

INTRODUCTION

This report is based on a combination of multiple validated psychometric and neurocognitive instruments, providing a multi-layered insight into the Rastimir personality, behavior, and potential.

- 1. Core personality profile:** designed to assess six fundamental personality dimensions (Conscientiousness-Humility, Emotionality, Extraversion, Agreeableness, Conscientiousness, and Openness). It measures how consistently individuals demonstrate traits such as self-discipline, emotional awareness, sociability, cooperation, reliability, and openness to experience. The results provide insight into personal style, values, and preferences in social interactions.
- 2. 360 model:** designed to assess key leadership, interpersonal, and self-management competencies. It measures how consistently individuals demonstrate behaviours such as accountability, empathy, communication, adaptability, and strategic thinking. The results provide insight into leadership potential, collaboration style, and overall alignment with organizational values.
- 3. Neurocognitive markers:** including eye tracking, the Implicit Association Test (IAT), and emotional coding, are used to validate questionnaire results. By correcting for biases such as socially desirable responding, they enhance the validity of the personality profile, providing a more accurate and reliable view of individual traits.

Note on the validity and reliability of the methods used.

The use of a combined approach (questionnaires + neurocognitive measures) significantly increases the **validity of the assessment**. Self-assessment can often be subject to **socially desirable responses** or **distorted introspection**, while neurocognitive markers provide an additional dimension of implicit reactions and automatic processes. In this way, a balance is ensured between **declarative values and actual behavior in situations of high pressure or emotional burden**.

This methodological integration provides a reliable basis for decision-making in HR and personal development, as well as a more precise psychological understanding of an individual's capacities.

