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

<b>Drivers</b> What are the key motivators for this person?	Culture preferences In what environment does this person thrive?	Potential roles Roles this person is likely to thrive in	
Community Creativity	Supportive Team-oriented	Creative roles	
Achievement	Task-oriented	Customer Service Sales	

### 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

Friendly

Indifferent, Forthright, Sceptical

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

### Indifferent

Unaffected by other people's negative experiences.

Soft-hearted Often feels compassion. Cares about the wellbeing of others. Wants to care for and help other people.

### Politeness: Polite

69th - 84th percentile.

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

#### Forthright

Questions others and has a sharp tongue. Accustomed to conflicts Avoids to offend others and stays and arguments.

Well-mannered and humble. out of conflicts.

Polite

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

31st - 50th percentile.

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

#### Sceptical

Wary of other people.

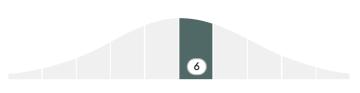
Trusting Believes in the good intentions and truthfulness of others.

#### Conscientiousness

#### Neither Relaxed nor Diligent

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.



Relaxed Easy-going, Spontaneous, Unstructured

Diligent Industrious, Careful, Organized

#### Three aspects of conscientiousness:

#### Goal-striving: Industrious

69th - 84th percentile.

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

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

Industrious Works hard to reach their goals, 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'

### Spontaneous

Makes decisions and acts on impulse.

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

#### 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

#### Unstructured

Prefers unstructured approaches.

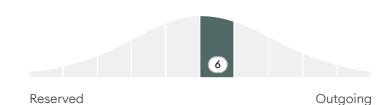
Organized Likes order and structure.

#### 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.



#### 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: 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



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

Accommodative, Solitary, Low-key

Assertive
Takes charge and makes their
opinions heard.

Assertive, Sociable, Energetic



#### Solitary Likes to be alone. Quiet and socially withdrawn.

Sociable
Likes to be among other people.
Socially outgoing.



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

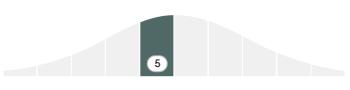
Energetic Enjoys high-energy environments. Active and lively appearance.

### **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.



#### Sensitive Heavy Hearted, Hot-tempered, Concerned

Resilient Carefree, Even-tempered, Composed

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

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

Heavy hearted

Carefree Gets past setbacks easily and stays optimistic.

#### 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

#### Hot-tempered Experiences emotions intensively. Has an even temper. Rarely gets Gets angry when provoked.

Even-tempered annoyed or upset.

Composed

#### 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

## Concerned Worries about things that have

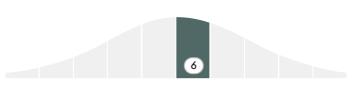
Relaxed. Rarely experiences happened or might happen in the feelings of worry or stress. future.

### 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

Curious

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

## Uninterested in abstract, Enjoys intellectual challenges and philosophical discussions. theoretical discussions.

#### Concrete Perceives the world without

to follow established methods.

Down-to-earth

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

### Change orientation:

#### Neither Conservative nor Change oriented 50th - 69th percentile.

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

# Conservative Appreciates familiar

Change oriented Has a strong need for variation. environments and settings. Likes Likes to try new things and change settings.

