Spyridon Karakoulak - 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	6	Friendly
Conscientiousness	Relaxed	8	Diligent
Extraversion	Reserved	5	Outgoing
Emotional Stability	Sensitive	7	Resilient
Openness to Experience	Conventional	7	Innovative

Possible strengths

- Determined and goal-oriented even in the face of difficulty
- Loves learning and excels at using knowledge creatively
- Uses challenges as an opportunity for creative solutions

Possible challenges

- May overlook the need for rest due to high ambitions
- Tends to get bored by questions that have one right answer
- May treat emotional problems in an overly intellectual way

Growth factors

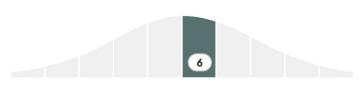
Drivers Culture preferences Potential roles In what environment does this Roles this person is likely to thrive in What are the key motivators for this person thrive? person? Autonomy Achievement Task-oriented Analytical Creative roles Sales Structure Supportive **Customer Service**

Agreeableness

Neither Detached nor Friendly

Percentile 50 - 69

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.



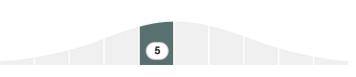
Detached Indifferent, Forthright, Sceptical

Friendly Soft-hearted, Polite, Trusting

Three aspects of agreeableness:

Compassion: Neither Indifferent nor Soft-hearted 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

Politeness: Polite Percentile 69 - 84

- 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.

Polite Well-mannered and humble. out of conflicts.

Trust: Neither Sceptical nor Trusting

Percentile 31 - 50

- 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

Diligent

Percentile 84 - 93

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: Industrious

Percentile 84 - 93

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

Carefulness: Careful

Percentile 69 - 84

- Puts preparation into decisions
- Concerned about getting things right

impulse.

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

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



Makes decisions and acts on

Careful

Industrious

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

Orderliness: Neither Unstructured nor Organized Percentile 31 - 50

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

5

Unstructured

Spontaneous

Prefers unstructured approaches.

Organized

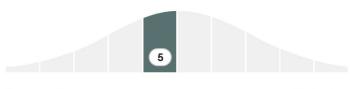
Likes order and structure.

Extraversion

Neither Reserved nor Outgoing

Percentile 31 - 50

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.



Reserved Outgoing

Accommodative, Solitary, Low-key

Three aspects of extraversion:

Assertiveness: Neither Accomodative nor Assertive Percentile 31 - 50

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

Sociability: Neither Solitary nor Sociable Percentile 50 - 69

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

Energy Level: Neither Low-key nor Energetic Percentile 31 - 50

- 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.



Solitary Likes to be alone. Quiet and socially withdrawn.

Sociable
Likes to be among other people.
Socially outgoing.

Assertive, Sociable, Energetic



Likes low-energy environments. Restrained appearance.

Enjoys high-energy environments.
Active and lively appearance.

Emotional Stability

Resilient

Percentile 69 - 84

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.



Sensitive Heavy Hearted, Hot-tempered, Concerned

Resilient Carefree, Even-tempered, Composed

Three aspects of emotional stability:

Optimism: Carefree

Percentile 69 - 84

- Gets past setbacks easily
- Optimistic in most situations

Stability: Neither Hot-tempered nor Even-tempered Percentile 50 - 69

- 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 Percentile 50 - 69

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



Heavy hearted Gets discouraged when experiencing setbacks. Inclined to negative emotions.

Carefree Gets past setbacks easily and stays optimistic.



Hot-tempered Experiences emotions intensively. Gets angry when provoked.

Even-tempered Has an even temper. Rarely gets annoyed or upset.



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

Percentile 69 - 84

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.



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

Three aspects of openness to experience:

Curiosity: Curious

Percentile 84 - 93

- Intellectual and curious mind
- Enjoys theoretical problems

Aesthetic orientation: Neither Concrete nor Artistic Percentile 50 - 69

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

Change orientation:

Neither Conservative nor Change oriented

Percentile 31 - 50

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



Down-to-earth

Uninterested in abstract, philosophical discussions.

Curious Enjoys intellectual challenges and theoretical discussions.



Concrete

Perceives the world without beautifying or fantasizing it.

Artistic Appreciates beauty, in everyday

life as well as in art, music poetry or literature.



Conservative

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

Change oriented Has a strong need for variation.

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