

William Norland - 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	7	Diligent
Extraversion	Reserved	7	Outgoing
Emotional Stability	Sensitive	5	Resilient
Openness to Experience	Conventional	9	Innovative

Possible strengths

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

Growth factors

Drivers

What are the key motivators for this person?

Autonomy

Relationships

Creativity

Possible challenges

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

Culture preferences

In what environment does this person thrive?

Team-oriented

Supportive

Innovative

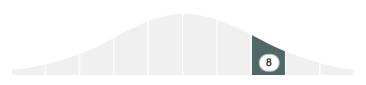


Agreeableness

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: Soft-hearted

84th - 93rd 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: Neither Forthright nor Polite

50th - 69th percentile.

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



Forthright

Questions others and has a sharp and arguments.

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

Trust: Very Trusting

93rd - 98th percentile.

- Very easily trusts other people
- Assumes the best about others' intentions



Sceptical

Wary of other people.

Trusting Believes in the good intentions and truthfulness of others.



Conscientiousness

Diligent

69th - 84th 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

Three aspects of conscientiousness:

Goal-striving: Industrious

69th - 84th percentile.

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

Easy-going More inclined to lower their way to reach goals.

Industrious Works hard to reach their goals, ambitions than to get out of their completes tasks and gets started easily.

Carefulness: Neither Spontaneous nor Careful

50th - 69th 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 right.

Orderliness: Neither Unstructured nor Organized 50th - 69th percentile.

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



Unstructured

Prefers unstructured approaches.

Organized

Likes order and structure.

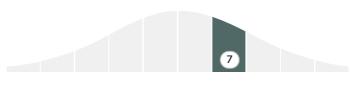


Extraversion

Outgoing

69th - 84th percentile.

A high score indicates that one is outgoing and sociable, with a high energy level. People with high scores often dominate the social space, enjoy in frequent discussions, and enjoy a high level of activity. They are prone to taking the lead and asserting their own view in many different settings.



Reserved

Outgoing

Accommodative, Solitary, Low-key

Assertive, Sociable, Energetic

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: Sociable

84th - 93rd percentile.

- Likes being around other people
- Socially outgoing

Energy Level: Energetic

69th - 84th 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. Assertive Takes charge and makes their opinions heard.



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.

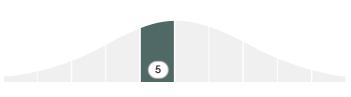


Emotional Stability

Neither Sensitive nor Resilient

31st - 50th 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

Heavy hearted Gets discouraged when experiencing setbacks. Inclined

to negative emotions.

Carefree Gets past setbacks easily and stays optimistic.

Stability: Hot-tempered

16th - 31st percentile.

- Rather prone to mood swings
- Gets annoyed and upset easily

Hot-tempered Experiences emotions intensively. Gets angry when provoked.

Even-tempered Has an even temper. Rarely gets annoyed or upset.

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

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

Very Innovative

93rd - 98th percentile.

A very high score indicates that one has a strong interest in new impressions and experiences. People with very high scores tend to be highly intellectual, learning-oriented, and motivated to solve abstract problems. They are also very open to change and love 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: Very Curious

93rd - 98th percentile.

- Highly intellectual and curious mind
- Strongly enjoys theoretical problems

Aesthetic orientation: Very Artistic

93rd - 98th percentile.

- Strongly appreciates beauty in life and art
- Has a very vivid imagination

Concrete

Down-to-earth

Uninterested in abstract,

philosophical discussions.

Perceives the world without beautifying or fantasizing it.

Appreciates beauty, in everyday life as well as in art, music poetry

Enjoys intellectual challenges and

theoretical discussions.

Artistic

or literature.

Curious

Change orientation: Change oriented 69th - 84th percentile.

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

Conservative Appreciates familiar

Change oriented Has a strong need for variation. environments and settings. Likes Likes to try new things and to follow established methods. change settings.

