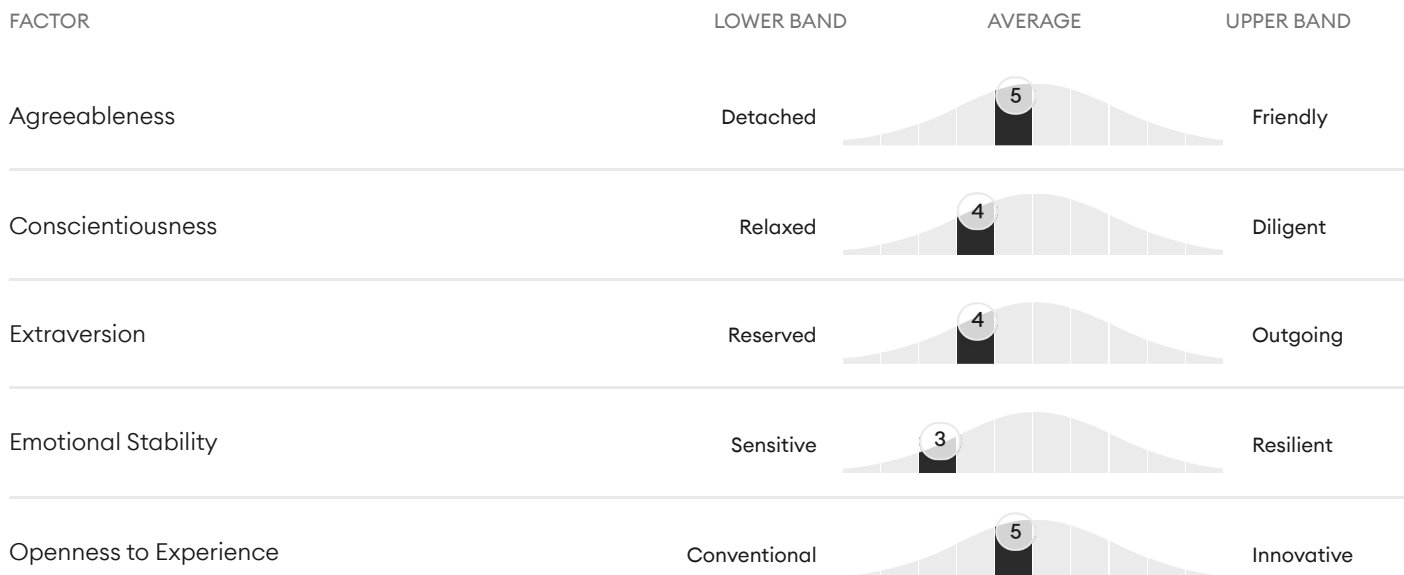




# Māris Ločmelis

## Māris Ločmelis - Personality profile

Alva's personality test has been designed and built around the so-called Five-Factor Personality Theory, which is considered to be the most valid framework and model for quantifying personality.



### Possible strengths

- Is sensitive, and effective at recognising and identifying emotions in others.
- Has a firm understanding of negative emotions
- Is selective when responding to external demands.

### Possible challenges

- May tend to give into impulses and short-term desires.
- May have a tendency to become pessimistic and low-energy
- May be a slow starter and not always easy to motivate.

### Growth factors

#### Drivers

What are the key motivators for this person?

Autonomy

Community

Structure

#### Cultural preferences

What environment does this person thrive in?

Analytical

Innovative

Task-oriented



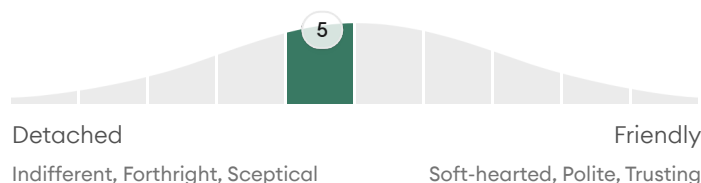
# Māris Ločmelis

## Agreeableness

### Neither Detached nor Friendly

31st - 50th percentile.

An average score indicates that a person's social style is defined neither by extreme likeability nor bluntness. People with an average score have no problem trusting others, but are not normally naive either. They can be honest and tough when needed, but do not seek confrontation unnecessarily.



Three aspects of agreeableness:

### Compassion:

#### Neither Indifferent nor Soft-hearted

31st - 50th percentile.

- Sometimes focuses on the well-being of others
- Is sometimes affected by the negative experiences of others



### Politeness:

#### Forthright

16th - 31st percentile.

- Is straightforward and direct
- Is rather accustomed to conflict and arguments

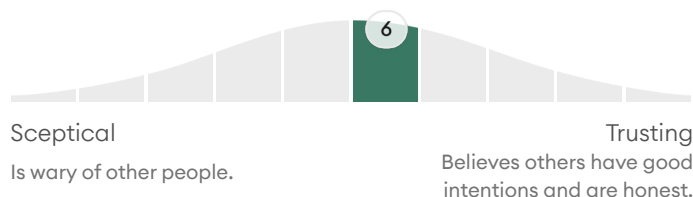


### Trust:

#### Neither Sceptical nor Trusting

50th - 69th percentile.

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





# Māris Ločmelis

## Conscientiousness

### Relaxed

16th - 31st percentile.

A low score indicates that a person has a relaxed attitude to achievement and responsibility. People with a low score tend to be more focused on pleasure and spontaneity than on reaching goals and meeting expectations. They may have a hard time getting started with work and prefer to work in an unstructured way at a leisurely pace.



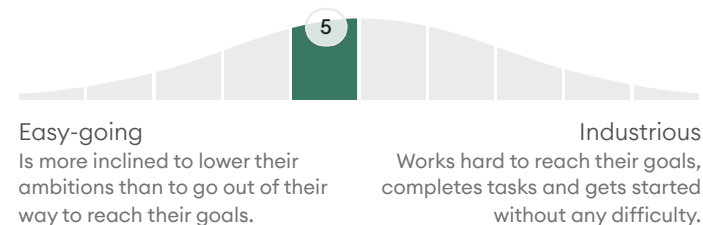
Three aspects of conscientiousness:

### Goal-oriented:

#### Neither Easy-going nor Industrious

31st - 50th percentile.

- Is about as goal-oriented as most other people
- Usually gets started with tasks at work without much difficulty

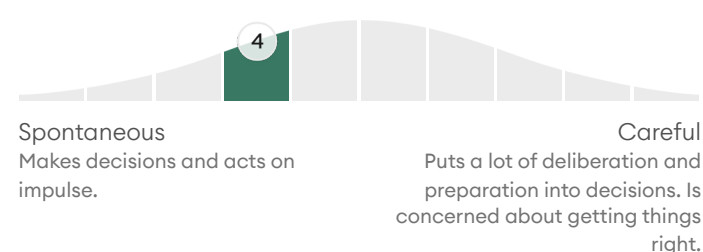


### Carefulness:

#### Spontaneous

16th - 31st percentile.

- Often makes decisions based on impulse
- Is somewhat unconcerned about getting things right

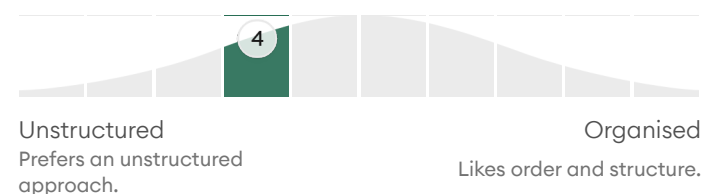


### Orderliness:

#### Unstructured

16th - 31st percentile.

- Is not concerned about order and structure
- Often likes an unstructured approach to work





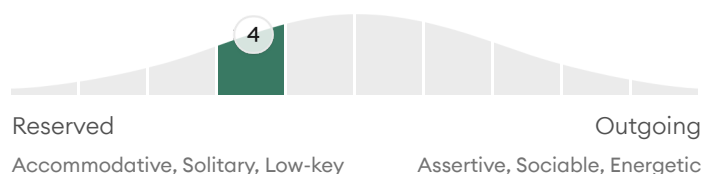
# Māris Ločmelis

## Extraversion

### Reserved

16th - 31st percentile.

A low score indicates that a person is socially reserved and has a need to spend time alone. People with a low score seldom dominate social situations, instead spending time quietly reflecting on their own thoughts. They are unlikely to take the lead and prefer to let others be in charge.



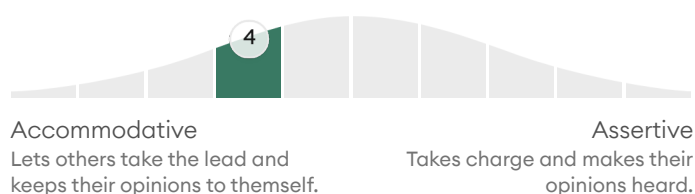
Three aspects of extraversion:

### Assertiveness:

#### Accommodative

16th - 31st percentile.

- Usually lets others take the lead
- Seldom voices their opinion

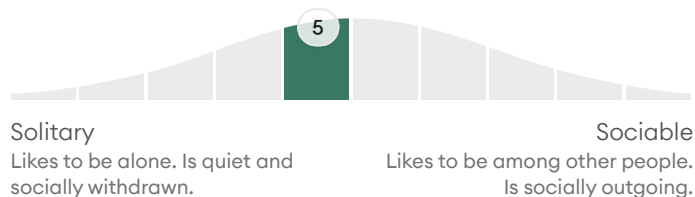


### Sociability:

#### Neither Solitary nor Sociable

31st - 50th percentile.

- Likes to strike a balance between socialising and spending time alone
- Is sometimes quite outgoing, but can also be quieter

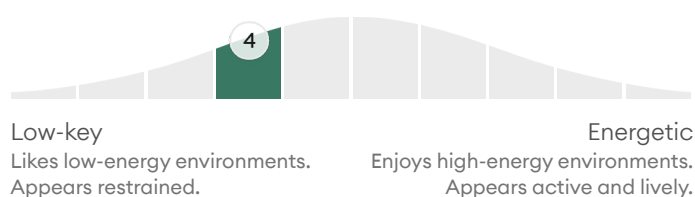


### Energy Level:

#### Low-key

16th - 31st percentile.

- Has a rather low level of energy and appears restrained
- Has a need for quiet settings and calm activities





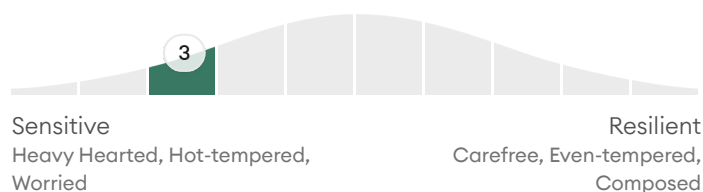
# Māris Ločmelis

## Emotional Stability

### Sensitive

7th - 16th percentile.

A low score indicates that a person has a tendency to experience strong emotions. People with a low score are sensitive to what is happening around them, and can be regarded as both perceptive and volatile. They are usually prone to stress and worry, and take setbacks badly.



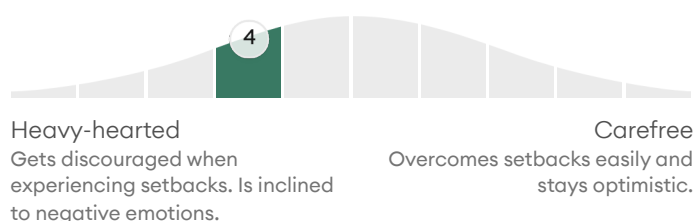
Three aspects of emotional stability:

### Optimism:

#### Heavy-hearted

16th - 31st percentile.

- Gets discouraged when experiencing setbacks
- Is somewhat inclined to negative emotions.

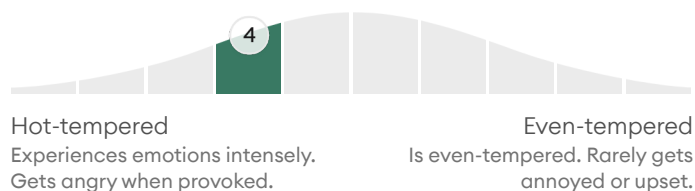


### Stability:

#### Hot-tempered

16th - 31st percentile.

- Is rather prone to mood swings
- Gets annoyed and upset easily.

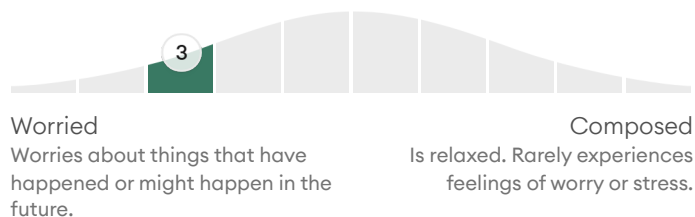


### Stress tolerance:

#### Worried

7th - 16th percentile.

- Worries about things that could happen
- Gets stressed when things seem to go wrong.





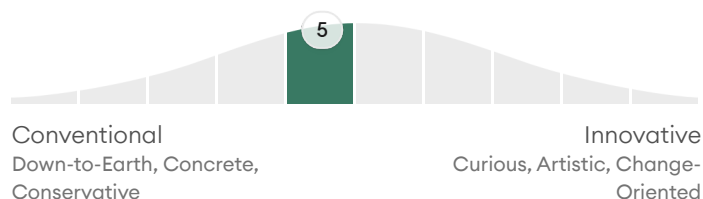
# Māris Ločmelis

## Openness to Experience

### Neither Conventional nor Innovative

31st - 50th percentile.

An average score indicates that a person is neither overly conventional nor overly eager to seek out change. People with an average score may enjoy abstract discussions, but also want to reach an outcome that can be achieved. They also tend to prefer a balance between sticking to routine and trying new things.



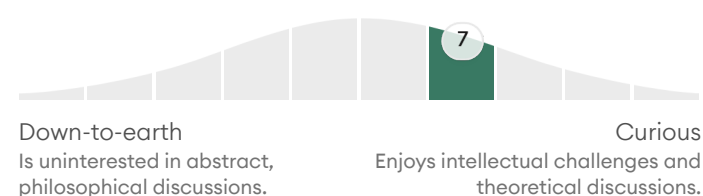
Three aspects of openness to experience:

#### Curiosity:

##### Curious

69th - 84th percentile.

- Has an intellectual and curious mind
- Enjoys theoretical problems.

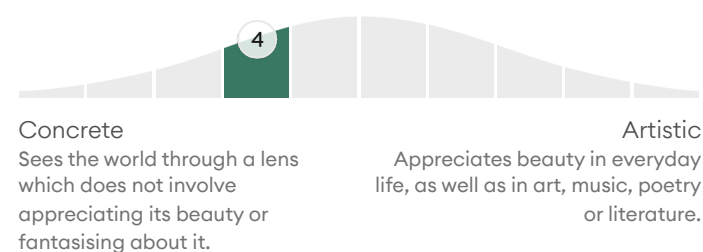


#### Aesthetic orientation:

##### Concrete

16th - 31st percentile.

- Shows little interest in art or beauty
- Has a somewhat limited imagination.



#### Change orientation:

##### Neither Conservative nor Change-oriented

50th - 69th percentile.

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

