ASSESSMENT REPORT

prepared by: **Professor Katya Georgieva Stoycheva, PhD**
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For the doctoral dissertation entitled:

THE IMPACT OF EMOTIONAL AND COLLECTIVE INTELLIGENCE ON WORKPLACE RESILIENCE

submitted by: **Asen Petrov Trichkov**
for the award of the scientific and educational degree **"Doctor"**
in Professional Area **3.2. Psychology**

1. General Impression and Evaluation of the Dissertation

Asen Trichkov's dissertation focuses on the theoretical grounding, methodological design, and empirical investigation of the interrelationships among individual characteristics that are relevant to human behavior in organizational settings. The findings have theoretical, methodological, and practical implications. The study contributes to the scientific and professional understanding of the mechanisms underlying workplace resilience, a phenomenon that is becoming increasingly important for both individuals and organizations.

2. Significance and Credibility of the Results, Interpretations, and Conclusions, and Nature of the Scientific Contributions

The theoretical model (whose graphical representation would benefit from further refinement) has been adequately operationalized through the research tasks and hypotheses of the empirical study, while the data analysis plan follows logically from the formulated hypotheses. A cross-sectional study was conducted with 297 employees from various private-sector companies. Its principal conclusion is that *"emotional and collective intelligence emerge as complementary resources that jointly support employees' adaptation, effectiveness, and well-being"* (p. 26, dissertation summary).

The study further specifies the effects of emotional intelligence and collective intelligence on individual differences in workplace resilience at the level of the components of the respective

constructs. The statistical methods employed are appropriate and have been correctly applied, and the results are presented clearly and consistently. The rich interpretation of the findings, grounded in both the literature and the conceptual content of the constructs, would benefit from a more systematic focus on the most central, integrative, and significant findings.

I accept the contributions identified in the dissertation, namely: the conceptualization and measurement of collective intelligence as a construct related to key team processes; the innovative potential of the selected dimensions and examined relationships, realized through the adaptation of new and reliable instruments for the Bulgarian sociocultural context; and the identification of specific mechanisms underlying sustainable individual functioning in organizational environments. The findings also have practical applications in the fields of human resource management, organizational development, and personnel training.

3. Evaluation of the Scientific Publications Reflecting the Dissertation Research

Doctoral candidate Asen Trichkov has submitted four publications on the dissertation topic, reflecting key aspects of the dissertation research. Two of the articles are published in English, and two are co-authored. The number and type of publications satisfy the minimum national requirements established under the RSASR and PPZRASRB.

Conclusion

Asen Trichkov's dissertation research meets the requirements for the award of the scientific and educational degree **"Doctor."** The study has generated new scientific and applied knowledge concerning the measurement of emotional intelligence, collective intelligence, and workplace resilience, as well as the conceptualization of the relationships among these constructs.

The submitted dissertation demonstrates in-depth knowledge of the subject area, strong methodological competence, and substantial research experience.

Based on the merits of the presented research, I give a positive evaluation of the doctoral dissertation submitted by **Asen Petrov Trichkov** and recommend that he be awarded the scientific and educational degree of **"Doctor"** in Professional Area **3.2. Psychology**.

Sofia, 11 June 2026 **Signature:** *Prof. Katya Stoycheva, PhD*