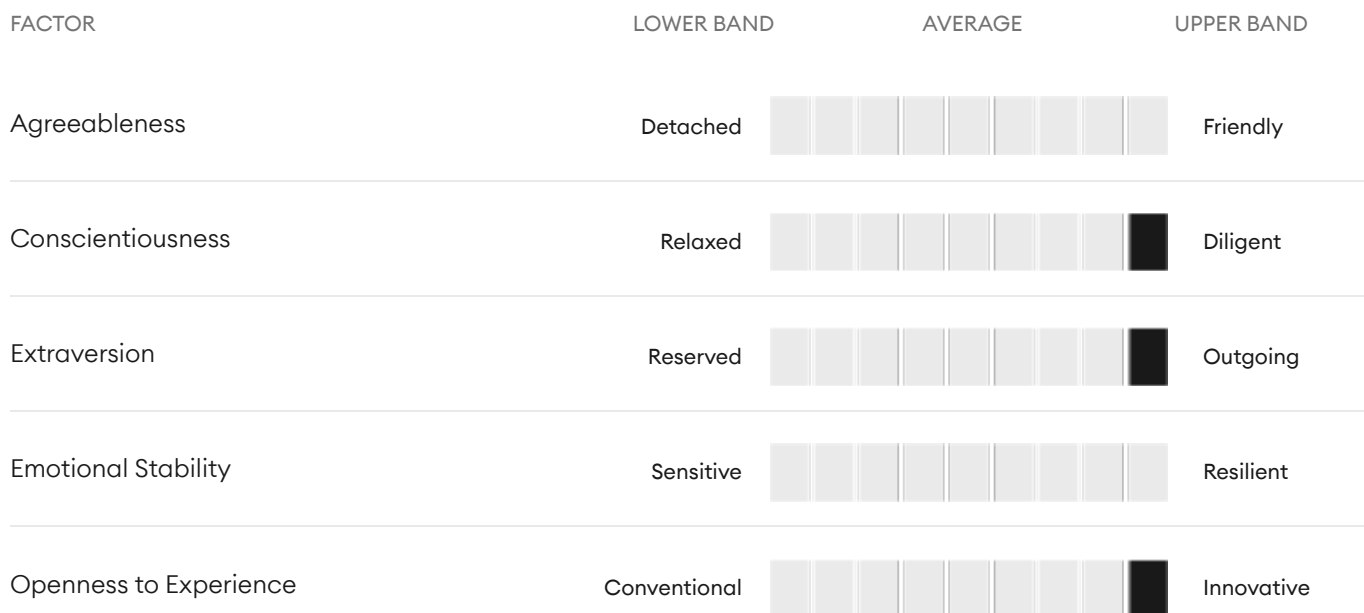


## Kristian Sägi - Personality profile

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.



### Possible strengths

- Skilled collaborator who gets along very well with others
- Works hard to benefit the team and achieve common goals
- Determined and goal-oriented even in the face of difficulty

### Possible challenges

- Could be reluctant to expressing frustration even when legitimate
- Tends to have a hard time saying no and limit their workload
- May overlook the need for rest due to high ambitions

### Growth factors

#### Drivers

What are the key motivators for this person?

Achievement

Creativity

Autonomy

#### Culture preferences

In what environment does this person thrive?

Team-oriented

Supportive

Analytical



## Agreeableness

### Very Friendly

98th percentile and above.

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.



Detached

Friendly

Indifferent, Forthright, Sceptical

Soft-hearted, Polite, Trusting

Three aspects of agreeableness:

### Compassion: **Soft-hearted**

84th - 93rd percentile.

- Cares about the wellbeing of others
- Often feels compassion and wants to help others



Indifferent

Soft-hearted

Unaffected by other people's negative experiences.

Often feels compassion. Cares about the wellbeing of others. Wants to care for and help other people.

### Politeness: **Very Polite**

98th percentile and above.

- Very well-mannered and humble
- Very reluctant to offend others; stays out of conflicts



Forthright

Polite

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

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

### Trust: **Trusting**

84th - 93rd percentile.

- Easily trusts other people
- Usually assumes the best about others' intentions



Sceptical

Trusting

Wary of other people.

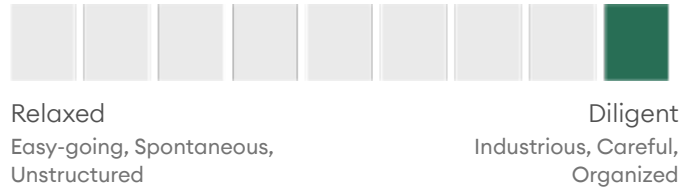
Believes in the good intentions and truthfulness of others.

## Conscientiousness

### Very Diligent

93rd - 98th percentile.

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.

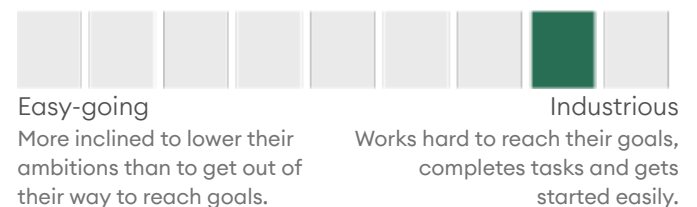


Three aspects of conscientiousness:

### Goal-striving: Industrious

84th - 93rd percentile.

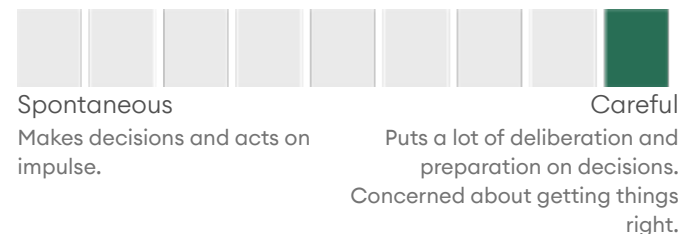
- Goal-oriented and hard-working
- Gets started with work tasks easily



### Carefulness: Very Careful

93rd - 98th percentile.

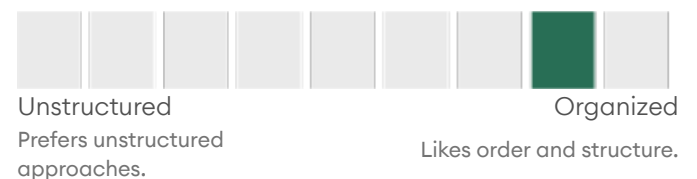
- Puts a lot of preparation into decisions
- Very concerned about getting things right



### Orderliness: Organized

84th - 93rd percentile.

- Prefers order and structure
- Has an organized approach to work



## Extraversion

### Very Outgoing

93rd - 98th percentile.

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.



Reserved

Outgoing

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

Three aspects of extraversion:

### Assertiveness: **Assertive**

84th - 93rd percentile.

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



Accommodative

Assertive

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

Takes charge and makes their opinions heard.

### Sociability: **Sociable**

84th - 93rd percentile.

- Likes being around other people
- Socially outgoing



Solitary

Sociable

Likes to be alone. Quiet and socially withdrawn.

Likes to be among other people. Socially outgoing.

### Energy Level: **Energetic**

84th - 93rd percentile.

- High energy level and lively appearance
- Need for activity and a high pace of life



Low-key

Energetic

Likes low-energy environments. Restrained appearance.

Enjoys high-energy environments. Active and lively appearance.



Christian Sugi







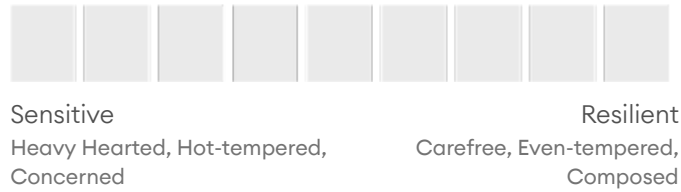
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## Emotional Stability

### Very Resilient

98th percentile and above.

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.



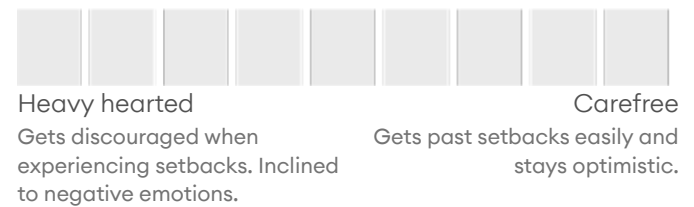
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Three aspects of emotional stability:

### Optimism: Very Carefree

98th percentile and above.

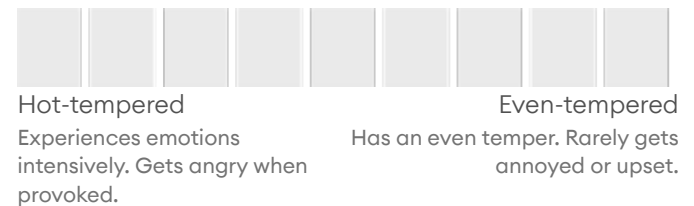
- Gets past setbacks very easily
- Optimistic in almost all situations



### Stability: Very Even-tempered

98th percentile and above.

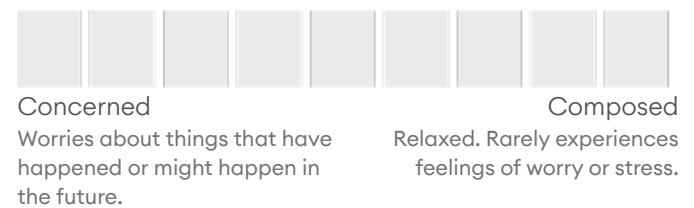
- Has a very even temper
- Very rarely gets annoyed or upset



### Stress tolerance: Very Composed

98th percentile and above.

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





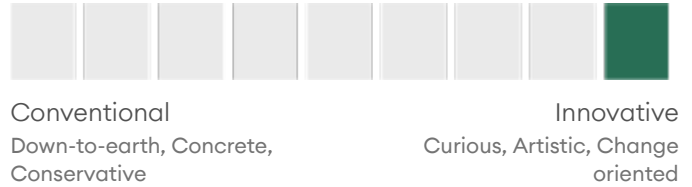


## Openness to Experience

### Very Innovative

93rd - 98th percentile.

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.

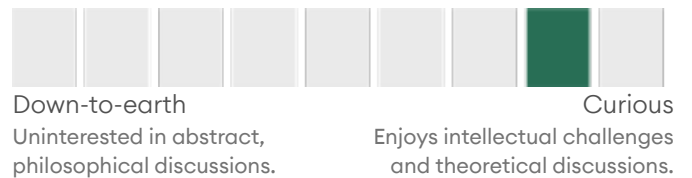


Three aspects of openness to experience:

### Curiosity: **Curious**

84th - 93rd percentile.

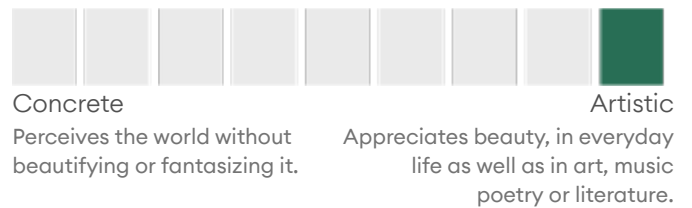
- Intellectual and curious mind
- Enjoys theoretical problems



### Aesthetic orientation: **Very Artistic**

93rd - 98th percentile.

- Strongly appreciates beauty in life and art
- Has a very vivid imagination



### Change orientation: **Change oriented**

69th - 84th percentile.

- Has a strong need for variation
- Likes to try new things and change settings

