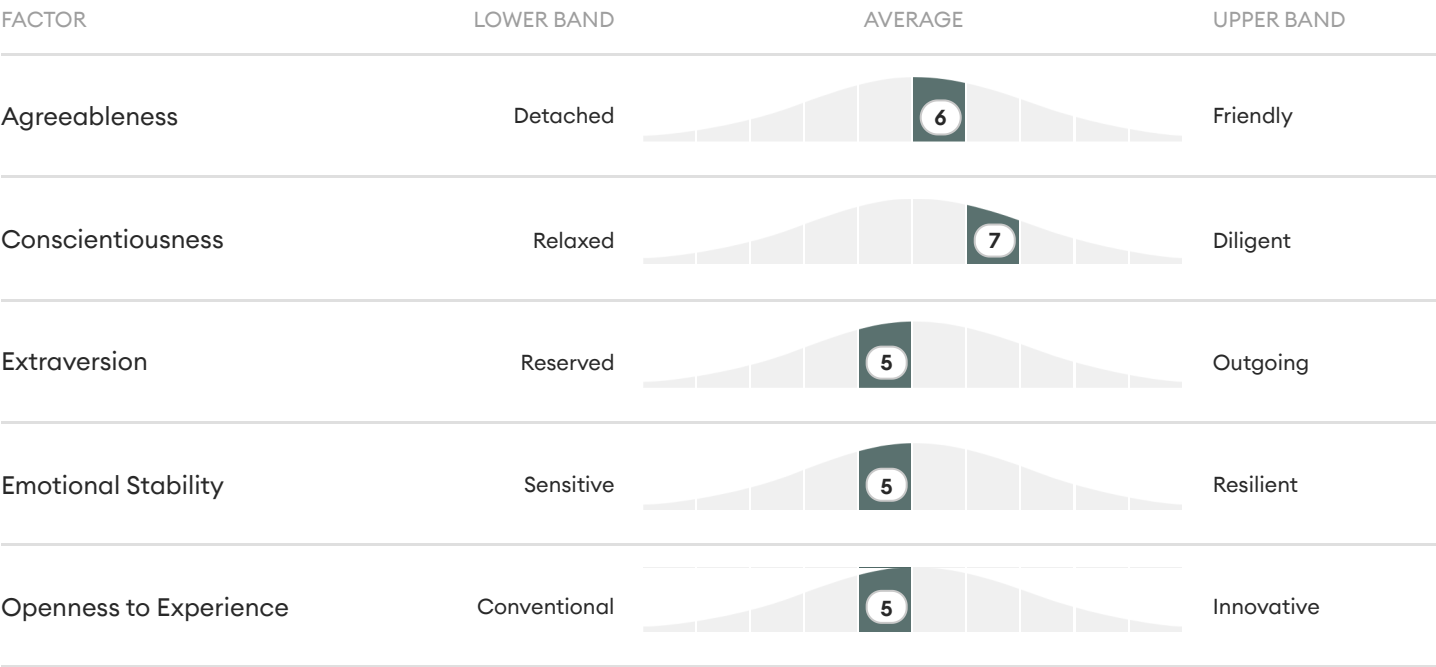


## Jelena Rodionova - Personality profile

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

- Works effectively towards both group goals and own interests
- Highly productive both together with others and alone
- Comes across as team-oriented and collaborative most of the time

### Possible challenges

- May resort to a harsh communication style in times of stress
- Often gets frustrated when ambition levels differ in the group
- May withdraw from colleagues in difficult situations

### Growth factors

#### Drivers

What are the key motivators for this person?

Structure

Stability

Community

#### Culture preferences

In what environment does this person thrive?

Supportive

Analytical

Task-oriented

#### Potential roles

Roles this person is likely to thrive in

Detail-focused roles

Creative roles

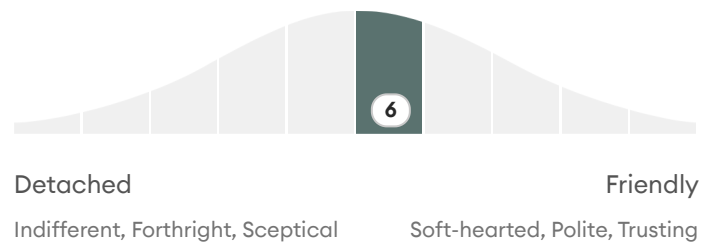
Sales

## Agreeableness

### Neither Detached nor Friendly

50th - 69th 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

31st - 50th percentile.

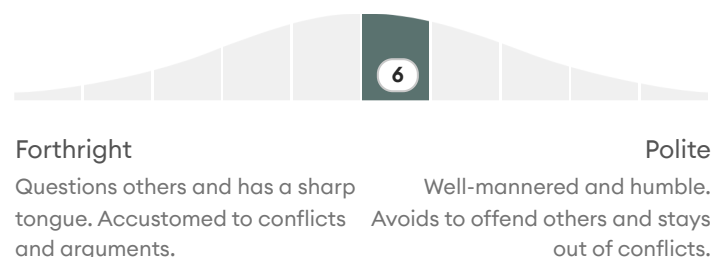
- Sometimes focused on the well-being of others
- Sometimes affected by others' negative experiences



#### Politeness: Neither Forthright nor Polite

50th - 69th percentile.

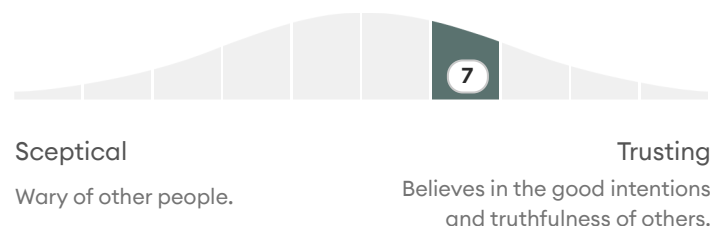
- Neither very direct nor very diplomatic
- May engage in arguments when needed



#### Trust: Trusting

69th - 84th percentile.

- Easily trusts other people
- Usually assumes the best about others' intentions

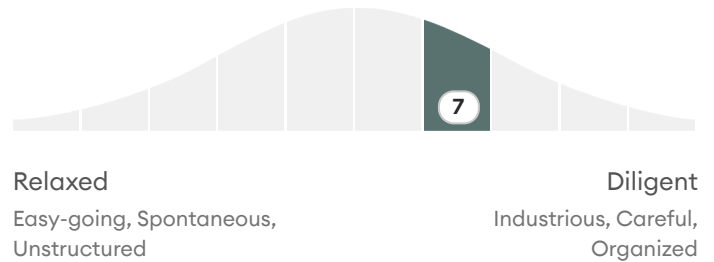


## Conscientiousness

### 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.

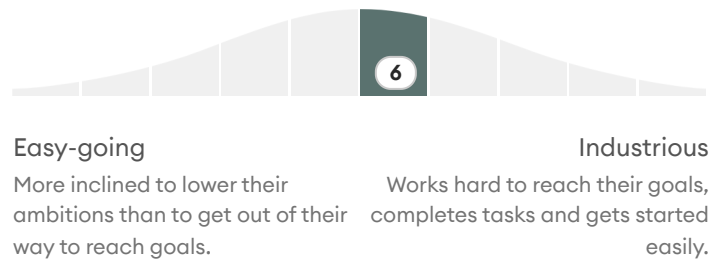


### Three aspects of conscientiousness:

#### Goal-striving: **Neither Easy-going nor Industrious**

50th - 69th percentile.

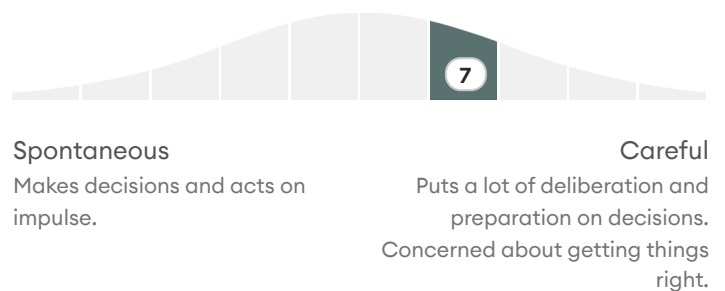
- About as goal-oriented as most other people
- Usually gets started with work tasks fairly easily



#### Carefulness: **Careful**

69th - 84th percentile.

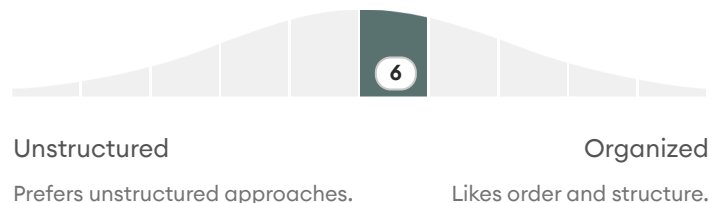
- Puts preparation into decisions
- Concerned about getting things right



#### Orderliness: **Neither Unstructured nor Organized**

50th - 69th percentile.

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

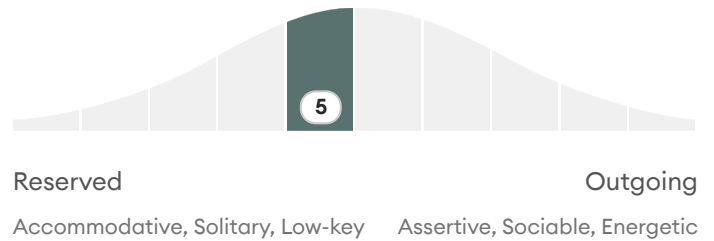


## Extraversion

### Neither Reserved nor Outgoing

31st - 50th percentile.

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.

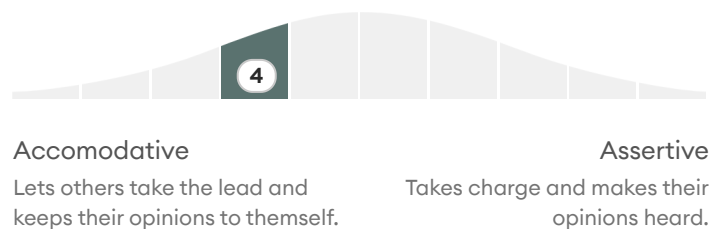


### Three aspects of extraversion:

#### Assertiveness: Accomodative

16th - 31st percentile.

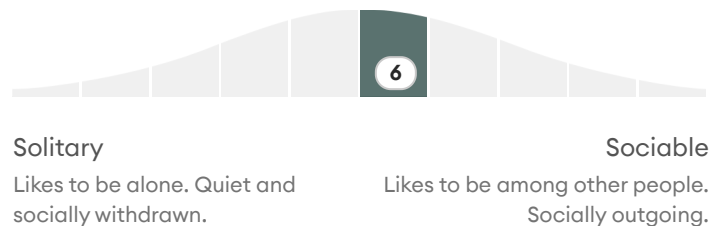
- Usually lets others take the lead
- Seldom voices their opinion



#### Sociability: Neither Solitary nor Sociable

50th - 69th percentile.

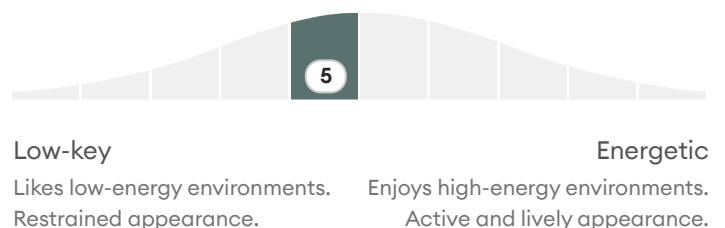
- Likes a balance between social and alone time
- Sometimes quite outgoing, but can also be more quiet



#### Energy Level: Neither Low-key nor Energetic

31st - 50th percentile.

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

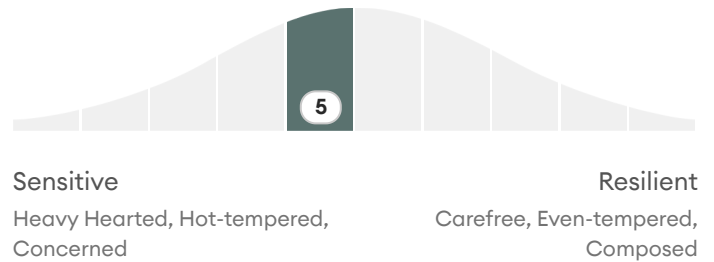


## Emotional Stability

### Neither Sensitive nor Resilient

31st - 50th percentile.

An average score indicates that one experiences emotions about as often and intensely as most others do. People with average scores are seldom regarded as overly sensitive, but are still relatively responsive to negative events. They do experience stress and worry, but can usually handle it and get over setbacks quite well.

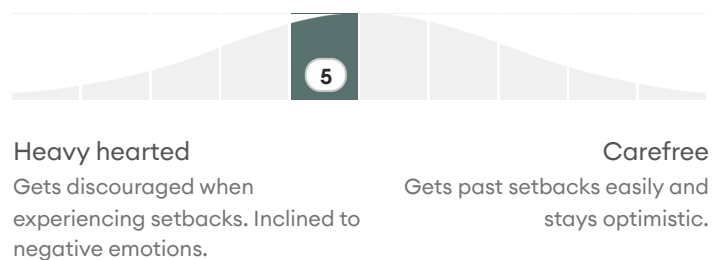


### Three aspects of emotional stability:

#### Optimism: Neither Heavy hearted nor Carefree

31st - 50th percentile.

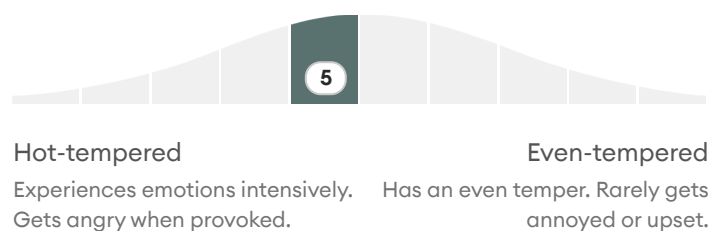
- Usually gets over setbacks reasonably fast
- Mostly optimistic when not under pressure



#### Stability: Neither Hot-tempered nor Even-tempered

31st - 50th percentile.

- Has a fairly even temper when not under pressure
- May get annoyed or upset at times but not too often



#### Stress tolerance: Concerned

16th - 31st percentile.

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

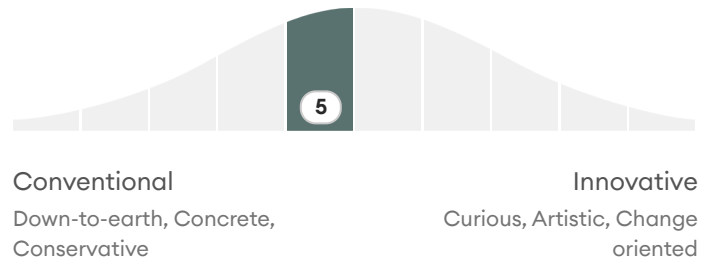


## Openness to Experience

### Neither Conventional nor Innovative

31st - 50th percentile.

An average score indicates that one is neither overly conventional, nor overly change-seeking. People with average scores may enjoy abstract discussions, but also want to reach an outcome that is practically realizable. They also tend to prefer a balance between sticking to established ways and trying something new.

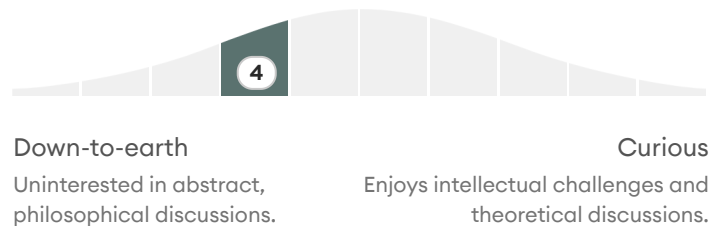


### Three aspects of openness to experience:

#### Curiosity: Down-to-earth

16th - 31st percentile.

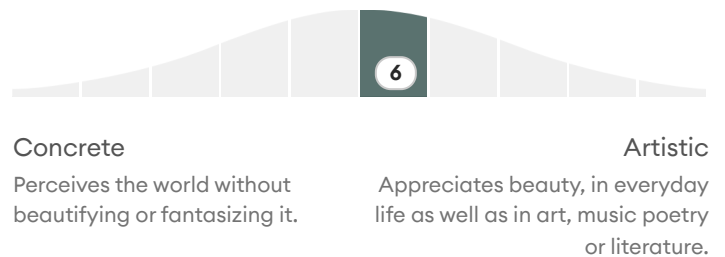
- Prefers practical tasks to intellectual ones
- Usually uninterested in theoretical problems



#### Aesthetic orientation: Neither Concrete nor Artistic

50th - 69th percentile.

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



#### Change orientation:

#### Neither Conservative nor Change oriented

50th - 69th percentile.

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

