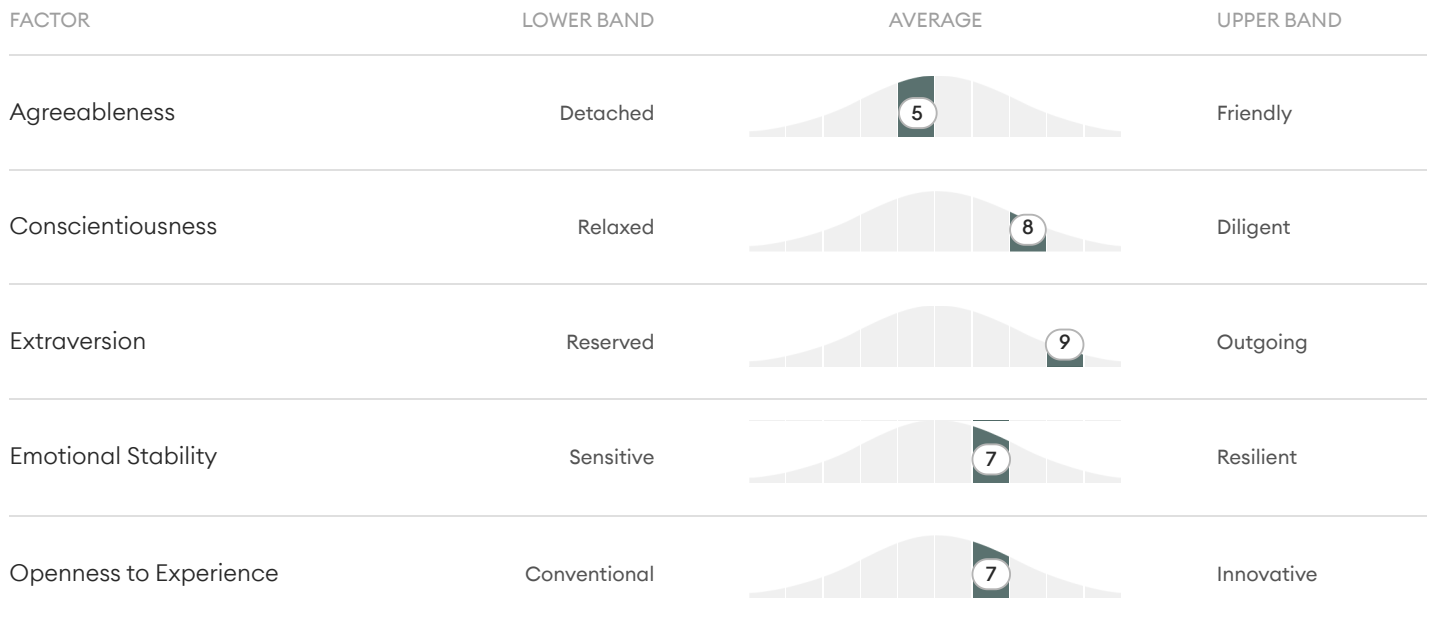


# Sandra Bernholm del Bianco



## Sandra Bernholm del Bianco - 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

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

### Possible challenges

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

### Growth factors

#### Drivers

What are the key motivators for this person?

Influence

Stimulation

Achievement

#### Culture preferences

In what environment does this person thrive?

Energetic

Team-oriented

Innovative

#### Potential roles

Roles this person is likely to thrive in

Sales

Creative roles

Leading others

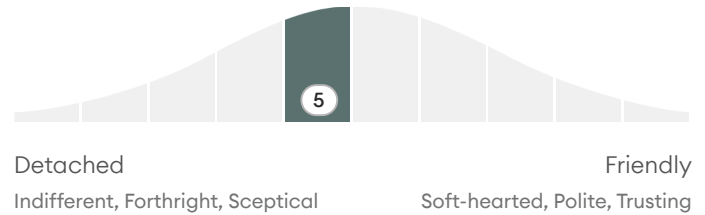


## Agreeableness

### Neither Detached nor Friendly

31st - 50th percentile.

An average score indicates that one's social style is marked neither by extreme likeability, nor bluntness. People with average scores have no problem trusting others, but are neither prone to being naive. They can be honest and tough when needed, but do not seek confrontation unnecessarily.

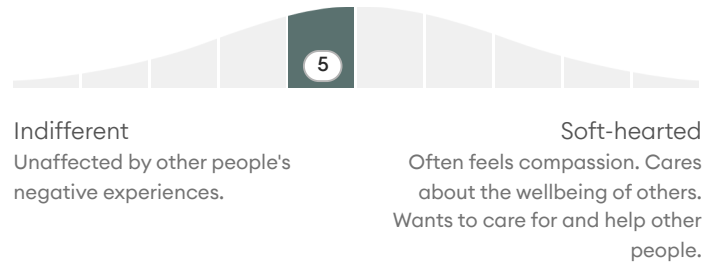


Three aspects of agreeableness:

### Compassion: Neither Indifferent nor Soft-hearted

31st - 50th percentile.

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



### Politeness: Neither Forthright nor Polite

31st - 50th percentile.

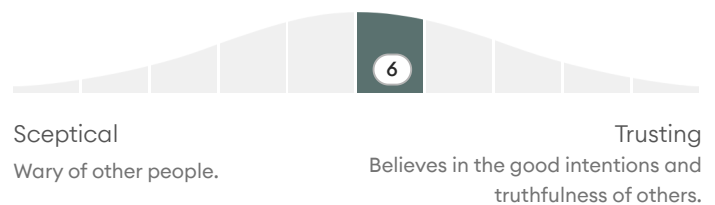
- Neither very direct nor very diplomatic
- May engage in arguments when needed



### Trust: Neither Sceptical nor Trusting

50th - 69th percentile.

- Normally trusts other people, but not always
- May at times question others' intentions

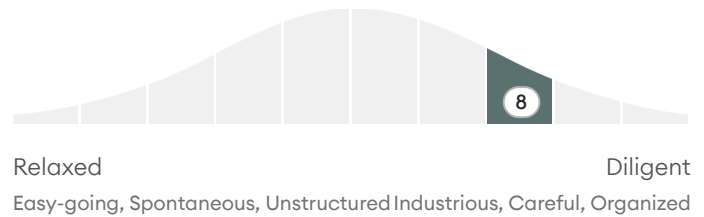


## Conscientiousness

### Diligent

84th - 93rd percentile.

A high score indicates that one has a strong focus on achievement and responsibility. People with high scores tend to work hard to reach goals and live up to expectations, even when it means sacrificing pleasure and fun. They have high self-discipline and prefer to work in a structured way at a high tempo.

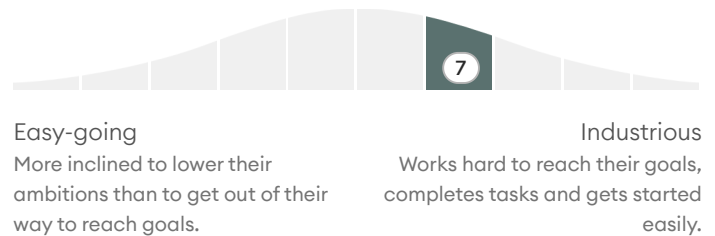


Three aspects of conscientiousness:

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

69th - 84th percentile.

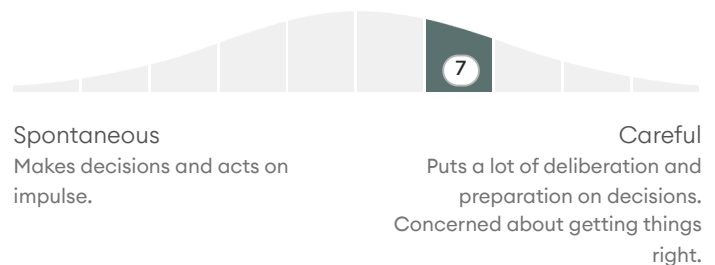
- Goal-oriented and hard-working
- Gets started with work tasks easily



### Carefulness: **Careful**

69th - 84th percentile.

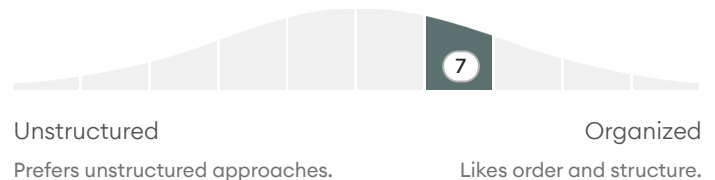
- Puts preparation into decisions
- Concerned about getting things right



### Orderliness: **Organized**

69th - 84th percentile.

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

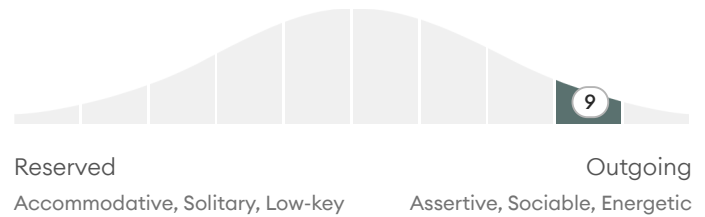


## Extraversion

### 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.

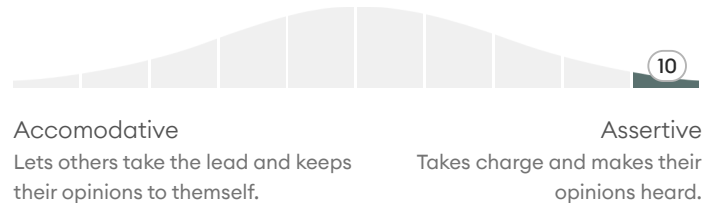


Three aspects of extraversion:

### Assertiveness: **Very Assertive**

98th percentile and above.

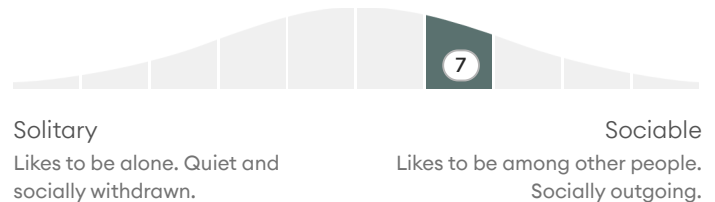
- Has a strong preference for taking charge and leading
- Makes their opinions heard in almost all situations



### Sociability: **Sociable**

69th - 84th percentile.

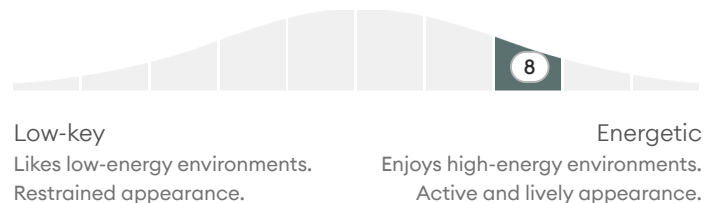
- Likes being around other people
- Socially outgoing



### Energy Level: **Energetic**

84th - 93rd percentile.

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

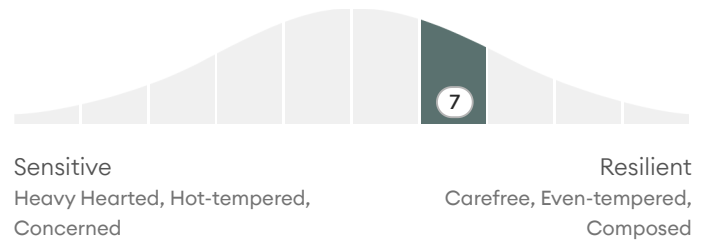


## Emotional Stability

### Resilient

69th - 84th percentile.

A high score indicates that one has an even temper and a tendency to remain calm and stable. People with high scores tend to be relatively unshaken by what is happening around them, hence remaining effective even under pressure. They are resilient and optimistic in the face of setbacks and handle stress and worry well.

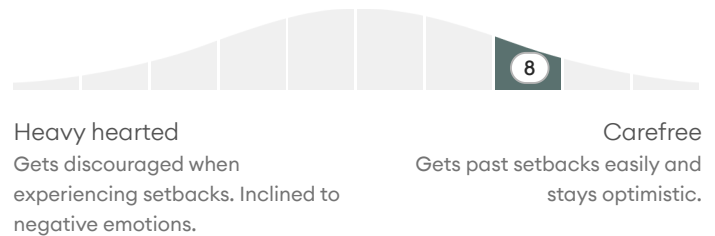


Three aspects of emotional stability:

### Optimism: Carefree

84th - 93rd percentile.

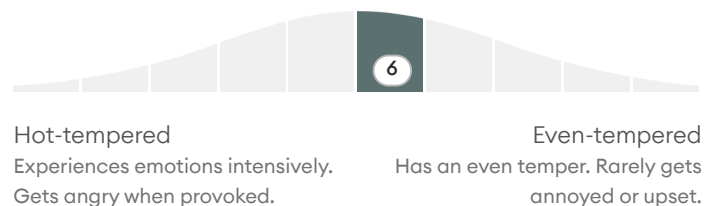
- Gets past setbacks easily
- Optimistic in most situations



### Stability: Neither Hot-tempered nor Even-tempered

50th - 69th percentile.

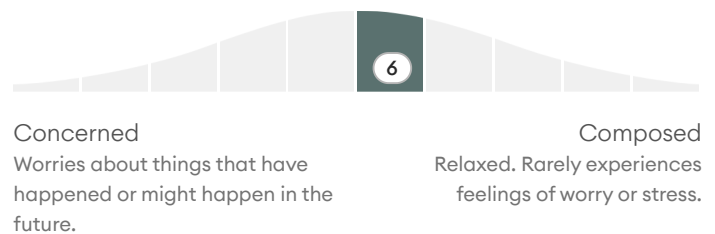
- Has a fairly even temper when not under pressure
- May get annoyed or upset at times but not too often



### Stress tolerance: Neither Concerned nor Composed

50th - 69th percentile.

- May worry at times but mostly stays calm
- May get stressed when important things go wrong

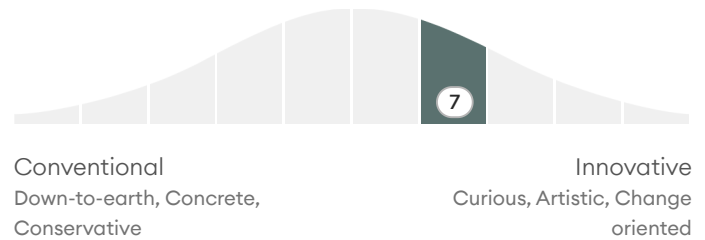


## Openness to Experience

### Innovative

69th - 84th 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.

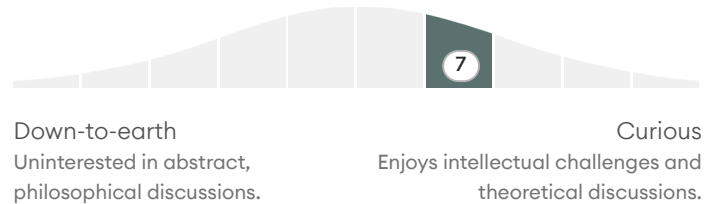


Three aspects of openness to experience:

### Curiosity: Curious

69th - 84th percentile.

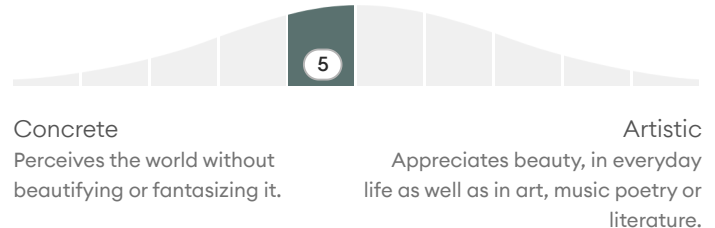
- Intellectual and curious mind
- Enjoys theoretical problems



### Aesthetic orientation: Neither Concrete nor Artistic

31st - 50th percentile.

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



### Change orientation: Change oriented

84th - 93rd percentile.

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

