

# 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.

FACTOR	LOWER BAND	AVERAGE	UPPER BAND
Agreeableness	10	Detached	l Friendly
Conscientiousness	7	Relaxed	l Diligent
Extraversion	7	Reserved	l Outgoing
Emotional Stability	9	Sensitive	e Resilient
Openness to Experience	8	Conventiona	l Innovative

### 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.



Friendly Soft-hearted, Polite, Trusting

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

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.

#### Forthright

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

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

#### Sceptical

Wary of other people.

Trusting
Believes in the good intentions
and truthfulness of others.









# 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.



Relaxed

Easy-going, Spontaneous, Unstructured

Diligent Industrious, Careful, Organized

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

# Spontaneous

Easy-going

Makes decisions and acts on impulse.

More inclined to lower their

way to reach goals.

ambitions than to get out of their

# Careful Puts a lot of deliberation and

Works hard to reach their goals,

completes tasks and gets started

Industrious

easily.

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

### Orderliness: Organized

69th - 84th percentile.

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



Unstructured

Prefers unstructured approaches.

Organized Likes order and structure.



# 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.



#### Reserved

Accommodative, Solitary, Low-key

Outgoing
Assertive, Sociable, Energetic

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

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

Assertive
Takes charge and makes their
opinions heard.



Likes to be alone. Quiet and socially withdrawn.

Sociable
Likes to be among other people.
Socially outgoing.



Likes low-energy environments. Restrained appearance. Energetic Enjoys high-energy environments. Active and lively appearance.



Carefree

stays optimistic.

# **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.



Concerned

Resilient Carefree, Even-tempered, Composed

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

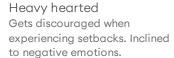
93rd - 98th percentile.

- 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



Hot-tempered Experiences emotions intensively. Gets angry when provoked. Even-tempered Has an even temper. Rarely gets annoyed or upset.

Gets past setbacks easily and



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

Composed Relaxed. Rarely experiences feelings of worry or stress.



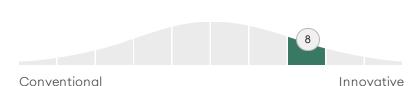


# Openness to Experience

### 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.



Down-to-earth, Concrete, Conservative Curious, Artistic, Change oriented

### 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.

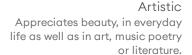
- Has a strong need for variation
- Likes to try new things and change settings







Perceives the world without beautifying or fantasizing it.



### 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.

