

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.

FACTOR	LOWER BAND	AVERAGE	UPPER BAND
Agreeableness	Detached	5	Friendly
Conscientiousness	Relaxed	3	Diligent
Extraversion	Reserved		Outgoing
Emotional Stability	Sensitive	2	Resilient
Openness to Experience	Conventional	7	Innovative

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

Potential roles **Drivers** Cultural preferences What are the key motivators for this What environment does this person Roles this person is likely to thrive in thrive in? person? Community Stimulation Innovative Supportive Process-oriented roles Creative roles Creativity Analytical Dotail oriented roles

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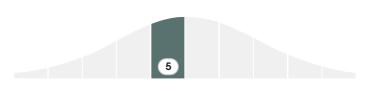


Agreeableness

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.



Detached

Indifferent, Forthright, Sceptical

Friendly

Soft-hearted, Polite, Trusting

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

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Indifferent

Is not affected by other people's negative experiences.

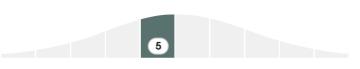
Soft-hearted

Is often compassionate. Cares about the well-being of others. Wants to care for and help other people.

Politeness: Neither Forthright nor Polite

31st - 50th percentile.

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



Forthright

Polite

Questions others and has a sharp Is well mannered and humble. tongue. Is accustomed to conflict Avoids offending others and stays and arguments. out of conflict.

Trust: Neither Sceptical nor Trusting

50th - 69th percentile.

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



Sceptical

Is wary of other people.

Trusting

Believes others have good intentions and are honest.



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.



Relaxed

Easy-going, Spontaneous, Disorganised

Diligent
Industrious, Careful,
Organised

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



Easy-going

Is more inclined to lower their ambitions than to go out of their way to reach their goals.

Industrious

Works hard to reach their goals, completes tasks and gets started without any difficulty.

Carefulness: Spontaneous

7th - 16th percentile.

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



Spontaneous

Makes decisions and acts on impulse.

Careful

Puts a lot of deliberation and preparation into decisions. Is concerned about getting things right.

Orderliness: Unstructured

7th - 16th percentile.

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



Unstructured

Prefers an unstructured approach.



Organised

Likes order and structure.



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.



Reserved

Outgoing

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

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



Accommodative

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



Takes charge and makes their opinions heard.



Solitary

Likes to be alone. Is quiet and socially withdrawn.

Sociable

Likes to be among other people. Is socially outgoing.



Low-key

Likes low-energy environments. Appears restrained.

Energetic

Enjoys high-energy environments.

Appears active and lively.



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.



Sensitive

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

Three aspects of emotional stability:

Optimism: Heavy-hearted

16th - 31st percentile.

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



Heavy-hearted

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

Carefree

Overcomes setbacks easily and stays optimistic.

Stability: Very Hot-tempered

2nd - 7th percentile.

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

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Hot-tempered

Experiences emotions intensely. Gets angry when provoked.

Even-tempered

Is even-tempered. Rarely gets annoyed or upset.

Stress tolerance: Worried

7th - 16th percentile.

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



Worried

Worries about things that have happened or might happen in the future.

Composed

Is relaxed. Rarely experiences feelings of worry or stress.



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.



Conventional

Down-to-Earth, Concrete, Conservative Innovative
Curious, Artistic, ChangeOriented

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.

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Down-to-earth

Is uninterested in abstract, philosophical discussions.

Curious

Enjoys intellectual challenges and theoretical discussions.



Sees the world through a lens which does not involve appreciating its beauty or fantasising about it.

Artistic

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

Change orientation: Very Change-oriented 98th percentile and above.

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

Conservative

Likes familiar environments and settings. Likes to follow established methods.

Change-oriented

(10)

Has a strong need for variation.

Likes to try new things and change settings.