

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.

FACTOR	LOWER BAND	AVERAGE	UPPER BAND
Agreeableness	Detached	6	Friendly
Conscientiousness	Relaxed	7	Diligent
Extraversion	Reserved	5	Outgoing
Emotional Stability	Sensitive	5	Resilient
Openness to Experience	Conventional	5	Innovative

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 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? Structure Stability Supportive Analytical Detail-focused roles Sales Community Task-oriented Creative roles

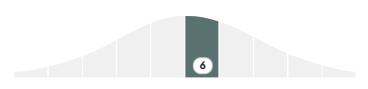


Agreeableness

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.



Detached

Indifferent, Forthright, Sceptical

Friendly

Soft-hearted, Polite, Trusting

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

Indifferent

Unaffected by other people's negative experiences.

Soft-hearted

Polite

out of conflicts.

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.

Trust: Trusting

69th - 84th percentile.

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

Sceptical

Wary of other people.

Trusting

Believes in the good intentions and truthfulness of others.



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.



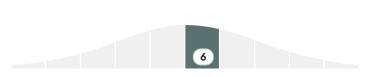
Relaxed

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 way to reach goals.

Industrious

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

Carefulness: Careful

69th - 84th percentile.

- Puts preparation into decisions
- Concerned about getting things right

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Spontaneous

Makes decisions and acts on impulse.

Careful

Puts a lot of deliberation and preparation on 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

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Unstructured

Prefers unstructured approaches.

Organized

Likes order and structure.

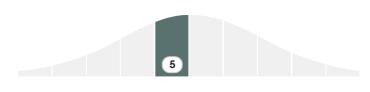


Extraversion

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.



Reserved

Outgoing

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: 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



Accomodative

Lets others take the lead and keeps their opinions to themself.



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.

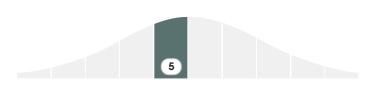


Emotional Stability

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.



Sensitive

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

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

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Has a fairly even temper when not under pressure

Stability: Neither Hot-tempered nor Even-tempered

• May get annoyed or upset at times but not too often

Stress tolerance: Concerned

16th - 31st percentile.

31st - 50th percentile.

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

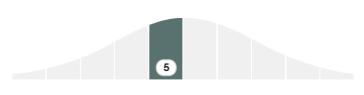


Openness to Experience

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.



Conventional

Down-to-earth, Concrete, Conservative

Innovative Curious, Artistic, Change oriented

Three aspects of openness to experience:

Curiosity: Down-to-earth

16th - 31st percentile.

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

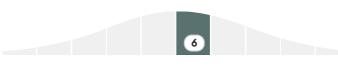
Aesthetic orientation: Neither Concrete nor Artistic 50th - 69th percentile.

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

Curious Down-to-earth

Uninterested in abstract, philosophical discussions.

Enjoys intellectual challenges and theoretical discussions.



Concrete

Perceives the world without beautifying or fantasizing it.

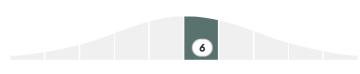
Artistic

Appreciates beauty, in everyday life as well as in art, music poetry or literature.

Change orientation:

Neither Conservative nor Change oriented 50th - 69th percentile.

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



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.