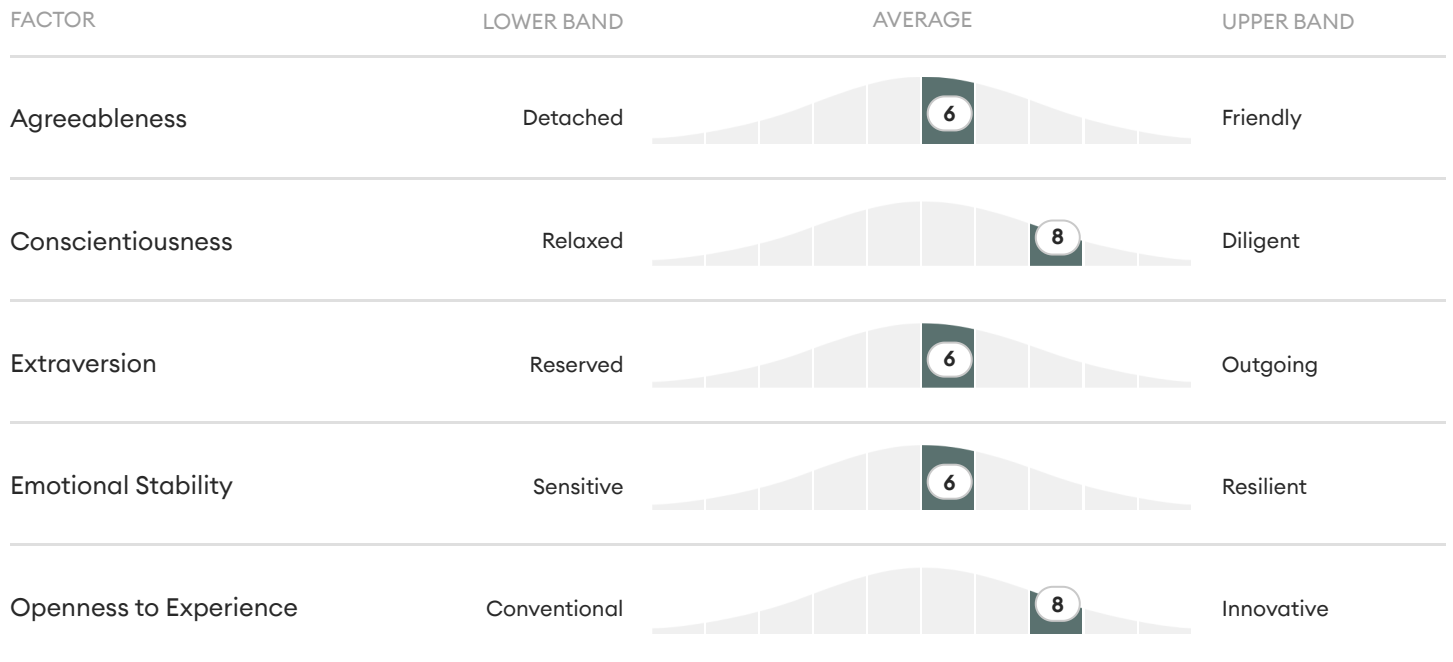




Artur Adson - Personality profile

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?

- Achievement
- Autonomy
- Creativity

Culture preferences

In what environment does this person thrive?

- Analytical
- Task-oriented
- Supportive

Potential roles

Roles this person is likely to thrive in

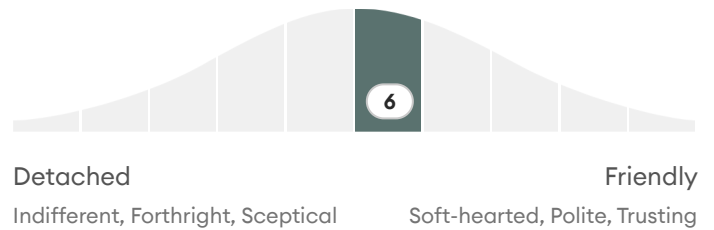
- Creative roles
- Sales
- Verbal communication

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

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



Politeness: Neither Forthright nor Polite

Percentile 31 - 50

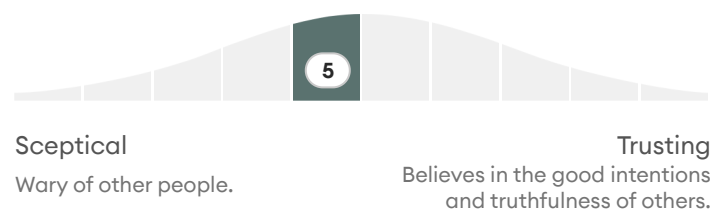
- Neither very direct nor very diplomatic
- May engage in arguments when needed



Trust: Neither Sceptical nor Trusting

Percentile 31 - 50

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

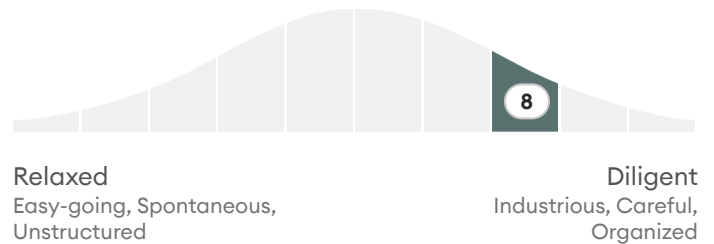


Conscientiousness

Diligent

Percentile 84 - 93

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.

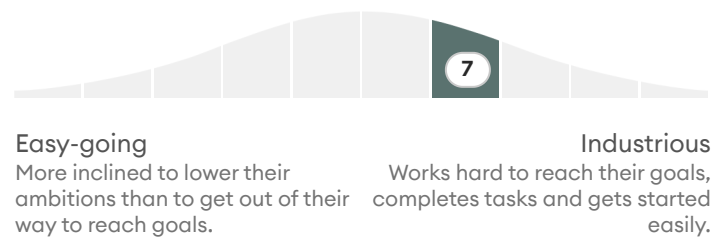


Three aspects of conscientiousness:

Goal-striving: Industrious

Percentile 69 - 84

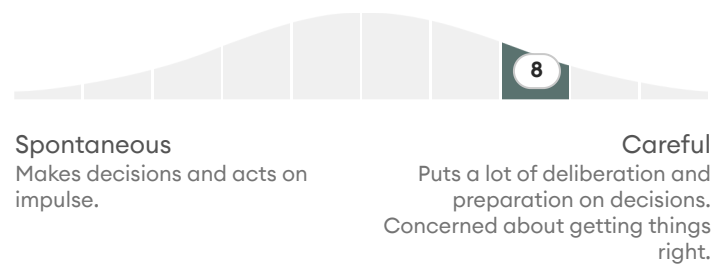
- Goal-oriented and hard-working
- Gets started with work tasks easily



Carefulness: Careful

Percentile 84 - 93

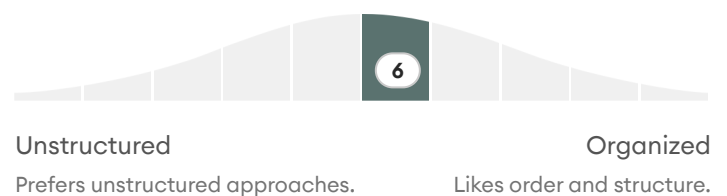
- Puts preparation into decisions
- Concerned about getting things right



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

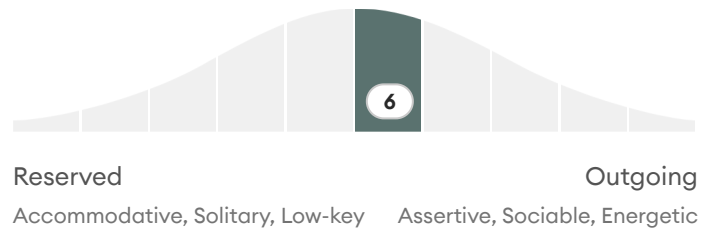


Extraversion

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.

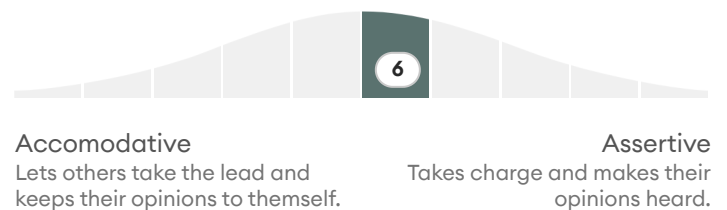


Three aspects of extraversion:

Assertiveness: Neither Accommodative nor Assertive

Percentile 50 - 69

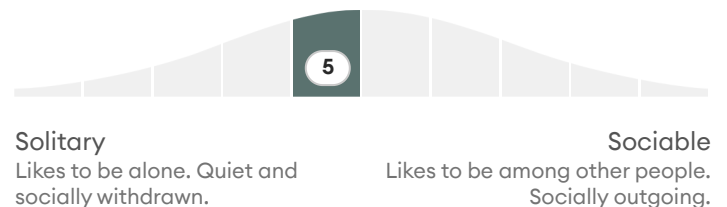
- Voices their opinion when needed
- Sometimes takes the lead, but not routinely



Sociability: Neither Solitary nor Sociable

Percentile 31 - 50

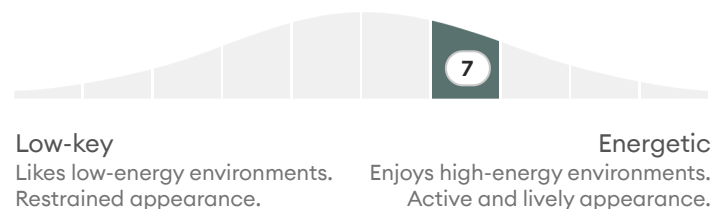
- Likes a balance between social and alone time
- Sometimes quite outgoing, but can also be more quiet



Energy Level: Energetic

Percentile 69 - 84

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

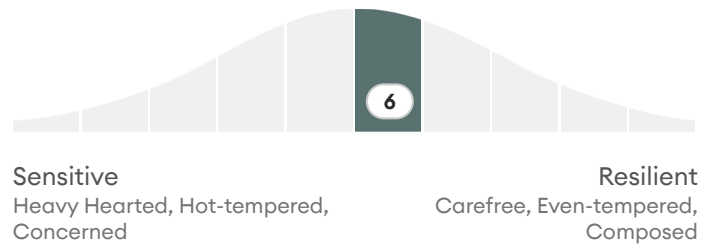


Emotional Stability

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.

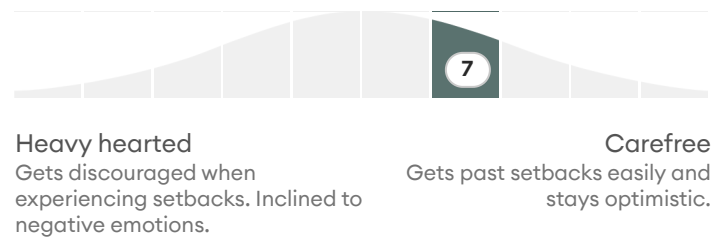


Three aspects of emotional stability:

Optimism: Carefree

Percentile 69 - 84

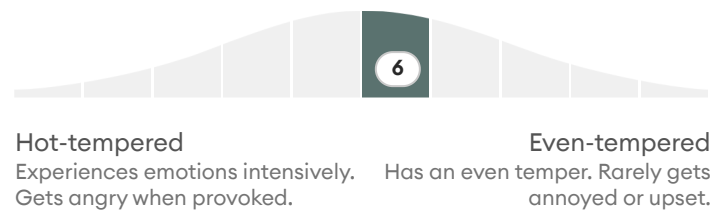
- Gets past setbacks easily
- Optimistic in most situations



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

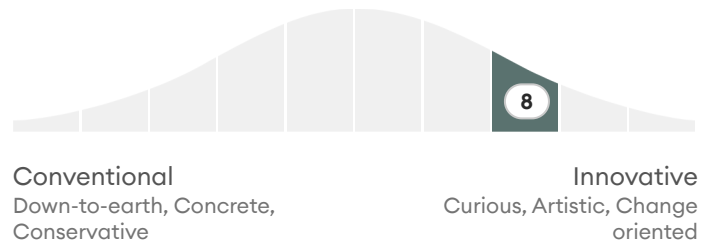


Openness to Experience

Innovative

Percentile 84 - 93

A high score indicates that one is interested in new impressions and experiences. People with high scores tend to be intellectual, learning-oriented, and motivated to solve abstract problems. They are also open to change and like to find new, creative solutions to challenges.

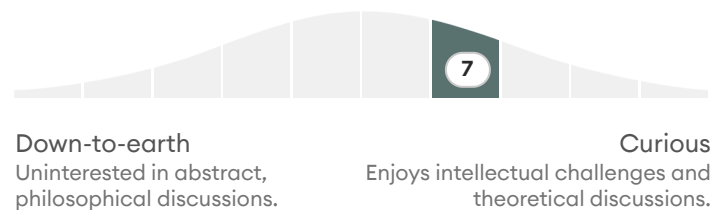


Three aspects of openness to experience:

Curiosity: Curious

Percentile 69 - 84

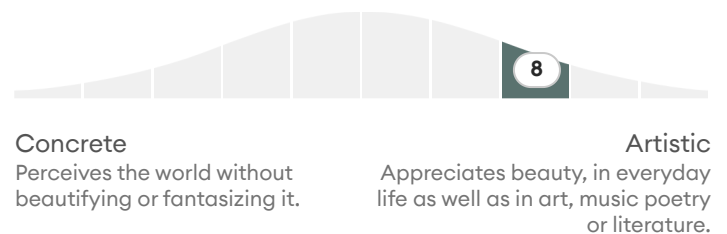
- Intellectual and curious mind
- Enjoys theoretical problems



Aesthetic orientation: Artistic

Percentile 84 - 93

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



Change orientation: Change oriented

Percentile 69 - 84

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

