

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

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

Growth factors

Drivers What are the key motivators for this person?	Culture preferences In what environment does this person thrive?	Potential roles Roles this person is likely to thrive in
Relationships Achievement	Team-oriented Analytical	Sales Strategic roles
Creativity	(Innovative)	Leading others

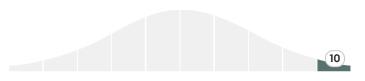


Agreeableness

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

Indifferent, Forthright, Sceptical

Friendly

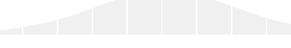
Soft-hearted, Polite, Trusting

Three aspects of agreeableness:

Compassion: Very Soft-hearted

98th percentile and above.

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



Soft-hearted

10

Polite

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

Politeness: Polite

69th - 84th percentile.

- Well-mannered and humble
- Avoids offending others and stays out of conflicts



Forthright

Indifferent

Unaffected by other people's

negative experiences.

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

Well-mannered and humble. out of conflicts.

Trust: Very Trusting

93rd - 98th percentile.

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



Sceptical

Wary of other people.





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 Easy-going, Spontaneous, Unstructured

Diligent Industrious, Careful, Organized

Three aspects of conscientiousness:

Goal-striving: Very Industrious

93rd - 98th percentile.

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

Carefulness: Very Careful

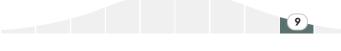
98th percentile and above.

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

Orderliness: Very Organized

98th percentile and above.

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



Easy-going

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 easily.



Spontaneous

Makes decisions and acts on impulse.

Careful Puts a lot of deliberation and

(10)

preparation on decisions. Concerned about getting things right.



Unstructured

Prefers unstructured approaches.

Organized

Likes order and structure.



Extraversion

Very Outgoing

98th percentile and above.

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: Very Assertive

93rd - 98th percentile.

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

Sociability: Very Sociable

98th percentile and above.

- Loves being around other people
- Very outgoing socially

Energy Level: Very Energetic

93rd - 98th percentile.

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

Accomodative

Assertive

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

Takes charge and makes their opinions heard.



Solitary

Likes to be alone. Quiet and socially withdrawn.

Sociable Likes to be among other people.

Likes to be among other people.
Socially outgoing.



Low-key

Likes low-energy environments. Restrained appearance.

Energetic bys high-energy environments.

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

98th percentile and above.

- 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: Very Composed 98th percentile and above.

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



Heavy hearted

Gets discouraged when experiencing setbacks. Inclined to negative emotions.

Carefree Gets past setbacks easily and stays optimistic.

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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

Very Innovative

98th percentile and above.

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.



Conventional
Down-to-earth, Concrete,
Conservative

Innovative Curious, Artistic, Change oriented

Three aspects of openness to experience:

Curiosity: Very Curious

93rd - 98th percentile.

- Highly intellectual and curious mind
- Strongly 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



Down-to-earth Uninterested in abstract, philosophical discussions.

Curious Enjoys intellectual challenges and theoretical discussions.



Concrete Perceives the world without

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.

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