






sameer mishra - 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		Friendly
Conscientiousness	Relaxed		Diligent
Extraversion	Reserved		Outgoing
Emotional Stability	Sensitive		Resilient
Openness to Experience	Conventional		Innovative

Possible strengths

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

Growth factors

Drivers

What are the key motivators for this person?

- Stimulation
- Achievement
- Relationships

Possible challenges

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

Culture preferences

In what environment does this person thrive?

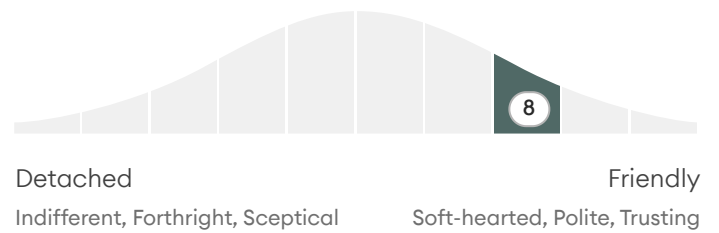
- Team-oriented
- Energetic
- Innovative

## Agreeableness

### Friendly

84th - 93rd percentile.

A high score indicates that one has an empathetic, friendly style when interacting with others. People with high scores trust other people and their intentions, which makes collaboration 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 enter into conflict.



Three aspects of agreeableness:

### Compassion: Soft-hearted

84th - 93rd percentile.

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



### Politeness: Neither Forthright nor Polite

50th - 69th percentile.

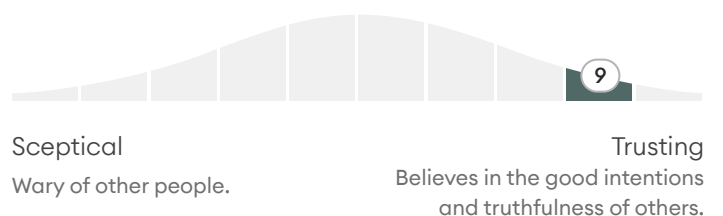
- Neither very direct nor very diplomatic
- May engage in arguments when needed



### Trust: Very Trusting

93rd - 98th percentile.

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

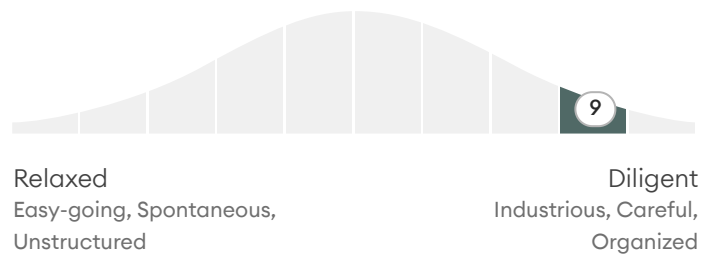


## Conscientiousness

### 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.

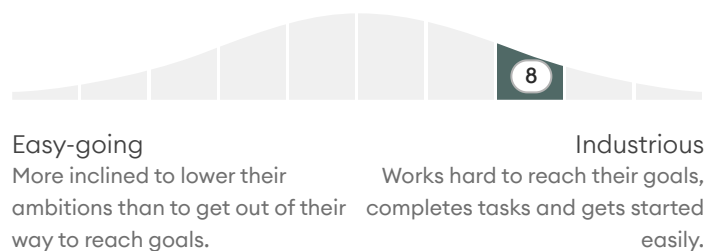


Three aspects of conscientiousness:

### Goal-striving: Industrious

84th - 93rd percentile.

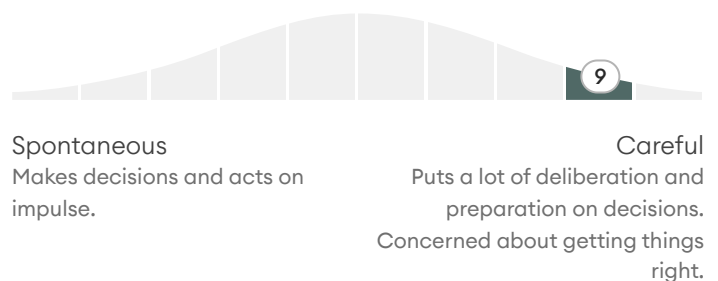
- Goal-oriented and hard-working
- Gets started with work tasks easily



### Carefulness: Very Careful

93rd - 98th percentile.

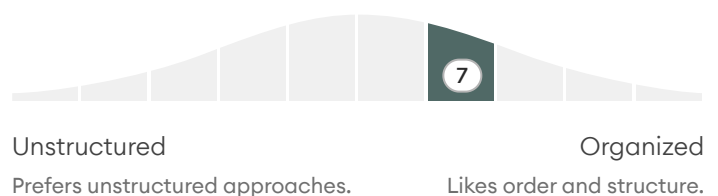
- Puts a lot of preparation into decisions
- Very concerned about getting things right



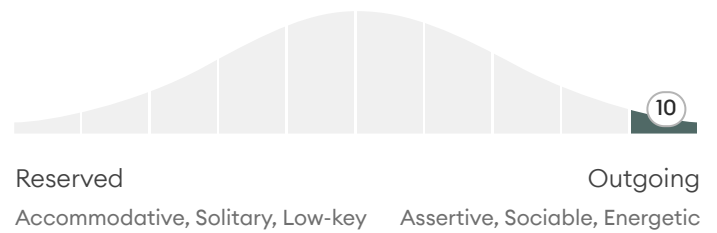
### Orderliness: Organized

69th - 84th percentile.

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



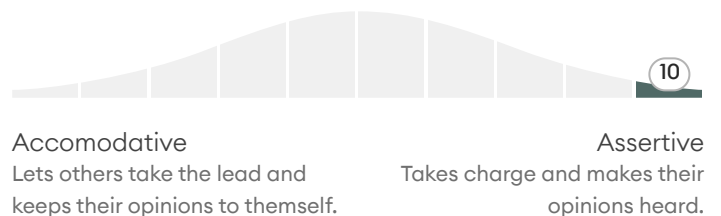
A very high score indicates that one is markedly outgoing and sociable, with a very high energy level. People with very high scores usually dominate the social space, love frequent discussions, and crave a high level of activity. They have a strong tendency to take the lead and asserting their own view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



Three aspects of extraversion:

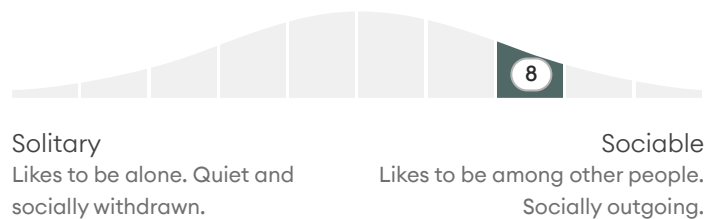
98th percentile and above.

- Has a strong preference for taking charge and leading
- Makes their opinions heard in almost all situations



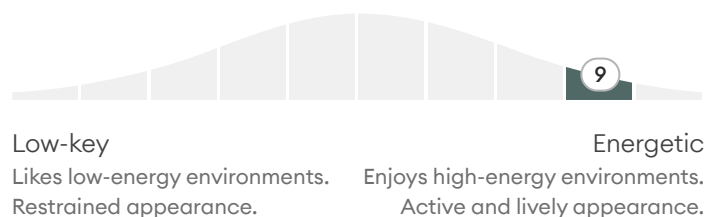
84th - 93rd percentile.

- Likes being around other people
- Socially outgoing



93rd - 98th percentile.

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

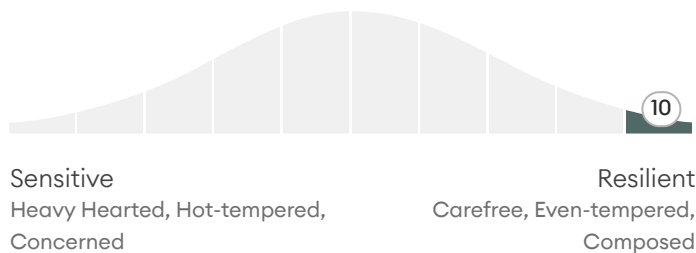


## Emotional Stability

### 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.

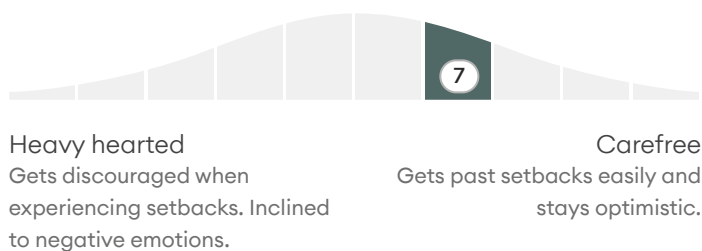


Three aspects of emotional stability:

### Optimism: Carefree

69th - 84th percentile.

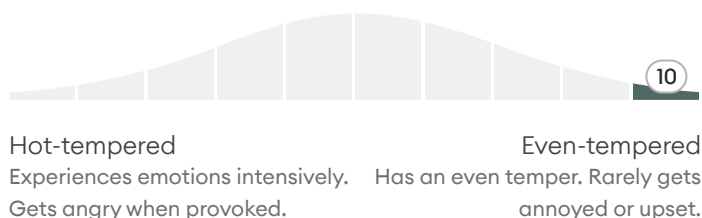
- Gets past setbacks easily
- Optimistic in most situations



### Stability: Very Even-tempered

98th percentile and above.

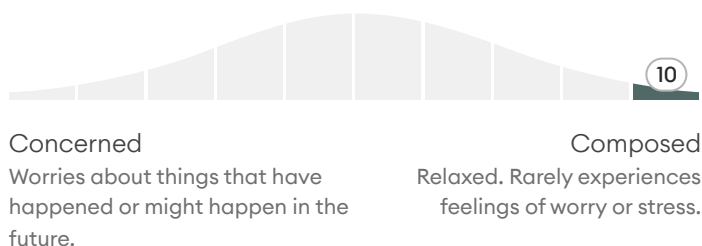
- Has a very even temper
- Very rarely gets annoyed or upset



### Stress tolerance: Very Composed

98th percentile and above.

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

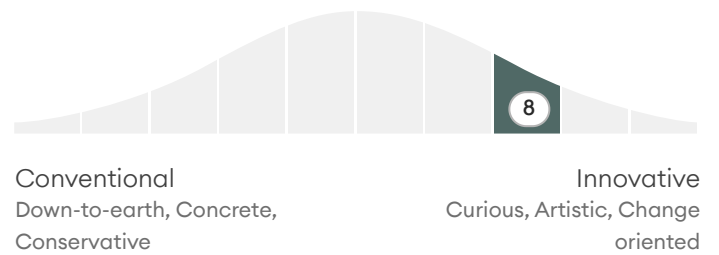


## Openness to Experience

### Innovative

84th - 93rd percentile.

A high score indicates that one is interested in new impressions and experiences. People with high scores 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.

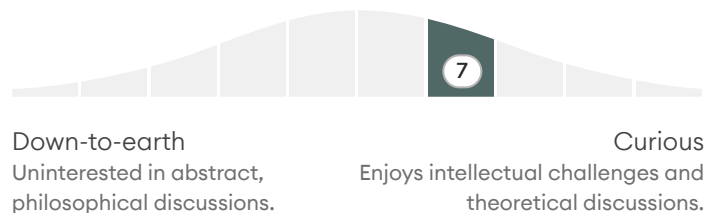


Three aspects of openness to experience:

### Curiosity: Curious

69th - 84th percentile.

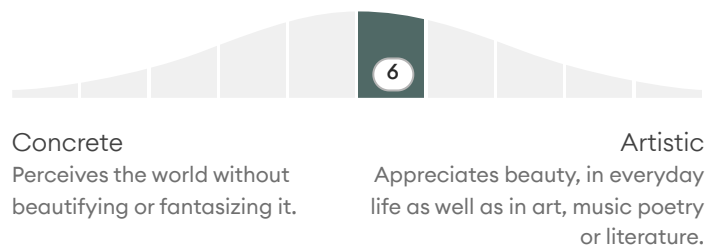
- Intellectual and curious mind
- Enjoys theoretical problems



### Aesthetic orientation: Neither Concrete nor Artistic

50th - 69th percentile.

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



### Change orientation: Very Change oriented

93rd - 98th percentile.

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

