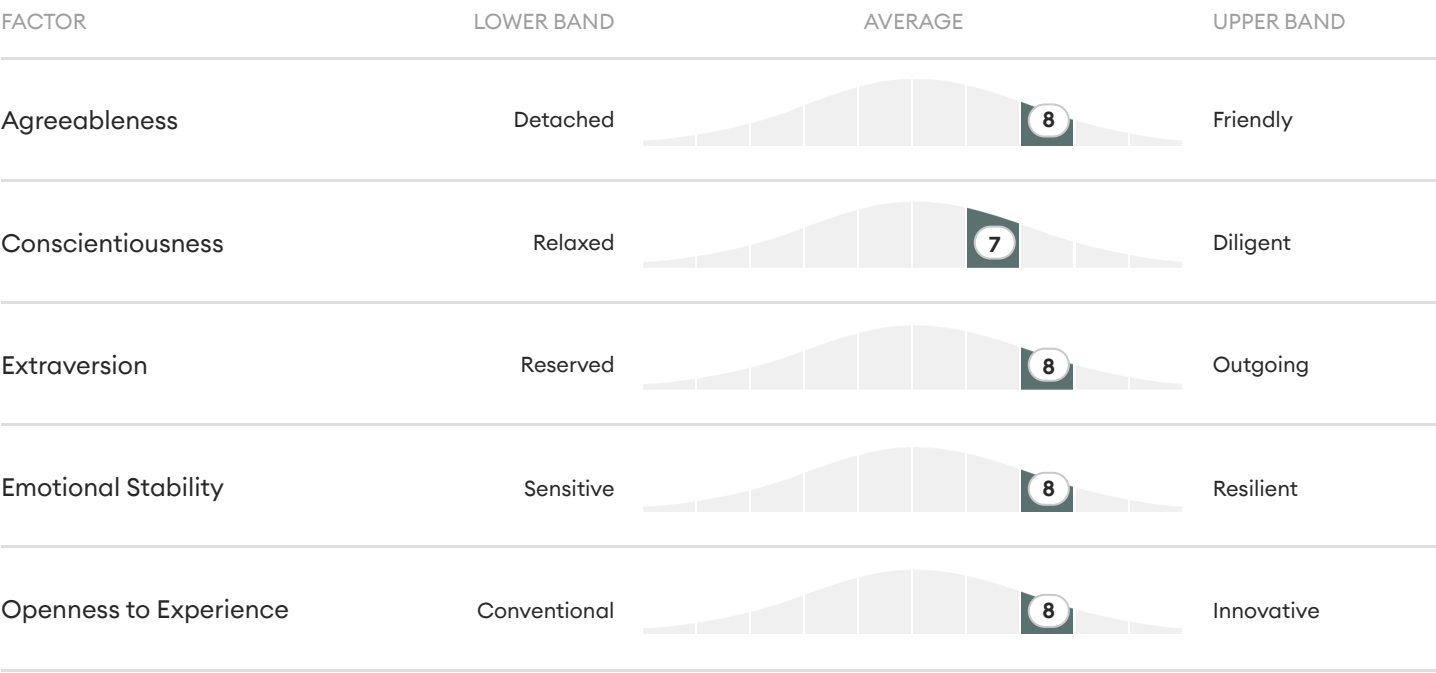


Sandra Gufler - Personality profile

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

- Is a warm and friendly people person, and makes others feel comfortable.
- Is a skilled collaborator who gets along very well with others
- Encourages enthusiasm and is seldom overcome by setbacks

Possible challenges

- May forget about their own needs while attending to others.
- May be reluctant to express frustration even when legitimate
- May sometimes overlook problems due to their optimistic nature

Growth factors

Drivers

What are the key motivators for this person?

Relationships

Autonomy

Creativity

Cultural preferences

What environment does this person thrive in?

Team-oriented

Supportive

Analytical

Potential roles

Roles this person is likely to thrive in

Creative roles

Sales

Customer Service

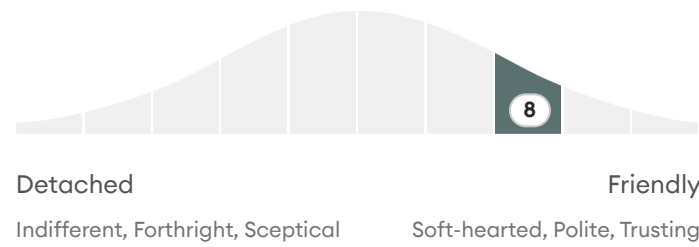


Agreeableness

Friendly

84th - 93rd percentile.

A high score indicates that a person has an empathetic, friendly style when interacting with others. People with a high score trust other people and their intentions, which makes working with others easy for them. They are likely to be warm, soft-hearted and consensus-seeking, which also means they are reluctant to speak hard truths or get into conflict.

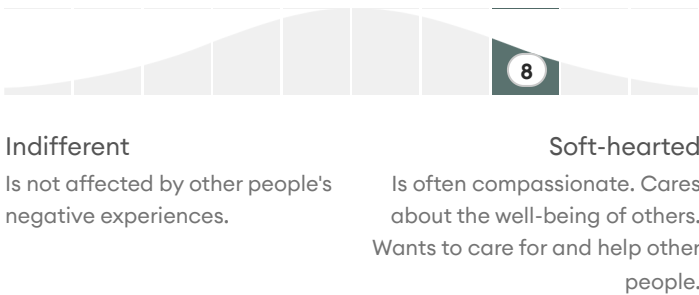


Three aspects of agreeableness:

Compassion: **Soft-hearted**

84th - 93rd percentile.

- Cares about the well-being of others
- Is often compassionate and wants to help others



Politeness: **Neither Forthright nor Polite**

50th - 69th percentile.

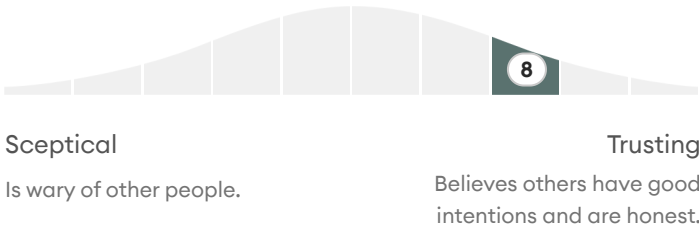
- Is neither very direct nor very diplomatic
- May engage in arguments when needed



Trust: **Trusting**

84th - 93rd percentile.

- Easily trusts other people
- Usually assumes the best in people in terms of their intentions

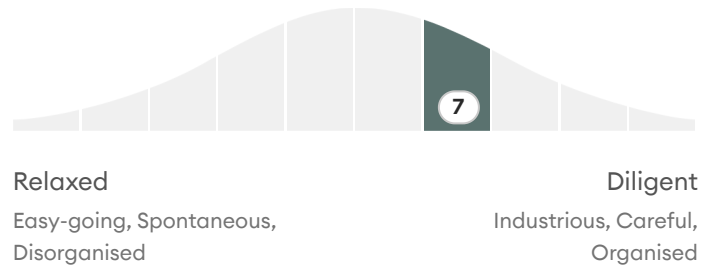


Conscientiousness

Diligent

69th - 84th percentile.

A high score indicates that a person has a strong focus on achievement and responsibility. People with a high score tend to work hard to reach goals and meet expectations, even when it means sacrificing pleasure and fun. They are very self-disciplined and prefer to work in a structured way at a fast pace.

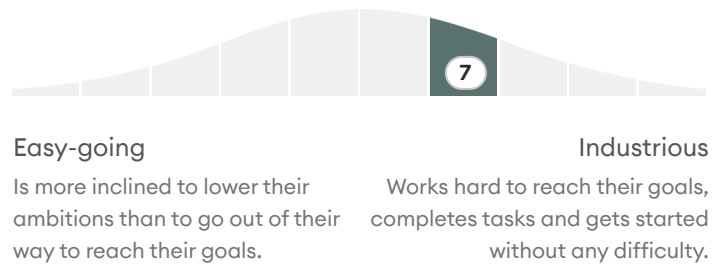


Three aspects of conscientiousness:

Goal-oriented: Industrious

69th - 84th percentile.

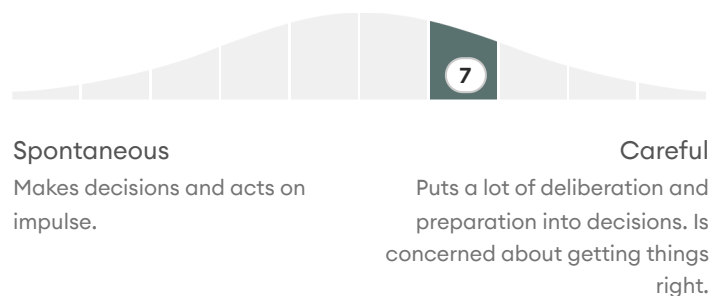
- Is goal-oriented and hard-working
- Gets started with tasks at work without any difficulty



Carefulness: Careful

69th - 84th percentile.

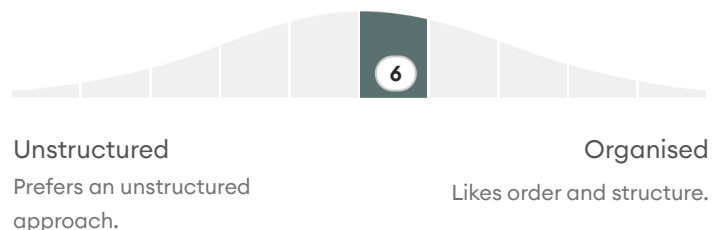
- Puts preparation into decisions
- Is concerned about getting things right



Orderliness: Neither Unstructured nor Organised

50th - 69th percentile.

- Prefers order and structure, but may not prioritise it
- Strives to keep some level of organisation at work



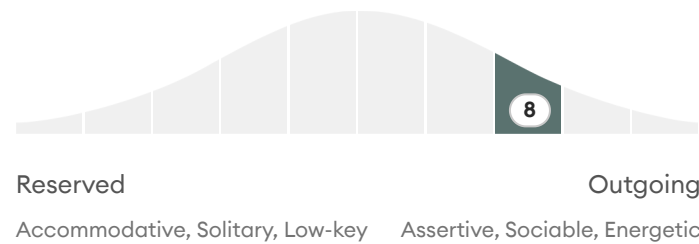


Extraversion

Outgoing

84th - 93rd percentile.

A high score indicates that a person is outgoing and sociable, and has a high level of energy. People with a high score often dominate social situations and enjoy frequent discussions as well as being very active. They tend to take the lead and assert their own views in many different settings.



Three aspects of extraversion:

Assertiveness: Neither Accommodative nor Assertive

50th - 69th percentile.

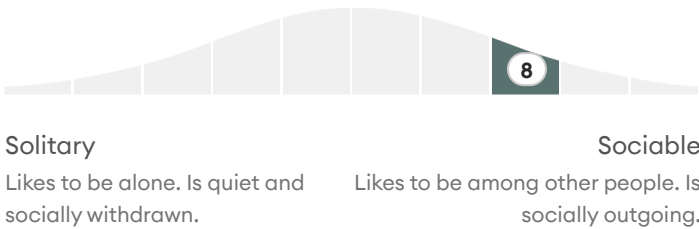
- Voices their opinion when necessary
- Sometimes takes the lead, but not normally



Sociability: Sociable

84th - 93rd percentile.

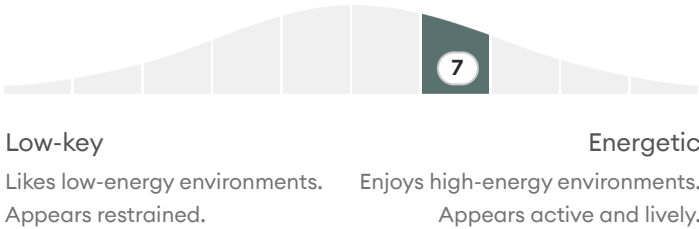
- Likes being around other people
- Is socially outgoing



Energy Level: Energetic

69th - 84th percentile.

- Has a high level of energy and appears lively
- Needs to be active and have a fast-paced life



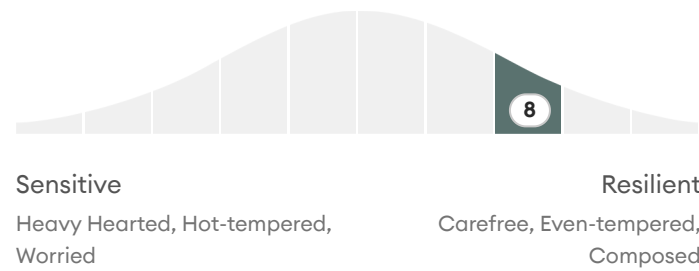


Emotional Stability

Resilient

84th - 93rd percentile.

A high score indicates that a person is even-tempered and has a tendency to remain calm and stable. People with a high score tend to be relatively unshaken by what is happening around them, thus remaining effective under pressure. They are resilient and optimistic in the face of setbacks, and handle stress and worry well.

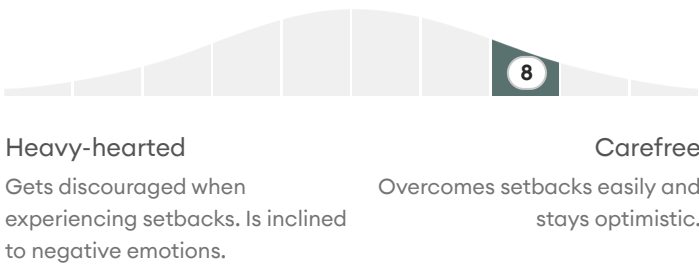


Three aspects of emotional stability:

Optimism: Carefree

84th - 93rd percentile.

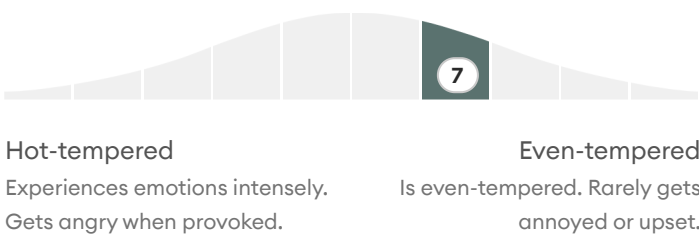
- Overcomes setbacks easily
- Is optimistic in most situations.



Stability: Even-tempered

69th - 84th percentile.

- Is even-tempered
- Rarely gets annoyed or upset.



Stress tolerance: Composed

69th - 84th percentile.

- Rarely experiences worry
- Usually remains calm even under high pressure.

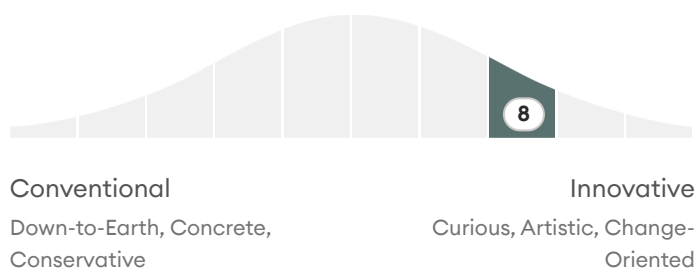


Openness to Experience

Innovative

84th - 93rd 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.

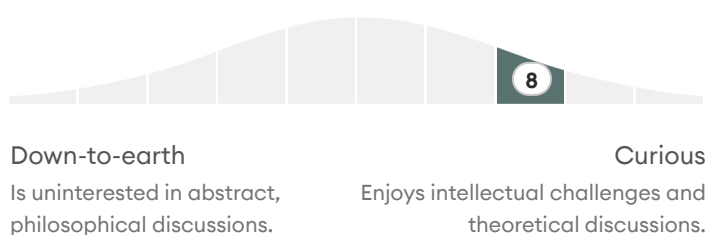


Three aspects of openness to experience:

Curiosity: **Curious**

84th - 93rd percentile.

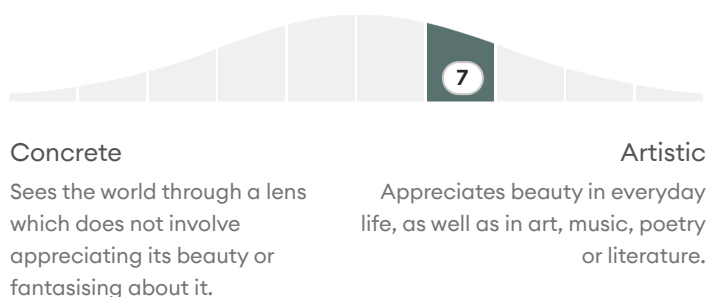
- Has an intellectual and curious mind
- Enjoys theoretical problems.



Aesthetic orientation: **Artistic**

69th - 84th percentile.

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



Change orientation:

Neither Conservative nor Change-oriented

50th - 69th percentile.

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

