

George Arampatzis - 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	7	Resilient
Openness to Experience	Conventional	6	Innovative

Possible strengths

- Determined and goal-oriented even in the face
 of difficulty
- Works effectively towards both group goals and
- Can communicate calmly even in sensitive or pressured situations

Possible challenges

- May overlook the need for rest due to high ambitions
- May resort to a harsh communication style in times of stress
- May prioritize rationality over empathy in decision-making

Growth factors

Drivers

What are the key motivators for this person?

Autonomy

Achievement

Influence

Culture preferences

In what environment does this person thrive?

Task-oriented

Decisive

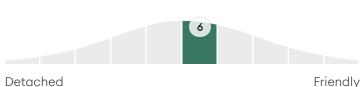
Energetic



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.



Indifferent, Forthright, Sceptical 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
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

Polite
Well-mannered and humble.
Avoids to offend others and stays
out of conflicts.

Trust: Neither Sceptical nor Trusting

31st - 50th percentile.

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



Trusting
Believes in the good intentions
and truthfulness of others.

Wary of other people.

and arguments.



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: Industrious

84th - 93rd percentile.

- Goal-oriented and hard-working
- Gets started with work tasks 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: Neither Spontaneous nor Careful

50th - 69th percentile.

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



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
- Strives to keep some level of organization at work



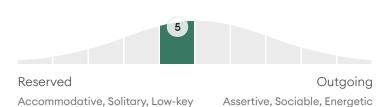




Extraversion Neither Reserved nor Outgoing

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: Assertive 69th - 84th percentile.

- Likes to take charge and lead
- Makes their opinions heard

Sociability: Solitary

16th - 31st percentile.

- Likes to be alone
- Rather guiet 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





Likes to be alone. Quiet and socially withdrawn.

Likes to be among other people.

Socially outgoing.



Likes low-energy environments. Restrained appearance.

Enjoys high-energy environments.

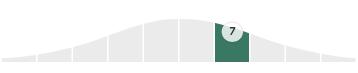
Active and lively appearance.



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.



Sensitive Heavy Hearted, Hot-tempered, Concerned

Resilient Carefree, Even-tempered, Composed

Three aspects of emotional stability:

Optimism: Carefree

69th - 84th percentile.

- Gets past setbacks easily
- Optimistic in most situations

Stability: Even-tempered

84th - 93rd percentile.

- Has an even temper
- Rarely gets annoyed or upset

Hot-tempered

experiencing setbacks. Inclined



Gets past setbacks easily and

Carefree

stays optimistic.

Heavy hearted

Gets discouraged when

to negative emotions.

Experiences emotions intensively. Gets angry when provoked.

Stress tolerance: Neither Concerned nor Composed 50th - 69th percentile.

- May worry at times but mostly stays calm May get stressed when important things go
- wrona



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

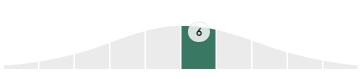
Composed Relaxed. Rarely experiences feelings of worry or stress.



Openness to Experience Neither Conventional nor Innovative

50th - 69th 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: Curious

69th - 84th percentile.

- Intellectual and curious mind
- Enjoys theoretical problems

Down-to-earth

Uninterested in abstract.

philosophical discussions.



Aesthetic orientation: Neither Concrete nor Artistic

31st - 50th percentile.

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

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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 Change oriented
Appreciates familiar Has a strong need for variation.
environments and settings. Likes
to follow established methods.

Change oriented
Likes to try new things and
to follow established methods.

Change settings.