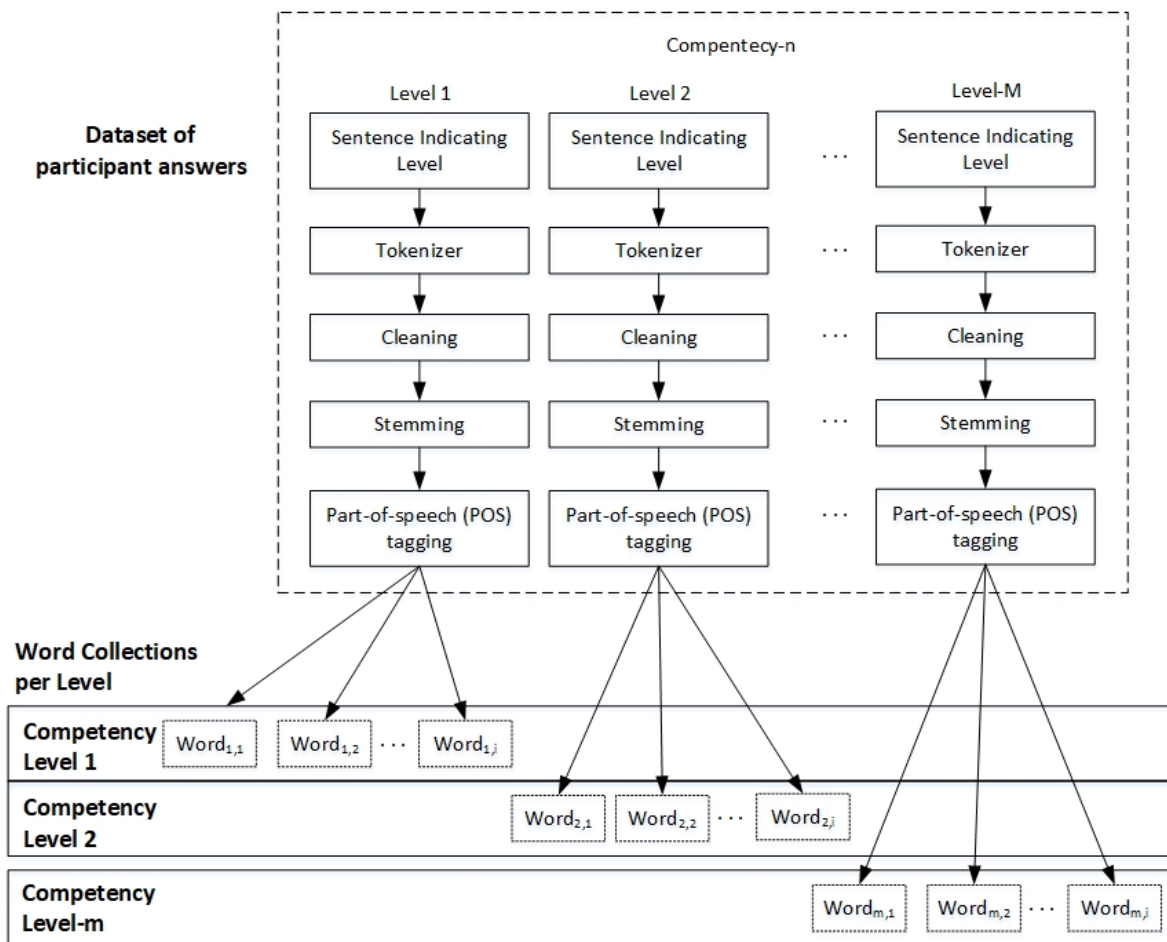


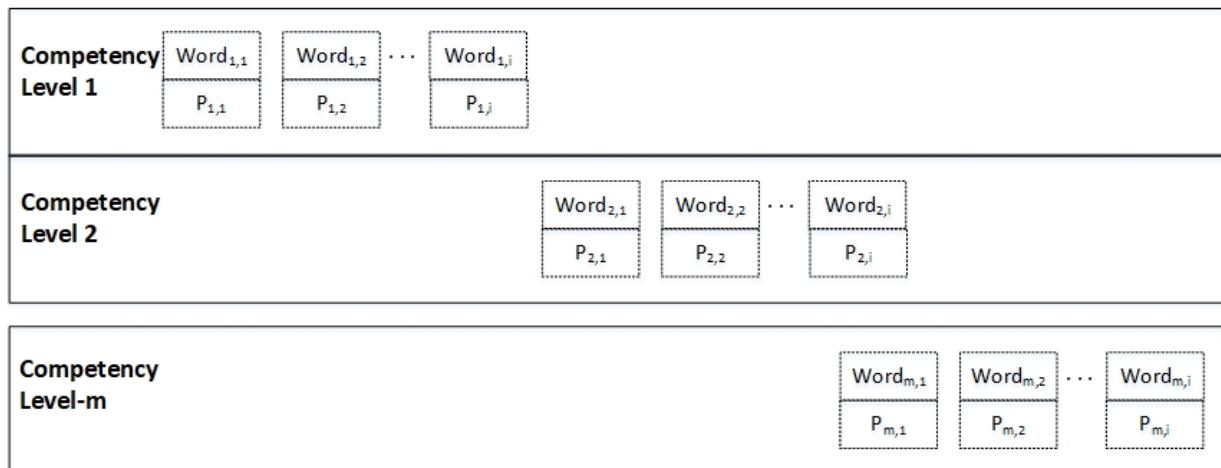
**Figure 1** Design flow of interview bot.



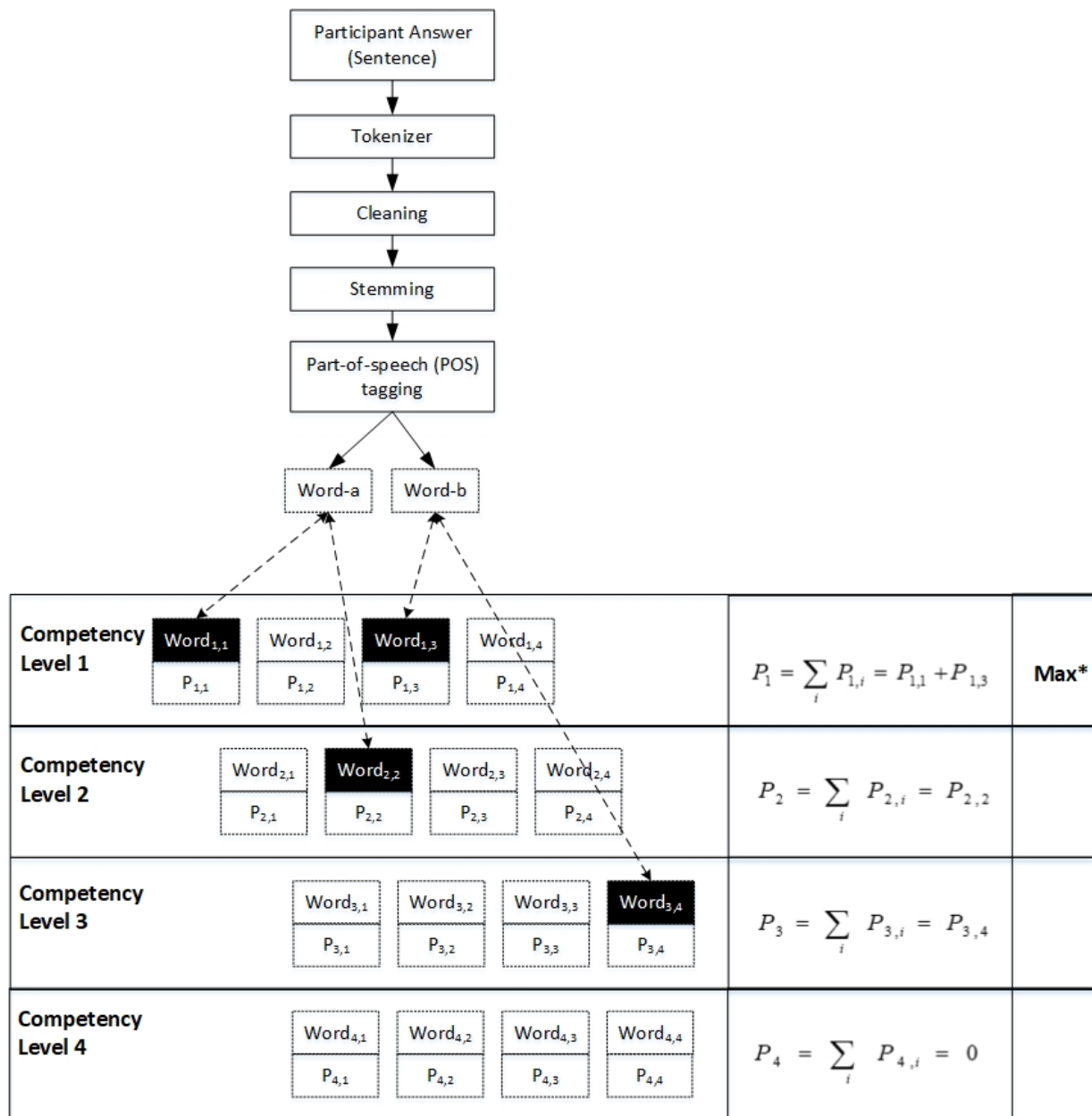
**Figure 2** Method for data training



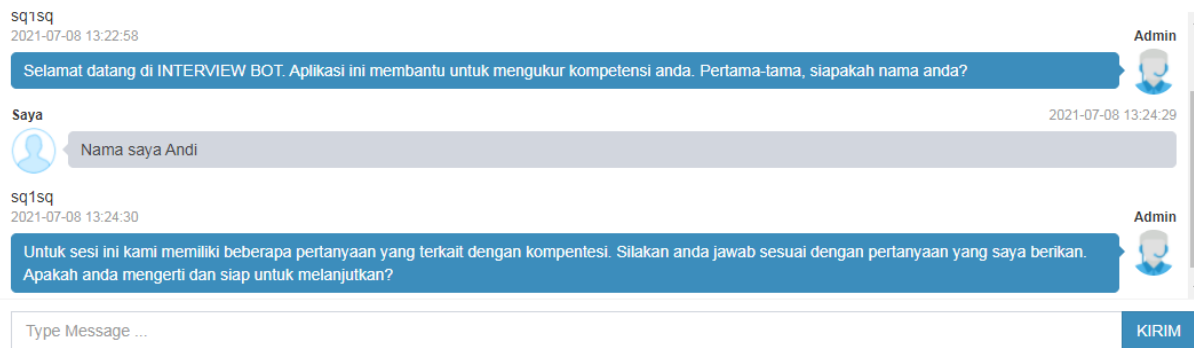
**Figure 3** Initial process of NLP Implementation.



**Figure 4** The Applied Model Contains Competency Levels and Their Sets of Words and TF Results

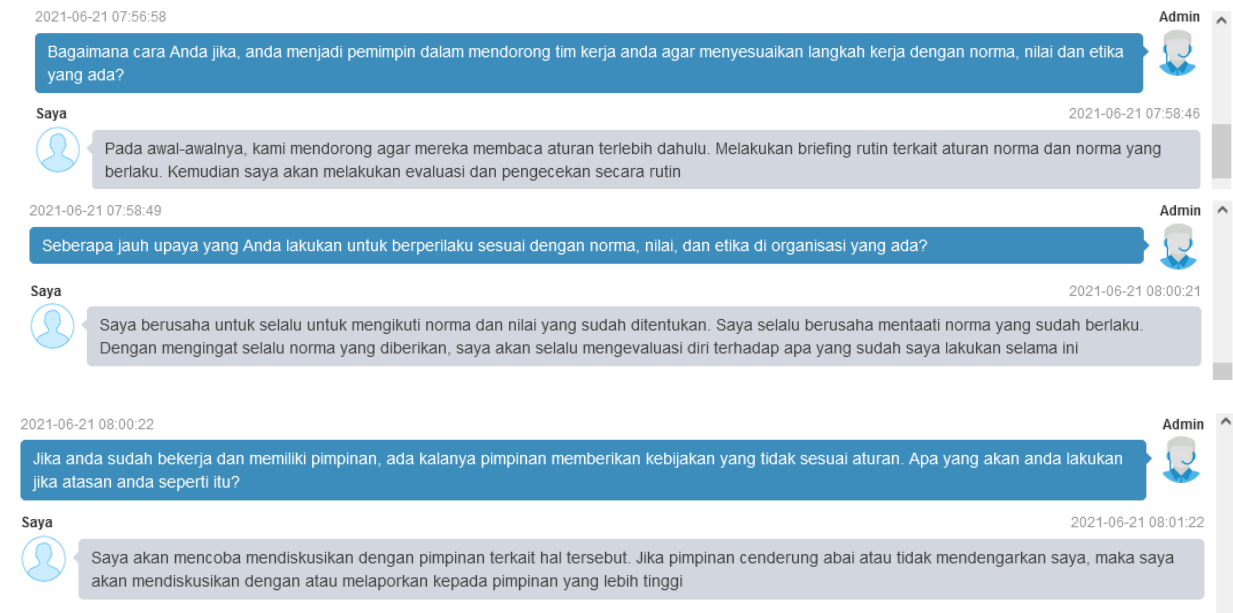


**Figure 5** Proposed Testing Method



Q (machine): Welcome to the INTERVIEW BOT. This application helps in measuring your competencies. First, please tell me what your name is.  
I (Interviewee): My name is Andi  
Q (machine): In this session, we have several questions related to some competencies. Please answer according to each question. Do you understand, and are you ready to proceed?

**Figure 6.** Example of the interview bot user interaction in Indonesian (Part of Opening & Identify Interviewee), with translation.



Q (machine): What would you do if you become a leader to encourage your team to follow the pace of works with existing norms, values, and ethics?

I (Interviewee): In the beginning, I encouraged them to read the rules first. We conduct regular briefings about the current rules. After that, I will evaluate and check it regularly.

Q (machine): How much effort do you make to behave according to your organisation's rules or norms, values, and ethics?

I (Interviewee): I always try to obey the established norms and values. I always try to comply with the rules or norms. By remembering the norm, I will evaluate myself against what I have done so far continuously.

Q (machine): If you are already working and have a leader, there are times when the leader gives policies that are not following the rules. What would you do if your leader does like that?

I (Interviewee): I will try to discuss with the leader regarding this matter. However, if the leader tends to ignore or does not listen to me, I will discuss it with or report to the higher leader.

**Figure 7.** Example of a part when bot giving question and interview give feedback or answer bot in Indonesian, with translation.