

### 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	7	Friendly
Conscientiousness	Relaxed	5	Diligent
Extraversion	Reserved	6	Outgoing
Emotional Stability	Sensitive	7	Resilient
Openness to Experience	Conventional	6	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.



Detached Indifferent, Forthright, Sceptical

Friendly Soft-hearted, Polite, Trusting

Three aspects of agreeableness:

#### Compassion: Soft-hearted

69th - 84th percentile.

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





Unaffected by other people's Wants to care for and help other

#### Politeness: Polite

69th - 84th percentile.

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



#### Polite

people.

#### Forthright

Indifferent

negative experiences.

Questions others and has a sharp Well-mannered and humble. tongue. Accustomed to conflicts Avoids to offend others and stays and arguments. out of conflicts.



31st - 50th percentile.

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



#### Sceptical

Wary of other people.

Trusting Believes in the good intentions and truthfulness of others.



#### 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.



Relaxed Easy-going, Spontaneous, Unstructured

Diligent Industrious, Careful, Organized

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

Easy-going Industrious Works hard to reach their goals, More inclined to lower their ambitions than to get out of their completes tasks and gets started way to reach goals.

### 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'



impulse.

Spontaneous Makes decisions and acts on

Careful Puts a lot of deliberation and preparation on decisions. Concerned about getting things right.

#### 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



Prefers unstructured approaches.

Likes order and structure.



#### 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.



Reserved Outgoing
Accommodative, Solitary, Low-key Assertive, Sociable, Energetic

Three aspects of extraversion:

# Assertiveness: Neither Accomodative 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.



Accomodative Lets others take the lead and keeps their opinions to themself.



Assertive
Takes charge and makes their
opinions heard.



Solitary Likes to be alone. Quiet and socially withdrawn.





Low-key Likes low-energy environments. Restrained appearance.

Energetic Enjoys high-energy environments. Active and lively appearance.



### **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.



Sensitive Heavy Hearted, Hot-tempered, Concerned

Resilient Carefree, Even-tempered, Composed

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

#### Heavy hearted Gets discouraged when experiencing setbacks. Inclined to negative emotions.

Carefree Gets past setbacks easily and stays optimistic.

#### 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



Gets angry when provoked.

Hot-tempered

Even-tempered Experiences emotions intensively. Has an even temper. Rarely gets annoyed or upset.

#### Stress tolerance: Composed

69th - 84th percentile.

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



Concerned Worries about things that have happened or might happen in the future.





### 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.



Conventional Down-to-earth, Concrete, Conservative

Innovative Curious, Artistic, Change oriented

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

### Concrete Perceives the world without

Down-to-earth

Uninterested in abstract,

philosophical discussions.



Enjoys intellectual challenges and

theoretical discussions.

Curious

beautifying or fantasizing it.

Artistic Appreciates beauty, in everyday life as well as in art, music poetry or literature.

#### Change orientation: Change oriented 84th - 93rd percentile.

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

#### Conservative Appreciates familiar environments and settings. Likes to follow established methods.

