to pinpoint structural imbalances.	en/audits/life-balance-wheel/
Descartes Square (Cartesian Decision Matrix)	4 core questions ~5–10 min · Free AI insight	Maps potential gains and losses across four quadrants (*If this happens / If this does not happen*) to overcome decision paralysis.	en/audits/descartes-square/
Emotional Wellness Audit (Wellbeing Check-In)	Multi-domain map ~4 min · Free	Assesses current emotional strain, energy depletion, restorative quality, and everyday coping capacity with targeted test recommendations.	en/audits/emotional-wellness-audit/
Job Interview Simulator (Career Reflection Deck)	30 question cards ~20–60 min · Free	Deconstructs high-frequency interview questions, employer assessment criteria, structured answer frameworks, and critical pitfalls.	en/audits/reflection-cards/job-interview-practice-questions/
Spotting Thinking Traps (Cognitive Biases Deck)	30 situation cards ~15–40 min · Free	Trains users to separate objective facts from automatic thoughts across 30 everyday scenarios (**Beck, 1976**) and reframe them constructively.	en/audits/reflection-cards/cognitive-biases-thinking-traps/

Instrument / Deck Title	Structure & Time	Methodological Purpose & Output	Direct Access URL
Open Conversations for Couples (Relationships Deck)	30 question cards ~20–60 min · Free	Acts as a neutral facilitator grounded in couples psychology to address expectations, boundaries, and quiet tensions without defensiveness.	en/audits/reflection-cards/deep-conversation-starters-for-couples/
Evening Self-Reflection (End-of-Day Ritual Deck)	6 prompt cards ~2–3 min · Free	A concise evening cognitive decompression protocol designed to slow rumination, consolidate daily perspective, and prepare the mind for rest.	en/audits/reflection-cards/evening-self-reflection-questions/

4. Thematic Hubs & Flagship Psychometric Instruments

To prevent navigation fatigue while maintaining comprehensive coverage across all 50+ tools, the platform organizes assessments into **6 Thematic Hubs** alongside core category directories (All Tests · All Methodological Articles). The subsections below detail the primary thematic hubs and their flagship instruments.

4.1. Career Guidance, Learning & Student Self-Discovery Hub

Thematic Hub: Tests & Tools for Students (en/tests/themes/for-students/) · **Interactive Space:** Hugging Face Career Tools

Designed for secondary school students, university applicants, and academic advisors, this hub integrates vocational interest mapping, sensory learning preferences, temperament dynamics, and study procrastination profiles.

Flagship Instrument	Format & Duration	Theoretical Framework & Construct	Assessment & Methodological Guide
Holland (RIASEC) Career Test (Which Career Path Suits Me?)	15 choices ~5 min · Free	Evaluates congruence across Realistic, Investigative, Artistic, Social, Enterprising, and Conventional environments (**Holland, 1997**).	Test: en/tests/career-holland/ Guide: en/articles/which-career-fits/
VARK Learning Style Test (What Is My Learning Style?)	10 situations ~5 min · AI analysis	Identifies Visual, Auditory, Read/Write, and Kinesthetic information-processing preferences (**Fleming & Mills, 1992**).	Test: en/tests/learning-style/ Guide: en/articles/learning-styles-vark/
Temperament Types Test (Sanguine, Choleric, Phlegmatic, Melancholic)	16 statements ~5 min · AI analysis	Assesses nervous system reactivity and extraversion–emotionality balance across all four classical types (**Eysenck, 1967**).	Test: en/tests/temperament-types/ Guide: en/articles/four-temperament-types/

4.2. Workplace Competencies, Leadership & Organizational Culture Hub

Thematic Hub: Career & Work Hub (en/tests/themes/career-and-work/) · **Category Hubs:** Career Tests | Career Articles

Focused on professional development, workplace communication, conflict management, and career transitions, this collection supports professionals and HR practitioners in diagnosing organizational bottlenecks and leadership styles.

Flagship Instrument	Format & Duration	Theoretical Framework & Construct	Assessment & Methodological Guide
Leadership Style Assessment (What Is My Leadership Style?)	16 statements ~6 min · Free	Situational inventory mapping natural decision-making authority, team delegation, and motivational communication patterns.	Test: en/tests/leadership-style/ Guide: en/articles/leadership-styles/
Conflict Resolution Styles Test (How Do You Handle Disagreements?)	15 questions ~6 min · Free	Measures assertiveness and cooperativeness across five conflict modes (**Thomas & Kilmann, 1974**): competing, collaborating, compromising, avoiding, accommodating.	Test: en/tests/conflict-styles/ Guide: en/articles/conflict-resolution-styles/
Imposter Syndrome Test (Why Don't You Believe in Success?)	10 scenarios ~5 min · Free	Identifies competence self-doubt, attribution of success to luck, and inner critic patterns (**Clance & Imes, 1978**).	Test: en/tests/imposter-syndrome/ Guide: en/articles/imposter-syndrome/
Communication Style & Passive Aggression Test	16 statements ~5 min · AI analysis	Profiles four boundary-setting styles: assertive, passive, aggressive, and indirect/passive-aggressive communication.	Test: en/tests/communication-style-passive-aggression/ Guide: en/articles/communication-styles-passive-aggression/

4.3. Personality Traits, Cognitive Processes & Self-Discovery Hub

Thematic Hub: Self-Discovery Hub (en/tests/themes/self-discovery/) · **Category Hubs:** Personality Tests | Personality Articles

Encompasses core personality architecture, emotional intelligence, attention regulation, and the structural foundations of self-worth.

Flagship Instrument	Format & Duration	Theoretical Framework & Construct	Assessment & Methodological Guide
Big Five (OCEAN) Personality Traits Test	20 questions ~6 min · AI analysis	Assesses Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism (**Costa & McCrae, 1992**).	Test: en/tests/big-five/ Guide: en/articles/big-five-personality/
Emotional Intelligence (EQ) Test	16 questions ~6 min · Free	Measures emotional self-awareness, impulse regulation, social empathy, and interpersonal relationship management.	Test: en/tests/emotional-intelligence/ Guide: en/articles/emotional-intelligence-eq/
Adult ADHD Self-Assessment Test	18 questions ~7 min · Free	Educational self-reflection tool inspired by adult attention and executive restlessness literature (**Kessler et al., 2005**).	Test: en/tests/adhd-adults/ Guide: en/articles/adhd-adults-symptoms/
Self-Esteem & Sources of Self-Worth Test	16 statements ~5 min · AI analysis	Differentiates stable inner self-esteem (**Rosenberg, 1965**) from contingent self-worth tied to approval or competition (**Crocker & Wolfe, 2001**).	Test: en/tests/self-esteem-sources/ Guide: en/articles/stable-contingent-self-esteem/

4.4. Emotional Wellbeing, Stress Resilience & Restorative Recovery Hub

Thematic Hub: Emotional Wellbeing Hub (en/tests/themes/emotional-wellbeing/) · **Category Hubs:** Psychology Tests | Psychology Articles

Provides non-clinical self-monitoring instruments for occupational exhaustion, chronic strain, sensory sensitivity, social anxiety, and multidimensional recovery deficits.

Flagship Instrument	Format & Duration	Theoretical Framework & Construct	Assessment & Methodological Guide
Emotional Burnout Test (Occupational Exhaustion)	16 questions ~6 min · Free	Evaluates chronic workplace fatigue, growing cynicism/detachment toward responsibilities, and reduced sense of accomplishment.	Test: en/tests/emotional-burnout/ Guide: en/articles/emotional-burnout-at-work/
7 Types of Rest Test (What Kind of Rest Do You Need?)	21 statements ~6 min · AI analysis	Identifies specific energy deficits across physical, mental, emotional, social, sensory, creative, and spiritual domains (**Dalton-Smith, 2017**).	Test: en/tests/seven-rest-types/ Guide: en/articles/seven-types-of-rest/
Social Anxiety Test (Caution vs. Fear of Judgment)	15 statements ~4 min · Free	Inspired by **Liebowitz (1987)** and **Heimberg et al. (1999)** conceptual models to distinguish social evaluation anxiety from natural introversion.	Test: en/tests/social-anxiety/ Guide: en/articles/social-anxiety/

Flagship Instrument	Format & Duration	Theoretical Framework & Construct	Assessment & Methodological Guide
Highly Sensitive Person (HSP) Test	15 statements ~5 min · Free	Measures sensory-processing depth, emotional reactivity, and environmental overstimulation (**Aron & Aron, 1997**).	Test: en/tests/highly-sensitive-person/ Guide: en/articles/highly-sensitive-person/

4.5. Interpersonal Relationships, Attachment & Personal Boundaries Hub

Thematic Hub: Relationships Hub (en/tests/themes/relationships/) · **Category Hubs:** Relationship Tests | Relationship Articles

Explores emotional bonding patterns, intimacy dynamics, codependency, and personal boundary assertiveness in romantic and family systems.

Flagship Instrument	Format & Duration	Theoretical Framework & Construct	Assessment & Methodological Guide
Attachment Styles in Relationships Test	16 questions ~6 min · Free	Maps secure, anxious-preoccupied, dismissive-avoidant, and fearful-avoidant bonding patterns (**Bowlby, 1969**; **Hazan & Shaver, 1987**).	Test: en/tests/attachment-styles/ Guide: en/articles/attachment-styles-relationships/
Five Love Languages Test (What Is Your Love Language?)	15 choices ~5 min · AI analysis	Identifies primary receptive and expressive channels of affection based on **Chapman (1992)**.	Test: en/tests/love-languages/ Guide: en/articles/five-love-languages/
Sternberg Love Types Test (What Drives Your Relationship?)	10 scenarios ~4 min · AI analysis	Evaluates the balance of Intimacy, Passion, and Commitment across Sternberg's triangular model (**Sternberg, 1986**).	Test: en/tests/sternberg-love/ Guide: en/articles/sternberg-love-triangle/

4.6. Behavioral Habits, Self-Regulation & Financial Psychology Hub

Thematic Hub: Habits & Money Hub (en/tests/themes/habits-and-money/) · **Category Hubs:** Lifestyle Tests | Lifestyle Articles

Examines unconscious money scripts, impulse spending triggers, task procrastination mechanisms, digital fatigue (FOMO), and behavioral risk indicators.

Flagship Instrument	Format & Duration	Theoretical Framework & Construct	Assessment & Methodological Guide
Relationship with Money Test	10 questions ~5 min · Free	Identifies unconscious financial scripts, scarcity anxiety, and behavioral blocks affecting long-term financial security.	Test: en/tests/money-relationship/ Guide: en/articles/money-psychology/

Flagship Instrument	Format & Duration	Theoretical Framework & Construct	Assessment & Methodological Guide
Procrastination Type Test (Why Do We Postpone Tasks?)	16 questions ~6 min · AI analysis	Maps emotional avoidance triggers (perfectionism, fear of failure, sensation-seeking, decision overload) behind task delay.	Test: en/tests/procrastination-type/ Guide: en/articles/procrastination-types/
Digital Engagement & FOMO Test	12 questions ~5 min · Free	Assesses compulsive notification checking, screen-induced attentional fragmentation, and fear of missing out.	Test: en/tests/fomo-digital/ Guide: en/articles/digital-fatigue-fomo/
Alcohol Use Self-Assessment	10 questions ~5 min · Free	Educational behavioral self-check inspired by early risk-awareness literature (**Saunders et al., 1993**) for personal reflection.	Test: en/tests/alcohol-risk/ Guide: en/articles/alcohol-dependence/

5. Institutional Integration for Schools, Universities & Partners

Secondary schools, vocational colleges, university career centers, and public health institutions are granted royalty-free permission to embed Tester.lt methodological toolkits on their official resource pages. Ready-to-use, GDPR-compliant HTML cards and curated thematic lists are available at https://www.tester.lt/en/widgets/ (Lithuanian version: https://www.tester.lt/valdikliai/).

6. Methodological & Academic References

1. Aron, E. N., & Aron, A. (1997). Sensory-processing sensitivity and its relation to introversion and emotionality. *Journal of Personality and Social Psychology*, 73(2), 345–368.
2. Beck, A. T. (1976). *Cognitive therapy and the emotional disorders*. International Universities Press.
3. Bowlby, J. (1969). *Attachment and loss: Vol. 1. Attachment*. Basic Books.
4. Chapman, G. D. (1992). *The five love languages: How to express heartfelt commitment to your mate*. Northfield Publishing.
5. Clance, P. R., & Imes, S. A. (1978). The imposter phenomenon in high achieving women: Dynamics and therapeutic intervention. *Psychotherapy: Theory, Research & Practice*, 15(3), 241–247.
6. Costa, P. T., & McCrae, R. R. (1992). *Revised NEO Personality Inventory (NEO-PI-R) and NEO Five-Factor Inventory (NEO-FFI) professional manual*. Psychological Assessment Resources.
7. Crocker, J., & Wolfe, C. T. (2001). Contingencies of self-worth. *Psychological Review*, 108(3), 593–623.
8. Dalton-Smith, S. (2017). *Sacred rest: Recover your life, renew your energy, restore your sanity*. FaithWords.
9. Eysenck, H. J. (1967). *The biological basis of personality*. Charles C. Thomas.
10. Fleming, N. D., & Mills, C. (1992). Not another inventory, rather a catalyst for reflection. *To Improve the Academy*, 11(1), 137–155.
11. Hazan, C., & Shaver, P. (1987). Romantic love conceptualized as an attachment process. *Journal of Personality and Social Psychology*, 52(3), 511–524.

12. Heimberg, R. G., Horner, K. J., Juster, H. R., Safren, S. A., Brown, E. J., Schneier, F. R., & Liebowitz, M. R. (1999). Psychometric properties of the Liebowitz Social Anxiety Scale. *Psychological Medicine*, 29(1), 199–212.

13. Holland, J. L. (1997). *Making vocational choices: A theory of vocational personalities and work environments* (3rd ed.). Psychological Assessment Resources.

14. Kessler, R. C., Adler, L., Ames, M., Demler, O., Faraone, S., Hiripi, E., ... & Walters, E. E. (2005). The World Health Organization Adult ADHD Self-Report Scale (ASRS): A short screening scale for use in the general population. *Psychological Medicine*, 35(2), 245–256.

15. Liebowitz, M. R. (1987). Social phobia. *Modern Problems of Pharmacopsychiatry*, 22, 141–173.

16. Rosenberg, M. (1965). *Society and the adolescent self-image*. Princeton University Press.

17. Saunders, J. B., Aasland, O. G., Babor, T. F., De La Fuente, J. R., & Grant, M. (1993). Development of the Alcohol Use Disorders Identification Test (AUDIT): WHO collaborative project on early detection of persons with harmful alcohol consumption—II. *Addiction*, 88(6), 791–804.

18. Sternberg, R. J. (1986). A triangular theory of love. *Psychological Review*, 93(2), 119–135.

19. Thomas, K. W., & Kilmann, R. H. (1974). *Thomas-Kilmann Conflict Mode Instrument*. Xicom.