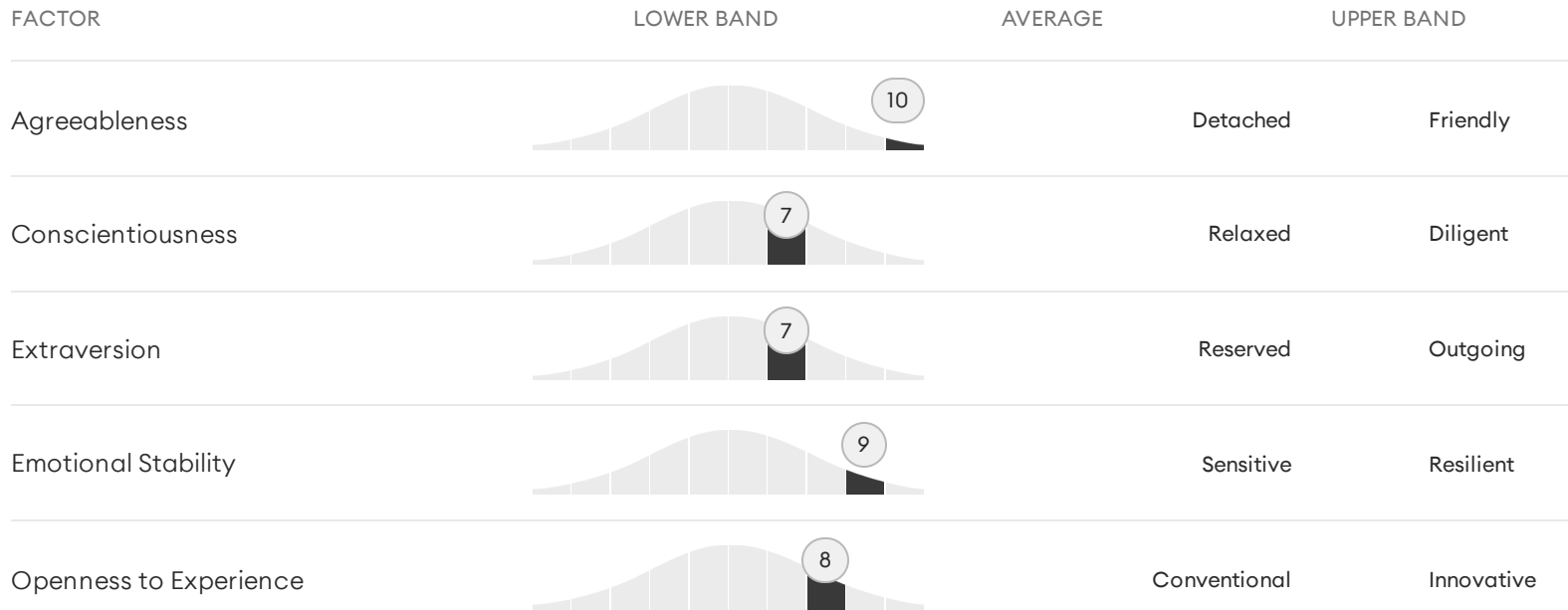


# Karl-Johan Victor



## Karl-Johan Victor - 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.



### Possible strengths

- Skilled collaborator who gets along very well with others
- Passionate about finding new solutions to human problems
- Uses challenges as an opportunity for creative solutions

### Possible challenges

- Could be reluctant to expressing frustration even when legitimate
- May seem inconsistent or lacking stability of opinion
- May treat emotional problems in an overly intellectual way

### Growth factors

#### Drivers

What are the key motivators for this person?

Community

Relationships

Achievement

#### Culture preferences

In what environment does this person thrive?

Team-oriented

Supportive

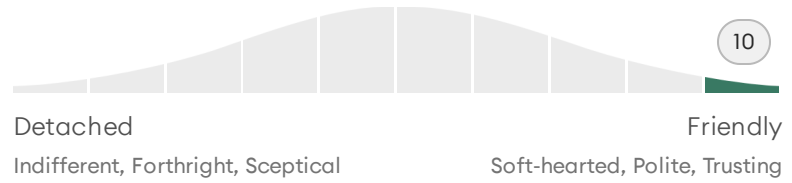
Analytical

## Agreeableness

### Very Friendly

98th percentile and above.

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

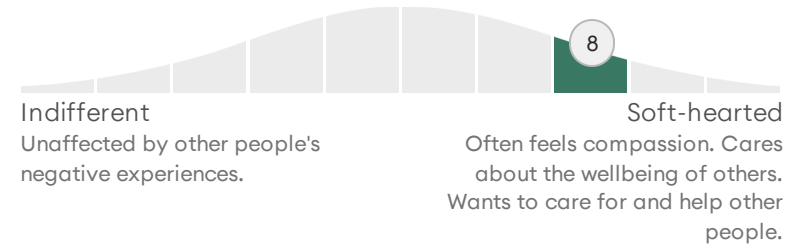


Three aspects of agreeableness:

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

84th - 93rd percentile.

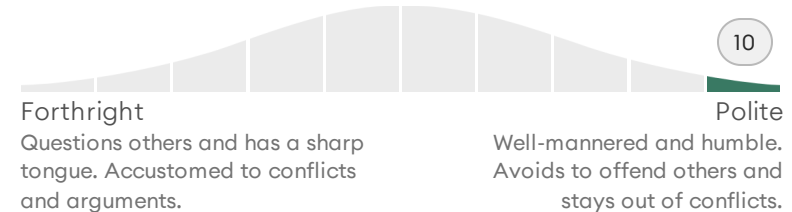
- Cares about the wellbeing of others
- Often feels compassion and wants to help others



### Politeness: **Very Polite**

98th percentile and above.

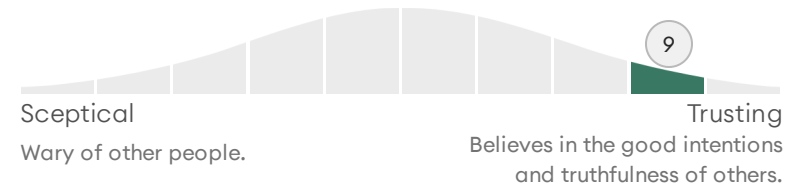
- Very well-mannered and humble
- Very reluctant to offend others; stays out of conflicts



### Trust: **Very Trusting**

93rd - 98th percentile.

- Very easily trusts other people
- Assumes the best about others' intentions

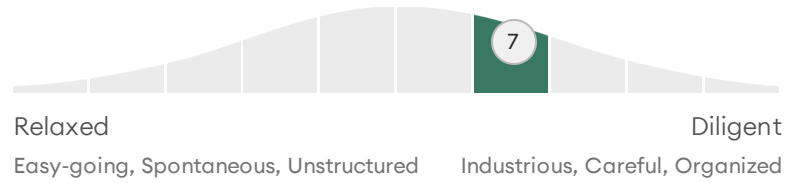


## Conscientiousness

### Diligent

69th - 84th percentile.

A high score indicates that one has a strong focus on achievement and responsibility. People with high scores tend to work hard to reach goals and live up to expectations, even when it means sacrificing pleasure and fun. They have high self-discipline and prefer to work in a structured way at a high tempo.

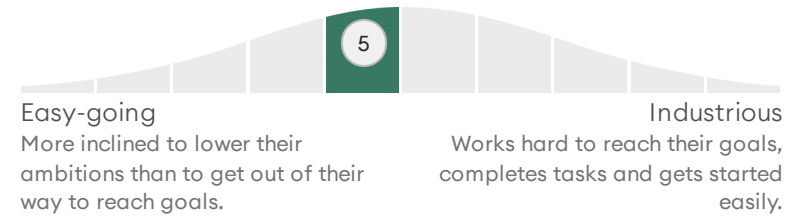


Three aspects of conscientiousness:

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

31st - 50th percentile.

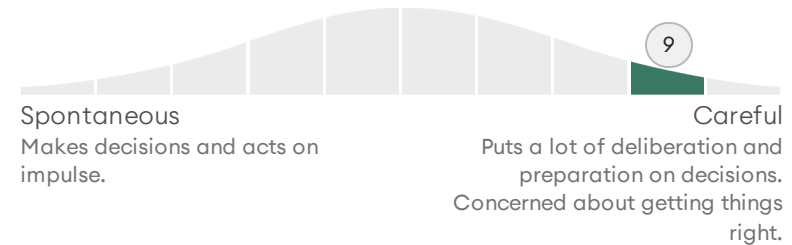
- About as goal-oriented as most other people
- Usually gets started with work tasks fairly easily



### Carefulness: Very Careful

93rd - 98th percentile.

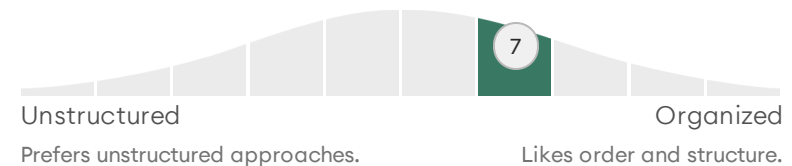
- Puts a lot of preparation into decisions
- Very concerned about getting things right



### Orderliness: Organized

69th - 84th percentile.

- Prefers order and structure
- Has an organized approach to work

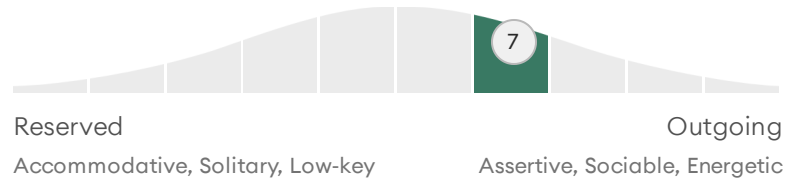


## Extraversion

### Outgoing

69th - 84th percentile.

A high score indicates that one is outgoing and sociable, with a high energy level. People with high scores often dominate the social space, enjoy in frequent discussions, and enjoy a high level of activity. They are prone to taking the lead and asserting their own view in many different settings.

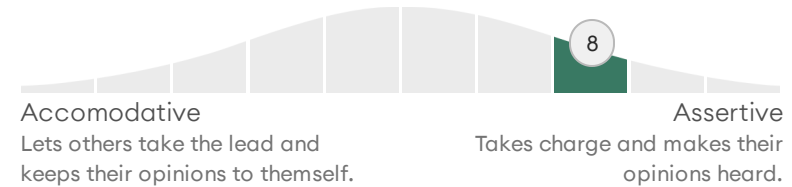


Three aspects of extraversion:

#### Assertiveness: **Assertive**

84th - 93rd percentile.

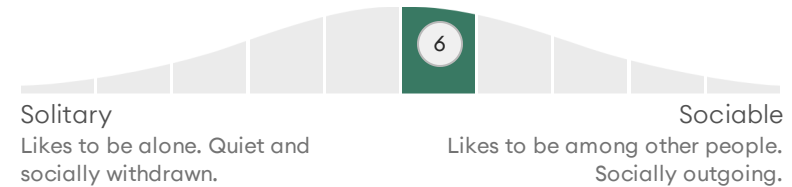
- Likes to take charge and lead
- Makes their opinions heard



#### Sociability: **Neither Solitary nor Sociable**

50th - 69th percentile.

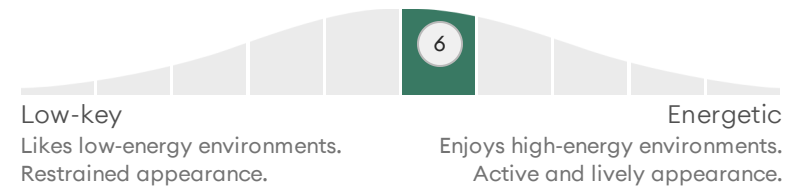
- Likes a balance between social and alone time
- Sometimes quite outgoing, but can also be more quiet



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

50th - 69th percentile.

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

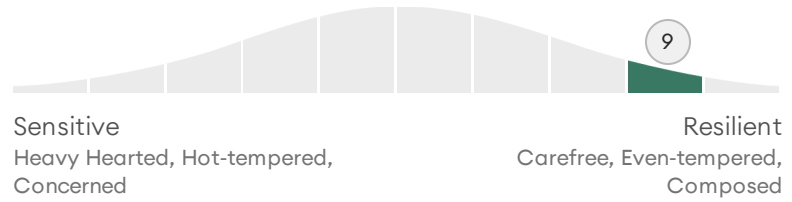


## Emotional Stability

### Very Resilient

93rd - 98th percentile.

A very high score indicates that one has a markedly even temper and a strong tendency to remain calm and stable. People with very high scores are most often unshaken by what is happening around them, hence remaining effective even under high pressure. They are very resilient and optimistic in the face of setbacks and rarely experience stress and worry.

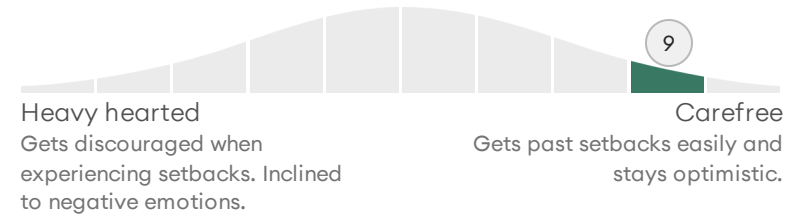


Three aspects of emotional stability:

### Optimism: Very Carefree

93rd - 98th percentile.

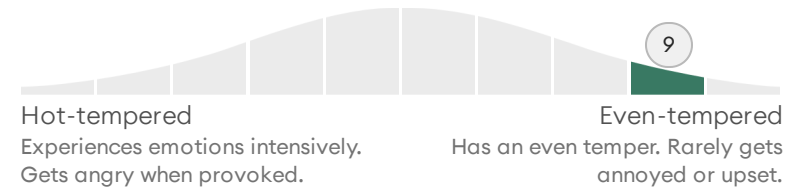
- Gets past setbacks very easily
- Optimistic in almost all situations



### Stability: Very Even-tempered

93rd - 98th percentile.

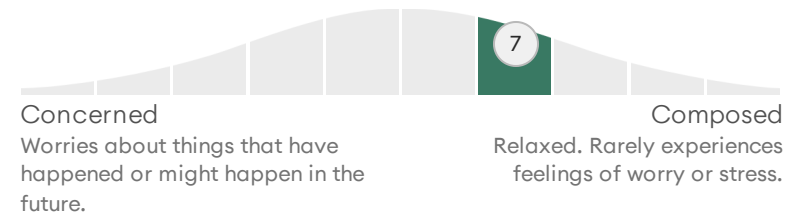
- Has a very even temper
- Very rarely gets annoyed or upset



### Stress tolerance: Composed

69th - 84th percentile.

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

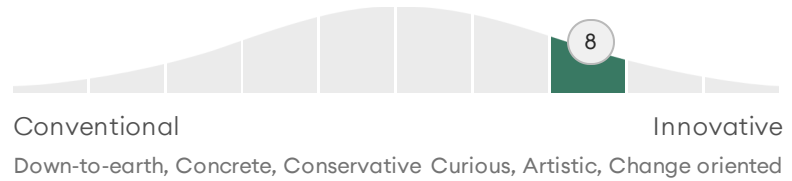


## Openness to Experience

### Innovative

84th - 93rd percentile.

A high score indicates that one is interested in new impressions and experiences. People with high scores tend to be intellectual, learning-oriented, and motivated to solve abstract problems. They are also open to change and like to find new, creative solutions to challenges.

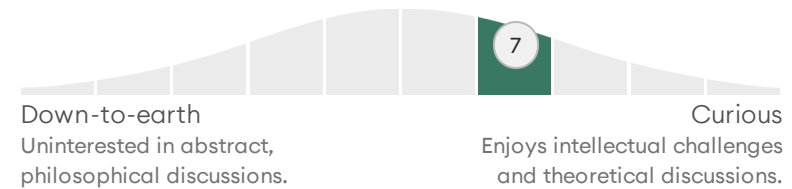


Three aspects of openness to experience:

### Curiosity: Curious

69th - 84th percentile.

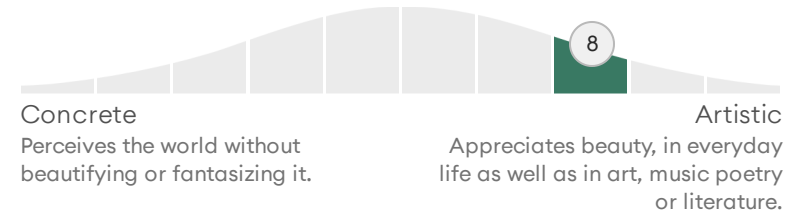
- Intellectual and curious mind
- Enjoys theoretical problems



### Aesthetic orientation: Artistic

84th - 93rd percentile.

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



### Change orientation: Change oriented

84th - 93rd percentile.

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

