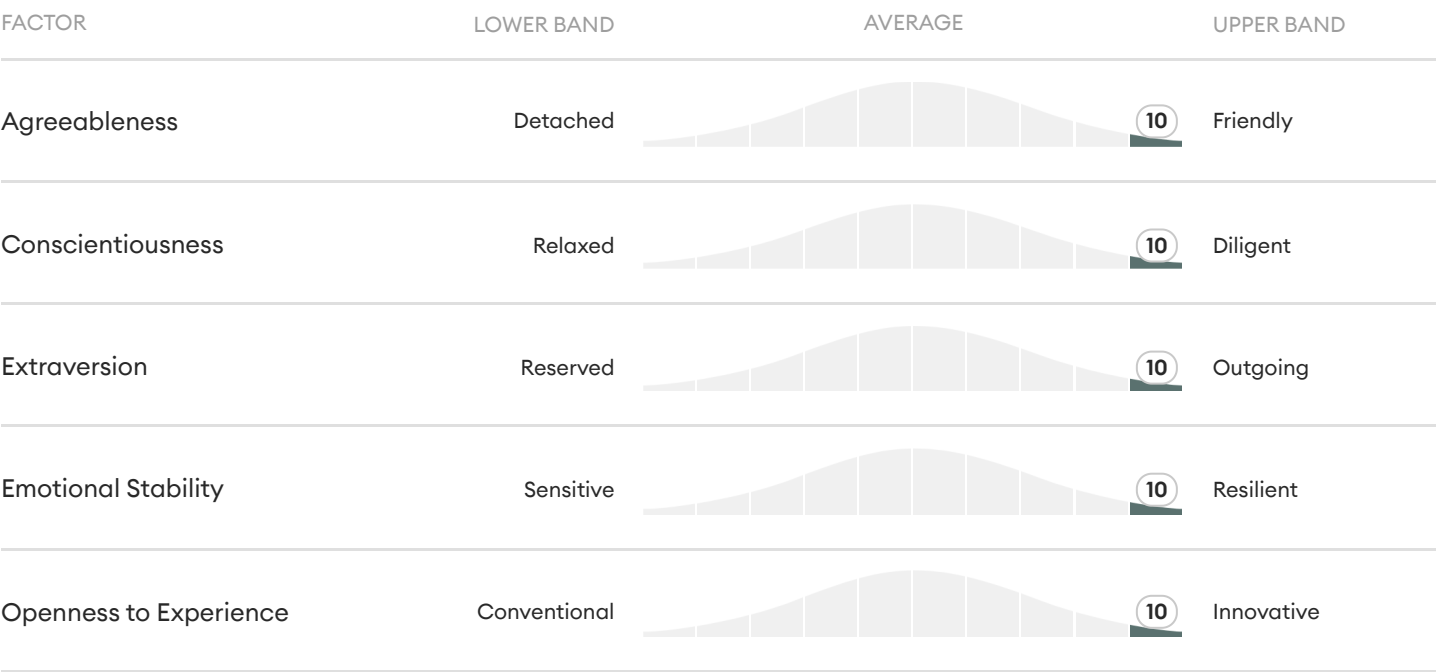


## sameer mishra - Personality profile

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.



### 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?

Relationships

Achievement

Creativity

#### Culture preferences

In what environment does this person thrive?

Team-oriented

Analytical

Innovative

#### Potential roles

Roles this person is likely to thrive in

Sales

Strategic roles

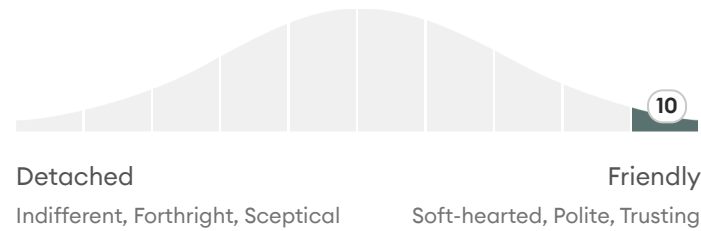
Leading others

## 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.

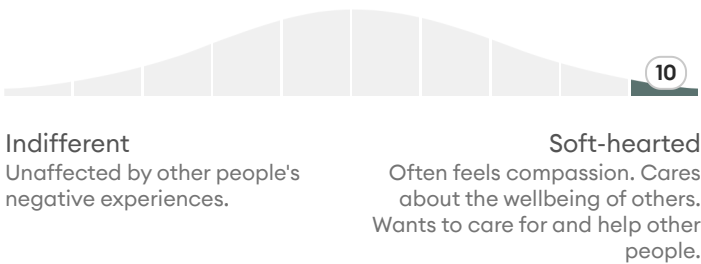


### Three aspects of agreeableness:

#### Compassion: Very Soft-hearted

98th percentile and above.

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



#### Politeness: Polite

69th - 84th percentile.

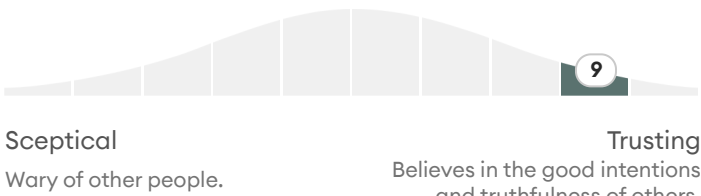
- Well-mannered and humble
- Avoids offending others and stays out of conflicts



#### Trust: Very Trusting

93rd - 98th percentile.

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

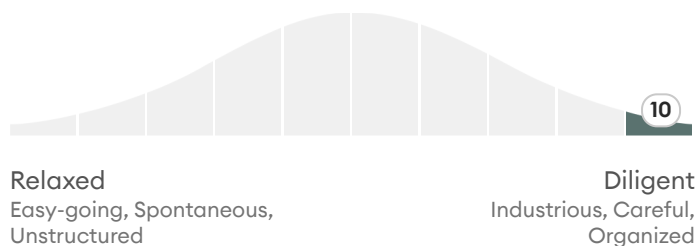


## Conscientiousness

### 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.

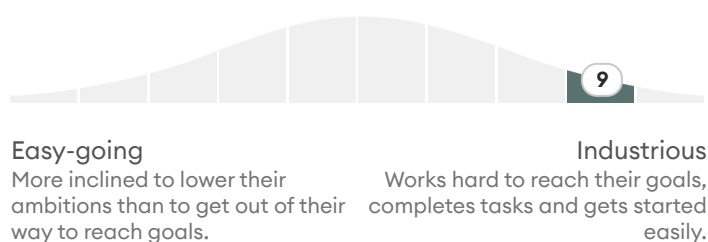


### Three aspects of conscientiousness:

#### Goal-striving: **Very Industrious**

93rd - 98th percentile.

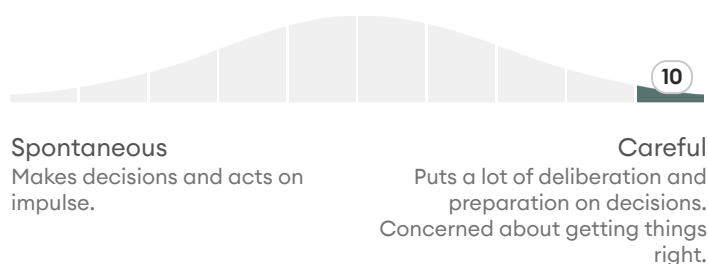
- Very goal-oriented and hard-working
- Gets started with work tasks right away



#### 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

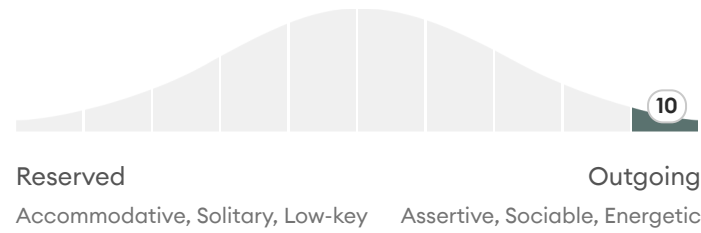


Extraversion

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.

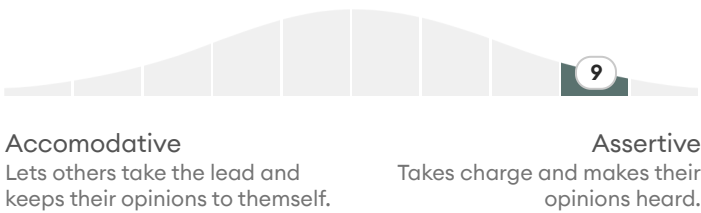


Three aspects of extraversion:

Assertiveness: **Very Assertive**

93rd - 98th percentile.

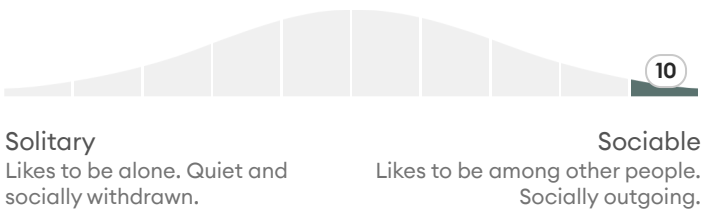
- Has a strong preference for taking charge and leading
- Makes their opinions heard in almost all situations



Sociability: **Very Sociable**

98th percentile and above.

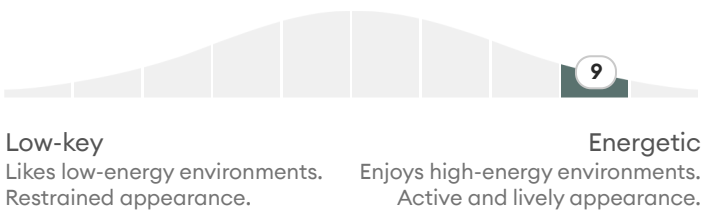
- Loves being around other people
- Very outgoing socially



Energy Level: **Very Energetic**

93rd - 98th percentile.

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



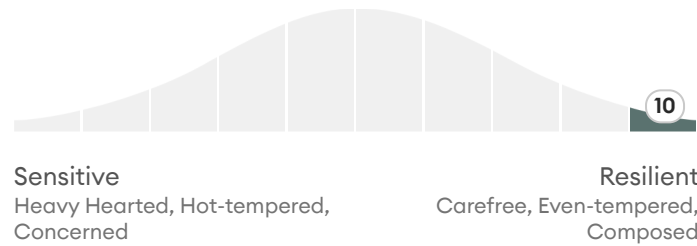


## Emotional Stability

### 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.

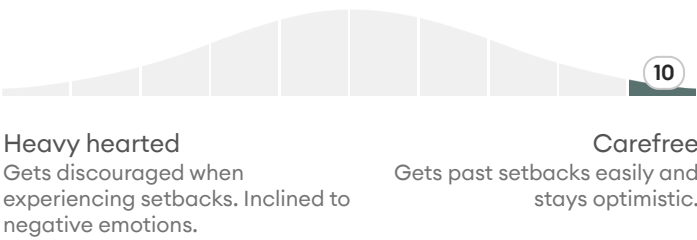


### Three aspects of emotional stability:

#### Optimism: Very Carefree

98th percentile and above.

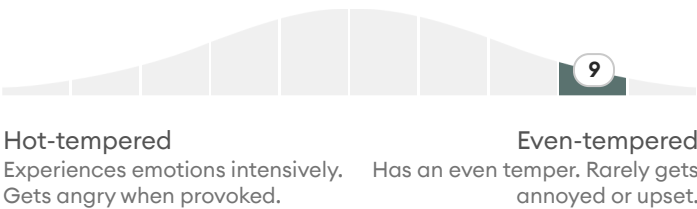
- Gets past setbacks very easily
- Optimistic in almost all situations



#### 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



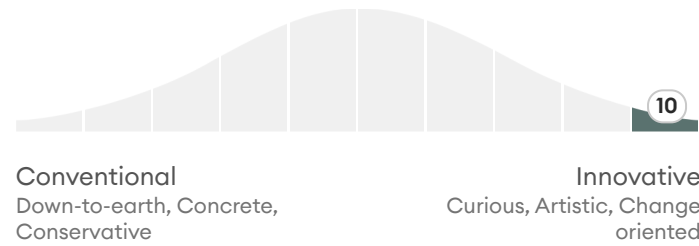


# Openness to Experience

## 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.

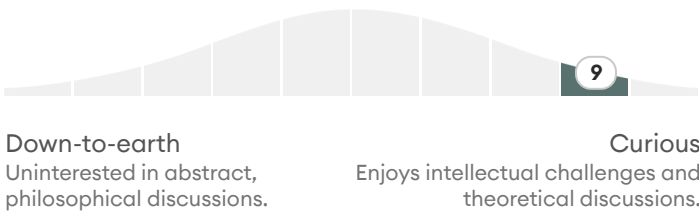


## Three aspects of openness to experience:

### Curiosity: Very Curious

93rd - 98th percentile.

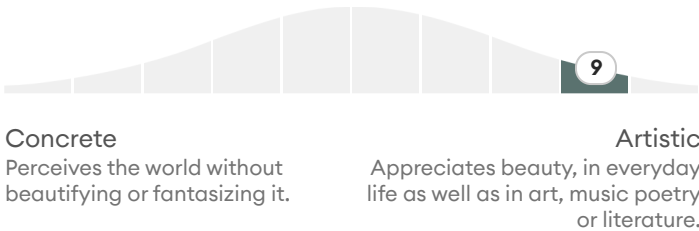
- Highly intellectual and curious mind
- Strongly enjoys theoretical problems



### 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

