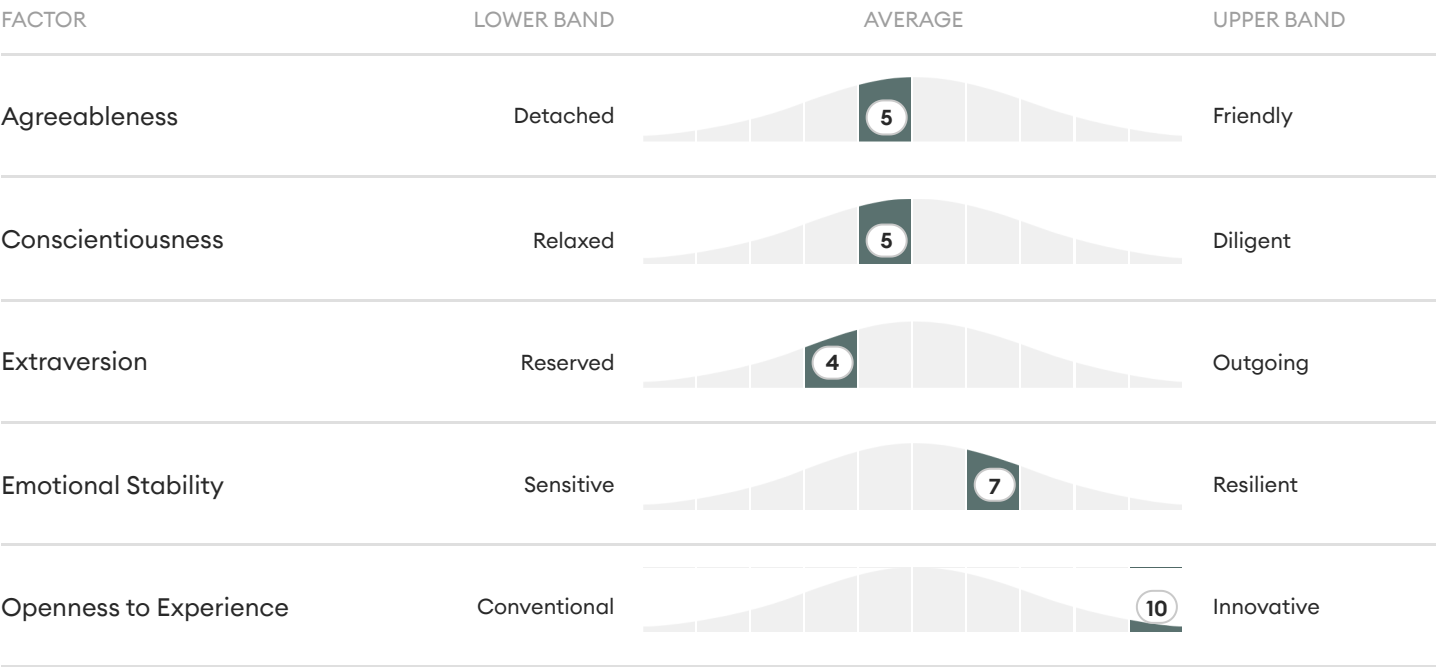


Oussema Taieb - Personality profile

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.



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

What are the key motivators for this person?

Autonomy

Stimulation

Creativity

Culture preferences

In what environment does this person thrive?

Innovative

Analytical

Decisive

Potential roles

Roles this person is likely to thrive in

Process-oriented roles

Creative roles

Verbal communication

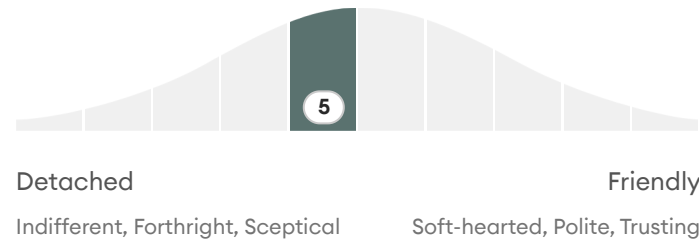


Agreeableness

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.



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



Politeness: Neither Forthright nor Polite

50th - 69th percentile.

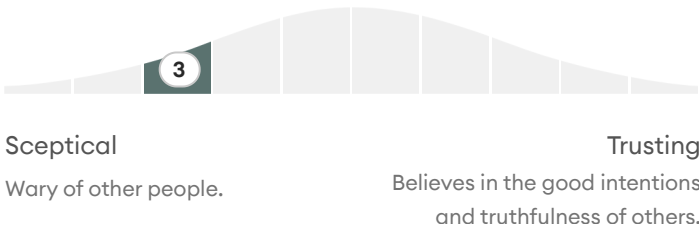
- Neither very direct nor very diplomatic
- May engage in arguments when needed



Trust: Sceptical

7th - 16th percentile.

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

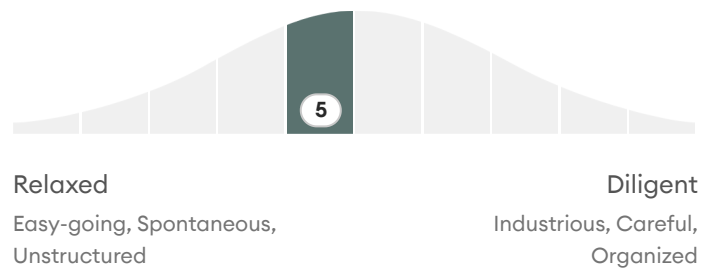


Conscientiousness

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.

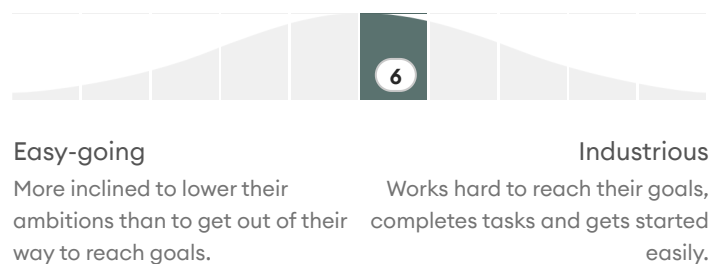


Three aspects of conscientiousness:

Goal-striving: Neither Easy-going nor Industrious

50th - 69th percentile.

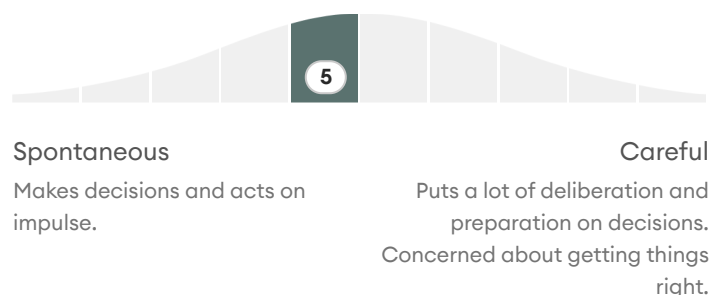
- About as goal-oriented as most other people
- Usually gets started with work tasks fairly easily



Carefulness: Neither Spontaneous nor Careful

31st - 50th percentile.

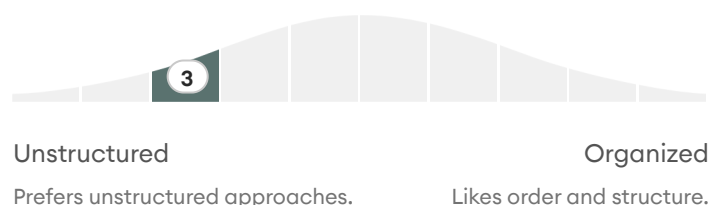
- Usually prepares for decisions but can also be spontaneous
- Wants to get things right but may at times overlook the 'fine print'



Orderliness: Unstructured

7th - 16th percentile.

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

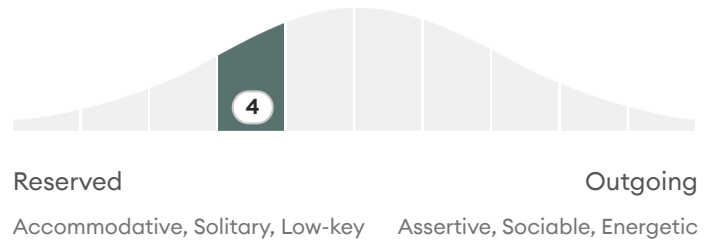


Extraversion

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.

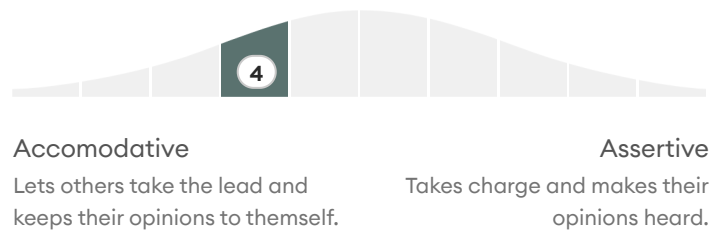


Three aspects of extraversion:

Assertiveness: Accomodative

16th - 31st percentile.

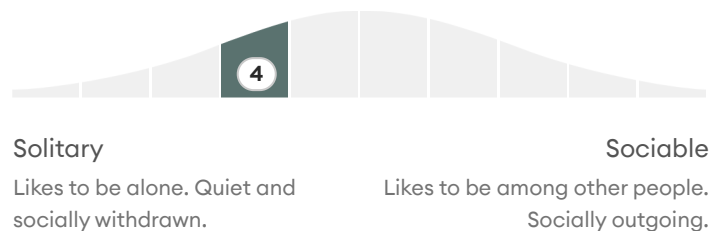
- Usually lets others take the lead
- Seldom voices their opinion



Sociability: Solitary

16th - 31st percentile.

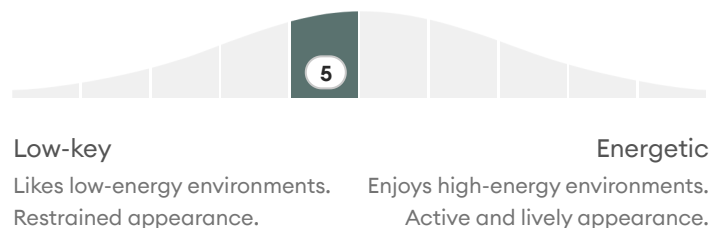
- Likes to be alone
- Rather quiet and socially withdrawn



Energy Level: Neither Low-key nor Energetic

31st - 50th percentile.

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



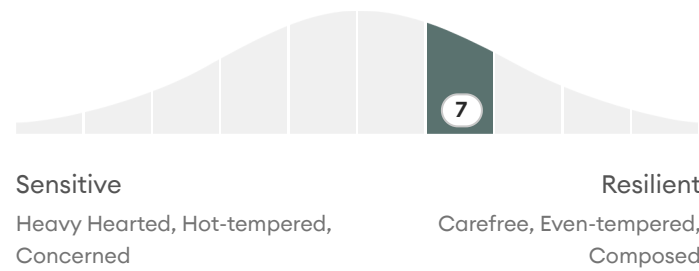


Emotional Stability

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.

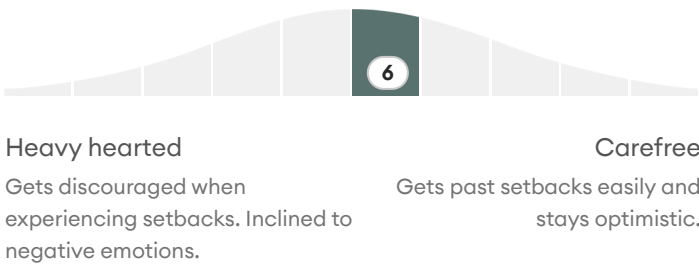


Three aspects of emotional stability:

Optimism: Neither Heavy hearted nor Carefree

50th - 69th percentile.

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



Stability: Even-tempered

84th - 93rd percentile.

- 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



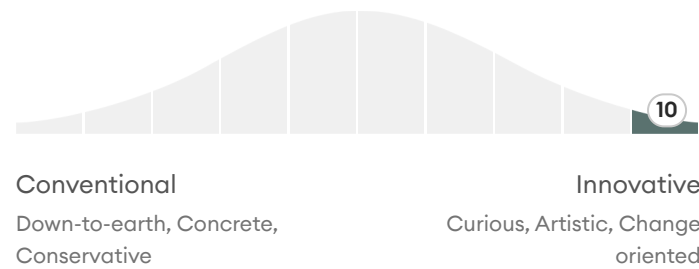


Openness to Experience

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.

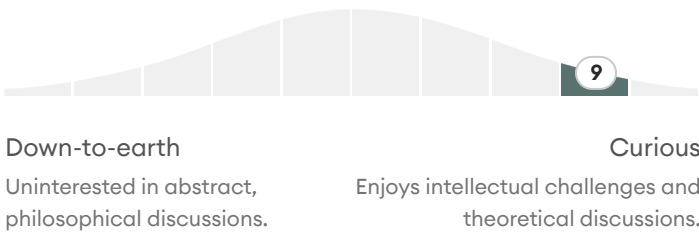


Three aspects of openness to experience:

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



Change orientation: Change oriented

69th - 84th percentile.

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

