

Appendix 3

Self-Efficacy Questionnaires on Personality Traits (C & D)

Personality Traits	Degree of Beliefs on 5-point Likert Scale				
	NaA	VL	QaB	SD	AGD
Part C: Please tick on the option that is relevant to you					
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
13					
14					
15					
16					
17					
18					
19					
20					
Part D: What is your most critical part of personality traits need of improvement? (Write in ONE sentence only)					
Answer:					
*Notes: NaA(Not at All, 1 point); VL(Very little, 2 pts); QaB(Quite a Bit, 3 pts); SD(Some degree, 4 pts); AGD(A great deal, 5 pts)					

Adapted from Barrick and Mount (1991)

Appendix 4

Interview Protocols

(adapted from <https://www.imperial.ac.uk/education-research/evaluation/tools-and-resources-for-evaluation/interviews/interview-protocol-design>)

1. Have all documented data on hand (written critical reflection, answers on questionnaires Part A, B, C, D).
2. Start the interview by establishing rapport (reintroducing yourself and asking about the current situation).
3. Continue with a basic conversation (inquiries about the participants' location, situation during the pandemic, interest, challenges, and opportunities in the study and practicum).
4. Create open-ended questions based on the issues raised in the collected data (to clarify and confirm), but make sure the questions are informed by the existing data.
5. Use prompts to get people started.
6. Expect to revise the protocol during and after the interview (based on the responses of the participants).

Magdalena Jonathans, P., Widiati, U., & Sulisty, T. (2025). Reflective practice and self-efficacy beliefs of pre-service teachers: The complexity of sudden onlineness. *MEXTESOL Journal*, 49(2).