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PAKISTAN AIR FORCE

PSYCHOLOGICAL ASSESSMENT

100
MCQs

EQi Test | Shortlisting | AHQs Board

Answers Highlighted | Explained | Exam Ready

Complete Preparation Guide for PAF Selection

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How to Use This Guide

Step 1: Read the question and try to answer before looking at the options.

Step 2: The correct option is highlighted in green with a tick badge.

Step 3: Read the yellow explanation box. Tap a contents link to jump to any section.

The PAF Psychological Stage

Psychological and board interviews for PAF include the **EQi test**, **preliminary shortlisting** and the final **Air Headquarters (AHQs) selection board interview**. These MCQs cover the knowledge, mindset and etiquette that help you perform well at each step.

SECTION 1
Psychological Assessment Basics

Q1	Psychological assessment is best described as:
A	A test of physical fitness
B	A medical test of the brain only
✓	**C. A systematic process of gathering information about abilities, personality and behaviour**
D	A punishment for weak candidates

Explanation: It combines tests, interviews and observation to understand how a person thinks, feels and behaves.

Q2	The consistency of a test's results over repeated use is called:
A	Norms
B	Validity
✓	**C. Reliability**
D	Bias

Explanation: A reliable test gives similar scores when the same person is tested again under similar conditions.

Q3	**A test is said to be valid when it:**
A	Gives every person the same score
✓	**B. Measures what it claims to measure**
C	Is easy to finish
D	Is very long
	Explanation: Validity means the test really assesses the trait or ability it was designed to assess.

Q4	**Uniform procedures for giving and scoring a test are called:**
A	Projection
✓	**B. Standardization**
C	Conditioning
D	Rationalization
	Explanation: Standardization makes sure every candidate is tested under the same rules, so scores can be compared fairly.

Q5	**The first practical intelligence scale (1905) was developed by:**
A	Wechsler and Cattell
B	Freud and Jung
✓	**C. Binet and Simon**
D	Pavlov and Skinner
	Explanation: Alfred Binet and Theodore Simon built it to identify school children who needed extra help.

Q6	**Intelligence Quotient (IQ) was traditionally calculated as:**
A	Mental Age - Chronological Age
B	(Chronological Age / Mental Age) x 100
✓	**C. (Mental Age / Chronological Age) x 100**
D	Mental Age + Chronological Age
	Explanation: The ratio IQ divides mental age by chronological age and multiplies by 100 (an idea from William Stern).

Q7	On modern Wechsler-type IQ scales, the average score is:
✓	**A. 100**
B	50
C	130
D	85

Explanation: The mean is set at 100 with a standard deviation of 15.

Q8	The Rorschach test uses how many inkblot cards?
A	5
✓	**B. 10**
C	31
D	20

Explanation: Hermann Rorschach's test has 10 symmetrical inkblots, five black-and-white and five coloured.

Q9	**In the Thematic Apperception Test (TAT), a candidate is asked to:**
✓	**A. Write a story about an ambiguous picture**
B	Draw a family tree
C	Solve number puzzles
D	Repeat digits backwards

Explanation: TAT stories reveal motives, needs and attitudes because people project themselves into the picture.

Q10	**In a Word Association Test (WAT), the candidate should write:**
A	A very long and clever sentence
B	Nothing at all
C	The word that others might write
✓	**D. The first natural thought that comes to mind**

Explanation: Quick, spontaneous responses reflect real thinking. Over-thinking makes answers artificial.

Q11	Projective tests are based on the idea that people:
A	Work best under noise
✓	**B. Project their inner feelings onto unclear stimuli**
C	Always answer truthfully
D	Cannot think without help
	Explanation: Ambiguous material (inkblots, pictures, words) lets hidden feelings and attitudes come out indirectly.

Q12	A Sentence Completion Test (SCT) mainly reveals a person's:
✓	**A. Attitudes, fears and ambitions**
B	Blood group
C	Height and weight
D	Typing speed
	Explanation: Unfinished sentences such as 'I feel afraid when...' draw out personal views and values.

Q13	A scale ranging from 'Strongly Agree' to 'Strongly Disagree' is called a:
A	Mohs scale
B	Binet scale
✓	**C. Likert scale**
D	Richter scale
	Explanation: Rensis Likert designed this rating format, widely used in personality and attitude questionnaires.

Q14	A self-report inventory is a test in which the person:
✓	**A. Answers questions about his own thoughts, feelings and behaviour**
B	Interprets inkblots
C	Is observed secretly
D	Performs physical tasks
	Explanation: The EQ-i is a self-report inventory, so honest answers are essential.

Q15	Psychometrics is the science of:
A	Testing soil quality
B	Measuring star distances
C	Measuring weight
✓	**D. Measuring mental abilities and personality traits**
	Explanation: Psychometrics deals with designing, scoring and interpreting psychological tests.

Q16	A norm-referenced test compares a candidate's score with:
A	A fixed pass mark only
✓	**B. Scores of a representative comparison group**
C	Last year's topper only
D	The examiner's own score
	Explanation: Norms tell us where a person stands relative to others of the same group.

Q17	Social desirability bias means candidates tend to:
A	Answer randomly
B	Finish the test early
C	Refuse to answer
✓	**D. Answer in a way that makes them look good**

Explanation: Tests often include validity checks, so honest and consistent answers work better than 'ideal' answers.

Q18	In an interview, the halo effect occurs when:
A	The panel asks only easy questions
B	The candidate arrives late
C	The candidate wears bright colours
✓	**D. One strong impression colours the rating of all other traits**

Explanation: Good assessors rate each quality separately to avoid this error.

Q19	A structured interview is one in which:
A	Written answers are collected
B	Only friendly chat takes place
✓	**C. The same planned questions are asked to every candidate**
D	There is no plan at all
	Explanation: Structure makes comparison between candidates fair and reduces bias.

Q20	An aptitude test measures a person's:
A	Religion
B	Family income
C	Past exam marks
✓	**D. Potential to learn or perform a particular skill**
	Explanation: Aptitude tests predict future performance in areas such as reasoning, mechanics or language.

SECTION 2
Emotional Intelligence and the EQ-i

Q21	The Emotional Quotient Inventory (EQ-i) was developed by:
A	David Wechsler
B	Hermann Rorschach
C	Alfred Binet
✓	**D. Reuven Bar-On**

Explanation: Reuven Bar-On created the EQ-i, first published in 1997, to measure emotional and social functioning.

Q22	The term 'emotional intelligence' was coined by:
A	Ivan Pavlov and B.F. Skinner
B	Sigmund Freud and Carl Jung
✓	**C. Peter Salovey and John Mayer**
D	Abraham Maslow and Carl Rogers

Explanation: Salovey and Mayer introduced the concept in 1990.

Q23	Which author popularised emotional intelligence through his 1995 bestselling book?
A	Charles Spearman
B	Raymond Cattell
✓	**C. Daniel Goleman**
D	Albert Bandura
	Explanation: Daniel Goleman's book 'Emotional Intelligence' brought the idea to the general public.

Q24	Which of these is NOT one of Goleman's five components of emotional intelligence?
✓	**A. Spatial ability**
B	Empathy
C	Self-regulation
D	Self-awareness
	Explanation: Goleman's five are self-awareness, self-regulation, motivation, empathy and social skills.

Q25	EQ-i 2.0 is organised into how many composite scales?
✓	**A. 5**
B	7
C	3
D	10

Explanation: The five composites are Self-Perception, Self-Expression, Interpersonal, Decision Making and Stress Management.

Q26	EQ-i 2.0 measures how many subscales in total?
A	5
B	12
C	20
✓	**D. 15**

Explanation: Each of the five composites contains three subscales, giving 15 in all.

Q27	Problem Solving, Reality Testing and Impulse Control belong to which composite?
A	Self-Expression
B	Interpersonal
C	Self-Perception
✓	**D. Decision Making**

Explanation: These three skills together describe how a person makes sound decisions under emotion.

Q28	Self-Regard, Self-Actualization and Emotional Self-Awareness make up which composite?
A	Decision Making
B	Interpersonal
C	Stress Management
✓	**D. Self-Perception**

Explanation: Self-Perception is about inner self: how well you know, accept and develop yourself.

Q29	Flexibility, Stress Tolerance and Optimism make up which composite?
A	Self-Perception
B	Self-Expression
C	Interpersonal
✓	**D. Stress Management**
	Explanation: These abilities help a person cope with pressure and change.

Q30	Emotional Expression, Assertiveness and Independence make up which composite?
✓	**A. Self-Expression**
B	Stress Management
C	Decision Making
D	Self-Perception
	Explanation: Self-Expression is about openly and constructively expressing feelings, thoughts and needs.

Q31	In the EQ-i, 'Empathy' means:
A	Feeling sorry for oneself
✓	**B. Understanding and appreciating how other people feel**
C	Hiding one's own feelings
D	Always agreeing with others
	Explanation: Empathy belongs to the Interpersonal composite and is key to teamwork.

Q32	In the EQ-i, 'Impulse Control' means:
A	Never feeling anger
B	Acting on the first idea
C	Avoiding all decisions
✓	**D. Resisting or delaying a drive, urge or temptation to act**
	Explanation: Good impulse control prevents hasty, emotional reactions that one later regrets.

Q33	In the EQ-i, 'Reality Testing' means:
✓	**A. Seeing things objectively as they really are**
B	Daydreaming about the future
C	Doubting everything
D	Following the crowd

Explanation: It is the ability to match one's feelings and thoughts with objective facts.

Q34	In the EQ-i, 'Assertiveness' means:
✓	**A. Expressing feelings and beliefs openly without being aggressive**
B	Blaming others
C	Staying silent always
D	Shouting to win arguments

Explanation: Assertive people respect both their own rights and those of others.

Q35	In the EQ-i, 'Optimism' means:
A	Expecting only failure
✓	**B. Keeping a positive outlook, even in difficult times**
C	Ignoring all problems
D	Avoiding risk completely
	Explanation: Optimism is realistic hope, not blind positivity.

Q36	In the EQ-i, 'Stress Tolerance' means:
A	Quitting under pressure
✓	**B. Coping with stressful situations without falling apart**
C	Never feeling pressure
D	Avoiding every stressful task
	Explanation: A candidate with high stress tolerance stays calm and functional under strain.

Q37	In the EQ-i, 'Flexibility' means:
✓	**A. Adjusting emotions, thoughts and behaviour to changing conditions**
B	Refusing to change plans
C	Being physically bendable
D	Agreeing with everyone
	Explanation: Flexible people adapt quickly to new situations, an important military quality.

Q38	In the EQ-i, 'Emotional Self-Awareness' means:
A	Avoiding emotions
B	Controlling other people's emotions
C	Reading minds
✓	**D. Recognising and understanding one's own emotions**
	Explanation: You cannot manage emotions that you do not first notice and name.

Q39	The best approach while taking an EQi test is to:
A	Pick the middle option every time
✓	**B. Answer honestly and consistently, without overthinking**
C	Choose the answer you think the examiner wants
D	Answer in a hurry without reading
	Explanation: The test includes validity indicators, so faking good responses can backfire.

Q40	Which reaction shows high emotional intelligence?
A	Blaming the nearest person
B	Shouting back immediately
C	Walking out without a word
✓	**D. Feeling angry, taking a deep breath and then responding calmly**
	Explanation: High EQ means noticing the emotion, regulating it and then choosing a calm, effective response.

SECTION 3
Personality, Motivation and Defence Mechanisms

Q41 **The Big Five personality model is remembered by the acronym:**

- A PEACE
- B BRAIN
- C SMART
- ✓ **D. OCEAN**

Explanation: OCEAN stands for Openness, Conscientiousness, Extraversion, Agreeableness and Neuroticism.

Q42 **Which Big Five trait describes a person who is organised, careful and dependable?**

- A Neuroticism
- B Agreeableness
- ✓ **C. Conscientiousness**
- D Openness

Explanation: Conscientious people plan ahead, follow rules and finish what they start.

Q43	The terms 'introvert' and 'extravert' were popularised by:
A	Ivan Pavlov
✓	**B. Carl Jung**
C	Albert Ellis
D	Alfred Binet

Explanation: Jung described introverts as inward-focused and extraverts as outward-focused.

Q44	The Myers-Briggs Type Indicator (MBTI) describes how many personality types?
A	8
✓	**B. 16**
C	32
D	4

Explanation: It combines four pairs of preferences, giving 16 types.

Q45	According to Freud, the three parts of personality are:
A	Mind, body and soul
✓	**B. Id, ego and superego**
C	Trait, state and type
D	Self, other and group

Explanation: The id seeks pleasure, the superego represents morals and the ego balances both with reality.

Q46	The part of personality that follows the 'reality principle' is the:
A	Id
B	Unconscious drive
C	Superego
✓	**D. Ego**

Explanation: The ego deals with the real world and finds realistic ways to satisfy needs.

Q47	**Blaming others for one's own unacceptable feelings is the defence mechanism of:**
A	Sublimation
B	Repression
✓	**C. Projection**
D	Regression
	Explanation: In projection a person attributes his own unwanted feelings to someone else.

Q48	**Taking out anger at a boss on a younger sibling at home is an example of:**
A	Humour
B	Reaction formation
C	Denial
✓	**D. Displacement**
	Explanation: Displacement shifts emotion from the real source to a safer target.

Q49	**Channelling aggressive energy into sport or hard training is:**
A	Regression
B	Projection
C	Denial
✓	**D. Sublimation**
	Explanation: Sublimation turns unacceptable impulses into socially approved and useful activity.

Q50	**Giving logical-sounding excuses to justify a failure is called:**
A	Identification
✓	**B. Rationalization**
C	Sublimation
D	Repression
	Explanation: Rationalization protects self-esteem but prevents honest learning from mistakes.

Q51	Refusing to accept a painful reality is the defence mechanism of:
A	Displacement
✓	**B. Denial**
C	Compensation
D	Sublimation

Explanation: Denial blocks reality from awareness, for example refusing to admit a bad exam result.

Q52	At the top of Maslow's hierarchy of needs is:
A	Esteem
B	Safety
C	Love and belonging
✓	**D. Self-actualization**

Explanation: Self-actualization means reaching one's full potential.

Q53	At the base of Maslow's hierarchy are the:
A	Esteem needs
✓	**B. Physiological needs**
C	Safety needs
D	Cognitive needs
	Explanation: Food, water, sleep and air must be satisfied before higher needs.

Q54	The concept of 'self-efficacy' was proposed by:
A	Sigmund Freud
B	Ivan Pavlov
✓	**C. Albert Bandura**
D	Kurt Lewin
	Explanation: Self-efficacy is the belief in one's ability to succeed at a specific task.

Q55	A person with an internal locus of control believes that:
✓	**A. Outcomes mostly result from his own actions**
B	Fate controls life
C	Others are always responsible
D	Luck decides everything

Explanation: Julian Rotter's concept: internal-locus people take responsibility and act, which is valued in officers.

Q56	Intrinsic motivation means being driven by:
A	Fear of punishment
✓	**B. Inner interest and personal satisfaction**
C	Money and rewards only
D	Peer pressure

Explanation: Intrinsic motivation is powerful and lasting, which is why boards ask 'Why do you want to join PAF?'

Q57	A Type A personality is typically:
✓	**A. Competitive, impatient and time-conscious**
B	Shy and withdrawn
C	Careless and forgetful
D	Relaxed and unhurried
	Explanation: Type A behaviour is high drive and urgency, often linked with stress.

Q58	The theory of cognitive dissonance was proposed by:
A	Abraham Maslow
B	Jean Piaget
✓	**C. Leon Festinger**
D	Erik Erikson
	Explanation: Cognitive dissonance is the discomfort felt when beliefs and actions conflict.

Q59	Classical conditioning was discovered by:
A	Jean Piaget
✓	**B. Ivan Pavlov**
C	B.F. Skinner
D	Albert Bandura
	Explanation: Pavlov's dogs learned to salivate at the sound of a bell linked with food.

Q60	Operant conditioning, which uses reinforcement and punishment, is associated with:
✓	**A. B.F. Skinner**
B	Carl Jung
C	Erik Erikson
D	Ivan Pavlov
	Explanation: Behaviour followed by rewards becomes more likely to be repeated.

SECTION 4
Intelligence, Stress and Leadership

Q61	The 'g' factor (general intelligence) was proposed by:
A	Reuven Bar-On
B	Howard Gardner
✓	**C. Charles Spearman**
D	Hermann Rorschach
	Explanation: Spearman believed one general mental ability underlies performance on all cognitive tasks.

Q62	Howard Gardner is known for the theory of:
A	Psychosexual stages
B	Cognitive dissonance
✓	**C. Multiple intelligences**
D	Classical conditioning
	Explanation: Gardner argued that people have several relatively independent kinds of intelligence.

Q63	Fluid intelligence refers to the ability to:
A	Recall stored facts and vocabulary
B	Remember faces only
C	Play sports well
✓	**D. Solve new problems regardless of past learning**

Explanation: Raymond Cattell separated fluid intelligence (reasoning) from crystallized intelligence (knowledge).

Q64	Crystallized intelligence refers to:
A	Quick pattern solving
B	Inborn instincts
C	Physical reflexes
✓	**D. Accumulated knowledge and skills gained through experience**

Explanation: It grows with education and experience, such as vocabulary and general knowledge.

Q65	Raven's Progressive Matrices is mainly a test of:
A	Personality traits
B	Memory for digits
C	Vocabulary
✓	**D. Non-verbal reasoning**
	Explanation: It uses patterns and shapes, so it limits language and cultural influence.

Q66	Verbal reasoning ability is the skill of:
A	Lifting weights
✓	**B. Understanding and reasoning with words and ideas**
C	Counting quickly
D	Drawing shapes
	Explanation: Verbal reasoning questions include analogies, synonyms, antonyms and logical deductions.

Q67 In Selye's General Adaptation Syndrome, the stage after 'alarm' is:

- ✓ **A. Resistance**
- B Denial
- C Exhaustion
- D Recovery

Explanation: The three stages are alarm, resistance and exhaustion.

Q68 Positive, motivating stress is called:

- ✓ **A. Eustress**
- B Distress
- C Trauma
- D Burnout

Explanation: Eustress, such as preparing for a selection board, can improve performance.

Q69	The Yerkes-Dodson law states that performance is best at:
A	Zero arousal
✓	**B. A moderate level of arousal**
C	Random arousal
D	Maximum arousal

Explanation: Too little or too much anxiety lowers performance, while moderate arousal helps.

Q70	The 'fight-or-flight' response was described by:
✓	**A. Walter Cannon**
B	Sigmund Freud
C	Carl Rogers
D	Jean Piaget

Explanation: Cannon showed that threat triggers an alarm reaction preparing the body to fight or flee.

Q71	Which of these is a healthy way to cope with exam or interview stress?
✓	**A. Planning, exercise and positive self-talk**
B	Avoiding preparation
C	Staying awake all night
D	Skipping meals
	Explanation: Healthy coping builds confidence and keeps the mind sharp.

Q72	Resilience is the ability to:
A	Avoid all problems
B	Stay angry for long
✓	**C. Bounce back from failure or hardship**
D	Depend only on others
	Explanation: Resilient candidates learn from setbacks and keep going, a core quality for a serviceman.

Q73	In Lewin's leadership styles, a leader who decides alone without consulting is:
A	Transformational
B	Democratic
✓	**C. Autocratic**
D	Laissez-faire
	Explanation: Autocratic leaders keep decision power to themselves.

Q74	A democratic leader typically:
A	Ignores all opinions
B	Leaves everything to chance
✓	**C. Involves the group in making decisions**
D	Uses fear to control
	Explanation: Participation increases team commitment and morale.

Q75	A laissez-faire leader:
A	Punishes mistakes harshly
B	Makes all decisions alone
✓	**C. Gives very little direction and lets the group decide**
D	Controls every detail
	Explanation: This style works only with highly skilled and self-motivated teams.

Q76	In military selection, 'OLQs' stands for:
A	Optimal Logic Questions
✓	**B. Officer Like Qualities**
C	Operational Level Qualifications
D	Official Leave Quotas
	Explanation: OLQs include initiative, courage, responsibility, determination, team spirit and leadership.

Q77	Taking action on your own without being told is called:
A	Dependence
✓	**B. Initiative**
C	Hesitation
D	Obedience
	Explanation: Initiative is a key officer-like quality assessed in group tasks and interviews.

Q78	The best way to decide under pressure is to:
✓	**A. Stay calm, analyse quickly and act decisively**
B	Panic and guess
C	Wait for someone else
D	Avoid choosing
	Explanation: Calm analysis followed by firm action shows emotional control and judgement.

Q79	A leader with high emotional intelligence:
✓	**A. Manages own emotions and understands the team's feelings**
B	Avoids communication
C	Ignores feelings of others
D	Reacts angrily to mistakes
	Explanation: High-EQ leaders build trust, resolve conflict and motivate others.

Q80	Active listening means:
A	Looking at a phone
B	Interrupting often
✓	**C. Fully concentrating, understanding and then responding**
D	Waiting for your turn to speak
	Explanation: Active listening reduces misunderstanding and shows respect for the speaker.

SECTION 5
PAF Selection and Board Interview

Q81	The full form of PAF is:
A	Provincial Air Fleet
B	Pakistan Aviation Federation
✓	**C. Pakistan Air Force**
D	Pakistan Armed Forces
	Explanation: The Pakistan Air Force is the air arm of the Pakistan Armed Forces.

Q82	'AHQ' in the PAF selection process stands for:
A	Aviation Hall Quarters
B	Army Head Quarter
✓	**C. Air Headquarters**
D	Aerial Hub Quarter
	Explanation: The final selection board interview is held at Air Headquarters (AHQ).

Q83	The Pakistan Air Force came into being in the year:
✓	**A. 1947**
B	1971
C	1965
D	1956
	Explanation: It began in 1947 as the Royal Pakistan Air Force, and the word 'Royal' was dropped in 1956.

Q84	The purpose of preliminary shortlisting in a selection process is to:
A	Give appointment letters
B	Announce the final merit list
✓	**C. Select eligible candidates for the next stages**
D	Cancel all applications
	Explanation: Shortlisting reduces a large number of applicants to those who meet the basic criteria.

Q85	The main purpose of psychological assessment in PAF selection is to:
✓	**A. Judge suitability, emotional stability and mental fitness for service**
B	Test only physical strength
C	Check handwriting quality
D	Measure family wealth
	Explanation: Armed forces need personnel who stay stable, disciplined and effective under stress.

Q86	What is the best attitude to show in a selection board interview?
A	Boastful and loud
B	Nervous and silent
C	Casual and careless
✓	**D. Honest, confident and respectful**
	Explanation: Boards look for sincerity, composure and good manners.

Q87	During the interview, your eye contact should be:
A	Staring without blinking
B	Fixed on the floor
✓	**C. Natural and steady**
D	Looking at the ceiling
	Explanation: Natural eye contact shows confidence and honesty.

Q88	If you do not know the answer to a question, you should:
A	Argue with the board
B	Stay silent for minutes
✓	**C. Say honestly that you are not sure**
D	Make up a confident answer
	Explanation: Honesty is respected, while bluffing is easily noticed and harms credibility.

Q89	The most convincing answer to 'Why do you want to join PAF?' is based on:
A	No particular reason
✓	**B. Genuine desire to serve the country with discipline and skill**
C	Pressure from relatives
D	Only salary and benefits

Explanation: Real motivation toward service and professional growth impresses the board.

Q90	The best dress for a selection board interview is:
A	Very flashy
✓	**B. Neat, clean and formal**
C	Sportswear
D	Torn and casual

Explanation: A tidy appearance reflects discipline and respect for the occasion.

Q91	When entering the interview room, the right way is to:
A	Sit down immediately
B	Walk in without greeting
C	Talk loudly to the board
✓	**D. Seek permission, greet politely and sit when asked**
	Explanation: Courtesy and military etiquette create a good first impression.

Q92	A sensible way to deal with interview nervousness is to:
A	Drink excess caffeine
B	Skip preparation
C	Avoid the interview
✓	**D. Prepare well, breathe deeply and use positive self-talk**
	Explanation: Preparation and calm breathing lower anxiety and improve thinking.

Q93 **If your answers in forms and interview differ, the board will most likely:**

✓ **A. Notice the inconsistency and doubt your honesty**

B Reward your creativity

C Ignore it fully

D Give you extra marks

Explanation: Always give consistent, truthful information about yourself and your family.

Q94 **Discipline is important in the armed forces because it:**

✓ **A. Ensures order, teamwork and obedience to lawful command**

B Reduces friendships

C Removes all initiative

D Is only for show

Explanation: Without discipline, units cannot function safely and effectively.

Q95	Reaching the test centre well before the reporting time shows:
A	Unnecessary haste
✓	**B. Punctuality and responsibility**
C	Anxiety only
D	Lack of confidence

Explanation: Punctuality is a basic military value and reduces last-minute stress.

Q96	When asked about your weaknesses, the best response is to:
A	Say you have none
B	Refuse to answer
✓	**C. Be honest and explain how you are improving**
D	Blame others

Explanation: Self-awareness and the will to improve are strengths in themselves.

Q97	In a group task, the best behaviour is to:
A	Criticise every member
✓	**B. Offer ideas, listen to others and support the team goal**
C	Stay silent throughout
D	Dominate and interrupt
	Explanation: Group tasks test cooperation, leadership and communication together.

Q98	Which of these is a sign of emotional maturity?
✓	**A. Accepting responsibility for one's mistakes**
B	Getting angry quickly
C	Blaming others for failure
D	Avoiding feedback
	Explanation: Mature people learn from errors instead of making excuses.

Q99	The best preparation for the day of the test is to:
✓	**A. Sleep well, keep documents ready and arrive early**
B	Arrive late and rush
C	Skip meals
D	Study all night
	Explanation: Rest, organisation and punctuality keep your mind clear and calm.

Q100	Which sitting posture in front of a board shows confidence?
A	Slouching
B	Constantly fidgeting
C	Leaning on the table
✓	**D. Upright, relaxed and attentive**
	Explanation: Body language communicates composure and respect before you even speak.

Quick Answer Key

1: C	21: D	41: D	61: C	81: C
2: C	22: C	42: C	62: C	82: C
3: B	23: C	43: B	63: D	83: A
4: B	24: A	44: B	64: D	84: C
5: C	25: A	45: B	65: D	85: A
6: C	26: D	46: D	66: B	86: D
7: A	27: D	47: C	67: A	87: C
8: B	28: D	48: D	68: A	88: C
9: A	29: D	49: D	69: B	89: B
10: D	30: A	50: B	70: A	90: B
11: B	31: B	51: B	71: A	91: D
12: A	32: D	52: D	72: C	92: D
13: C	33: A	53: B	73: C	93: A
14: A	34: A	54: C	74: C	94: A
15: D	35: B	55: A	75: C	95: B
16: B	36: B	56: B	76: B	96: C
17: D	37: A	57: A	77: B	97: B
18: D	38: D	58: C	78: A	98: A
19: C	39: B	59: B	79: A	99: A
20: D	40: D	60: A	80: C	100: D

WELL DONE!

You Completed All 100 MCQs

Stay honest, calm and confident in your EQi test and in the final AHQs board interview.
Revise the explanations once more before test day.

Best of luck for your PAF selection!

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Share with friends preparing for PAF