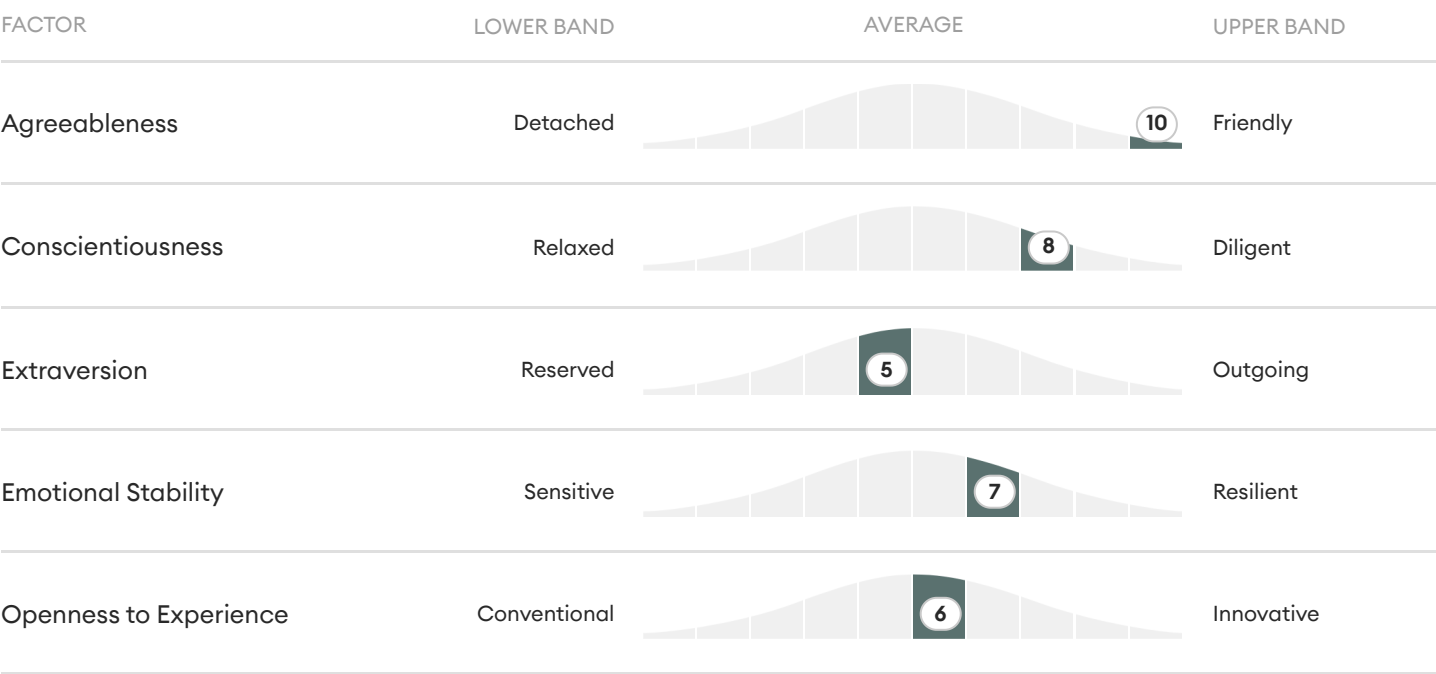


Samad Rahimi - Personality profile

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
- Skilled collaborator who gets along very well with others
- Determined and goal-oriented even in the face of difficulty

Possible challenges

- Tends to have a hard time saying no and limit their workload
- Could be reluctant to expressing frustration even when legitimate
- May overlook the need for rest due to high ambitions

Growth factors

Drivers

What are the key motivators for this person?

- Community
- Structure
- Achievement

Culture preferences

In what environment does this person thrive?

- Supportive
- Team-oriented
- Analytical

Potential roles

Roles this person is likely to thrive in

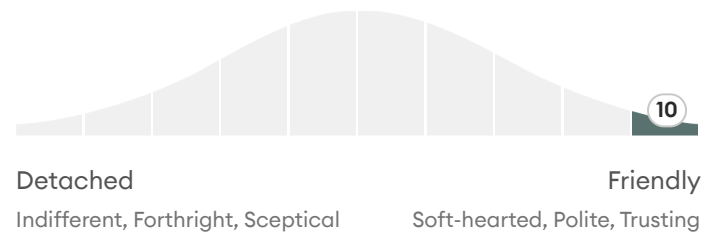
- Customer Service
- Detail-focused roles
- Creative roles

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: Soft-hearted

69th - 84th percentile.

- Cares about the wellbeing of others
- Often feels compassion and wants to help others



Politeness: Very Polite

93rd - 98th percentile.

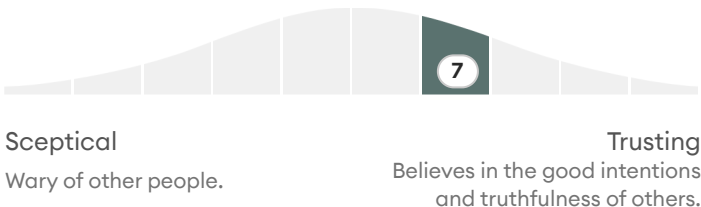
- Very well-mannered and humble
- Very reluctant to offend others; stays out of conflicts



Trust: Trusting

69th - 84th percentile.

- Easily trusts other people
- Usually assumes the best about others' intentions

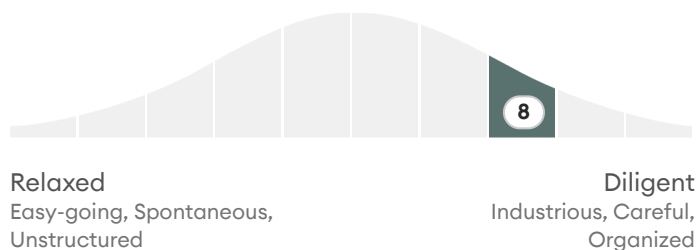


Conscientiousness

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.

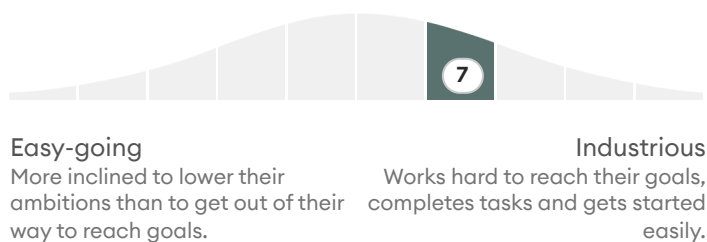


Three aspects of conscientiousness:

Goal-striving: Industrious

69th - 84th percentile.

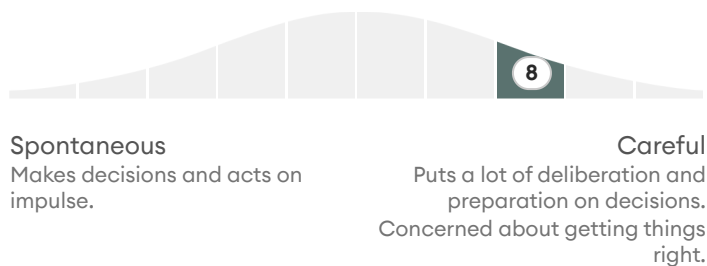
- Goal-oriented and hard-working
- Gets started with work tasks easily



Carefulness: Careful

84th - 93rd percentile.

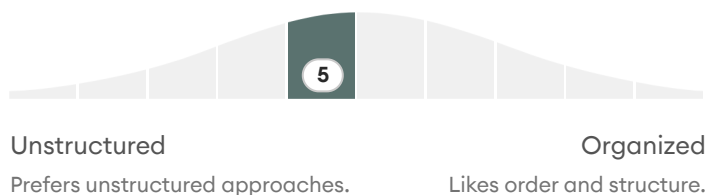
- Puts preparation into decisions
- Concerned about getting things right



Orderliness: Neither Unstructured nor Organized

31st - 50th percentile.

- Prefers order and structure but may not prioritize it
- Strives to keep some level of organization at work

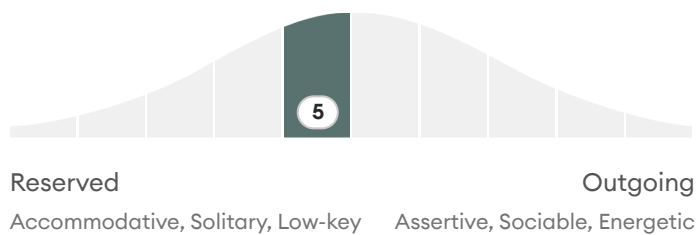


Extraversion

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.

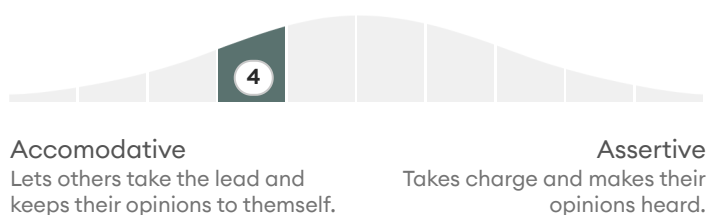


Three aspects of extraversion:

Assertiveness: Accomodative

16th - 31st percentile.

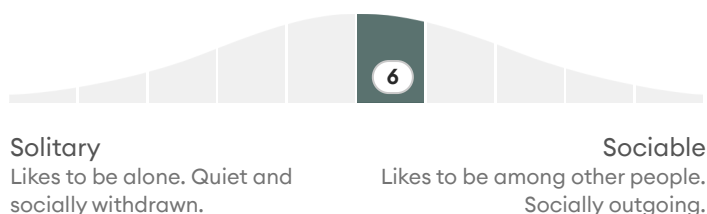
- Usually lets others take the lead
- Seldom voices their opinion



Sociability: Neither Solitary nor Sociable

50th - 69th percentile.

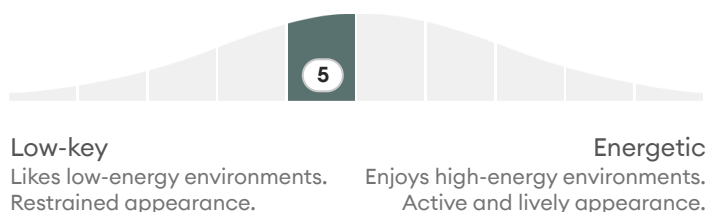
- Likes a balance between social and alone time
- Sometimes quite outgoing, but can also be more quiet



Energy Level: Neither Low-key nor Energetic

31st - 50th percentile.

- Neither overly energetic nor restrained
- Likes some level of excitement but not too much

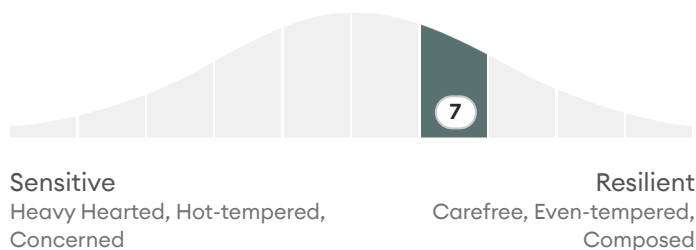


Emotional Stability

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.

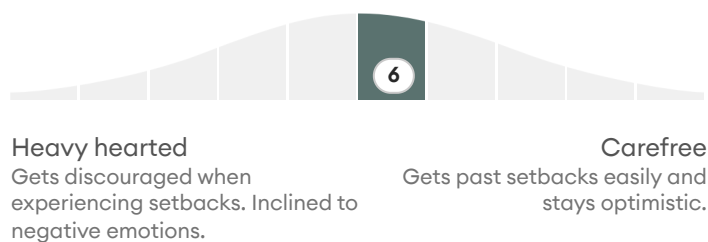


Three aspects of emotional stability:

Optimism: Neither Heavy hearted nor Carefree

50th - 69th percentile.

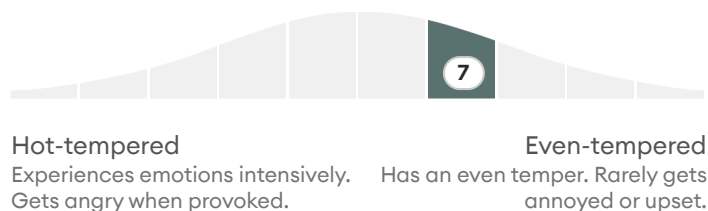
- Usually gets over setbacks reasonably fast
- Mostly optimistic when not under pressure



Stability: Even-tempered

69th - 84th percentile.

- Has an even temper
- Rarely gets annoyed or upset



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

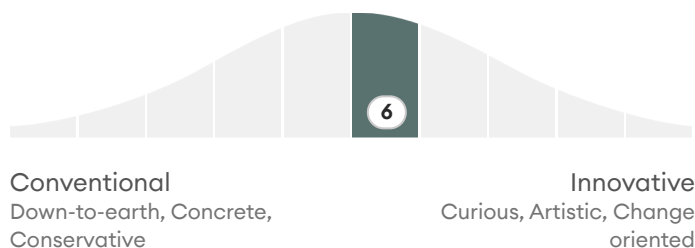


Openness to Experience

Neither Conventional nor Innovative

50th - 69th percentile.

An average score indicates that one is neither overly conventional, nor overly change-seeking. People with average scores may enjoy abstract discussions, but also want to reach an outcome that is practically realizable. They also tend to prefer a balance between sticking to established ways and trying something new.



Three aspects of openness to experience:

Curiosity: Neither Down-to-earth nor Curious

50th - 69th percentile.

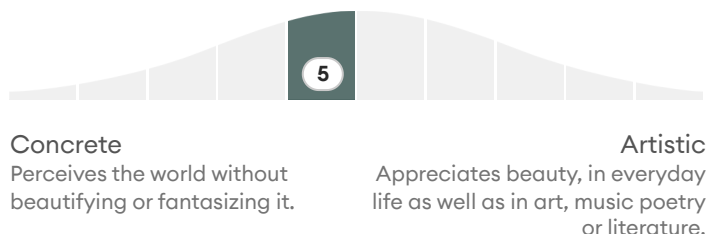
- Has both concrete and intellectual interests
- May at times enjoy a theoretical problem



Aesthetic orientation: 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

69th - 84th percentile.

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

