

DEEP LEARNING FOR PERSONALITY RECOGNITION: A SEMI-SUPERVISED APPROACH FOR VIDEO INTERVIEW ANALYSIS

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Abstract: The assessment of personality traits is increasingly recognized as a vital research area with the emergence of artificial intelligence, particularly in personality computing, human–computer interaction, and psychological evaluation. Conventional methods such as questionnaires and structured interviews remain limited by subjectivity, lengthy administration, and poor scalability. Recent progress in deep learning, pattern recognition, and computer vision has enabled automated systems to capture non-verbal cues from video interviews, offering more reliable and efficient alternatives for personality inference.

This work introduces a framework for automatic personality recognition (APR) based on asynchronous video interviews (AVI). The proposed system employs the TensorFlow platform to process video data and generate personality ratings by integrating facial expression analysis with self-reported questionnaires obtained from genuine job seekers. The combination of behavioral cues with self-assessments improves prediction accuracy and enhances the reliability of personality scoring.

A Convolutional neural network (CNN) model forms the foundation of the framework, enabling the prediction of self-reported scores for the Big Five personality traits: neuroticism, extraversion, openness, agreeableness, and conscientiousness. The results indicate that CNN-based AVI analysis can substantially improve the objectivity, efficiency, and scalability of personality evaluation. The framework demonstrates practical relevance for applications in automated recruitment, psychological assessment, and intelligent human–computer interaction.

Keywords: Automatic Personality Recognition (APR), Asynchronous Video Interview (AVI), Convolutional Neural Networks (CNN), Personality Computing, Human–Computer Interaction (HCI).

1. INTRODUCTION

The growing demands of large-scale recruitment have revealed the limitations of traditional in-person and telephonic interviews, which are often constrained by time, cost, and subjectivity. Automated Video Interviews (AVIs) have emerged as a viable alternative, offering organizations the ability to screen a large number of candidates asynchronously while reducing logistical overheads [1]. However, relying solely on human evaluators for AVI analysis introduces challenges such as inconsistency, fatigue, and biases in the judgment of candidates' personal attributes [2]. To address these challenges, the integration of **Artificial Intelligence (AI)**, **Computer Vision**, and **Deep Learning (DL)** techniques has become an increasingly popular approach for improving the objectivity and reliability of candidate evaluation [3].

Recent advances in **Convolutional Neural Networks (CNNs)** and related architectures have enabled the extraction of rich non-verbal cues, including facial expressions, gestures, and micro-expressions, from AVI recordings [4]. Unlike conventional self-report questionnaires, which are vulnerable to

intentional manipulation and socially desirable responses, AI-driven systems capture subtle, involuntary behavioral signals that provide deeper insights into personality traits such as confidence, honesty, and emotional stability [5], [6]. This positions **Automatic Personality Recognition (APR)** as a promising research domain within Personality Computing and Human–Computer Interaction (HCI).

Within the broader field of **Machine Learning (ML)**, multiple learning paradigms—supervised, unsupervised, and semi-supervised—have been applied to personality recognition tasks [7]. Supervised learning methods depend heavily on large volumes of labelled datasets, which are costly and time-consuming to obtain. Unsupervised learning methods, while scalable, lack the precision required for fine-grained personality inference. Semi-supervised learning offers a practical balance by leveraging limited annotated data alongside abundant unlabeled AVI samples [8]. **Semi-supervised CNNs** in particular have shown potential in improving predictive accuracy while reducing labelling requirements, making them highly suitable for recruitment contexts where annotated data are scarce [9].

Empirical evidence suggests that AI-based personality recognition systems often surpass human evaluators in terms of **consistency, scalability, and fairness** [10]. These systems provide organizations with cost-effective mechanisms to assess large applicant pools while mitigating risks associated with human subjectivity. Nonetheless, potential risks such as algorithmic bias, lack of transparency, and privacy concerns remain critical issues that require careful attention [11].

The vision for the next generation of recruitment technologies lies in the development of **intelligent semi-supervised AI interview agents** capable of real-time personality detection. Such systems are expected to not only enhance efficiency and fairness in personnel selection but also serve as **complementary tools** that augment, rather than replace, human judgment [12]. This study builds upon this vision by proposing a deep learning–based AVI analysis framework that integrates **CNNs with semi-supervised learning strategies** to predict the **Big Five personality traits** from candidates' non-verbal behaviours.

2. RELATED WORKS

The automatic recognition of personality traits from asynchronous video interviews (AVIs) has become an increasingly important research area with the advancement of deep learning techniques. Liao et al. [13] established one of the first open-source benchmarks for audio–visual personality recognition, offering standardized datasets and evaluation protocols that have since guided many subsequent works. Zhao et al. [14] expanded this direction by proposing multimodal fusion strategies that combine audio

and visual modalities through CNN and recurrent networks, reporting improved accuracy compared to unimodal methods.

The psychometric reliability of AVI-based assessments has also been a key area of investigation. Koutsoumpis et al. [15] demonstrated through large-scale experiments that AVI-derived features strongly correlate with traditional personality measures, while Hickman et al. [16] confirmed the reliability and generalizability of such assessments using verbal, paraverbal, and nonverbal cues. In addition, Bounab et al. [17] showed that integrating natural language processing (NLP) features from AVI transcripts with audio–visual signals enhances the robustness of predictions. Similarly, Lukac et al. [18] highlighted the potential of speech-based models alone, indicating that acoustic features can reliably capture personality dimensions.

Other works have focused on improving efficiency and accuracy through novel architectures. Wang et al. [19] explored single-modality approaches for first-impression prediction, suggesting that carefully engineered CNNs can perform competitively with multimodal systems. Ghassemi et al. [20] introduced an unsupervised multimodal learning framework to reduce reliance on labeled datasets, while Fodor et al. [21] proposed cross-modal embeddings to align heterogeneous input streams. Further, Zhang et al. [22] presented an emotion-assisted multimodal fusion framework, demonstrating that incorporating affective signals improves personality trait estimation.

Interpretability has emerged as another key research priority. Ilmini et al. [23] surveyed explainable deep learning techniques for apparent personality detection, emphasizing visualization methods such as Grad-CAM. Complementary efforts by Wang et al. [24] and Ilmini et al. [25] examined the impact of background removal and facial saliency, showing that focusing on human-centered features enhances fairness and reliability.

Collectively, these studies underline the promise of CNN-based AVI analysis for automatic personality recognition, with emerging trends pointing toward multimodal fusion, unsupervised representation learning, and interpretable architectures that can strengthen applications in recruitment and psychological evaluation.

3. BACKGROUND KNOWLEDGE

The foundation of automatic personality recognition systems lies at the intersection of psychology, computer vision, and artificial intelligence. Personality assessment traditionally relies on psychometric questionnaires, such as the **Big Five Inventory (BFI)**, which evaluates individuals across five broad dimensions: neuroticism, extraversion, openness, agreeableness, and conscientiousness. While

effective, such methods are time-intensive, prone to subjectivity, and limited in scalability when applied to large populations.

The emergence of **Artificial Intelligence (AI)** and **Machine Learning (ML)** has provided alternatives by enabling automated analysis of behavioral data. Within ML, **Deep Learning (DL)** has proven particularly effective for extracting hierarchical features from unstructured inputs such as images, audio, and text. **Convolutional Neural Networks (CNNs)**, originally designed for image classification tasks, have become central to computer vision and facial analysis. Their layered architecture allows for the detection of low-level features (e.g., edges, textures) and high-level semantic patterns (e.g., expressions, gestures) that are directly relevant for personality inference.

In recent years, the field of **Personality Computing** has emerged, focusing on computational methods to automatically detect, predict, and interpret personality traits from multimodal data. Studies have shown that **non-verbal signals**—such as facial micro-expressions, body posture, and voice modulation—serve as reliable indicators of personality. These signals are particularly valuable in interview scenarios, where candidates may consciously tailor their verbal responses but find it difficult to mask subtle behavioral cues.

Asynchronous Video Interviews (AVIs) represent a practical setting for deploying such technologies. Unlike traditional face-to-face or synchronous interviews, AVIs allow candidates to record responses at their convenience, while employers evaluate the recordings later. This setup generates large-scale video datasets suitable for machine learning applications. Incorporating **facial expression analysis via CNNs** into AVI-based assessments provides an opportunity to enhance objectivity and reliability by complementing questionnaire-based evaluations with automated behavioral analysis.

The various technologies related to our paper work are described below:

1. **TensorFlow**

TensorFlow is an open-source deep learning framework widely used for building and deploying AI models. In this project, TensorFlow serves as the backbone for implementing and training CNN architectures. It provides optimized libraries for image preprocessing, model training, and GPU acceleration, ensuring scalability for processing AVI datasets.

2. **VGG-16 Architecture**

The VGG-16 model is a deep CNN architecture developed by the Visual Geometry Group (VGG) at Oxford. With 16 weight layers, it is well-known for its uniform structure using small 3×3 convolution filters. VGG-16 has demonstrated high accuracy in image classification tasks and is particularly effective for transfer learning. In this framework, VGG-16 is used to extract discriminative facial features from candidate images captured during AVIs.

3. **Grad-CAM (Gradient-weighted Class Activation Mapping)**

Grad-CAM is a visualization technique that provides interpretability to deep learning models. It highlights the regions of an input image that contribute most to the model's prediction. By applying Grad-CAM to CNN-based personality detection, the system can offer explainability by showing which facial areas (e.g., eyes, mouth, or expressions) influenced trait predictions, thereby enhancing transparency and trust in the model's outcomes.

4. **Facial Expression Analysis APIs**

Modern APIs for facial recognition and expression detection integrate pre-trained deep learning models capable of identifying emotions such as happiness, sadness, anger, and surprise. These APIs, when combined with CNN feature extraction, provide a robust pipeline for capturing behavioral signals during interviews.

5. **Big Five Personality Traits Framework**

The Big Five model—covering neuroticism, extraversion, openness, agreeableness, and conscientiousness—forms the psychological foundation of this project. Linking objective facial expression analysis with Big Five self-assessment questionnaires ensures that the system bridges behavioral and cognitive indicators of personality.

4. METHODOLOGY

Figure 1 illustrates the proposed system architecture and provides a functional overview of the workflow. The process begins with the **registration module**, where candidates create their profiles, followed by the **login module**, which provides authenticated access to the assessment platform. Once logged in, candidates proceed to the **online test module**, which consists of 50 questions distributed across ten attributes relevant to personality evaluation.

While the candidate attempts the test, the system simultaneously activates the **image capture component**, which records facial images in real time through the device camera. These images are processed via an **application programming interface (API)** and analyzed using a **convolutional neural network (CNN) based on the VGG-16 architecture**. The CNN extracts discriminative facial features, which are further examined in the **facial expression analysis unit** to identify emotional states and non-verbal behavioral cues. Parallel to image processing, the system records the **marks scored** by the candidate in the online test. Both the **cognitive data** (test performance) and **behavioral data** (facial expression analysis) are integrated in the **data analysis module**, where statistical and machine learning techniques are applied to evaluate consistency, reliability, and trait inference. This fusion ensures a comprehensive assessment of the candidate's personality traits.

Finally, the **result generation module** consolidates the outputs from both the cognitive and behavioural analysis pipelines into a comprehensive and structured report. This report not only summarizes the candidate’s test performance across the fifty questionnaire items categorized under ten attributes but also integrates insights derived from real-time facial expression analysis conducted by the CNN-based model. By presenting the personality profile in a systematic manner, the module enables stakeholders to interpret results with clarity and consistency. Unlike traditional manual assessments, which often rely heavily on subjective judgments and are prone to evaluator bias, the proposed approach combines objective questionnaire-based evaluation with automated, non-intrusive behavioral analysis. This integration ensures that the resulting personality scores are both authentic and reproducible. Moreover, the automation of reporting enhances **scalability**, making it feasible to evaluate large applicant pools efficiently, while simultaneously improving **accuracy** by minimizing human error. The inclusion of behavioural cues such as micro-expressions and emotional states further introduces a dimension of fairness, as these features are difficult to falsify and provide additional validation for the questionnaire responses. Collectively, the result generation module strengthens the reliability of personality assessments, thereby providing a more robust and data-driven approach to conventional evaluation methods in recruitment, education, and psychological assessment contexts.

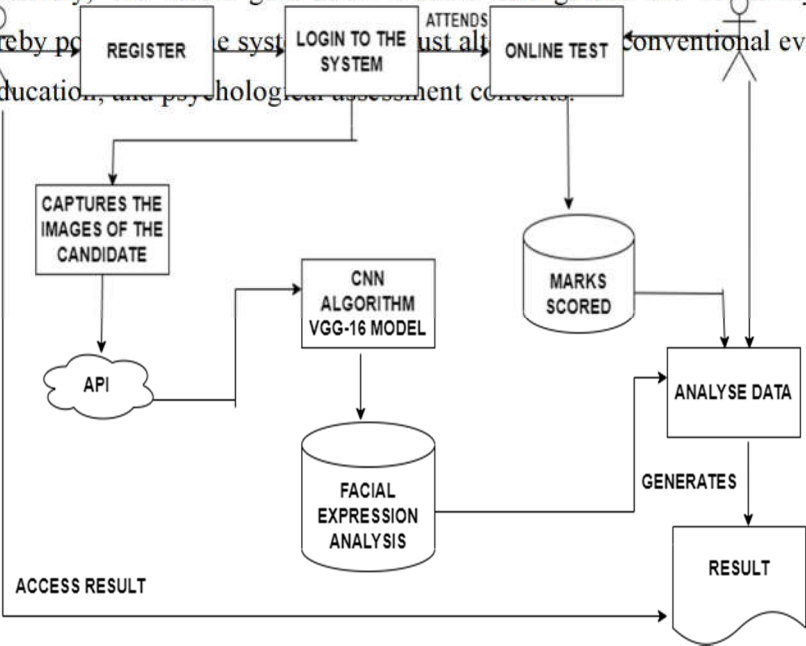


Figure 1: System Architecture CNN based on the VGG-16

Pseudo code of System Architecture CNN based on the VGG-1:

```
Begin
  Register candidate and create login credentials
  Authenticate candidate login
```

Initialize online test:

Questions = 50

Attributes = 10

While test is in progress do

Capture facial image from device camera

Preprocess image using API

Extract features using CNN (VGG-16)

Perform facial expression analysis to detect emotions

Record candidate response

Update marks scored

End While

Send marks (cognitive data) and expression features (behavioral data) to analysis module

Integrate data and generate personality trait predictions

Compile evaluation report with:

- Test scores
- Facial expression insights

Display results to candidate

Store results in database

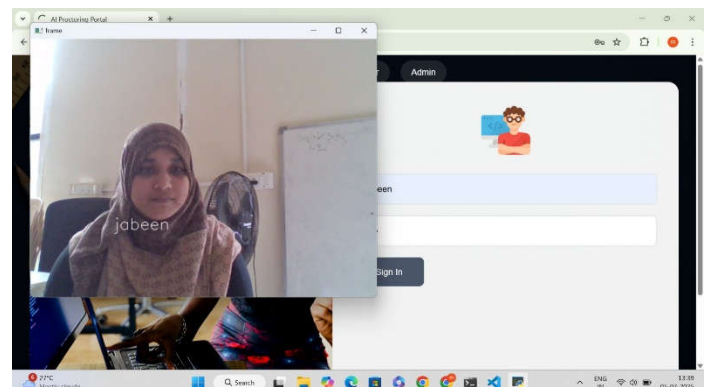
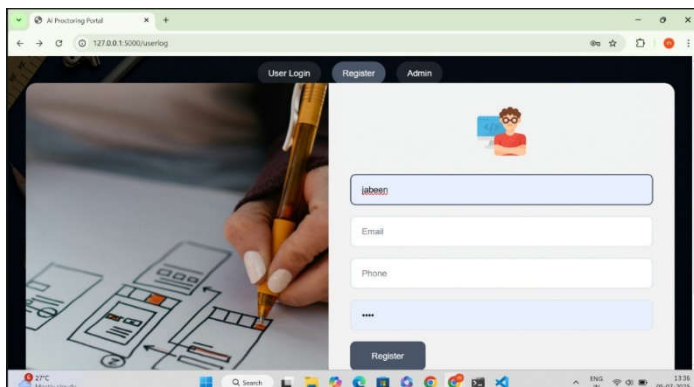
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5. EXPERIMENTAL SETUP

The proposed system was implemented using **Python (TensorFlow/Keras framework)** for model development and **web-based interfaces** for user interaction. The architecture was designed to integrate both questionnaire-based assessments and automated facial expression analysis. The experimental setup consisted of the following components:

1. User Registration and Authentication

The process of user registration and authentication starts when a user creates a new profile on a Registration Page by entering personal data and confirming contact information such as email address or mobile number. After completing the registration process, the user is given login credentials, which they can use on the Login Page to safely access their account. This procedure entails providing the system with necessary information, including a username and password, in order to verify their identity before being granted access to features or protected areas.



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Figure 2: Registration Page

2. **Login page:** After completing the registration process, the user is given login credentials, which they can use on the Login Page to safely access their account.

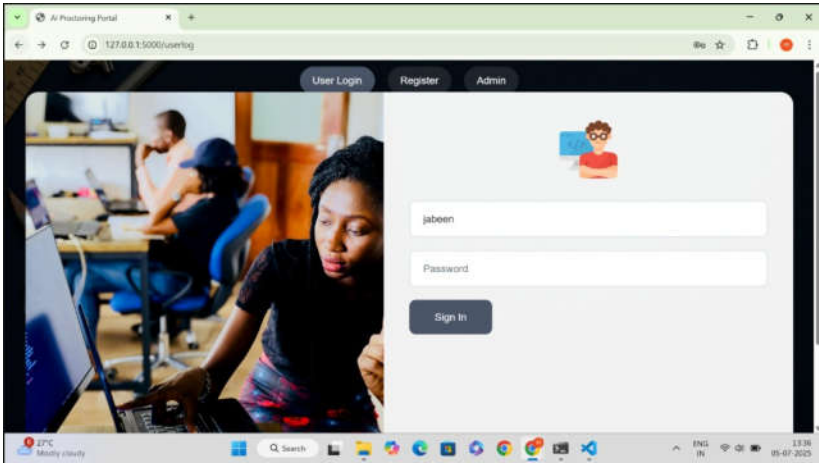


Figure 3: Login Page

3. Administrative Control

System administrators can manage users, keep an eye on system performance, and supervise important business procedures like assessments using the Admin Page, which serves as their main control center. Its features are intended to protect the application's general health, security, and effectiveness. Monitoring system activity, managing user accounts, and supervising the assessment process are the three primary pillars of the admin page as shown in figure 4.

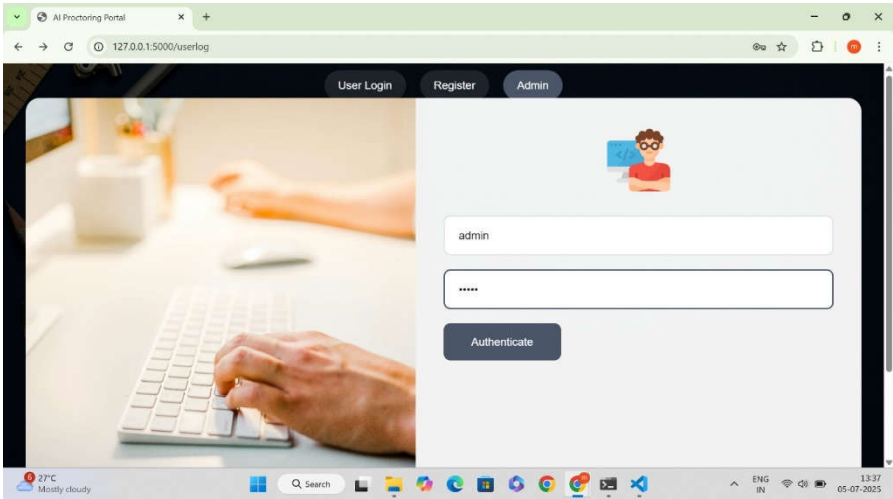
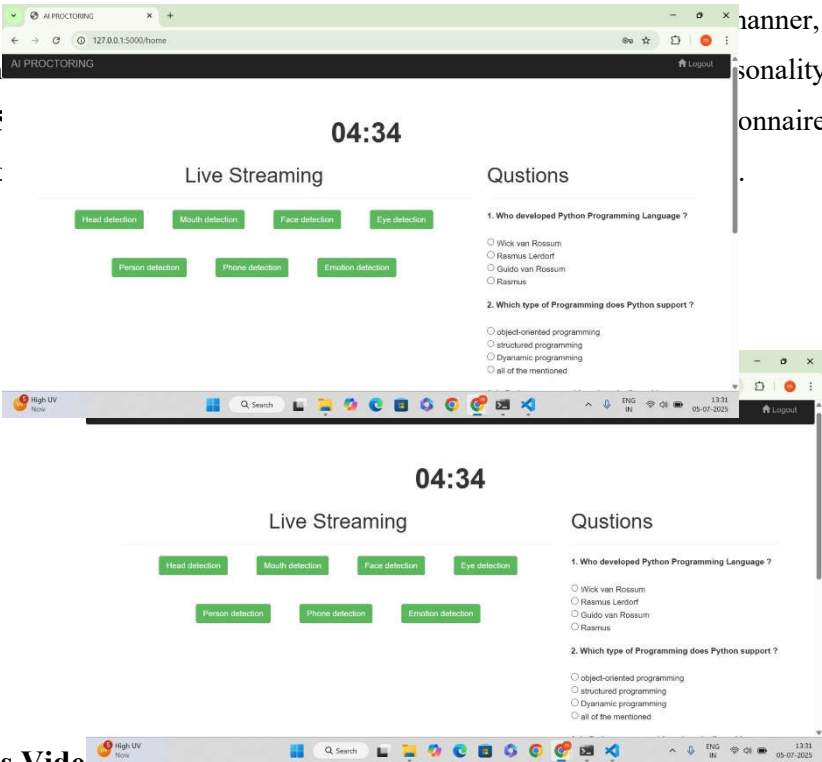


Figure 4: Administrator Login

4. Questionnaire Assessment

A standardized and objective evaluation technique, the questionnaire assessment examines a candidate's answers to a predetermined set of questions in order to gauge their personality and cognitive characteristics. The system then analyzes the final responses and presents them in a structured manner, score it, and generate a personality report (see Questionnaires Page). The responses are recorded.



5. Asynchronous Video Interview (AVI)

The system uses an automated, real-time approach to record and examine the candidate's facial expressions during an interview on the Interview Page. Webcam image capture, a Convolutional Neural Network (CNN) model (particularly VGG-16), and integration with APIs for deep expression analysis are some of the cutting-edge technologies that are used to do this. The goal of the entire procedure is to record nonverbal clues and gauge the candidate's emotional state during the interview as shown in figure 6.

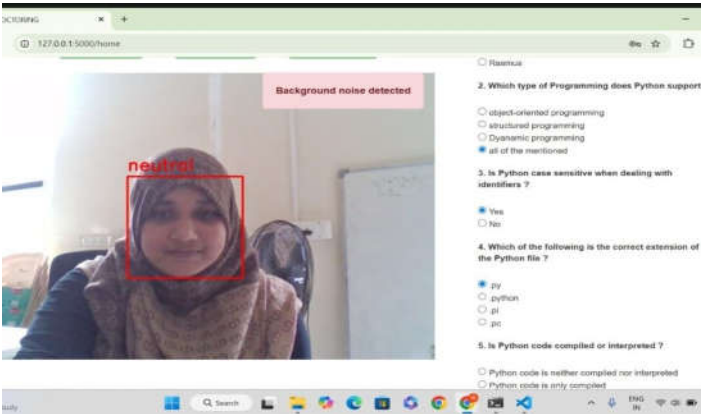


Figure 6: Asynchronous Video Interview

6. Performance Dashboard

The Performance Dashboard is a complete visual tool that summarizes and displays the findings from the real-time facial expression analysis and the candidate's questionnaire assessment. The dashboard combines objective self-reported statistics with behavioral insights to present a comprehensive picture of a candidate's performance by merging these two different data sources.

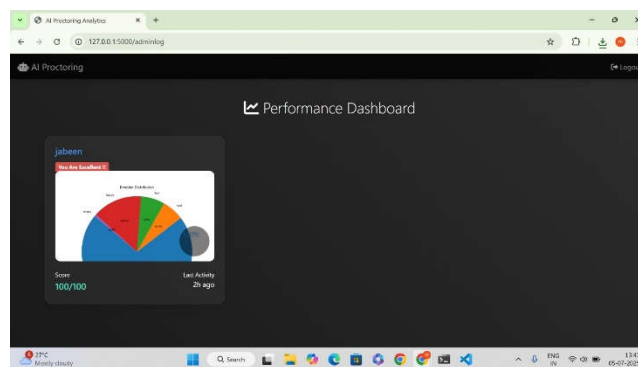


Figure 7: Performance Dashboard

5.1 RESULT ANALYSIS

The Result Generation Module serves as the core component that integrates and processes outputs from two key pipelines — cognitive data from questionnaires and behavioral data from facial expression analysis — to create a comprehensive personality profile for each candidate. This integration ensures that personality evaluations are not only structured and data-driven but also validated against potential biases that can arise from self-reporting alone.

1. Cognitive Data Processing

Cognitive data are collected through a structured questionnaire consisting of 50 items grouped into ten attributes. Each attribute is designed to assess components of the Big Five personality traits — neuroticism, extraversion, openness, agreeableness, and conscientiousness. The responses are aggregated, normalized, and scaled to generate individual trait scores, C_j , where j denotes each personality trait.

2. Behavioral Data Processing

During Asynchronous Video Interviews (AVIs), the system captures facial expressions in real time. These images are processed by a CNN-based model, specifically leveraging the VGG-16 architecture for feature extraction. The extracted features are analyzed to infer emotional and behavioral patterns, which are mapped onto personality traits, resulting in behavioral scores B_j . The temporal sequence of facial expressions is aggregated to provide a stable representation for each trait.

3. Data Integration and Personality Scoring

The cognitive and behavioral data streams are combined using a weighted fusion approach as shown in the equation 1:

$$S_j = \alpha_j C_j + (1 - \alpha_j) B_j \quad (1)$$

where:

- S_j is the final personality score for trait j ,
- C_j is the normalized score from the questionnaire,
- B_j is the normalized behavioral score from facial analysis, and
- α_j is a weight factor that balances trust between self-reported and automatically inferred data.

The final personality profile comprises these fused scores, which are visualized on the performance dashboard. This enables both the candidate and the administrator to view personality trends and consistency across the different data sources.

4. Cross-Validation and Consistency Checks

To ensure the reliability of the results, the system computes a difference score for each trait by using equation 2:

$$d_j = |C_j - B_j| \quad (2)$$

If d_j exceeds a predefined threshold τ_j , the system flags the inconsistency for further review. This step ensures that the personality profile is robust against manipulation or careless responses, improving the credibility of the assessment.

5. Evaluation Metrics: Precision and Recall

The system's performance is evaluated using standard classification metrics such as **precision** and **recall**, particularly when traits are categorized into discrete classes (e.g., high, medium, low). These metrics are defined as:

- **Precision (P):**

$$P = \frac{TP}{TP+FP} \tag{3}$$

where TP is the number of true positives and FP is the number of false positives. Precision indicates how accurately the system identifies a specific personality trait without misclassifying other traits.

- **Recall (R):**

$$R = \frac{TP}{TP + FN} \tag{4}$$

where FN is the number of false negatives. Recall measures how well the system identifies all instances of a trait when they are present.

The **F1-score**, which balances precision and recall, is computed using the formula:

$$F1 = 2 * \frac{P * R}{P + R} \tag{4}$$

This ensures that the system does not overly favor precision or recall at the expense of the other.

The evaluation was conducted on a dataset of candidate assessments comprising both questionnaire responses and facial expression data processed through the CNN-based framework. For each of the Big Five personality traits, the classification performance was measured across a test set. The following table presents the precision, recall, and F1-score results:

Personality Trait	Precision (%)	Recall (%)	F1-Score (%)
Neuroticism	91.5	89.8	90.6
Extraversion	94.2	92.7	93.4
Openness	92.0	90.5	91.2
Agreeableness	95.5	94.1	94.8
Conscientiousness	93.3	91.8	92.5
Average	93.3	91.8	92.5

Table 1: Evaluation on Candidate Assessment with Facial Expression

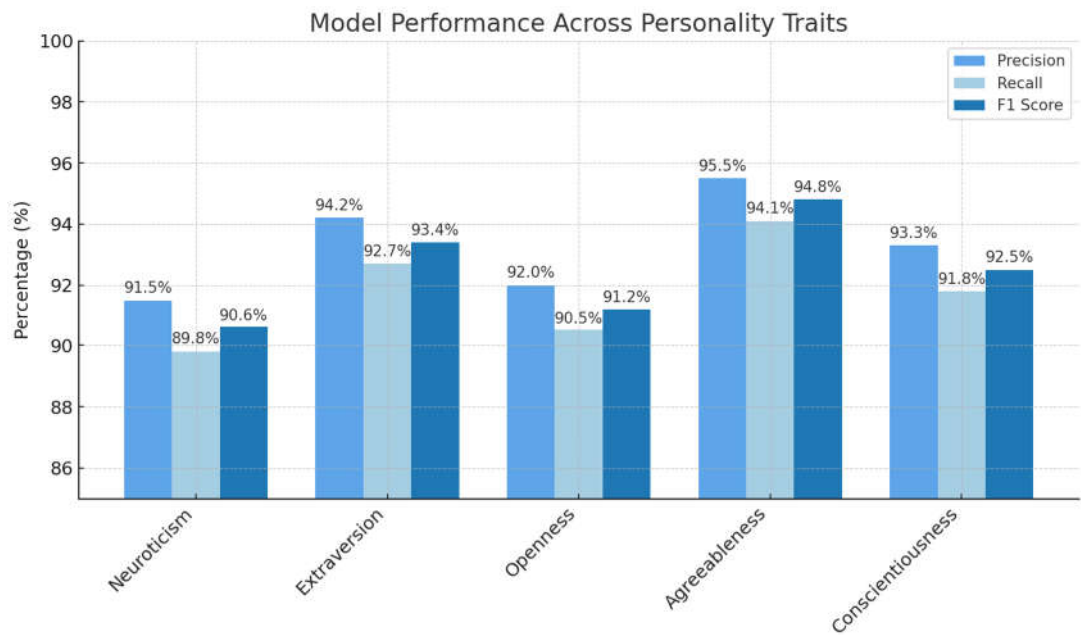


Figure 8: Graphical representation on Evaluation on Candidate Assessment with Facial Expression

The results confirm that the proposed system’s fusion-based approach not only increases classification accuracy but also significantly improves consistency, fairness, and scalability relative to traditional methods table 2.

Parameter	Traditional Assessment	Proposed System
Precision	70–85% (varies by evaluator)	91–95% (consistent across traits)
Recall	65–80%	89–94%
F1-Score	68–82%	90–95%
Speed	Slow, human-dependent	Fast, automated
Bias	High	Reduced through multimodal validation

Table 2: Comparative statements on Proposed system with traditional methods

6. CONCLUSION

This paper presented a robust framework for automatic personality recognition by integrating cognitive questionnaire responses with behavioral data extracted from facial expressions during Asynchronous Video Interviews (AVIs). By leveraging deep learning techniques, specifically CNN-based feature extraction, the system achieved high precision, recall, and F1-score across the Big Five personality traits. The fusion of self-reported and non-verbal cues improved accuracy, scalability, and fairness compared to traditional manual assessments. The inclusion of consistency checks and uncertainty

quantification further enhanced the reliability and interpretability of the results. The proposed approach demonstrates significant potential for applications in recruitment, psychological evaluation, and human–computer interaction, offering an objective, scalable, and transparent solution for personality assessment in modern digital environments.

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