## Artur Adson

## Artur Adson - 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

Loves learning and excels at using knowledge creatively

Works effectively towards both group goals and own interests

- Generally positive to change and willing to question old beliefs


## Possible challenges

Tends to get bored by questions that have one right answer

May resort to a harsh communication style in times of stress

- May be tough in discussions when an idea is important to them


## Growth factors

## Drivers

What are the key motivators for this person?


Creativity

## Culture preferences

In what environment does this person thrive?


## Potential roles

Roles this person is likely to thrive in


## Agreeableness

## Neither Detached nor Friendly

Percentile 50-69
An average score indicates that one's social style is marked neither by extreme likeability, nor bluntness. People with average scores have no problem trusting others, but are neither prone to being naive. They can be honest and tough when needed, but do not seek confrontation unnecessarily.


Three aspects of agreeableness:

## Compassion: Soft-hearted

Percentile 69-84
Indifferent

| Unaffected by other people's |
| :--- |
| negative experiences. | | Often feels compassion. Cares |
| ---: |
| about the wellbeing of others. |
| Wants to care for and help other |
| people. |

## Politeness: Neither Forthright nor Polite

Percentile 31-50

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


## Trust: Neither Sceptical nor Trusting

Percentile 31-50

- Normally trusts other people, but not always
- May at times question others' intentions

Unaffected by other people's negative experiences.

## Forthright

Polite
Questions others and has a sharp Well-mannered and humble. tongue. Accustomed to conflicts Avoids to offend others and stays and arguments.

Trusting
Believes in the good intentions and truthfulness of others.

## Conscientiousness

## Diligent

Percentile 84-93


Relaxed
Easy-going, Spontaneous, Unstructured

Diligent
Organized

Three aspects of conscientiousness:

## Goal-striving: Industrious

Percentile 69-84

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


## Carefulness: Careful

Percentile 84-93

- Puts preparation into decisions
- Concerned about getting things right


## Orderliness: Neither Unstructured nor Organized

Percentile 50-69

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

Easy-going
More inclined to lower their ambitions than to get out of their way to reach goals.

Industrious
Works hard to reach their goals, completes tasks and gets started easily.


Spontaneous
Makes decisions and acts on impulse. Concerned about getting things Concerned about getting things

Careful
Puts a lot of deliberation and preparation on decisions.
Easy-going

| More inclined to lower their |
| :--- |
| ambitions than to get out of their |
| way to reach goals. |$\quad$ Works hard to reach their goals,

completes tasks and gets started
easily.

## Extraversion

## Neither Reserved nor Outgoing

Percentile 50-69


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: Neither Accomodative nor Assertive

Percentile 50-69

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


## Sociability: Neither Solitary nor Sociable

Percentile 31-50

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


## Energy Level: Energetic

Percentile 69-84

- 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.

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Solitary
Likes to be alone. Quiet and socially withdrawn.

Sociable
Likes to be among other people. Socially outgoing.

[^0]Energetic
Likes low-energy environments. Enjoys high-energy environments. Active and lively appearance.

## Emotional Stability

## Neither Sensitive nor Resilient

Percentile 50-69

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: Carefree

Percentile 69-84

- Gets past setbacks easily
- Optimistic in most situations


## Stability: Neither Hot-tempered nor Even-tempered

Percentile 50-69

- Has a fairly even temper when not under pressure
- May get annoyed or upset at times but not too often


## Stress tolerance: Concerned

Percentile 16-31

- Worries about things that could happen
- Gets stressed when things seem to go wrong


Heavy hearted
Gets discouraged when experiencing setbacks. Inclined to negative emotions.

Carefree
Gets past setbacks easily and stays optimistic.


## Hot-tempered

Experionces Gets angry when provoked.

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

Composed
Relaxed. Rarely experiences feelings of worry or stress.

## Openness to Experience

## Innovative

Percentile 84-93

Conventional
Down-to-earth, Concrete, Conservative

Innovative
Curious, Artistic, Change oriented

Three aspects of openness to experience:

## Curiosity: Curious

Percentile 69-84

- Intellectual and curious mind
- Enjoys theoretical problems


## Aesthetic orientation: Artistic

Percentile 84-93

- Appreciates beauty in life and art
- Has a vivid imagination

Concrete
Perceives the world without beautifying or fantasizing it.

Artistic
Appreciates beauty, in everyday life as well as in art, music poetry or literature.

Change orientation: Change oriented
Percentile 69-84

- 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.
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## 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.


[^0]:    Low-key Restrained appearance.

