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	9	Friendly
Conscientiousness	Relaxed		10 Diligent
Extraversion	Reserved	8	Outgoing
Emotional Stability	Sensitive		10 Resilient
Openness to Experience	Conventional	8	Innovative

Possible strengths

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

Possible challenges

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

Growth factors

Drivers Culture preferences Potential roles What are the key motivators for this In what environment does this person Roles this person is likely to thrive in thrive? person? Achievement Autonomy Team-oriented Supportive Sales Leading others Analytical Creativity **Customer Service**

Agreeableness

Very Friendly

93rd to 98th percentile.

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 consensusseeking, meaning they are very reluctant to speak 'hard truths' or enter into conflict.



Soft-hearted, Polite, Trusting

Indifferent, Forthright, Sceptical

Three aspects of agreeableness:

Compassion: Neither Indifferent nor Soft-hearted 31st to 50th percentile.

- Sometimes focused on the well-being of others
- Sometimes affected by others' negative experiences

Politeness: Very Polite 93rd to 98th percentile.

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

Trust: Very Trusting 98th percentile and above.

Very easily trusts other people

Assumes the best about others' intentions

Indifferent Soft-hearted Unaffected by other people's Often feels compassion. Cares negative experiences. about the wellbeing of others. Wants to care for and help other people.

Forthright Questions others and has a sharp Well-mannered and humble. Avoids tongue. Accustomed to conflicts to offend others and stays out of and arguments.

(10)

Sceptical Wary of other people.

Trusting Believes in the good intentions and truthfulness of others.

conflicts.

Conscientiousness

Very Diligent

98th percentile and above.

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.



Relaxed Diligent

Easy-going, Spontaneous, Unstructured Industrious, Careful, Organized

Three aspects of conscientiousness:

Goal-striving: Very Industrious

93rd to 98th percentile.

- Very goal-oriented and hard-working
- Gets started with work tasks right away

Carefulness: Careful

84th to 93rd percentile.

- Puts preparation into decisions
- Concerned about getting things right

Orderliness: Very Organized

93rd to 98th percentile.

- Strongly prefers order and structure
- Has a very organized approach to work



More inclined to lower their ambitions than to get out of their way to reach goals.

Industrious

Works hard to reach their goals, completes tasks and gets started



Spontaneous

Makes decisions and acts on impulse.

Careful Puts a lot of deliberation and preparation on decisions.

Concerned about getting things riaht.



Unstructured

Prefers unstructured approaches.

Organized

Likes order and structure.

Extraversion

Outgoing

84th to 93rd percentile.

A high score indicates that one is outgoing and sociable, with a high energy level. People with high scores often dominate the social space, enjoy in frequent discussions, and enjoy a high level of activity. They are prone to taking the lead and asserting their own view in many different settings.



Accommodative, Solitary, Low-key

Assertive, Sociable, Energetic

Three aspects of extraversion:

Assertiveness: Assertive

69th to 84th percentile.

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

Sociability: Neither Solitary nor Sociable

50th to 69th percentile.

- Likes a balance between social and alone time
- Sometimes quite outgoing, but can also be more quiet

Energy Level: Very Energetic

93rd to 98th percentile.

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



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

Assertive

Takes charge and makes their opinions heard.



Solitary

Likes to be alone. Quiet and socially withdrawn.

Sociable

Likes to be among other people. Socially outgoing.



Low-key

Likes low-energy environments. Restrained appearance.



Energetic

Enjoys high-energy environments. Active and lively appearance.

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.



Sensitive

Heavy Hearted, Hot-tempered, Concerned

Resilient
Carefree, Even-tempered,
Composed

Three aspects of emotional stability:

Optimism: Very Carefree

93rd to 98th percentile.

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

Stability: Even-tempered

84th to 93rd percentile.

- Has an even temper
- Rarely gets annoyed or upset

Stress tolerance: Very Composed

93rd to 98th percentile.

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



Heavy hearted

Gets discouraged when experiencing setbacks. Inclined to negative emotions.





Hot-tempered

Experiences emotions intensively. Gets angry when provoked.

Even-tempered Has an even temper. Rarely gets 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

Innovative

84th to 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.



Conventional
Down-to-earth, Concrete,
Conservative

Innovative
Curious, Artistic, Change
oriented

Three aspects of openness to experience:

Curiosity: Curious

69th to 84th percentile.

- Intellectual and curious mind
- Enjoys theoretical problems

Aesthetic orientation: Artistic 84th to 93rd percentile.

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

Change orientation:

Neither Conservative nor Change oriented 31st to 50th percentile.

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

Down-to-earth

Uninterested in abstract, philosophical discussions.

Curiou

Enjoys intellectual challenges and theoretical discussions.

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.