

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.

FACTOR	LOWER BAND	AVERAGE	UPPER BAND
Agreeableness	Detached	5	Friendly
Conscientiousness	Relaxed	8	Diligent
Extraversion	Reserved	9	Outgoing
Emotional Stability	Sensitive	7	Resilient
Openness to Experience	Conventional	7	Innovative

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 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 person? thrive? Influence **Stimulation Energetic** Team-oriented Sales Creative roles Achievement **Innovative** Leading others ര

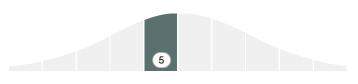


Agreeableness

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.



Detached Indifferent, Forthright, Sceptical

Friendly Soft-hearted, Polite, Trusting

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

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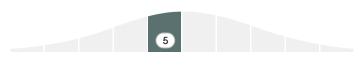
Indifferent Unaffected by other people's negative experiences.

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

Politeness: Neither Forthright nor Polite

31st - 50th percentile.

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



Forthright

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

Well-mannered and humble. Avoids to offend others and stays out of conflicts.

Polite

Trust: Neither Sceptical nor Trusting

50th - 69th percentile.

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



Sceptical

Wary of other people.

Trusting
Believes in the good intentions and
truthfulness of others.





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.



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

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

Spontaneous Makes decisions and acts on impulse.

Easy-going

way to reach goals.

More inclined to lower their

ambitions than to get out of their



Works hard to reach their goals,

completes tasks and gets started

Industrious

easily.

Orderliness: Organized

69th - 84th percentile.

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



Unstructured
Prefers unstructured approaches.

Organized Likes order and structure.





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.



Accommodative, Solitary, Low-key

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

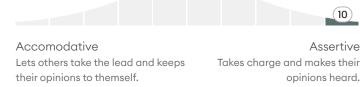
69th - 84th percentile.

- 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





Solitary Likes to be alone. Quiet and socially withdrawn.

Sociable Likes to be among other people. Socially outgoing.

Assertive, Sociable, Energetic



Low-key Likes low-energy environments. Restrained appearance.

Energetic Enjoys high-energy environments. Active and lively appearance.





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.



Sensitive Heavy Hearted, Hot-tempered, Concerned Resilient
Carefree, Even-tempered,
Composed

Three aspects of emotional stability:

Optimism: Carefree

84th - 93rd percentile.

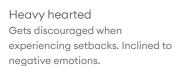
- Gets past setbacks easily
- Optimistic in most situations

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



Carefree Gets past setbacks easily and stays optimistic.



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

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.



Conventional Down-to-earth, Concrete, Conservative

Innovative Curious, Artistic, Change oriented

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



Curious 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.

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









