

Oussema Taieb - 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	5	Friendly
Conscientiousness	Relaxed	5	Diligent
Extraversion	Reserved	4	Outgoing
Emotional Stability	Sensitive	7	Resilient
Openness to Experience	Conventional	10	Innovative

Possible strengths

- Strong conceptual mind who excels at tasks
 that require reflection
- Uses challenges as an opportunity for creative solutions
- Remains stable and unshaken in most situations

Possible challenges

- Often dislikes being asked to speak before given a chance to think
- May treat emotional problems in an overly intellectual way
- Could come across as emotionally bland or unresponsive

Growth factors

Drivers Culture preferences **Potential roles** What are the key motivators for this In what environment does this Roles this person is likely to thrive in person thrive? person? Autonomy Stimulation Innovative Analytical Process-oriented roles Creative roles Creativity Decisive Verbal communication

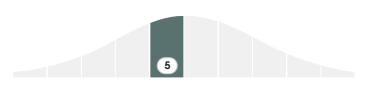


Agreeableness

Neither Detached nor Friendly

31st - 50th percentile.

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 50th - 69th percentile.

- 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

50th - 69th percentile.

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

Forthright

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

Well-mannered and humble.

out of conflicts.

Trust: Sceptical

7th - 16th percentile.

- Wary of other people
- Sometimes assumes others have a hidden agenda

Sceptical

Wary of other people.

Trusting

Polite

Believes in the good intentions and truthfulness of others.

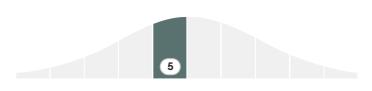


Conscientiousness

Neither Relaxed nor Diligent

31st - 50th percentile.

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.



Relaxed

Easy-going, Spontaneous, Unstructured

Diligent Industrious, Careful, Organized

Three aspects of conscientiousness:

Goal-striving: Neither Easy-going nor Industrious 50th - 69th percentile.

- 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 completes tasks and gets started way to reach goals.

Industrious

Works hard to reach their goals, easily.

Carefulness: Neither Spontaneous nor Careful

31st - 50th percentile.

- Usually prepares for decisions but can also be spontaneous
- Wants to get things right but may at times overlook the 'fine print'



Spontaneous

Makes decisions and acts on impulse.

Careful

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

Orderliness: Unstructured

7th - 16th percentile.

- Unconcerned about order and structure
- Often likes unstructured approaches to work



Unstructured

Prefers unstructured approaches.

Organized

Likes order and structure.



Outgoing

Extraversion

Reserved

16th - 31st percentile.

A low score indicates that one is socially reserved and has a need for being alone. People with low scores seldom dominate the social space, but rather spend time reflecting quietly on their impressions. They are unlikely to take the lead and prefer to let others be in charge.



Reserved

Accommodative, Solitary, Low-key Assertive, Sociable, Energetic

Three aspects of extraversion:

Assertiveness: Accomodative

16th - 31st percentile.

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

Sociability: Solitary

16th - 31st percentile.

- Likes to be alone
- Rather quiet and socially withdrawn

Energy Level: Neither Low-key nor Energetic

31st - 50th 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.



Solitary

Likes to be alone. Quiet and socially withdrawn.

Sociable

Likes to be among other people.

Socially outgoing.



Low-key

Likes low-energy environments. Restrained appearance.

Energetic

Enjoys high-energy environments.

Active and lively appearance.



Emotional Stability

Resilient

69th - 84th percentile.

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.



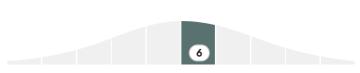
Sensitive

Heavy Hearted, Hot-tempered, Concerned Resilient
Carefree, Even-tempered,
Composed

Three aspects of emotional stability:

Optimism: Neither Heavy hearted nor Carefree 50th - 69th percentile.

- Usually gets over setbacks reasonably fast
- Mostly optimistic when not under pressure



Heavy hearted

Gets discouraged when experiencing setbacks. Inclined to negative emotions.

Carefree

Gets past setbacks easily and stays optimistic.

Stability: Even-tempered

84th - 93rd percentile.

- Has an even temper
- Rarely gets annoyed or upset

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Hot-tempered

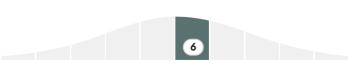
Experiences emotions intensively. Gets angry when provoked.

Even-tempered

Has an even temper. Rarely gets annoyed or upset.

Stress tolerance: Neither Concerned nor Composed 50th - 69th percentile.

- 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

Very Innovative

98th percentile and above.

A very high score indicates that one has a strong interest in new impressions and experiences. People with very high scores tend to be highly intellectual, learning-oriented, and motivated to solve abstract problems. They are also very open to change and love 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: Very Curious

93rd - 98th percentile.

- Highly intellectual and curious mind
- Strongly enjoys theoretical problems

Aesthetic orientation: Artistic

84th - 93rd percentile.

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

Down-to-earth Curious Uninterested in abstract Enjoys intellectual challenges and

Uninterested in abstract, philosophical discussions.

Enjoys intellectual challenges and theoretical discussions.



Concrete

Perceives the world without beautifying or fantasizing it.

Appreciates beauty, in everyday life as well as in art, music poetry

or literature.

Artistic

Change orientation: Change oriented 69th - 84th percentile.

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

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.