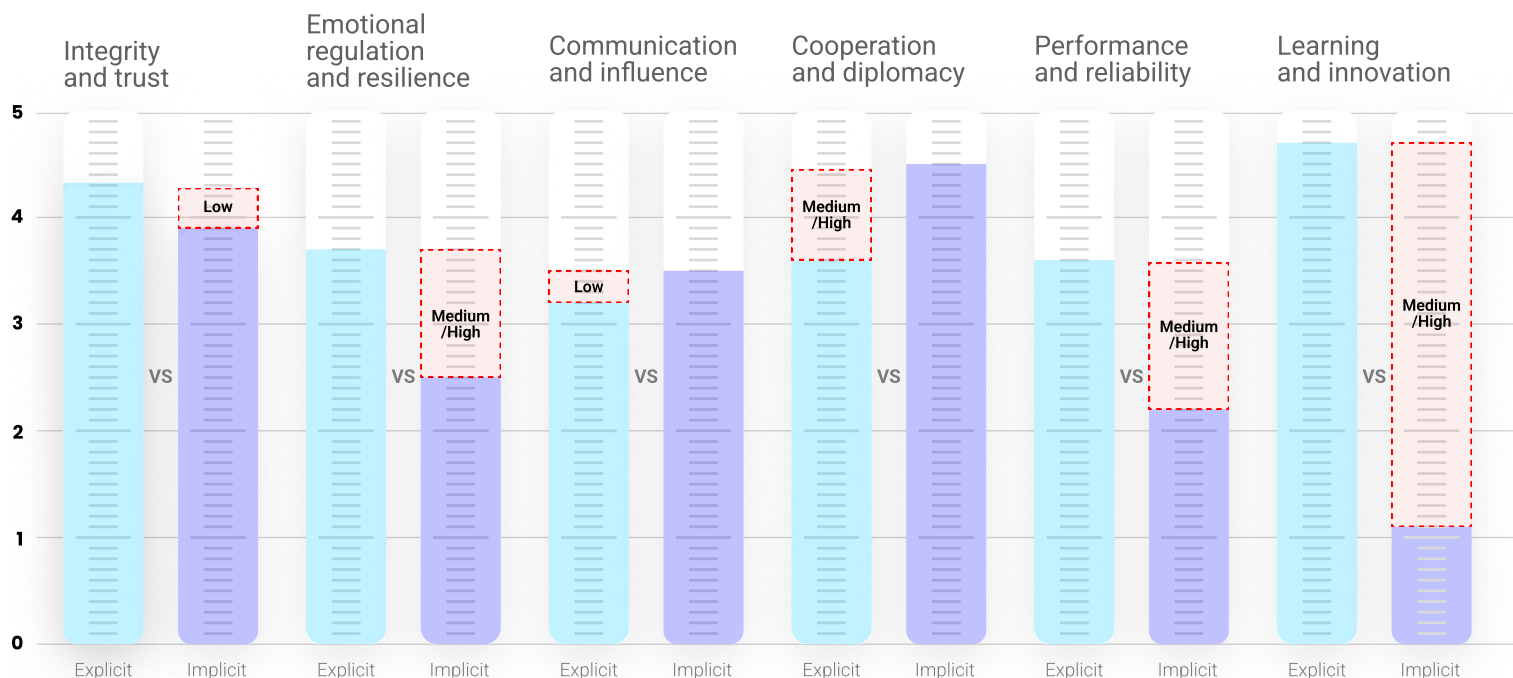


EXPLICIT VS IMPLICIT LEVELS

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.