






Gratia Gamage

Gratia Gamage - 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

- Responsive to others' needs and willing to help in most situations
- Kind and easy to get along with in most work situations
- Usually finds it easy to adapt to group settings and collaboration

Possible challenges

- May at times over-promise due to their good intentions
- May not assert their opinions in order to avoid conflict
- May tend to forget about their need for 'alone time' and restoration

Growth factors

Drivers

What are the key motivators for this person?

- Community
- Creativity
- Achievement

Culture preferences

In what environment does this person thrive?

- Supportive
- Team-oriented
- Task-oriented

Potential roles

Roles this person is likely to thrive in

- Creative roles
- Customer Service
- Sales

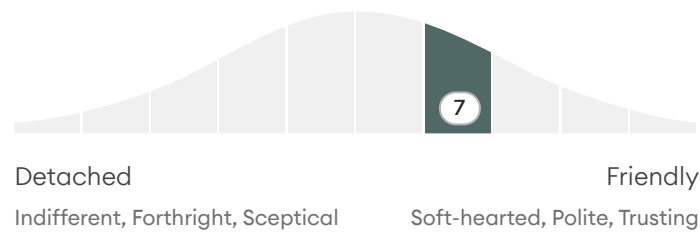
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Agreeableness

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.

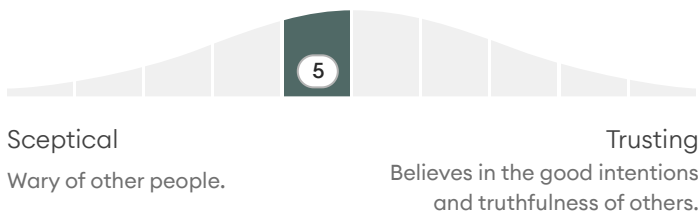
- Well-mannered and humble
- Avoids offending others and stays out of conflicts



Trust: Neither Sceptical nor Trusting

31st - 50th percentile.

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



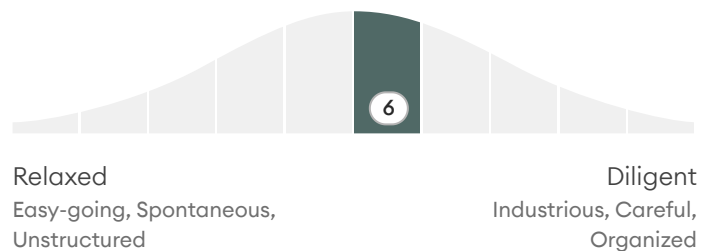
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Conscientiousness

Neither Relaxed nor Diligent

50th - 69th 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.

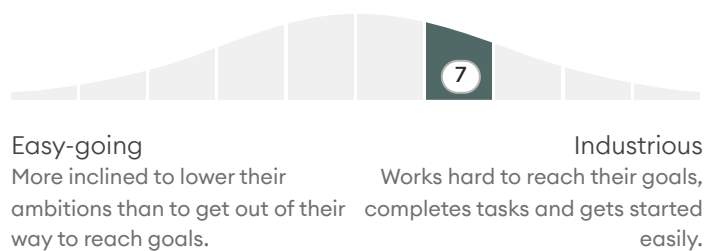


Three aspects of conscientiousness:

Goal-striving: Industrious

69th - 84th percentile.

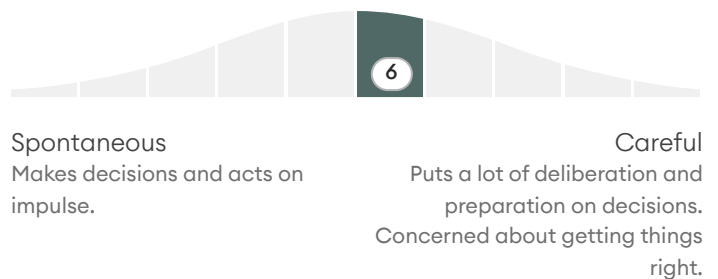
- Goal-oriented and hard-working
- Gets started with work tasks easily



Carefulness: Neither Spontaneous nor Careful

50th - 69th percentile.

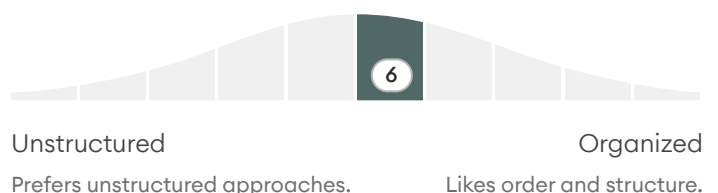
- Usually prepares for decisions but can also be spontaneous
- Wants to get things right but may at times overlook the 'fine print'



Orderliness: Neither Unstructured nor Organized

50th - 69th percentile.

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



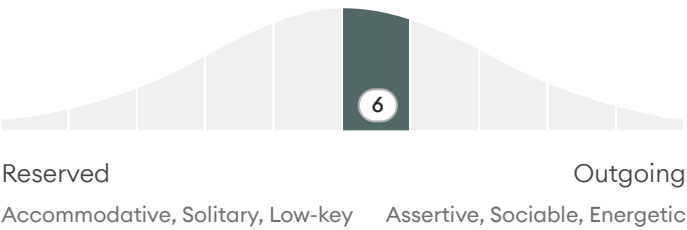
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Extraversion

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.

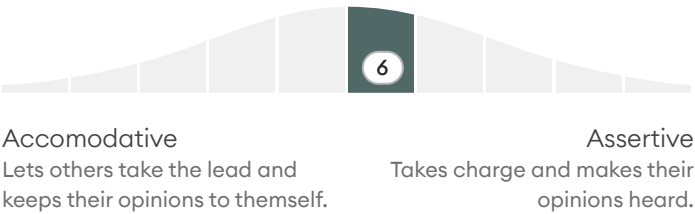


Three aspects of extraversion:

Assertiveness: Neither Accomodative nor Assertive

50th - 69th percentile.

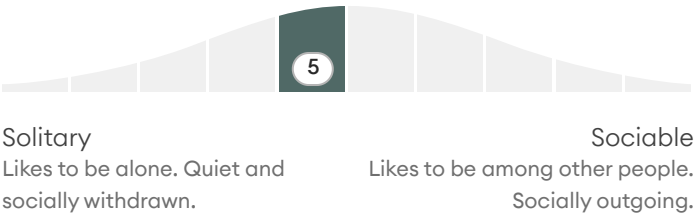
- Voices their opinion when needed
- Sometimes takes the lead, but not routinely



Sociability: Neither Solitary nor Sociable

31st - 50th percentile.

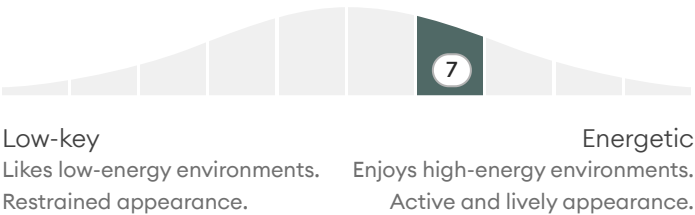
- Likes a balance between social and alone time
- Sometimes quite outgoing, but can also be more quiet



Energy Level: Energetic

69th - 84th percentile.

- High energy level and lively appearance
- Need for activity and a high pace of life



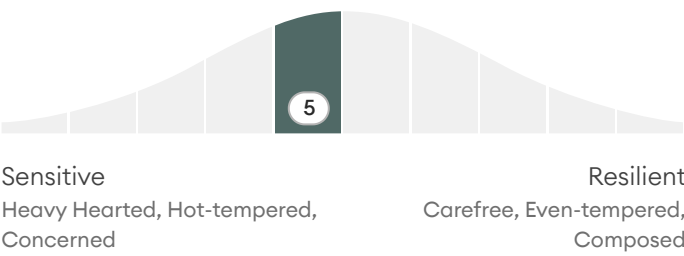
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Emotional Stability

Neither Sensitive nor Resilient

31st - 50th percentile.

An average score indicates that one experiences emotions about as often and intensely as most others do. People with average scores are seldom regarded as overly sensitive, but are still relatively responsive to negative events. They do experience stress and worry, but can usually handle it and get over setbacks quite well.

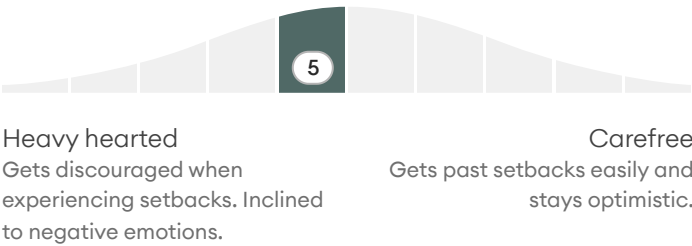


Three aspects of emotional stability:

Optimism: Neither Heavy hearted nor Carefree

31st - 50th percentile.

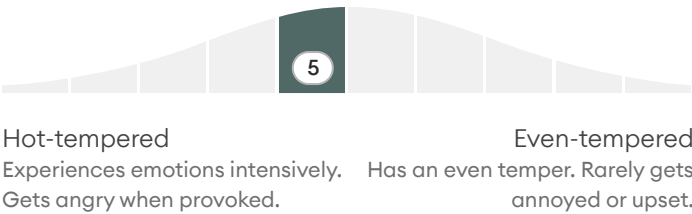
- Usually gets over setbacks reasonably fast
- Mostly optimistic when not under pressure



Stability: Neither Hot-tempered nor Even-tempered

31st - 50th percentile.

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



Stress tolerance: Neither Concerned nor Composed

31st - 50th percentile.

- May worry at times but mostly stays calm
- May get stressed when important things go wrong



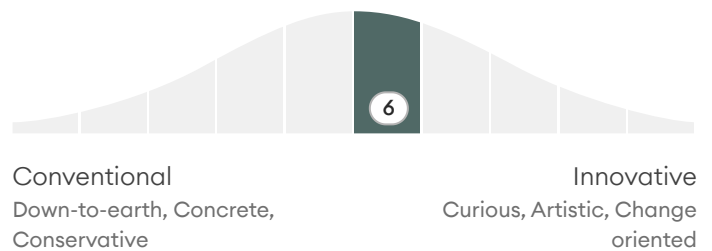
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Openness to Experience

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.

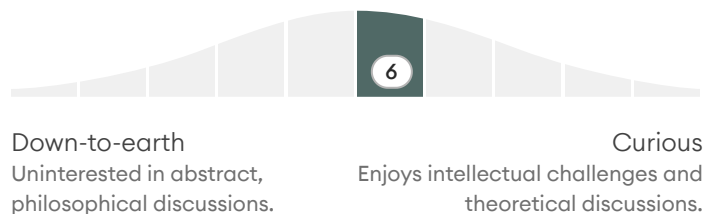


Three aspects of openness to experience:

Curiosity: Neither Down-to-earth nor Curious

50th - 69th percentile.

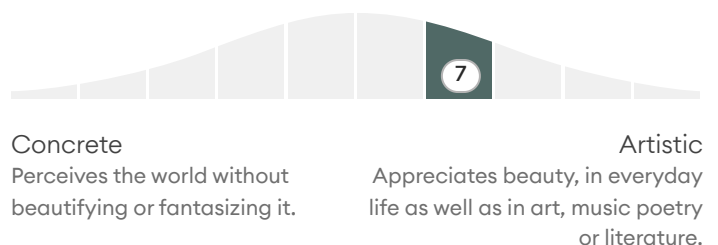
- Has both concrete and intellectual interests
- May at times enjoy a theoretical problem



Aesthetic orientation: Artistic

69th - 84th percentile.

- Appreciates beauty in life and art
- Has a vivid imagination



Change orientation:

Neither Conservative nor Change oriented

50th - 69th percentile.

- Enjoys some variation but also likes habits
- Likes to try new things occasionally

