

Omotayo Samuel - 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	8	Friendly
Conscientiousness	Relaxed	9	Diligent
Extraversion	Reserved	5	Outgoing
Emotional Stability	Sensitive	6	Resilient
Openness to Experience	Conventional	7	Innovative

Possible strengths

- Works hard to benefit the team and achieve common goals
- Loves learning and excels at using knowledge creatively
- Passionate about finding new solutions to human problems

Possible challenges

- Tends to have a hard time saying no and limit their workload
- Tends to get bored by questions that have one right answer
- May seem inconsistent or lacking stability of opinion

Growth factors

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



Agreeableness

Friendly

84th - 93rd percentile.

A high score indicates that one has an empathetic, friendly style when interacting with others. People with high scores trust other people and their intentions, which makes collaboration easy for them. They are likely to be warm, soft-hearted, and consensus-seeking, which also means they are 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

93rd - 98th percentile.

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



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: Polite

69th - 84th percentile.

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

Polite

Forthright

Questions others and has a sharp and arguments.

Well-mannered and humble.

tongue. Accustomed to conflicts Avoids to offend others and stays out of conflicts.

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

Very Diligent

93rd - 98th percentile.

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

98th percentile and above.

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

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Easy-going

More inclined to lower their ambitions than to get out of their completes tasks and gets started way to reach goals.

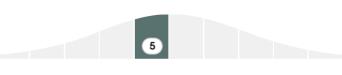
Industrious

Works hard to reach their goals, easily.

Carefulness: Neither Spontaneous nor Careful

31st - 50th percentile.

- Usually prepares for decisions but can also be spontaneous
- Wants to get things right but may at times overlook the 'fine print'



Spontaneous

Makes decisions and acts on impulse.

Careful

Puts a lot of deliberation and preparation on decisions. Concerned about getting things

Orderliness: Organized

84th - 93rd percentile.

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



Unstructured

Prefers unstructured approaches.

Organized

Likes order and structure.

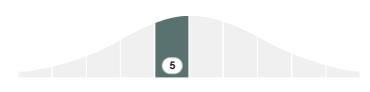


Extraversion

Neither Reserved nor Outgoing

31st - 50th percentile.

An average score indicates that one is about as outgoing and energetic as most other people. People with average scores enjoy being around other people, but may also at times enjoy solitary reflection. They are flexible in relation to the leader role: They may take charge when needed, but are also just as comfortable following.



Reserved Outgoing

Three aspects of extraversion:

Assertiveness: Neither Accomodative nor Assertive

31st - 50th percentile.

- Voices their opinion when needed
- Sometimes takes the lead, but not routinely

Sociability: Solitary

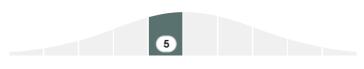
7th - 16th percentile.

- Likes to be alone
- Rather quiet and socially withdrawn

Energy Level: Energetic

84th - 93rd percentile.

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



Accomodative

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

Accommodative, Solitary, Low-key

Assertive

Takes charge and makes their opinions heard.

Assertive, Sociable, Energetic



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.

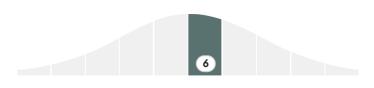


Emotional Stability

Neither Sensitive nor Resilient

50th - 69th percentile.

An average score indicates that one experiences emotions about as often and intensely as most others do. People with average scores are seldom regarded as overly sensitive, but are still relatively responsive to negative events. They do experience stress and worry, but can usually handle it and get over setbacks quite well.



Sensitive

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

Three aspects of emotional stability:

Optimism: Neither Heavy hearted nor Carefree 50th - 69th percentile.

- Usually gets over setbacks reasonably fast
- Mostly optimistic when not under pressure

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 31st - 50th percentile.

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



Heavy hearted

Gets discouraged when experiencing setbacks. Inclined to negative emotions.

Carefree

Gets past setbacks easily and stays optimistic.



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

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: Neither Down-to-earth nor Curious 50th - 69th percentile.

- Has both concrete and intellectual interests
- May at times enjoy a theoretical problem

Aesthetic orientation: Artistic 69th - 84th percentile.

- Has a vivid imagination

Appreciates beauty in life and art

Change orientation:

Neither Conservative nor Change oriented 50th - 69th percentile.

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



Down-to-earth

Uninterested in abstract, philosophical discussions.

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.

Change oriented

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