# OPINION

by Assoc. Prof. Petar Kirilov Neshev, PhD, Trakia University – Stara Zagora, appointed as a member of the Scientific Jury in a procedure for the acquisition of the educational and scientific degree "Doctor" (PhD) by Asen Petrov Trichkov, pursuant to Order No. RD-6-188/29.04.2026 of the Director of the Institute for Population and Human Research – Bulgarian Academy of Sciences, and designated to prepare an opinion at a meeting of the Scientific Jury with Protocol No. 1/05.05.2026.

**Regarding:** The evaluation of a doctoral dissertation on the topic "The Influence of Emotional and Collective Intelligence on Resilience in the Workplace" for the acquisition of the educational and scientific degree "Doctor" (PhD) in the higher education area 3. "Social, Economic, and Legal Sciences", professional field 3.2. "Psychology", doctoral program "General Psychology", authored by Asen Petrov Trichkov.

For the preparation of this opinion, I was provided with the doctoral dissertation, an abstract (autoreferat), the candidate's curriculum vitae, a list of publications, and a report on the plagiarism/authenticity check of the text. The documents indicate that Asen Trichkov has successfully completed all activities stipulated in the individual study plan for the entire duration of the doctoral studies and has successfully passed the necessary procedure for admission to the defense for the acquisition of the educational and scientific degree "Doctor", in accordance with the Higher Education Act, the Act on Development of the Academic Staff in the Republic of Bulgaria, the Regulations for the Application of the Act on Development of the Academic Staff in the Republic of Bulgaria, and the Regulations on the Terms and Procedures for Acquiring Scientific Degrees and Occupying Academic Positions at the Bulgarian Academy of Sciences.

## General Impression of the Dissertation

The dissertation presented for defense is dedicated to a topical and significant problem in the field of modern general psychology. The subject matter is investigated in depth and with sound argumentation. The author clearly explains the relationship between emotional intelligence and the professional behavior of the individual. The dissertation consists of an introduction, three chapters, main findings of the research, a conclusion, main scientific and applied contributions, practical applicability, bibliography, and appendices, totaling 170 pages. The text contains 37 tables and 1 figure. 385 adequate scientific sources were used, 31 of which are in Cyrillic and 354 in Latin script.

Asen Trichkov states the purpose of the dissertation in the introduction. In the first chapter, scientific concepts are precisely defined. A successful literature review of various scientific concepts and theoretical approaches for explaining emotional and collective intelligence has been conducted. One of the strong points of the work is the revelation of the psychological specifics of the studied problem. The author seeks and provides a scientifically grounded answer to the question: how do emotional and collective intelligence impact resilience in the workplace?

In the second chapter, the author presents the theoretical model, the aim, tasks, hypotheses, and methods of the empirical study he conducted. The study is very well-planned, organized, and practically implemented. Three psychological instruments were used: a brief workplace emotional intelligence scale, a collective intelligence scale, and a workplace resilience scale.

**Significance and Convincing Nature of the Results, Interpretation, Findings, and the Character of the Scientific Contributions**

In the third chapter, comprehensive analyses of the research results are conducted using descriptive statistics, correlation, and regression models. The results are presented convincingly and organized clearly in tables. Their relevance to the aim, tasks, and hypotheses of the research is demonstrated. The results achieved and the findings made are valuable for the work of psychologists in the successful management of human resources. In my opinion, this is one of the many merits of the dissertation.

The abstract adequately and accurately presents the content, structure, scientific merits, leading ideas, achieved results, and contributions of the dissertation. In the dissertation, I did not find texts that were plagiarized from other authors, nor have I received any reports to that effect. All texts used by Asen Trichkov are correctly cited, adhering to established standards. The author's contributions are of both theoretical and practical-applied nature. In my opinion, the more significant contributions are as follows:

- At a theoretical level, an integrative model has been developed to explain the interrelationships between emotional intelligence, collective intelligence, and workplace resilience.
- Resilience is considered not as a static characteristic of the individual, but as a dynamic process conditioned by the interaction between individual and collective factors.
- Adaptation and psychometric validation of instruments for measuring emotional intelligence, collective intelligence, and workplace resilience have been performed.
- The results achieved from the study can be used in the development of training programs for stress management, burnout prevention, and support for work-life balance.

**Quality of the Scientific Works Reflecting the Dissertation Research**

The theoretical and applied achievements presented in the dissertation have been popularized in the author's scientific publications. The quality of the proposed publications and research related to the topic of the dissertation corresponds to high scientific requirements. I have no critical remarks regarding the dissertation and the abstract. My recommendation is for the author to continue working just as inspiredly, conscientiously, and thoroughly in his future research.

**Reasoned Conclusion** – the presented dissertation on the topic: "The Impact of Emotional and Collective Intelligence on Resilience in the Workplace" represents a complete scientific study containing significant merits, achievements, and contributions. The results have been processed precisely, and well-argued findings with a concrete practical focus and applicability have been made. All this gives me sufficient grounds to confidently express my positive opinion and categorically vote for Asen Petrov Trichkov to be awarded the educational and scientific degree "Doctor" (PhD) in the field of higher education 3. "Social, Economic and Legal Sciences", professional field 3.2. "Psychology", doctoral program "General Psychology".

Sofia, 15.05.2026 Assoc. Prof. Petar Neshev, PhD