

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.

FACTOR	LOWER BAND	AVERAGE	UPPER BAND
Agreeableness	Detached	(10)	Friendly
Conscientiousness	Relaxed	8	Diligent
Extraversion	Reserved	5	Outgoing
Emotional Stability	Sensitive	7	Resilient
Openness to Experience	Conventional	6	Innovative

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

Potential roles Drivers Culture preferences In what environment does this What are the key motivators for this Roles this person is likely to thrive in person? person thrive? Structure Team-oriented **Customer Service** Community Supportive Achievement Analytical Detail-focused roles Creative roles

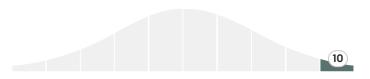


Agreeableness

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.



Detached

Indifferent, Forthright, Sceptical

Friendly Soft-hearted, Polite, Trusting

Three aspects of agreeableness:

Compassion: Soft-hearted

69th - 84th percentile.

- Cares about the wellbeing of others
- Often feels compassion and 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: Very Polite

93rd - 98th percentile.

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



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.

Polite

Trust: Trusting 69th - 84th percentile.

- Easily trusts other people
- Usually assumes the best about 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 Easy-going, Spontaneous, Unstructured

Diligent Industrious, Careful, Organized

Industrious

easily.

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

Spontaneous

Easy-going

way to reach goals.

Makes decisions and acts on impulse.

More inclined to lower their

ambitions than to get out of their

8 Careful

Works hard to reach their goals,

completes tasks and gets started

Puts a lot of deliberation and preparation on 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

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Unstructured

Prefers unstructured approaches.

Organized

Likes order and structure.

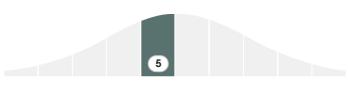


Extraversion

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

Accommodative, Solitary, Low-key

Assertive, Sociable, Energetic

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



Accomodative

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





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

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: 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



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.

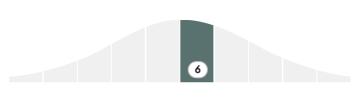


Openness to Experience

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.



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: 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



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.