

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.

FACTOR	LOWER BAND	AVERAGE	UPPER BAND
Agreeableness	Detached	8	Friendly
Conscientiousness	Relaxed	7	Diligent
Extraversion	Reserved	8	Outgoing
Emotional Stability	Sensitive	8	Resilient
Openness to Experience	Conventional	8	Innovative

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 Cultural preferences **Potential roles** What are the key motivators for this What environment does this person Roles this person is likely to thrive in thrive in? person? Relationships Autonomy Team-oriented Supportive Creative roles Sales Creativity Analytical **Customer Service**



Friendly

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.



Detached

Indifferent, Forthright, Sceptical

Soft-hearted, Polite, Trusting

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

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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

Politeness: Neither Forthright nor Polite

50th - 69th percentile.

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



For thright

Polite

people.

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: Trusting

84th - 93rd percentile.

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



Sceptical

Is wary of other people.

Trusting

Believes others have good intentions and are honest.



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.



Relaxed

Easy-going, Spontaneous, Disorganised

Diligent
Industrious, Careful,
Organised

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



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: Careful

69th - 84th percentile.

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

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Spontaneous

Makes decisions and acts on impulse.

Careful

Puts a lot of deliberation and 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



Unstructured

Prefers an unstructured approach.

Organised

Likes order and structure.



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.



Reserved Outgoing

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



Accommodative

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

Accommodative, Solitary, Low-key

Assertive

Takes charge and makes their opinions heard.

Assertive, Sociable, Energetic



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

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.



Sensitive

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

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.



Heavy-hearted

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

Carefree

Overcomes setbacks easily and stays optimistic.



Hot-tempered

Experiences emotions intensely. Gets angry when provoked.

Even-tempered

Is even-tempered. Rarely gets annoyed or upset.



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

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.



Conventional

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

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.

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Down-to-earth

Is uninterested in abstract, philosophical discussions.

Curious

Enjoys intellectual challenges and theoretical discussions.



Concrete

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:

Neither Conservative nor Change-oriented

50th - 69th percentile.

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

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Conservative

Likes 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.