








# Elen Berhane Alem

## Elen Berhane Alem - Personality profile

Alva's personality test is constructed and built on the so-called 'Five Factor Personality Theory', which is considered the most valid framework and model for quantifying personality.

FACTOR	LOWER BAND	AVERAGE	UPPER BAND
Agreeableness	Detached		Friendly
Conscientiousness	Relaxed		Diligent
Extraversion	Reserved		Outgoing
Emotional Stability	Sensitive		Resilient
Openness to Experience	Conventional		Innovative

### Possible strengths

- Skilled collaborator who gets along very well with others
- Responsive to others' needs and willing to help in most situations
- Able to keep focus on the task even in the face of adversity

### Growth factors

#### Drivers

What are the key motivators for this person?

- Stimulation
- Creativity
- Relationships

### Possible challenges

- Could be reluctant to expressing frustration even when legitimate
- May at times over-promise due to their good intentions
- Sometimes underestimates the time or effort needed for a task

#### Culture preferences

In what environment does this person thrive?

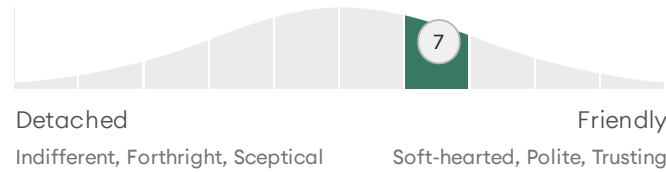
- Innovative
- Team-oriented
- Supportive

## Agreeableness

### Friendly

69th - 84th percentile.

A high score indicates that one has an empathetic, friendly style when interacting with others. People with high scores trust other people and their intentions, which makes collaboration easy for them. They are likely to be warm, soft-hearted, and consensus-seeking, which also means they are reluctant to speak 'hard truths' or enter into conflict.



Three aspects of agreeableness:

### Compassion: **Soft-hearted**

69th - 84th percentile.

- Cares about the wellbeing of others
- Often feels compassion and wants to help others



### Politeness: **Polite**

69th - 84th percentile.

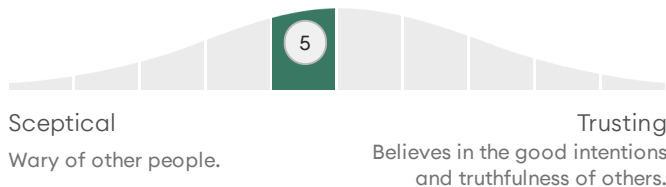
- Well-mannered and humble
- Avoids offending others and stays out of conflicts



### Trust: **Neither Sceptical nor Trusting**

31st - 50th percentile.

- Normally trusts other people, but not always
- May at times question others' intentions

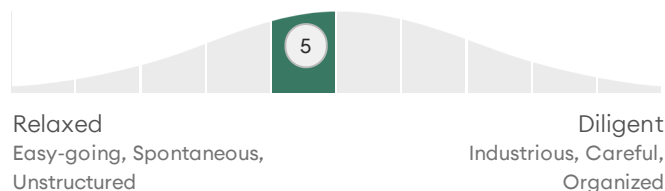


## Conscientiousness

### Neither Relaxed nor Diligent

31st - 50th percentile.

An average score indicates that one is about as focused on achievement and responsibility as most other people. People with average scores have a basic striving to reach goals and live up to expectations, but may in some situations also prioritize other things. They can usually get started with tasks fairly easily and maintain structure in their work, although it might require some effort.

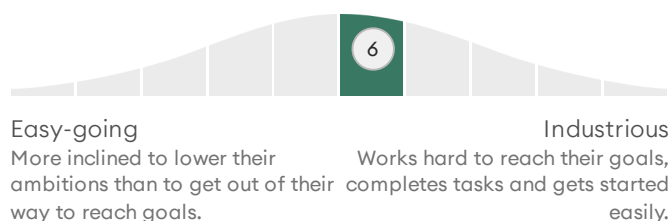


Three aspects of conscientiousness:

### Goal-striving: Neither Easy-going nor Industrious

50th - 69th percentile.

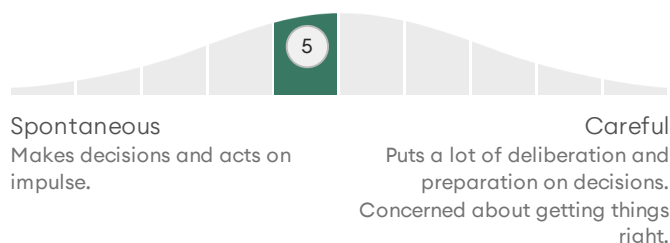
- About as goal-oriented as most other people
- Usually gets started with work tasks fairly easily



### Carefulness: Neither Spontaneous nor Careful

31st - 50th percentile.

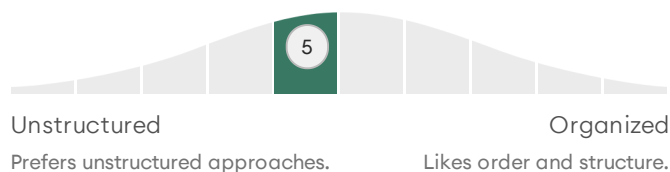
- Usually prepares for decisions but can also be spontaneous
- Wants to get things right but may at times overlook the 'fine print'



### Orderliness: Neither Unstructured nor Organized

31st - 50th percentile.

- Prefers order and structure but may not prioritize it
- Strives to keep some level of organization at work

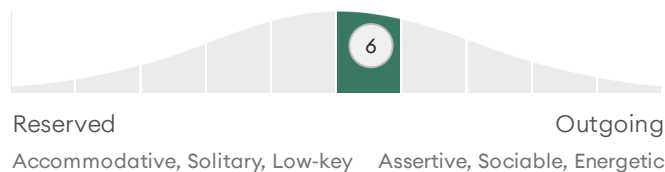


## Extraversion

### Neither Reserved nor Outgoing

50th - 69th percentile.

An average score indicates that one is about as outgoing and energetic as most other people. People with average scores enjoy being around other people, but may also at times enjoy solitary reflection. They are flexible in relation to the leader role: They may take charge when needed, but are also just as comfortable following.

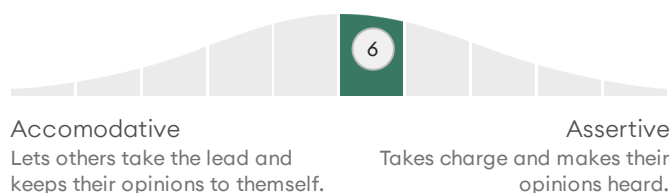


Three aspects of extraversion:

### Assertiveness: Neither Accommodative nor Assertive

50th - 69th percentile.

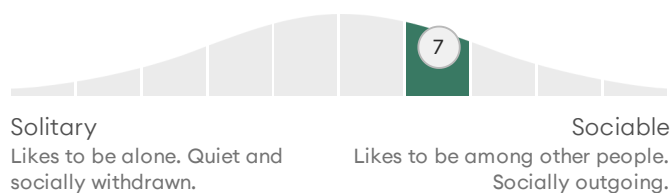
- Voices their opinion when needed
- Sometimes takes the lead, but not routinely



### Sociability: Sociable

69th - 84th percentile.

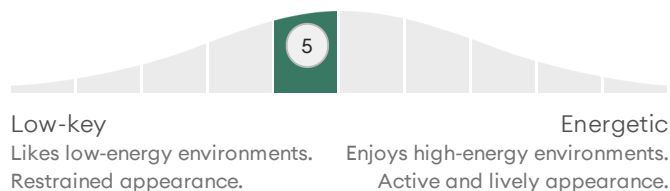
- Likes being around other people
- Socially outgoing



### Energy Level: Neither Low-key nor Energetic

31st - 50th percentile.

- Neither overly energetic nor restrained
- Likes some level of excitement but not too much



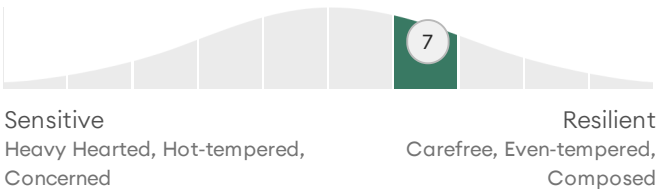


## Emotional Stability

### Resilient

69th - 84th percentile.

A high score indicates that one has an even temper and a tendency to remain calm and stable. People with high scores tend to be relatively unshaken by what is happening around them, hence remaining effective even under pressure. They are resilient and optimistic in the face of setbacks and handle stress and worry well.

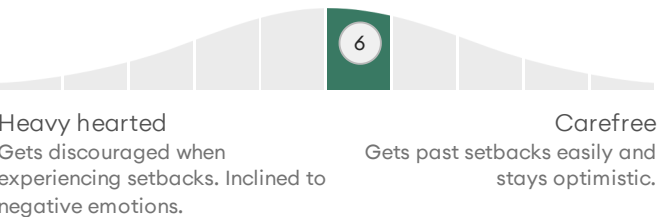


Three aspects of emotional stability:

### Optimism: Neither Heavy hearted nor Carefree

50th - 69th percentile.

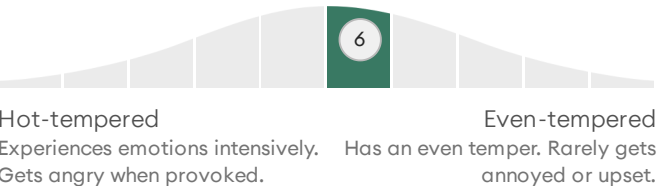
- Usually gets over setbacks reasonably fast
- Mostly optimistic when not under pressure



### Stability: Neither Hot-tempered nor Even-tempered

50th - 69th percentile.

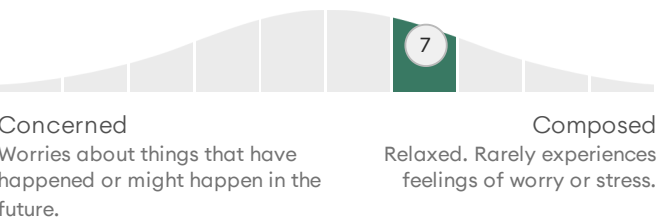
- Has a fairly even temper when not under pressure
- May get annoyed or upset at times but not too often



### Stress tolerance: Composed

69th - 84th percentile.

- Rarely experiences worry
- Usually remains calm even under high pressure

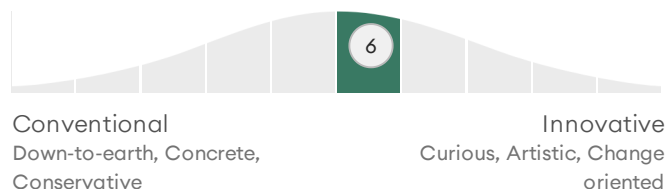


## Openness to Experience

### Neither Conventional nor Innovative

50th - 69th percentile.

An average score indicates that one is neither overly conventional, nor overly change-seeking. People with average scores may enjoy abstract discussions, but also want to reach an outcome that is practically realizable. They also tend to prefer a balance between sticking to established ways and trying something new.

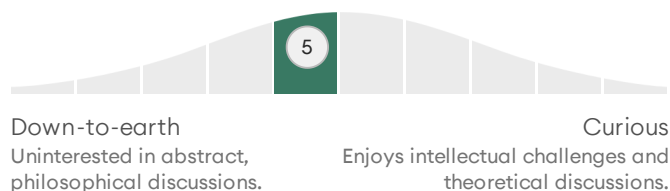


Three aspects of openness to experience:

### Curiosity: Neither Down-to-earth nor Curious

31st - 50th percentile.

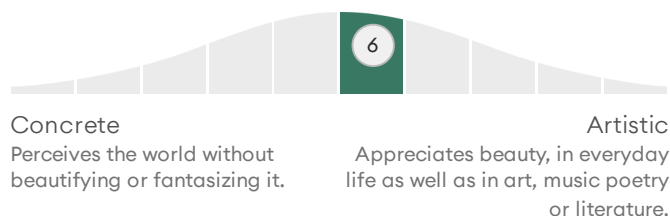
- Has both concrete and intellectual interests
- May at times enjoy a theoretical problem



### Aesthetic orientation: Neither Concrete nor Artistic

50th - 69th percentile.

- Shows some interest in art and beauty
- Has some imagination but does not always use it



### Change orientation: Change oriented

84th - 93rd percentile.

- Has a strong need for variation
- Likes to try new things and change settings

