

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 reactions, strengthening the validity of the results and revealing possible discrepancies that might otherwise go 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
Integrity and trust	4.3	3.9	Low	<p>The individual's self-view of integrity and fairness aligns closely with observed behavioral indicators. They are likely to act consistently with ethical standards even under pressure.</p> <p>Maintain through transparent communication and recognition of ethical conduct. Suitable for roles requiring trust and decision-making authority.</p>
Emotional regulation and resilience	3.7	2.5	Moderate	<p>Some variation between self-reported and observed emotional expression. May overstate or underestimate stress tolerance or empathy in self-assessment.</p> <p>Provide stress-management support and encourage open feedback to enhance emotional transparency.</p>
Communication and influence	3.2	3.4	Low	<p>Behavioral engagement aligns with self-perceived sociability and confidence. Likely to communicate effectively and energize others.</p> <p>Support through roles requiring collaboration, leadership visibility, or public engagement.</p>