

Navneeth Ramachandran - 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	10	Friendly
Conscientiousness	Relaxed	9	Diligent
Extraversion	Reserved	9	Outgoing
Emotional Stability	Sensitive	9	Resilient
Openness to Experience	Conventional	9	Innovative

Possible strengths

- Works hard to benefit the team and achieve common goals
- Warm and friendly 'people person'; makes others comfortable
- Highly productive and able to work at a high tempo

Growth factors

Drivers

What are the key motivators for this person?

Relationships

Creativity

Stimulation

Possible challenges

- Tends to have a hard time saying no and limit their workload
- May forget about own needs while attending to others
- Could come across as pushy when wanting things done

Culture preferences

In what environment does this person thrive?

Team-oriented

Supportive

Innovative

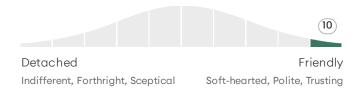


Agreeableness

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.



Three aspects of agreeableness:

Compassion: Very Soft-hearted

93rd - 98th percentile.

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

Politeness: Very Polite 93rd - 98th percentile.

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

Trust: Very Trusting

93rd - 98th percentile.

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



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.



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.



Sceptical

Wary of other people.

Trusting 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 selfdiscipline and strongly 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

Carefulness: Careful

84th - 93rd percentile.

- Puts preparation into decisions
- Concerned about getting things right

More inclined to lower their

way to reach goals.

Careful

Industrious

easily.

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

Works hard to reach their goals,

Orderliness: Organized

69th - 84th percentile.

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



Spontaneous

Easy-going

Makes decisions and acts on impulse.



ambitions than to get out of their completes tasks and gets started

Unstructured

Prefers unstructured approaches.

Organized Likes order and structure.



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

69th - 84th percentile.

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

Sociability: Very Sociable

93rd - 98th percentile.

- Loves being around other people
- Very outgoing socially

Energy Level: Energetic

84th - 93rd percentile.

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



Accomodative

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







Solitary

Likes to be alone. Quiet and socially withdrawn.





Low-key

Likes low-energy environments. Restrained appearance.



Energetic gy environments.

Enjoys high-energy environments.

Active and lively appearance.



Emotional Stability

Very Resilient

93rd - 98th percentile.

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.



Sensitive Heavy Hearted, Hot-tempered,

Concerned

Resilient Carefree, Even-tempered, Composed

Three aspects of emotional stability:

Optimism: Very Carefree

93rd - 98th percentile.

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

Stability: Very Even-tempered

93rd - 98th percentile.

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

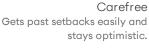
Stress tolerance: Composed

84th - 93rd percentile.

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



Heavy hearted Gets discouraged when experiencing setbacks. Inclined to negative emotions.





Hot-tempered Even-tempered Experiences emotions intensively. Has an even temper. Rarely gets Gets angry when provoked. annoyed or upset.





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

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.



Conservative



Three aspects of openness to experience:

Curiosity: Curious

69th - 84th percentile.

- Intellectual and curious mind
- Enjoys theoretical problems

Aesthetic orientation: Very Artistic

93rd - 98th percentile.

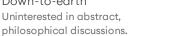
- Strongly appreciates beauty in life and art
- Has a very vivid imagination

Change orientation: Change oriented

84th - 93rd percentile.

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









Concrete
Perceives the world without
beautifying or fantasizing it.

Artistic
Appreciates beauty, in everyday
life as well as in art, music poetry
or literature.



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.