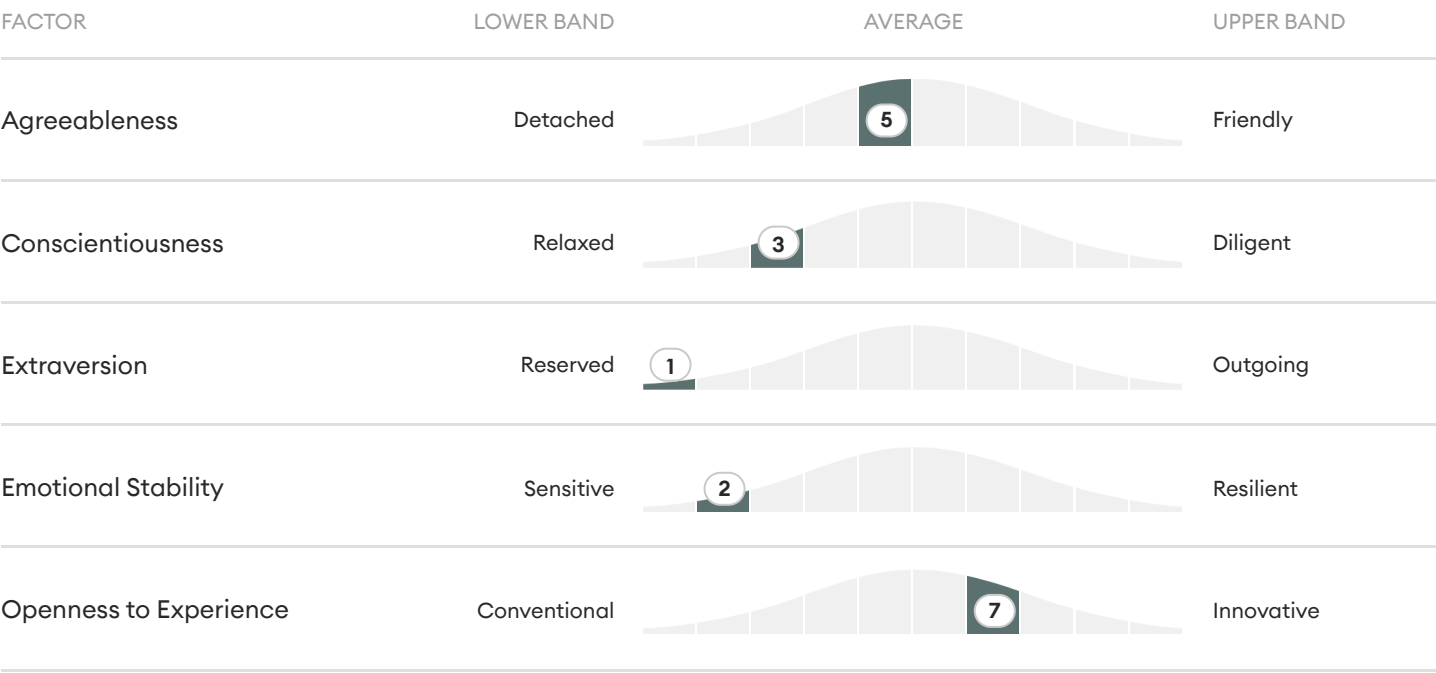




Julia Savicke - Personality profile

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

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

Possible challenges

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

Growth factors

Drivers

What are the key motivators for this person?

Community

Stimulation

Creativity

Cultural preferences

What environment does this person thrive in?

Innovative

Supportive

Analytical

Potential roles

Roles this person is likely to thrive in

Process-oriented roles

Creative roles

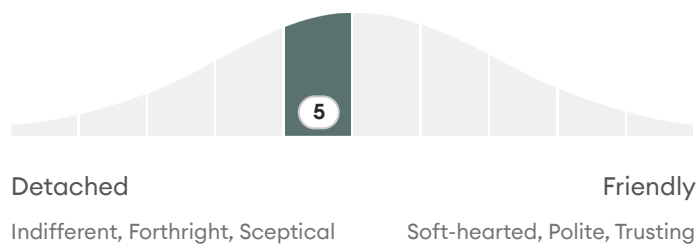
Detail-oriented roles

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.

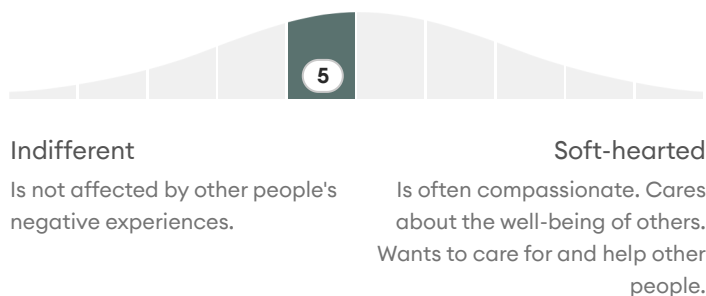


Three aspects of agreeableness:

Compassion: Neither Indifferent nor Soft-hearted

31st - 50th percentile.

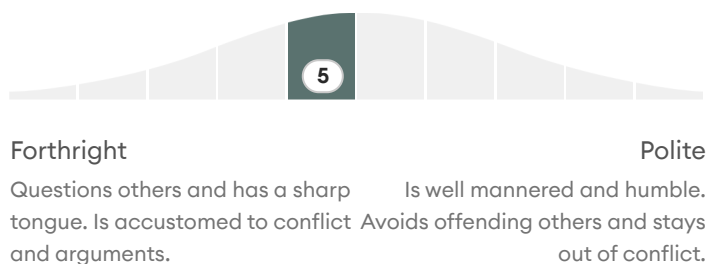
- Sometimes focuses on the well-being of others
- Is sometimes affected by the negative experiences of others



Politeness: Neither Forthright nor Polite

31st - 50th percentile.

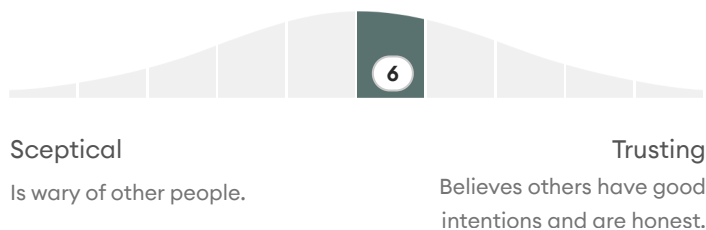
- Is neither very direct nor very diplomatic
- May engage in arguments when needed



Trust: Neither Sceptical nor Trusting

50th - 69th percentile.

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

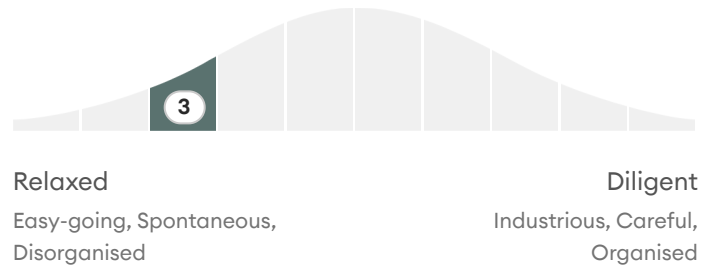


Conscientiousness

Relaxed

7th - 16th 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.

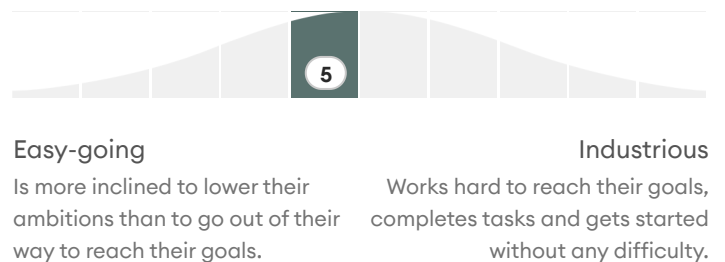


Three aspects of conscientiousness:

Goal-oriented: **Neither Easy-going nor Industrious**

31st - 50th percentile.

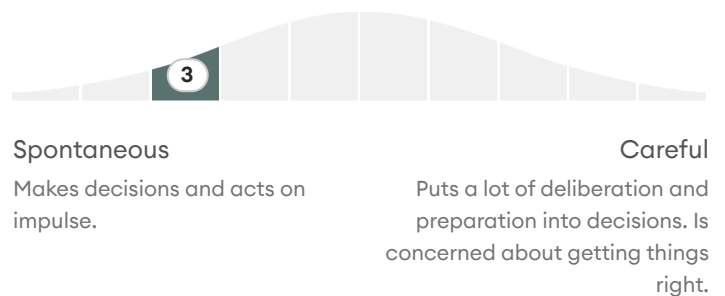
- Is about as goal-oriented as most other people
- Usually gets started with tasks at work without much difficulty



Carefulness: **Spontaneous**

7th - 16th percentile.

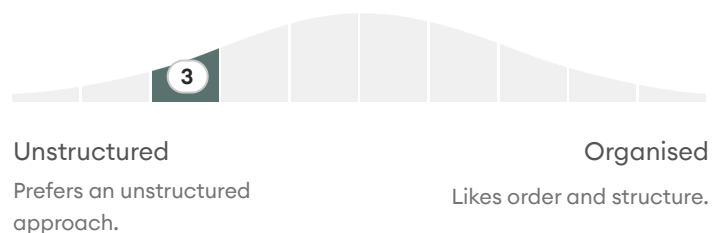
- Often makes decisions based on impulse
- Is somewhat unconcerned about getting things right



Orderliness: **Unstructured**

7th - 16th percentile.

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

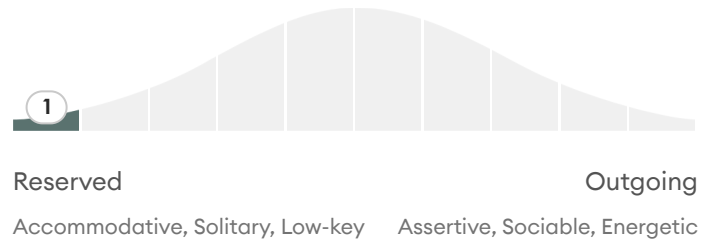


Extraversion

Very Reserved

2nd percentile and below.

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

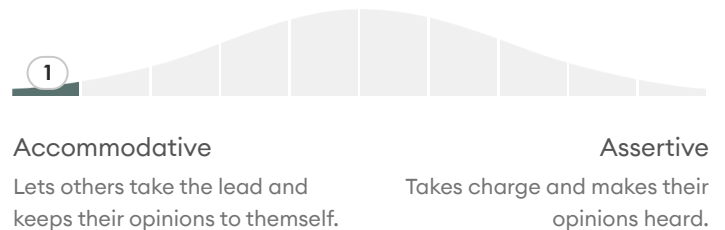


Three aspects of extraversion:

Assertiveness: Very Accommodative

2nd percentile and below.

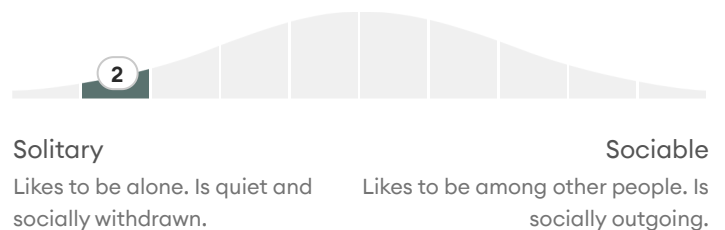
- Lets others take the lead
- Very seldom voices their opinion



Sociability: Very Solitary

2nd - 7th percentile.

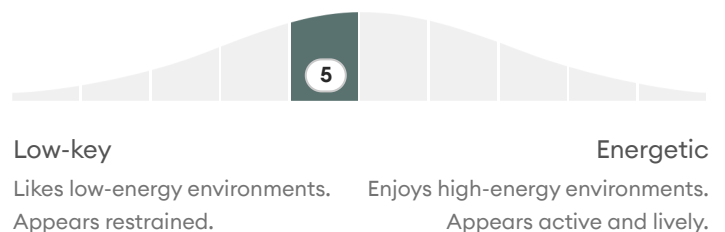
- Has a strong preference for being alone
- Is very quiet and socially withdrawn



Energy Level: Neither Low-key nor Energetic

31st - 50th percentile.

- Is neither overly energetic nor restrained
- Likes some level of excitement, but not too much

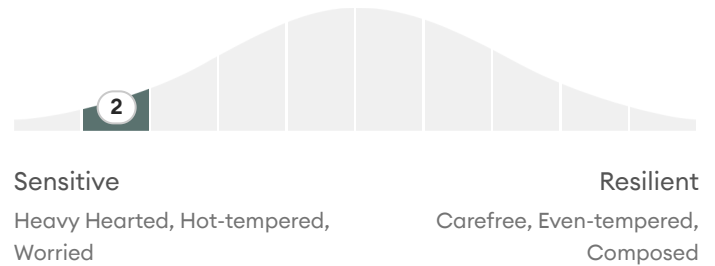


Emotional Stability

Very Sensitive

2nd - 7th percentile.

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

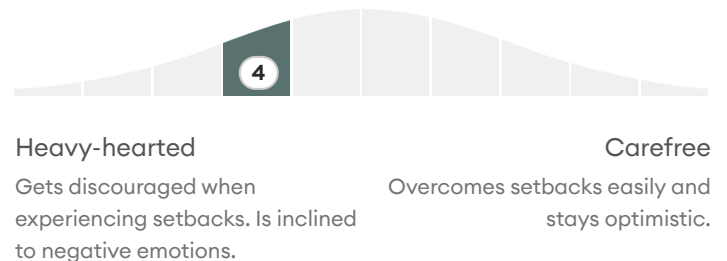


Three aspects of emotional stability:

Optimism: Heavy-hearted

16th - 31st percentile.

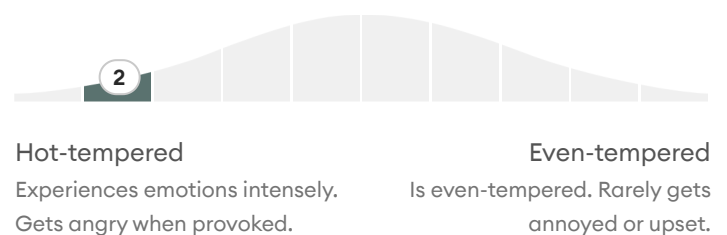
- Gets discouraged when experiencing setbacks
- Is somewhat inclined to negative emotions.



Stability: Very Hot-tempered

2nd - 7th percentile.

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



Stress tolerance: Worried

7th - 16th percentile.

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

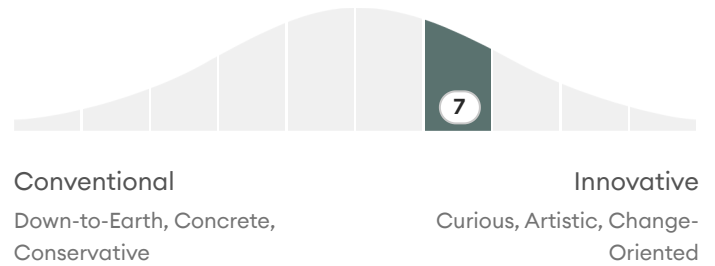


Openness to Experience

Innovative

69th - 84th percentile.

A high score indicates that a person is interested in new ideas and experiences. People with a high score tend to be intellectual, learning-oriented and motivated to solve abstract problems. They are also open to change and like to find new, creative solutions to challenges.

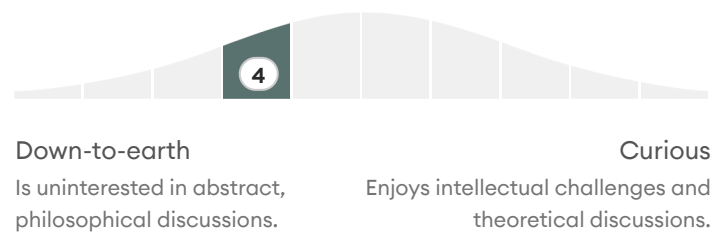


Three aspects of openness to experience:

Curiosity: Down-to-earth

16th - 31st percentile.

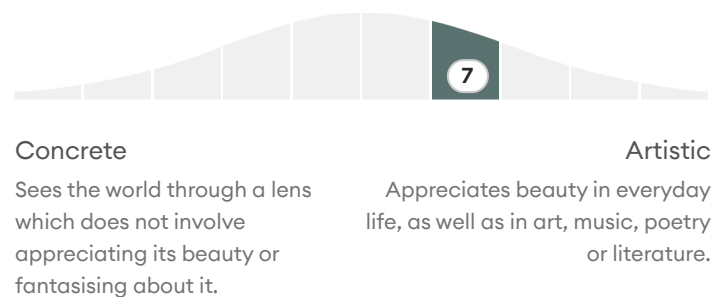
- Prefers practical tasks to intellectual ones
- Is usually uninterested in theoretical problems.



Aesthetic orientation: Artistic

69th - 84th percentile.

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



Change orientation: Very Change-oriented

98th percentile and above.

- Has a very strong need for variation
- Loves to try new things and change settings.

