



PERSONALITY



WE SEE THE FUTURE.  
IN PEOPLE.

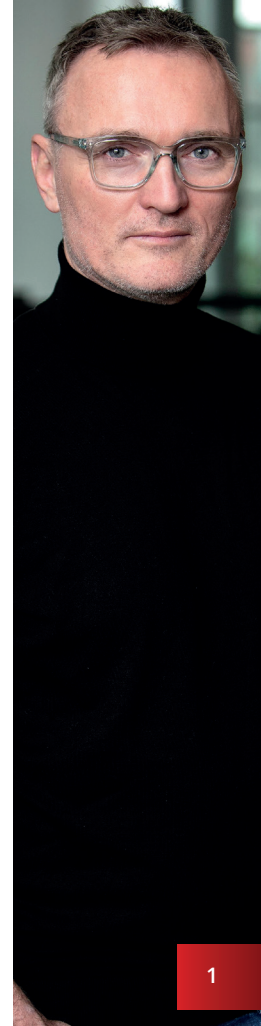
# A WORD FROM THE CEO

At Personality, we believe that the growth of any company is built on people – on their talent, determination, and collaboration. Our role is to understand our Clients' business and connect them with the best talent on the market – with individuals who drive change and innovation.

The past three years have shown that even in challenging times, progress is possible – when we can rely on team spirit and genuine cooperation. Today's turbulent environment – from technological disruption and artificial intelligence to geopolitical shifts – is reshaping the rules of the game. Yet we remain convinced that the true differentiator is always the human factor: understanding the business and the ability to continuously improve.

Our strategy is simple, yet powerful: Collaborate. Improve. Grow. Through collaboration, we create new concepts and services. Through improvement, we find space for innovation. Through growth, we support not only ourselves but above all our Clients and Candidates.

The people at PERSONALITY Group put their heart and passion into their work. And together with you – our partners – we turn that work into growth.





AND WE ARE BEHIND GREAT  
#PEOPLE

# WE SUPPORT YOUR GROWTH

- **HEADHUNTING & EXECUTIVE SEARCH**
- **RECRUITMENT**
- **INTERIM MANAGEMENT**
- **TECH & IT RECRUITMENT**
- **TEMPORARY PLACEMENT**
- **BUSINESS & HR ADVISORY**
- **RPO - RECRUITMENT PROCESS OUTSOURCING**
- **CAREER ADVISORY**
- **PROFESSIONAL LINKEDIN PROFILES**



# HEADHUNTING & EXECUTIVE SEARCH

## Targeted Candidate outreach

Our premium service designed for roles where high expertise, specific education, and specialized qualifications are essential.

We help you hire leaders and specialists who will become key contributors to the growth of your company.

### AS YOUR STRATEGIC PARTNER, WE PROVIDE:

- Confidentiality and a fully professional approach.
- A comprehensive selection process, including screening, psychometric testing, reference checks, and support during the offer and onboarding stages.
- Our representative meeting rooms for your in-person interviews with Candidates.
- A 4-month guarantee for every successfully placed Candidate.



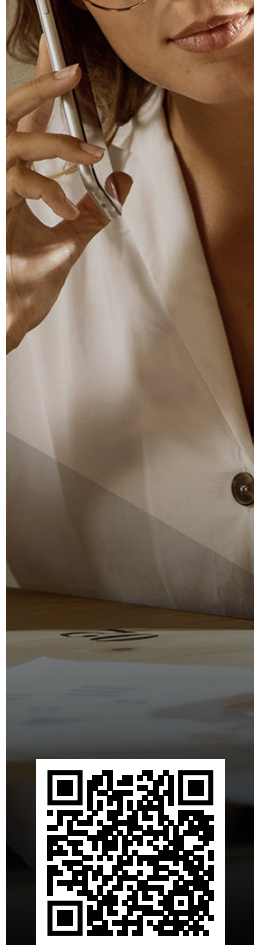
# RECRUITMENT

## Employee search and selection

We provide recruitment services for supervisory, expert, or administrative positions, with a focus on speed and efficiency of the process.

### FOR EACH RECRUITMENT, WE ENSURE:

- A precise definition of the role and key requirements.
- Candidate sourcing – publishing job offers and actively approaching potential Candidates.
- Pre-selection through initial interviews and detailed Candidate profiles, including optional psychometric testing.
- Coordination of interviews and meetings between the Client and Candidates.
- Complete communication throughout the process – from the first contact to the Candidate's start date.
- A 4-month guarantee for every successfully placed Candidate.
- With our detailed market and compensation insights, we can help fill even the most challenging positions.



# INTERIM MANAGEMENT

## Fast hiring of Interim Managers



We enable companies to engage experienced managers and experts on short-term contracts.

### INTERIM MANAGEMENT IS THE IDEAL SOLUTION:

- To navigate periods of sudden growth or decline – including crisis management.
- For organizational changes or the implementation of new processes or products.
- To cover unexpected absences, long-term leave, or challenging-to-fill positions.
- To support startups and scale-ups.
- To cover the period until a permanent employee starts.

### TOP HEADS PROVIDES YOU WITH:

- Access to top-level experts – a database of more than 700 verified Interim Managers at [www.TopHeads.com](http://www.TopHeads.com).
- Comprehensive support – we manage the entire process from the initial briefing to project completion, including full legal administration.
- Transparent cost planning – clear invoicing of all costs in line with pre-agreed terms.



# TECH & IT RECRUITMENT

Dynamic and strategic recruitment  
for IT & TECH roles



A fast, structured, and highly efficient service for filling Tech & IT positions or for outsourcing IT hiring.

We provide relevant market data and an overview of available Candidates within a 30-day recruitment cycle.

## THE TECH & IT PEOPLE TEAM PROVIDES:

- Sourcing and approaching IT talents (locally and globally) using our internal talent database.
- Market mapping – an in-depth analysis of talent availability, including calibrated Candidate profiles based on your requirements (location, specialization, segment, seniority).
- IT hiring strategy advisory – insights into market trends, competition, and compensation benchmarking.



# TEMPORARY PLACEMENT

Flexible workforce leasing for production and service environments

An efficient recruitment solution for covering workforce needs, short-term projects, new contracts, or unexpected situations.

## TEMPORARY PLACEMENT INCLUDES:

- Candidate outreach – targeted sourcing of Candidates based on specific requirements.
- Candidate pre-selection – with a strong focus on quality and communication with Candidate.
- HR agenda – complete management of personnel documentation, contracts, payroll agenda, medical checks, and H&S compliance.
- Candidate management – efficient management of Candidates according to your workforce needs.
- Transparent invoicing – clear cost breakdown in line with the pre-agreed terms.



# BUSINESS & PEOPLE ADVISORY

## Expert advisory for business and HR

We help organizations turn their human capital into a competitive advantage. We deliver comprehensive, strategically oriented solutions in people management – from HR strategy design to process and tools implementation.

### BUSINESS & PEOPLE ADVISORY FOCUSES ON:

- Designing and implementing growth strategies and innovation culture.
- Creating and implementing HR strategies, redesigning HR models and processes for higher efficiency and agility.
- Talent management and leadership development, including performance and potential management, talent identification and development, and succession planning.
- Designing and optimizing compensation and benefits systems, job evaluation, benchmarking, and pay transparency.
- Using data analytics to optimize organizational structure and workforce capacity.
- Planning and managing organizational change.
- Measuring and developing company culture and employee engagement.



# RPO - RECRUITMENT PROCESS OUTSOURCING

Tailor-made HR support integrated directly into your company

A flexible and scalable solution where our experienced consultants become part of your internal HR team and take over the full agenda under your brand.

## RPO IS THE RIGHT SOLUTION WHEN:

- You plan to hire more than 12 employees within a short period.
- The company is experiencing rapid growth or transformation.
- You need to implement or optimize an Applicant Tracking System (ATS).
- Your internal HR team is overloaded or lacks capacity.
- You are new to the market and need to quickly set up recruitment and HR processes.
- You need support with recruitment marketing, screening, onboarding, and process improvement.



# CAREER ADVISORY

## Your shortcut to a successful career change

We help you increase your visibility, credibility, and attractiveness on the job market.  
We draw on our extensive experience in filling senior roles to help guide you toward your next career move.

### OUR CAREER ADVISORY INCLUDES:

- Personal consultation – together we clarify your career goals and outline a clear path to reach them.
- Refining your CV and LinkedIn profile to make you stand out to the right employers.
- Guidance on how to position yourself effectively in today's job market.
- Comprehensive interview preparation – including mock interviews and tailored feedback.
- Personal branding support – helping you articulate your strengths and communicate your value with confidence.



# PROFESSIONAL LINKEDIN PROFILE

## Together we build your personal brand

A professional LinkedIn profile enhances credibility, increases visibility within your field, opens new opportunities, and strengthens both personal and corporate brand.

### OUR CONSULTANTS PROVIDE:

- Creation of a professional LinkedIn profile for individuals or entire teams in multiple languages within 24 hours.
- Strategic presentation of skills, experience, and accomplishments.
- Consistent style and format across all profiles within your organization.
- Expert guidance on building and sustaining a strong personal brand on LinkedIn.
- Dedicated support for 12 months after delivery.



# PERSONALITY® IN PRESS

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**THE SLOVAK SPECTATOR**



# PARTNERS & CLIENTS



SONY

across



MÖBELIX

XXXLutz



FOKUS



CSG) Czechoslovak Group



CBRE



DÖVERA

KNAUFINSULATION

REVETAS CAPITAL

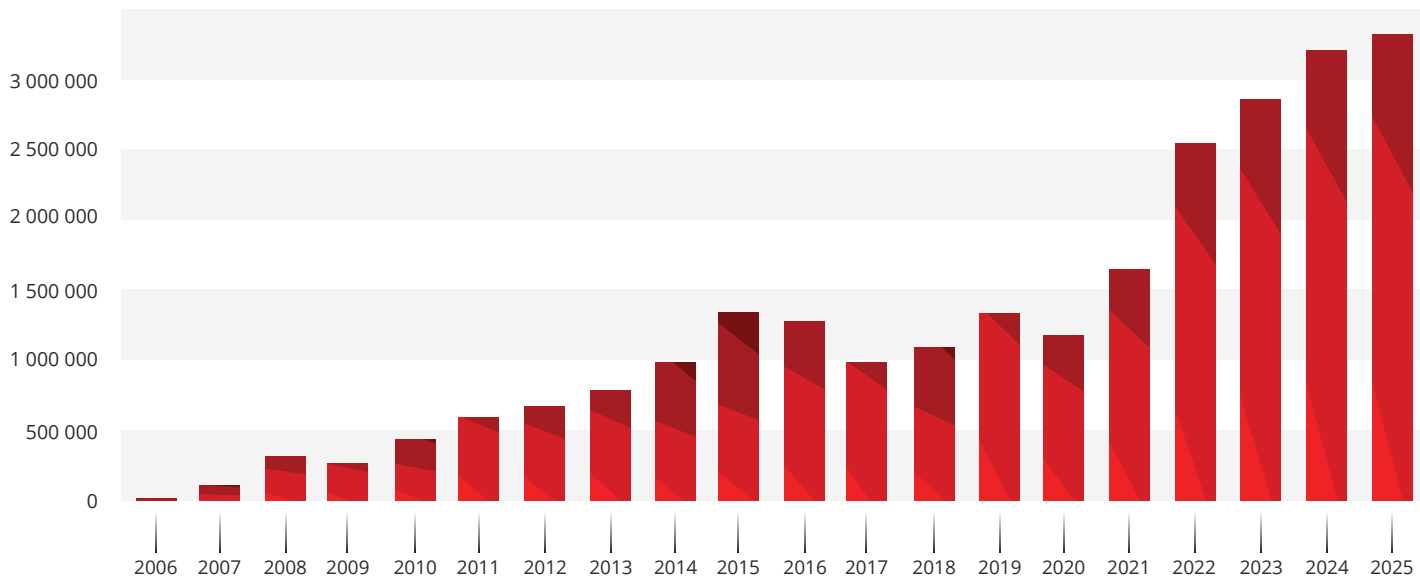
# PARTNERS & CLIENTS





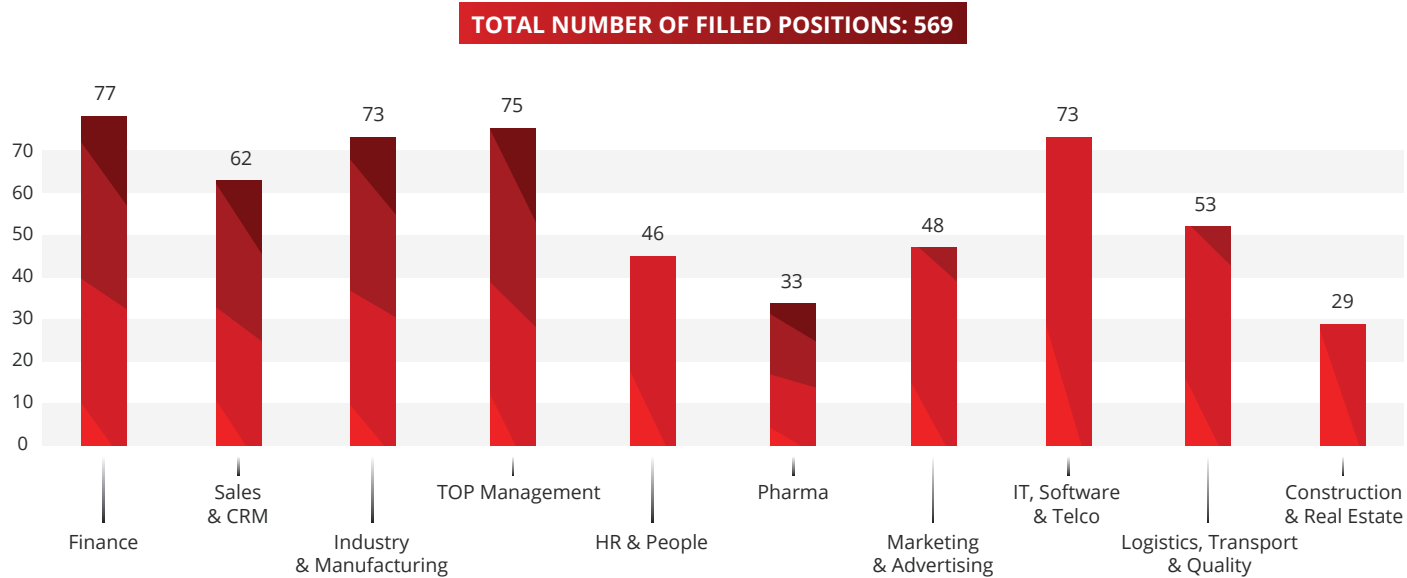
# PERSONALITY® GROUP REVENUE

## REVENUE DEVELOPMENT 2006 - 2025



# RESULTS FOR 2021-2025

Filled positions by sector:



A woman with long brown hair, wearing a white and black vertically striped button-down shirt, is holding a black smartphone in her right hand. She is also wearing a thin necklace with a rectangular pendant. The background is a blurred office setting. A large, semi-transparent white diagonal shape is overlaid on the image, and the text 'CONTACT US' is written in white, uppercase, sans-serif font across the center of this shape.

CONTACT US



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 FOLLOW US ON LINKEDIN



A photograph of two men sitting at a table, likely in a cafe or office setting. The man on the left is wearing a red and white checkered shirt, and the man on the right is wearing a light blue button-down shirt. They are both looking towards the center of the frame. In the foreground, there are two white coffee cups on saucers. A large white rectangular box with a red border is centered over the image, containing the text "LOOKING FORWARD TO OUR JOURNEY OF SUCCESS TOGETHER".

LOOKING FORWARD  
TO OUR JOURNEY OF  
SUCCESS TOGETHER