








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		Friendly
Conscientiousness	Relaxed		Diligent
Extraversion	Reserved		Outgoing
Emotional Stability	Sensitive		Resilient
Openness to Experience	Conventional		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?

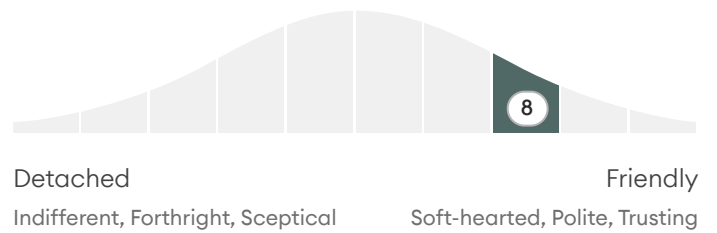
- Team-oriented
- Supportive
- Innovative

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.



Three aspects of agreeableness:

Compassion: **Soft-hearted**

84th - 93rd percentile.

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



Politeness: **Neither Forthright nor Polite**

50th - 69th percentile.

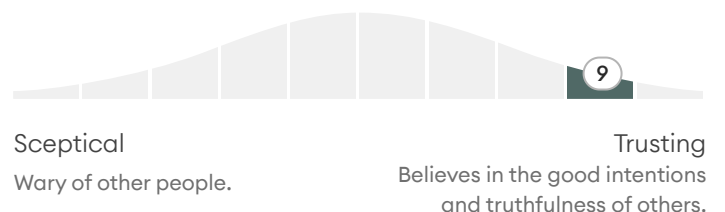
- Neither very direct nor very diplomatic
- May engage in arguments when needed



Trust: **Very Trusting**

93rd - 98th percentile.

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

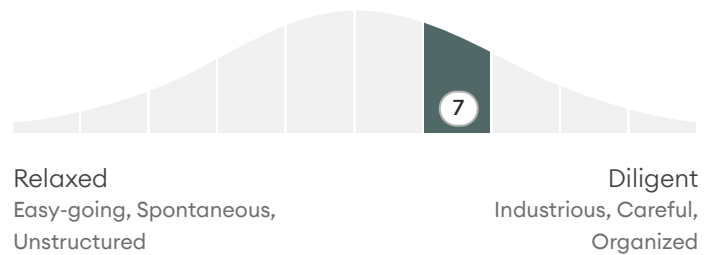


Conscientiousness

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.

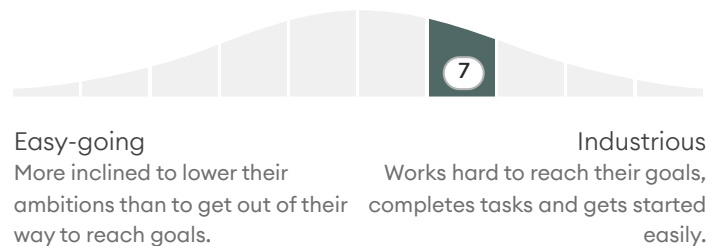


Three aspects of conscientiousness:

Goal-striving: Industrious

69th - 84th percentile.

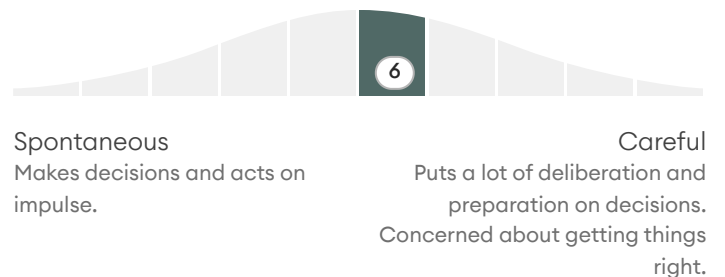
- Goal-oriented and hard-working
- Gets started with work tasks easily



Carefulness: Neither Spontaneous nor Careful

50th - 69th percentile.

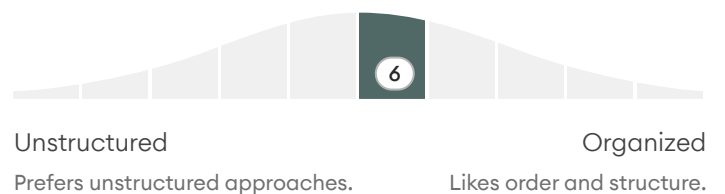
- Usually prepares for decisions but can also be spontaneous
- Wants to get things right but may at times overlook the 'fine print'



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

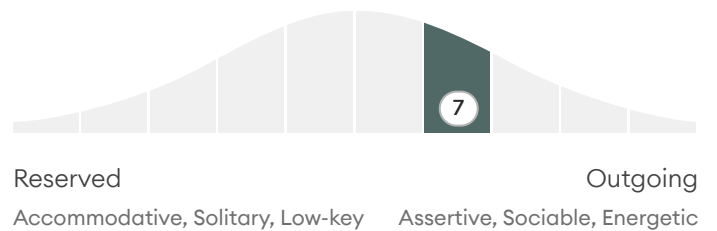


Extraversion

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.

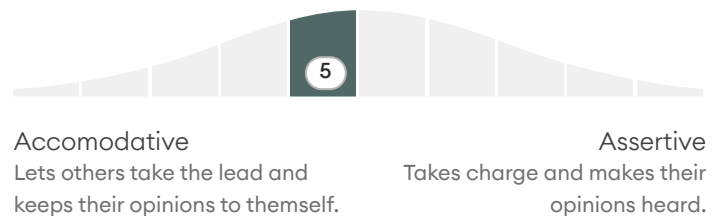


Three aspects of extraversion:

Assertiveness: Neither Accomodative nor Assertive

31st - 50th percentile.

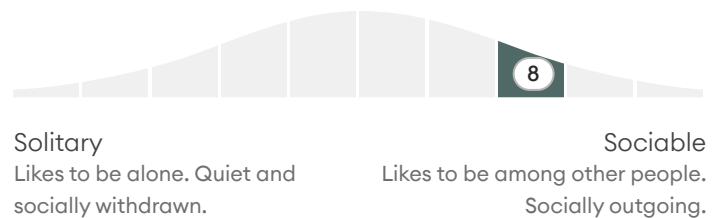
- Voices their opinion when needed
- Sometimes takes the lead, but not routinely



Sociability: Sociable

84th - 93rd percentile.

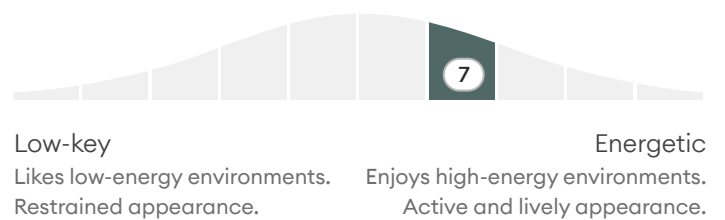
- Likes being around other people
- Socially outgoing



Energy Level: Energetic

69th - 84th percentile.

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

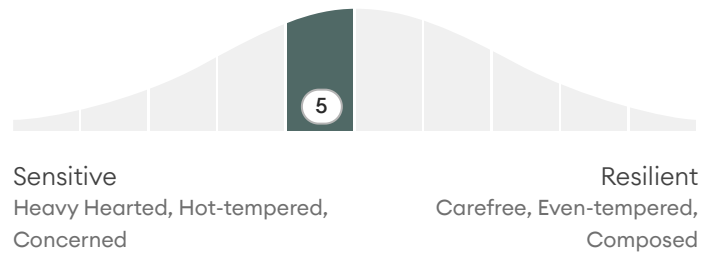


Emotional Stability

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.

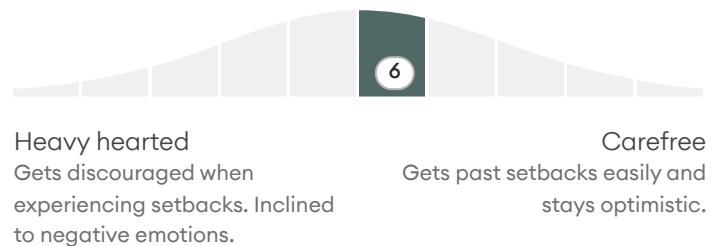


Three aspects of emotional stability:

Optimism: Neither Heavy hearted nor Carefree

50th - 69th percentile.

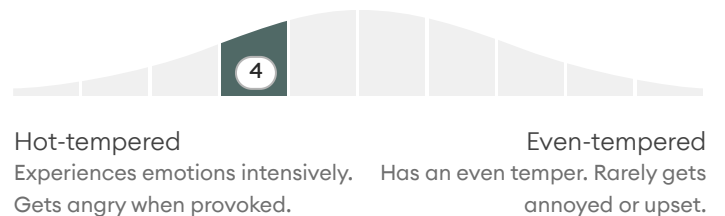
- Usually gets over setbacks reasonably fast
- Mostly optimistic when not under pressure



Stability: Hot-tempered

16th - 31st percentile.

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



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

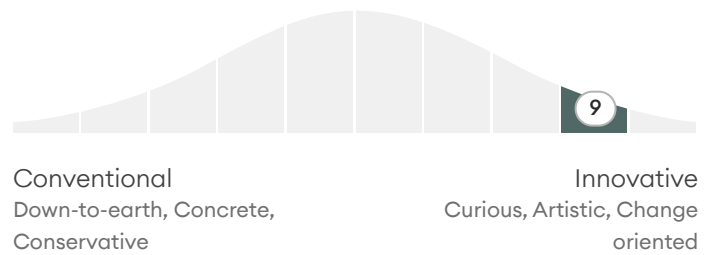


Openness to Experience

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.

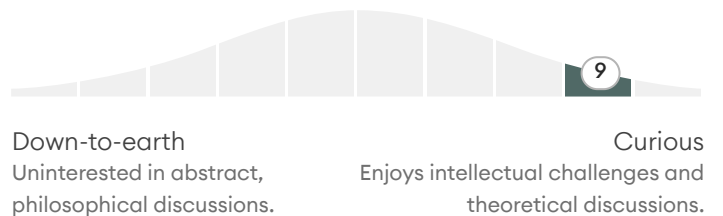


Three aspects of openness to experience:

Curiosity: Very Curious

93rd - 98th percentile.

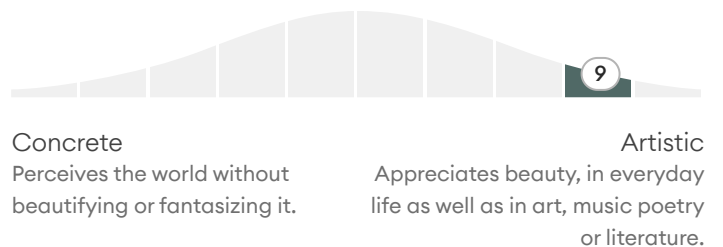
- Highly intellectual and curious mind
- Strongly enjoys theoretical problems



Aesthetic orientation: Very Artistic

93rd - 98th percentile.

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



Change orientation: Change oriented

69th - 84th percentile.

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

