

Personality profile

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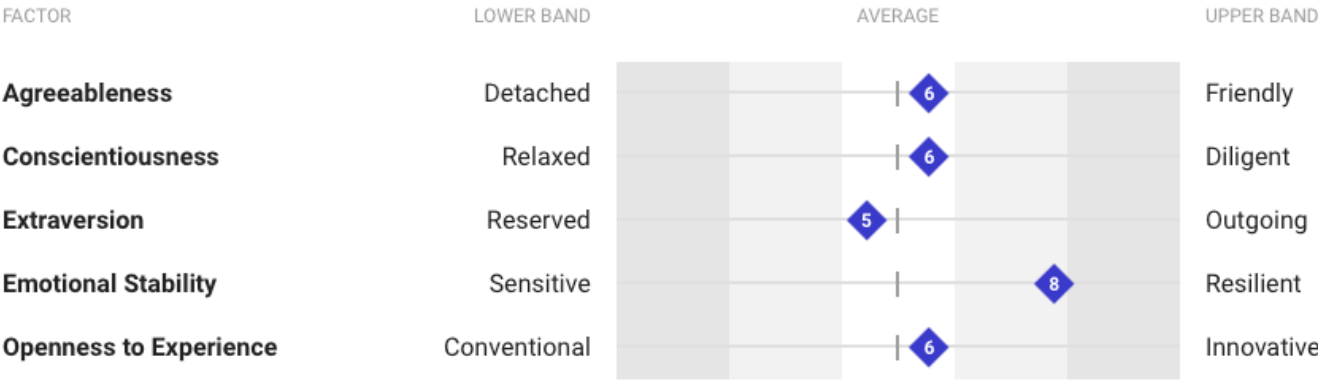
- Agreeableness
- Conscientiousness
- Extraversion
- Emotional Stability
- Openness to Experience

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.

This framework assumes that there are five main dimensions that make up our personality: Agreeableness (A), Conscientiousness (C), Extraversion (E), Emotional Stability (ES) and Openness (O). Each dimension has three facets (subcategories), which together make up the score for each factor.

READ MORE

- The Five Factor Model of Personality
- Reliability
- Validity
- Continuous
- Improvements



Possible strengths

- ✓ Can communicate calmly even in sensitive or pressured situations
- ✓ Able to keep focus on the task even in the face of adversity
- ✓ Usually strikes a balance between own needs and helping others

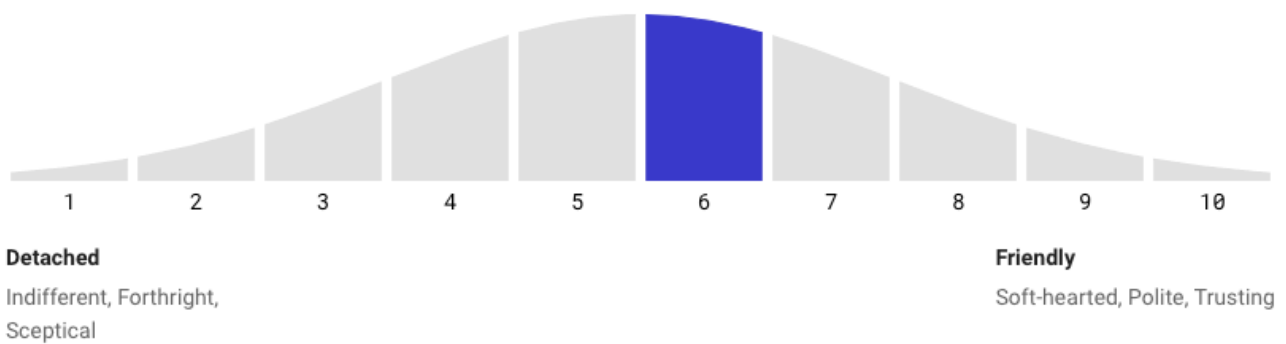
Possible challenges

- ✓ May prioritize rationality over empathy in decision-making
- ✓ Sometimes underestimates the time or effort needed for a task
- ✓ When stressed, may assert their own view somewhat harshly

Agreeableness

Agreeableness reflects a person's social style: How well you tend to get along with others, to what extent you trust other people, and how attentive you are to others' needs and feelings.

People on one extreme are soft-hearted, polite, and trusting, while people on the other extreme are indifferent, forthright, and sceptical.



6 out of 10

Percentile 50 - 69

Neither Detached nor Friendly

An average score indicates that one's social style is marked neither by extreme likeability, nor bluntness.

People with average scores have no problem trusting others, but are neither prone to being naive.

They can be honest and tough when needed, but do not seek confrontation unnecessarily.

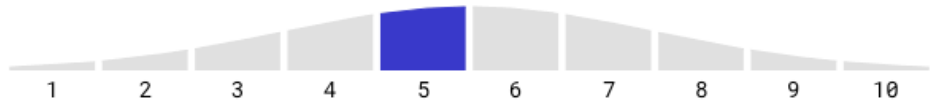
Compassion

Neither Indifferent nor Soft-hearted

5 out of 10

Percentile 31 - 50

- ✔ Sometimes focused on the well-being of others
- ✔ Sometimes affected by others' negative experiences



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.

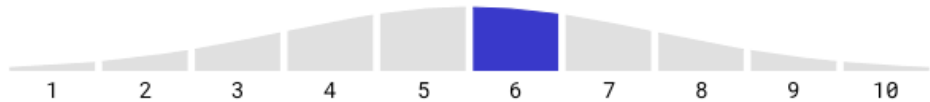
Politeness

Neither Forthright nor Polite

6 out of 10

Percentile 50 - 69

- ✔ Neither very direct nor very diplomatic
- ✔ May engage in arguments when needed



Forthright

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

Polite

Well-mannered and humble. Avoids to offend others and stays out of conflicts.

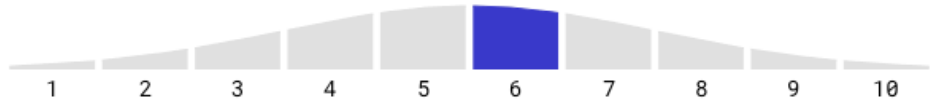
Trust

Neither Sceptical nor Trusting

6 out of 10

Percentile 50 - 69

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



Sceptical

Wary of other people.

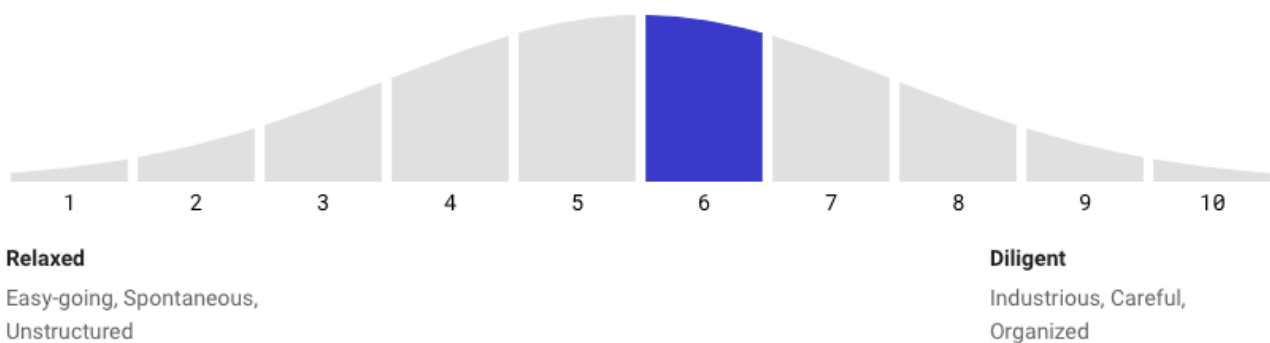
Trusting

Believes in the good intentions and truthfulness of others.

Conscientiousness

Conscientiousness denotes a person's attitude to performance and responsibility: The importance you place on achieving and reaching goals, your tendency to follow through with responsibilities, and how organized you tend to be.

People on one extreme are industrious, careful, and organized, while people on the other extreme are easy-going, spontaneous, and unstructured.



6 out of 10

Percentile 50 - 69

Neither Relaxed nor Diligent

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.

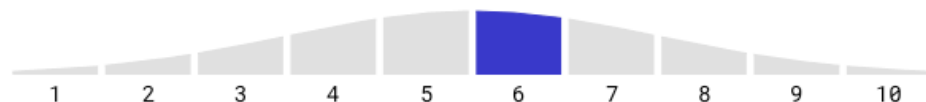
Goal-striving

Neither Easy-going nor Industrious

6 out of 10

Percentile 50 - 69

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



Easy-going

More inclined to lower their ambitions than to get out of their way to reach goals.

Industrious

Works hard to reach their goals, completes tasks and gets started easily.

Carefulness

Careful

7 out of 10

Percentile 69 - 84

- ✓ Puts preparation into decisions
- ✓ Concerned about getting things right



Spontaneous

Makes decisions and acts on impulse.

Careful

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

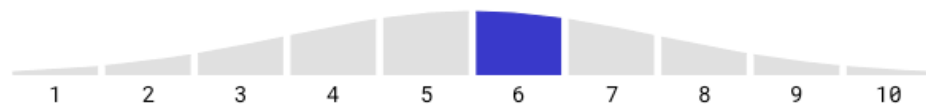
Orderliness

Neither Unstructured nor Organized

6 out of 10

Percentile 50 - 69

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



Unstructured

Prefers unstructured approaches.

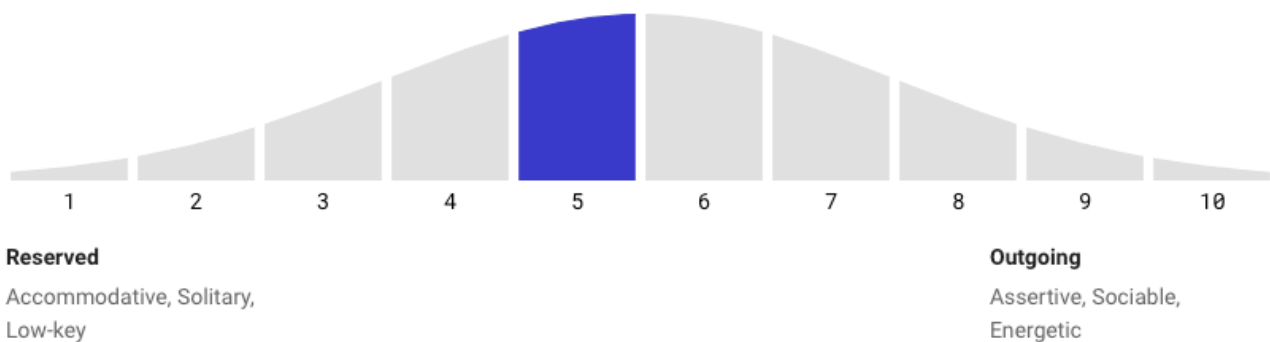
Organized

Likes order and structure.

Extraversion

Extraversion describes a person's usual social role: To what extent you tend to dominate the social room, your need for social interaction, and your usual level of energy.

People on one extreme are assertive, sociable, and energetic, while people on the other extreme are accommodative, solitary, and low-key.



5 out of 10

Percentile 31 - 50

Neither Reserved nor Outgoing

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.

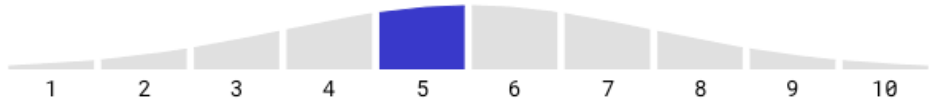
They are flexible in relation to the leader role: They may take charge when needed, but are also just as comfortable following.

Assertiveness

Neither Accomodative nor Assertive

5 out of 10
Percentile 31 - 50

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



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

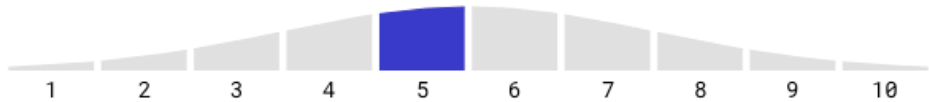
Assertive
Takes charge and makes their opinions heard.

Sociability

Neither Solitary nor Sociable

5 out of 10
Percentile 31 - 50

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



Solitary
Likes to be alone. Quiet and socially withdrawn.

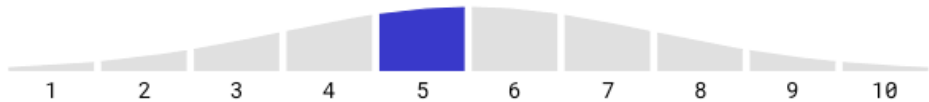
Sociable
Likes to be among other people. Socially outgoing.

Energy Level

Neither Low-key nor Energetic

5 out of 10
Percentile 31 - 50

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



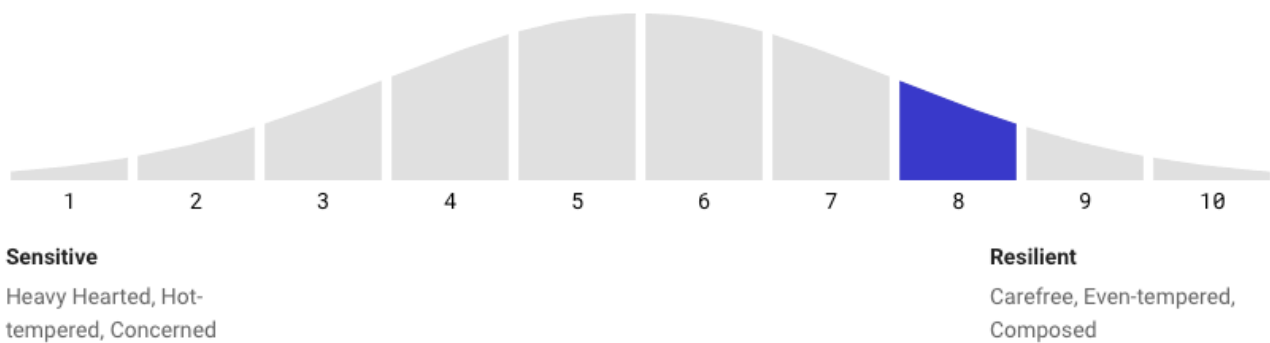
Low-key
Likes low-energy environments. Restrained appearance.

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

Emotional Stability

Emotional stability describes one's general emotional state: To what extent you tend to be resilient to setbacks, your tendency to experience strong emotions, and your propensity to worry.

People on one extreme are carefree, even-tempered, and composed, while people on the other extreme are heavy-hearted, hot-tempered, and concerned.



8 out of 10
Percentile 84 - 93
Resilient

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.

Optimism

Carefree

8 out of 10

Percentile 84 - 93

- ✓ Gets past setbacks easily
- ✓ Optimistic in most situations



Heavy hearted

Gets discouraged when experiencing setbacks. Inclined to negative emotions.

Carefree

Gets past setbacks easily and stays optimistic.

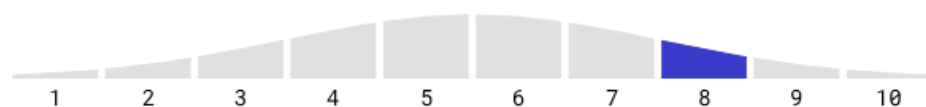
Stability

Even-tempered

8 out of 10

Percentile 84 - 93

- ✓ Has an even temper
- ✓ Rarely gets annoyed or upset



Hot-tempered

Experiences emotions intensively. Gets angry when provoked.

Even-tempered

Has an even temper. Rarely gets annoyed or upset.

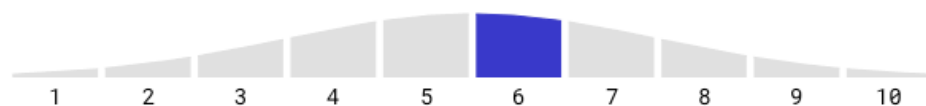
Stress tolerance

Neither Concerned nor Composed

6 out of 10

Percentile 50 - 69

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



Concerned

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

Composed

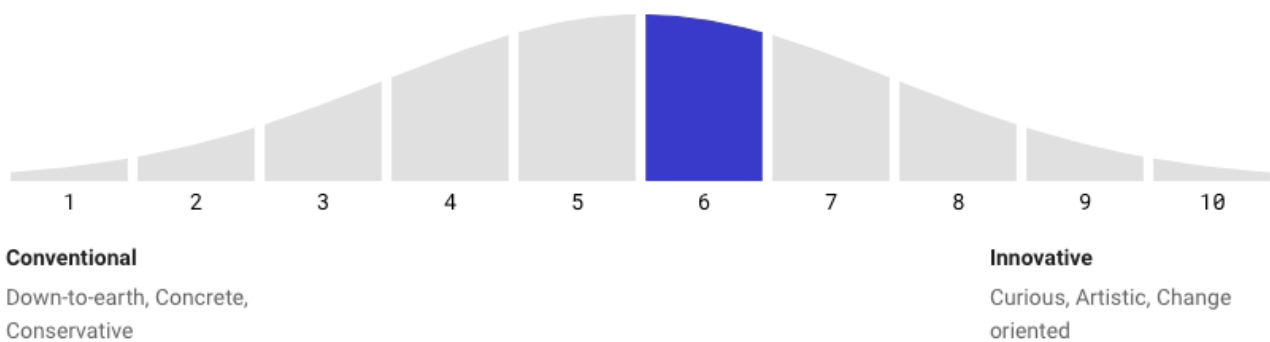
Relaxed. Rarely experiences feelings of worry or stress.

Openness to Experience

Openness to Experience

Openness reflects a person's need for new experiences: Your curiosity when it comes to new information and impressions, your tendency to fantasize, and to what extent you welcome change.

People on one extreme are curious, aesthetic, and change-oriented, while people on the other extreme are down-to-earth, concrete, and conservative.



6 out of 10
Percentile 50 - 69

Neither Conventional nor Innovative

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.

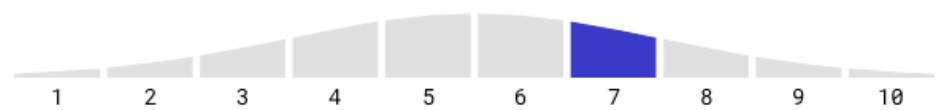
Curiosity

Curious

7 out of 10

Percentile 69 - 84

- ✓ Intellectual and curious mind
- ✓ Enjoys theoretical problems



Down-to-earth

Uninterested in abstract, philosophical discussions.

Curious

Enjoys intellectual challenges and theoretical discussions.

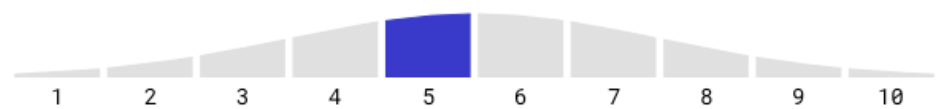
Aesthetic orientation

Neither Concrete nor Artistic

5 out of 10

Percentile 31 - 50

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



Concrete

Perceives the world without beautifying or fantasizing it.

Artistic

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

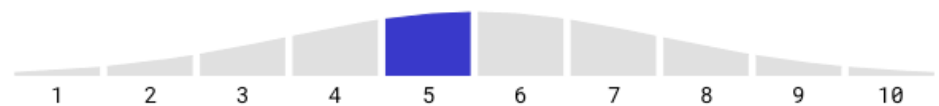
Change orientation

Neither Conservative nor Change oriented

5 out of 10

Percentile 31 - 50

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



Conservative

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

Change oriented

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