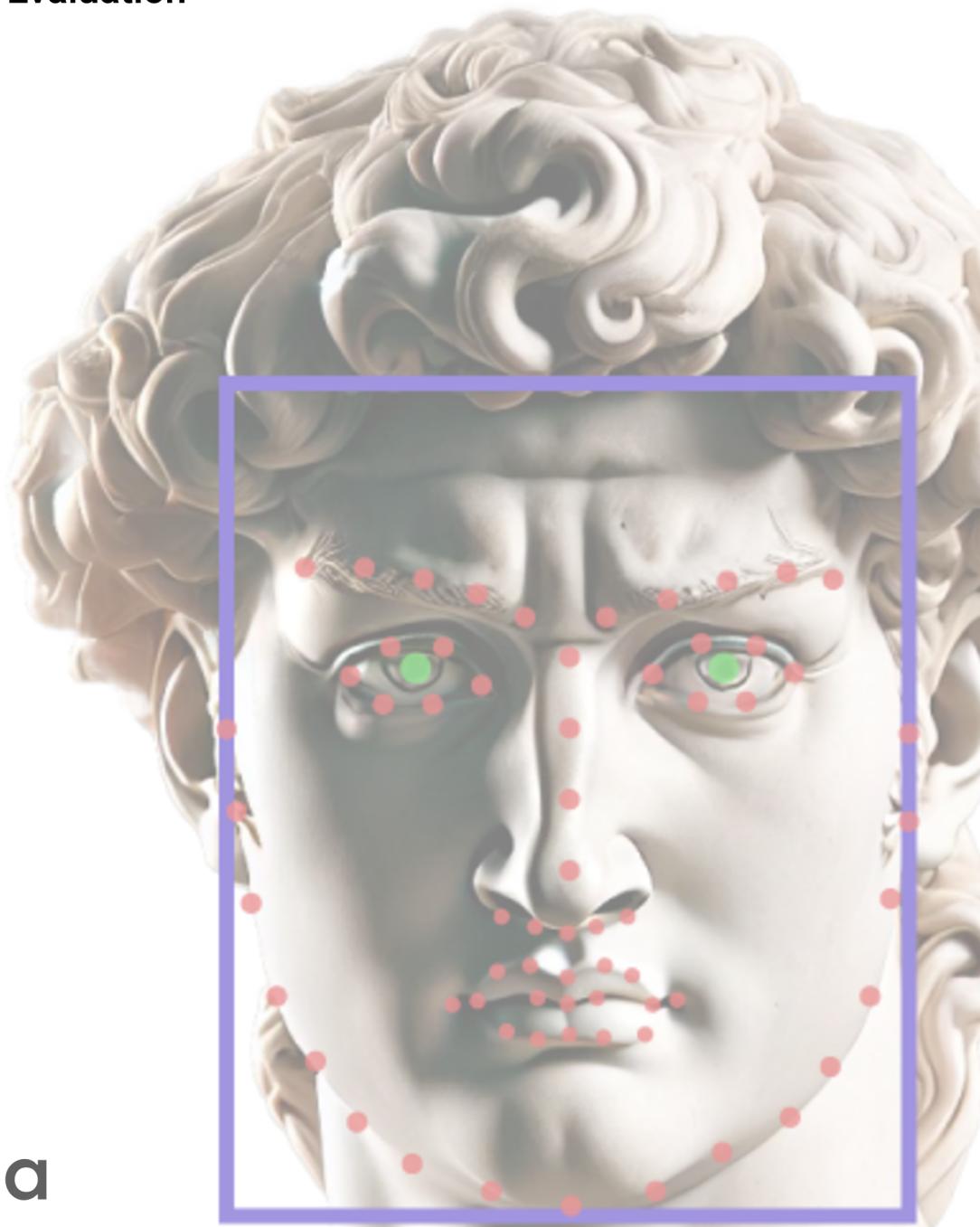


# Recruitment & Development Flow

Rastimir Potencijalović

Position:  
**Project Manager**

Assessment Type:  
**Integrated Psychometric  
and Neurocognitive Evaluation**



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## 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.

## IDEAL CANDIDATE PROFILE

In a dynamic business environment, the success of organizations is directly linked to the ability of leaders to effectively integrate strategic thinking, strong leadership competencies, and a focus on achieving measurable results. Additionally, interpersonal skills are crucial, enabling the creation of a strong collaborative environment.

Therefore, the ideal candidate for the position is defined through a structured, data-driven approach: management selects and weights 24 critical attributes, each rated on a scale of 1 to 5, and the system generates a tailored "ideal candidate" profile. Candidate results are then automatically compared against this benchmark, providing a clear view of fit for the role and actionable insights into areas requiring development.

This approach allows organizations to make faster, smarter hiring and talent development decisions while understanding the level of investment needed to bring employees closer to the desired profile.

## PERSONALITY PROFILE

This section establishes the individual's core behavioral architecture by integrating self-reported personality. It highlights inherent strengths, potential weaknesses and recommendations, providing a stable foundation for strategic HR decision-making.

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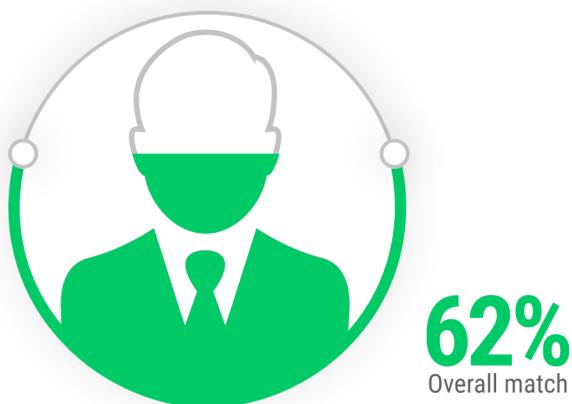
## IDEAL AND CANDIDATE PROFILE COMPARISON

ideal profile; column A

<b>Competency</b>	<b>Ideal Profile</b>	<b>Alignment</b>	<b>Interpretation</b>
Ethical consistency and authenticity	ideal profile; column B, row 1-6	High	ideal profile; column C,D,E, row 1-6
Emotional resilience and compassion	ideal profile; column B, row 7-12	Medium	ideal profile; column C,D,E, row 7-12
Engagement and Proactivity	ideal profile; column B, row 13-18	High	ideal profile; column C,D,E, row 13-18
Collaboration and Diplomacy	ideal profile; column B, row 19-24	High	ideal profile; column C,D,E, row 19-24
Structured and dependable	ideal profile; column B, row 25-30	Medium	ideal profile; column C,D,E, row 25-30
Innovative Thinking and Adaptability	ideal profile; column B, row 31-36	High	ideal profile; column C,D,E, row 31-36
Purposeful and strategic planning	ideal profile; column B, row 37-42	High	ideal profile; column C,D,E, row 37-42
Personal insight and collaboration	ideal profile; column B, row 43-48	Medium	ideal profile; column C,D,E, row 43-48
Productivity & Strategic Thinking	ideal profile; column B, row 49-54	High	ideal profile; column C,D,E, row 49-54
Interpersonal Communication Skills	ideal profile; column B, row 55-60	Medium	ideal profile; column C,D,E, row 55-60
Relational Intelligence	ideal profile; column B, row 61-66	High	ideal profile; column C,D,E, row 61-66
Leadership effectiveness	ideal profile; column B, row 67-72	High	ideal profile; column C,D,E, row 67-72

## IDEAL AND CANDIDATE PROFILE COMPARISON

continued



This section provides an overview of how the assessed profile aligns with the ideal requirements for the role. The avatar chart shows the overall percentage match.

The profile alignment score reflects the overall degree of compatibility between an individual's assessed behavioral profile and the ideal competency requirements for the role. By consolidating all measured competencies into a single percentage, it provides a clear indication of how closely the person's strengths and working style align with the expected performance model. This metric supports informed decision-making in selection and development by highlighting areas of strong role fit as well as potential challenges that may require attention.

The profile alignment score for this individual is (). The results indicate a limited match with the competencies considered essential for the role.

Below, the table breaks this down by individual competencies, presenting the ideal expectations, the level of alignment, and a brief explanation of what each level represents.

Competency	Ideal Profile	Alignment	Interpretation
Innovative Thinking and Adaptability	Moderate innovation is important, as it suggests improvements and adapts approaches when necessary.	High	Demonstrates appropriate innovation and adaptability for role expectations.
Purposeful and strategic planning	Short-term task execution is sufficient; long-term planning is less critical.	High	Performs adequately in short-term tasks without unnecessary focus on strategic foresight.
Personal insight and collaboration	Deep self-awareness, emotional insight, and active collaboration are crucial for effective leadership and grou...	Low	Fully aligned in emotional insight and cooperative behavior; enhances team trust and performance.
Productivity & Strategic Thinking	Balanced approach required; combines effective task execution with some strategic awareness.	High	Demonstrates effective balance between productivity and strategic contribution.
Interpersonal Communication Skills	Clear and functional communication is sufficient; minimal emphasis on persuasion or emotional nuan...	Medium	Shows stronger interpersonal communication than necessary; may overinvest in relationship building.

## EXPLICIT VS IMPLICIT LEVELS

Traditional personality assessments rely on self-reported data, capturing how individuals consciously perceive and describe their own traits, values, and behavior. While such instruments provide valuable insight, they can be influenced by self-presentation, social expectations, or limited self-awareness. To obtain a more accurate and holistic understanding of personality, it is essential to complement these explicit measures with more objective indicators of non-verbal, automatic, and physiological responses.

By integrating both types of data, the assessment moves beyond what individuals say about themselves to include how they naturally respond in relevant situations. This multidimensional approach helps identify the degree of alignment between conscious intentions and spontaneous reaction, strengthening the validity of the results and revealing possible discrepancies that may otherwise remain undetected.

In practice, this combination allows for a more nuanced view of behavioral tendencies, motivation, and interpersonal style. It ensures that psychological insights are grounded in both verbal and behavioral evidence, enabling more reliable interpretations and development recommendations. Within an HR context, such integration enhances decision-making accuracy, supports fairness, and provides a deeper understanding of how personal values and emotional patterns manifest in real-world performance.

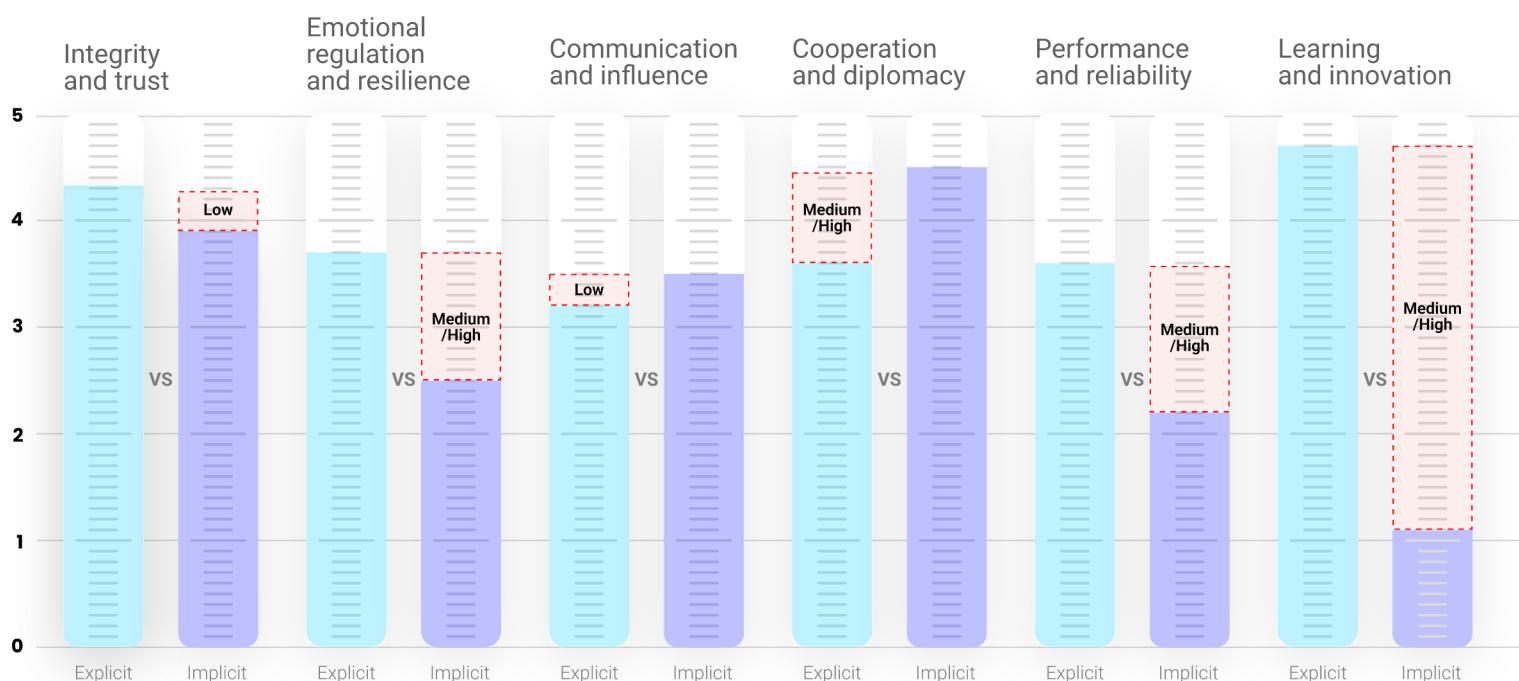
Personality Trait	Explicit test (Self-Report)	Implicit Test (Neuro Marker)	Discrepancy	Interpretation
Honesty-Humility	(value)	(value)	Low	neurocorrection: row C-E, column 2
Emotionality	(value)	(value)	Moderate	neurocorrection: row C-E, column 3
Extraversion	(value)	(value)	Low	neurocorrection: row C-E, column 4
Agreeableness	(value)	(value)	Moderate	neurocorrection: row C-E, column 5
Conscientiousness	(value)	(value)	Moderate	neurocorrection: row C-E, column 6
Openness to Experience	(value)	(value)	High	neurocorrection: row C-E, column 7

Comparison between self-reported (explicit) and neurocognitive (implicit) measures:

## EXPLICIT VS IMPLICIT LEVELS

continued

Personality Trait	Explicit test (Self-Report)	Implicit Test (Neuro Marker)	Discrepancy	Interpretation
Cooperation and diplomacy	3.6	4.5	Low	Some mismatch between perceived tolerance and observed reactions in disagreement. May overstate patience under stress. Provide feedback on emotional regulation.
Performance and reliability	3.6	2.2	Low	Partial mismatch between claimed and observed planning or task follow-through. Use goal-setting and progress tracking to reinforce accountability.
Learning and innovation	4.7	1.1	High	Strong gap between perceived and demonstrated openness. May prefer conventional methods despite claiming flexibility. Encourage gradual innovation involvement; explore comfort zones in professional development.



● **Explicit Score** – How the person consciously describes themselves.

● **Implicit Score** – How the person automatically reacts beneath conscious control.

● **Discrepancy** - Red outlines highlight where self-reported behaviour differs from underlying responses – high values signal risk, while low scores indicate a safer, more desirable range.

## SUGGESTIONS FOR DEVELOPMENT

Development plan, A kolona, red 2

dev plan: row c, column 2,3

dev plan: row c, column 6,7

dev plan: row c, column 8,9

dev plan: row c, column 10,11

dev plan: row c, column 12,13

dev plan: row c, column 14,15

The individual demonstrates strong capabilities in **[Area 1]** and **[Area 2]**, showcasing qualities that positively contribute to their overall effectiveness and impact within the team.

## OVERALL CONCLUSION

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The individual demonstrates strong capabilities in **[Area 1]** and **[Area 2]**, showcasing qualities that positively contribute to their overall effectiveness and impact within the team.

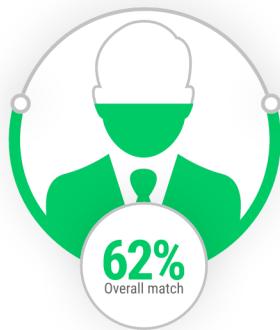
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## OVERALL CONCLUSION



### PERSONALITY PROFILE

**Rastimir** is a high-potential, charismatic leader who drives rapid results, inspires others, and adapts strategically under pressure. (His/Hers) strong presence and decisive execution make them a natural motivator and visible ambassador for organizational initiatives, though he may at times prioritize speed and influence over process and inclusive input.



### IDEAL AND CANDIDATE PROFILE COMPARISON

The profile alignment score of this candidate is 62%. The assessment indicates a limited degree of alignment with the ideal profile. Although the individual may demonstrate valuable personal strengths, their current behavioral tendencies and competencies diverge from those most critical for success in this role. Focused development or a role better suited to their style may enhance future effectiveness.



### STRENGTHS

The individual demonstrates strong capabilities in **Integrity & Trust** and **Collaboration & Diplomacy**, showcasing qualities that positively contribute to their overall effectiveness and impact within the team.



### ROOM FOR DEVELOPMENT

Task management and deadline adherence can be inconsistent, and the individual may hesitate to embrace new ideas. Establishing structured routines and fostering curiosity can enhance both reliability and adaptability.

The individual may exhibit occasional inconsistencies in personal values and behavior, while also finding it challenging to remain composed under pressure. Focusing on ethical consistency and emotional regulation can help strengthen reliability and stability.