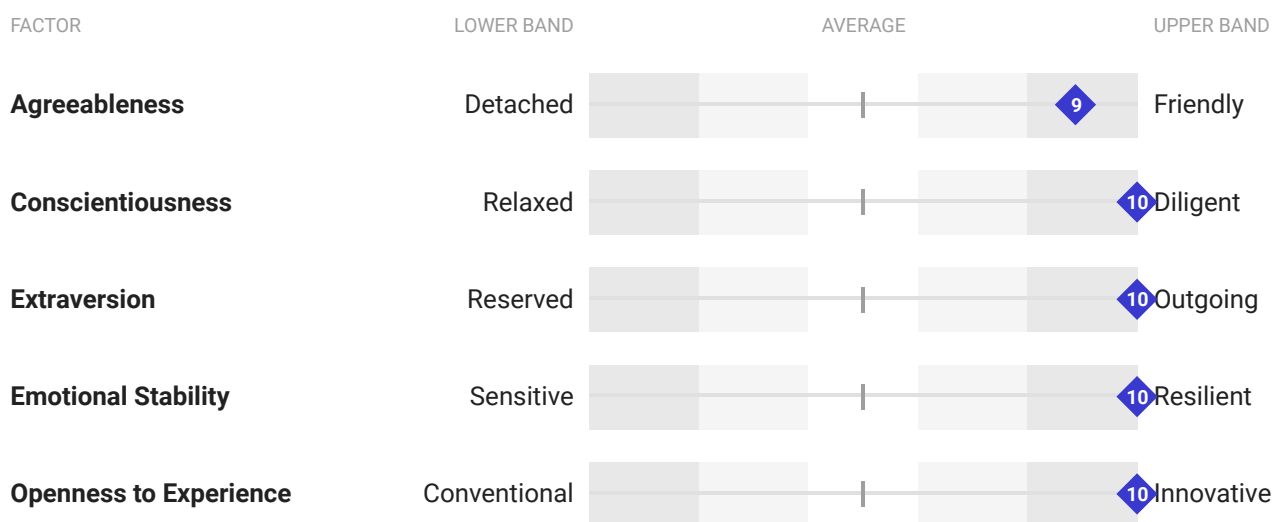


## Personality profile

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.

This framework assumes that there are five main dimensions that make up our personality: Agreeableness (A), Conscientiousness (C), Extraversion (E), Emotional Stability (ES) and Openness (O). Each dimension has three facets (subcategories), which together make up the score for each factor.



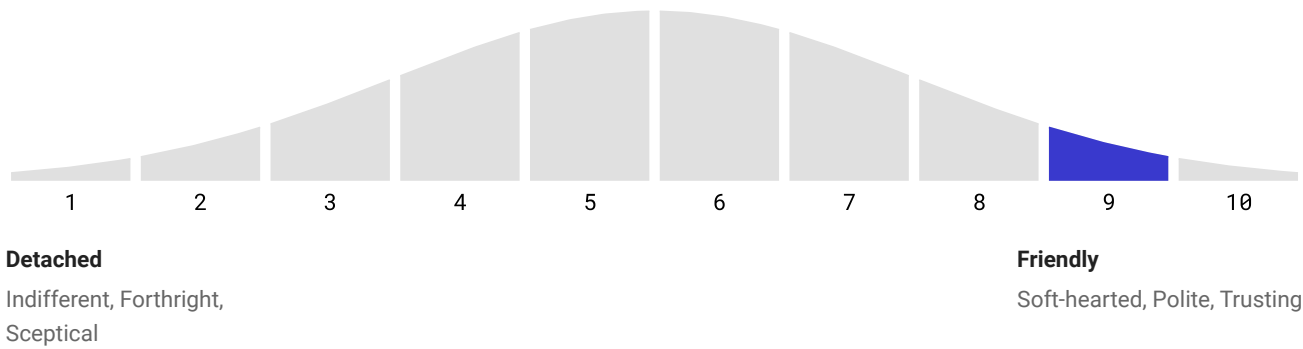
### Possible strengths

- ✓ Highly productive and able to work at a high tempo
- ✓ Determined and goal-oriented even in the face of difficulty
- ✓ Spreads enthusiasm and is seldom beaten down by setbacks

### Possible challenges

- ✓ Could come across as pushy when wanting things done
- ✓ May overlook the need for rest due to high ambitions
- ✓ May sometimes overlook problems due to their optimistic view

Agreeableness



9 out of 10  
Percentile 93 - 98

Very Friendly

A very high score indicates that one has a markedly empathetic, friendly style when interacting with others. People with very high scores routinely trust other people and their intentions, which makes collaboration easy for them. They are likely to be very warm, soft-hearted, and consensus-seeking, meaning they are very reluctant to speak 'hard truths' or enter into conflict.

## Compassion

**Very Soft-hearted**

9 out of 10

Percentile 93 - 98

- ✓ Cares strongly about the wellbeing of others
- ✓ Feels strong compassion and really wants to help others

**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**

6 out of 10

Percentile 50 - 69

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

**Forthright**

Questions others and has a sharp tongue. Accustomed to conflicts and arguments.

**Polite**

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

## Trust

**Very Trusting**

9 out of 10

Percentile 93 - 98

- ✓ Very easily trusts other people
- ✓ Assumes the best about others' intentions

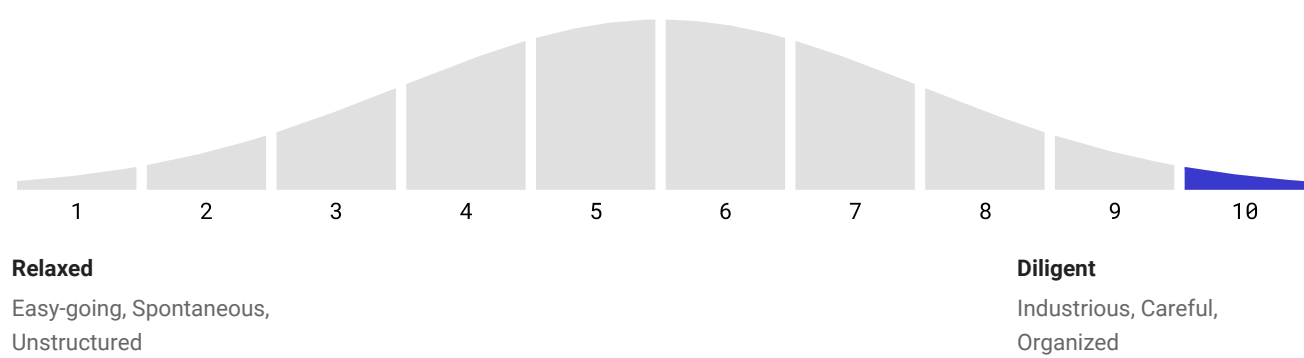
**Sceptical**

Wary of other people.

**Trusting**

Believes in the good intentions and truthfulness of others.

Conscientiousness



10 out of 10  
Percentile 98 - 99

Very Diligent

A very high score indicates that one has a very strong focus on achievement and responsibility. People with very high scores tend to work very hard to reach goals and exceed expectations, even when it means sacrificing pleasure and fun. They have very high self-discipline and strongly prefer to work in a structured way at a high tempo.

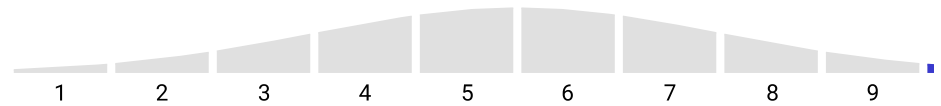
## Goal-striving

**Very Industrious**

10 out of 10

Percentile 98 - 99

- ✓ Very goal-oriented and hard-working
- ✓ Gets started with work tasks right away

**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.

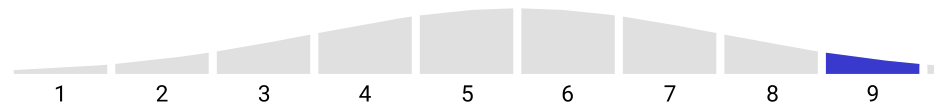
## Carefulness

**Very Careful**

9 out of 10

Percentile 93 - 98

- ✓ Puts a lot of preparation into decisions
- ✓ Very concerned about getting things right

**Spontaneous**

Makes decisions and acts on impulse.

**Careful**

Puts a lot of deliberation and preparation on decisions. Concerned about getting things right.

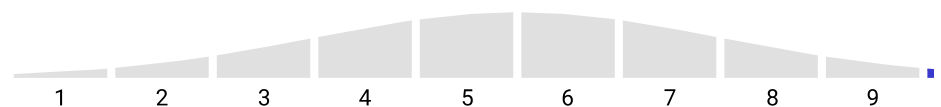
## Orderliness

**Very Organized**

10 out of 10

Percentile 98 - 99

- ✓ Strongly prefers order and structure
- ✓ Has a very organized approach to work

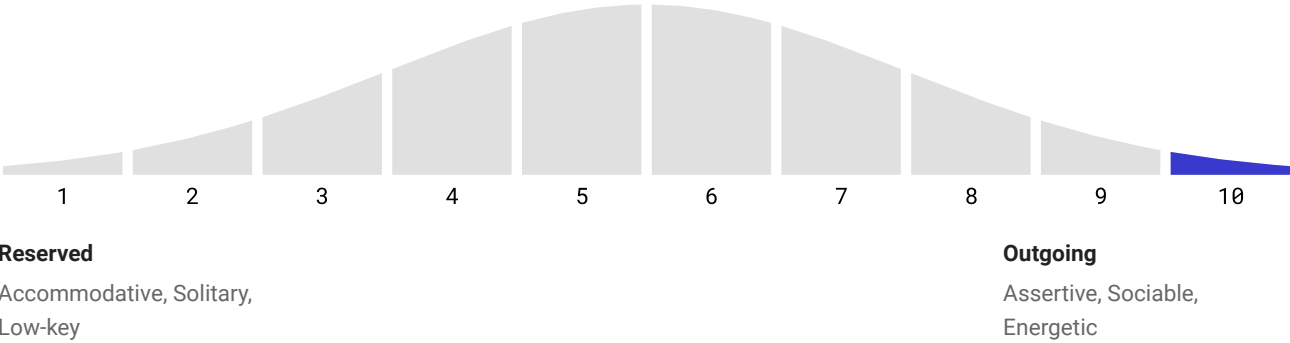
**Unstructured**

Prefers unstructured approaches.

**Organized**

Likes order and structure.

Extraversion



10 out of 10  
Percentile 98 - 99

Very Outgoing

A very high score indicates that one is markedly outgoing and sociable, with a very high energy level. People with very high scores usually dominate the social space, love frequent discussions, and crave a high level of activity. They have a strong tendency to take the lead and asserting their own view in many different settings.

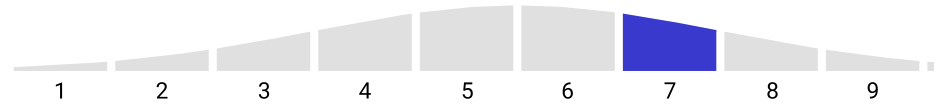
## Assertiveness

**Assertive**

7 out of 10

Percentile 69 - 84

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

**Accomodative**

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

**Assertive**

Takes charge and makes their opinions heard.

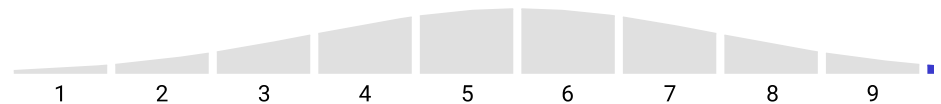
## Sociability

**Very Sociable**

10 out of 10

Percentile 98 - 99

- ✓ Loves being around other people
- ✓ Very outgoing socially

**Solitary**

Likes to be alone. Quiet and socially withdrawn.

**Sociable**

Likes to be among other people. Socially outgoing.

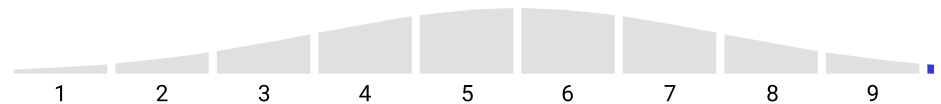
## Energy Level

**Very Energetic**

10 out of 10

Percentile 98 - 99

- ✓ Very high energy level and lively appearance
- ✓ Strong need for activity and a high pace of life

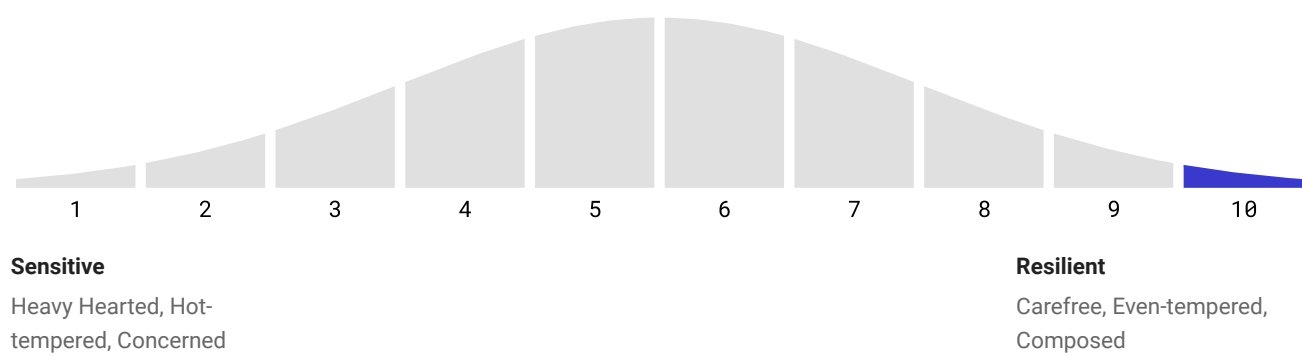
**Low-key**

Likes low-energy environments. Restrained appearance.

**Energetic**

Enjoys high-energy environments. Active and lively appearance.

Emotional Stability



10 out of 10  
Percentile 98 - 99

Very Resilient

A very high score indicates that one has a markedly even temper and a strong tendency to remain calm and stable. People with very high scores are most often unshaken by what is happening around them, hence remaining effective even under high pressure. They are very resilient and optimistic in the face of setbacks and rarely experience stress and worry.



## Optimism

**Very Carefree**

9 out of 10

Percentile 93 - 98

- ✓ Gets past setbacks very easily
- ✓ Optimistic in almost all situations

**Heavy hearted**

Gets discouraged when experiencing setbacks. Inclined to negative emotions.

**Carefree**

Gets past setbacks easily and stays optimistic.

## Stability

**Very Even-tempered**

10 out of 10

Percentile 98 - 99

- ✓ Has a very even temper
- ✓ Very rarely gets annoyed or upset

**Hot-tempered**

Experiences emotions intensively. Gets angry when provoked.

**Even-tempered**

Has an even temper. Rarely gets annoyed or upset.

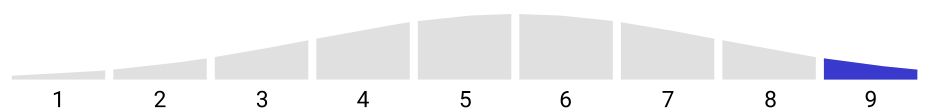
## Stress tolerance

**Very Composed**

9 out of 10

Percentile 93 - 98

- ✓ Very rarely experiences worry
- ✓ Remains calm even under high pressure

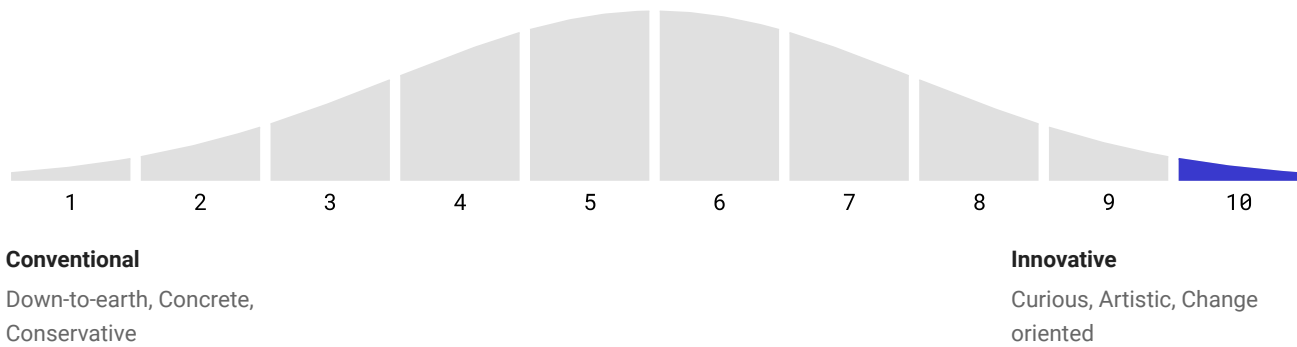
**Concerned**

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

**Composed**

Relaxed. Rarely experiences feelings of worry or stress.

Openness to Experience



10 out of 10  
Percentile 98 - 99  
**Very Innovative**

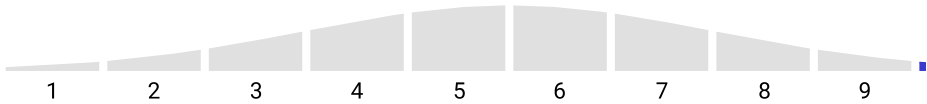
A very high score indicates that one has a strong interest in new impressions and experiences. People with very high scores tend to be highly intellectual, learning-oriented, and motivated to solve abstract problems. They are also very open to change and love to find new, creative solutions to challenges.

Curiosity

Very Curious

10 out of 10  
Percentile 98 - 99

- ✓ Highly intellectual and curious mind
- ✓ Strongly enjoys theoretical problems



**Down-to-earth**  
Uninterested in abstract, philosophical discussions.

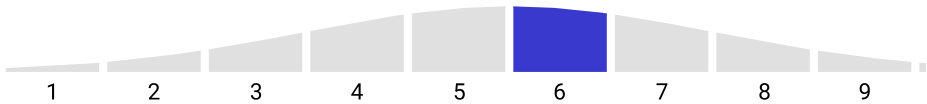
**Curious**  
Enjoys intellectual challenges and theoretical discussions.

Aesthetic orientation

Neither Concrete nor Artistic

6 out of 10  
Percentile 50 - 69

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



**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

Very Change oriented

10 out of 10  
Percentile 98 - 99

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



**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.