

# 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.

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

#### 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** Culture preferences **Potential roles** What are the key motivators for this In what environment does this Roles this person is likely to thrive in person thrive? person? Task-oriented Creative roles Achievement Autonomy Analytical Sales Creativity Supportive Verbal communication

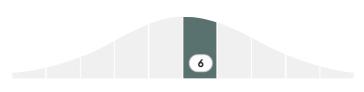


### Agreeableness

#### **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.



Detached Indifferent, Forthright, Sceptical

Friendly Soft-hearted, Polite, Trusting

#### Three aspects of agreeableness:

#### Compassion: Soft-hearted

Percentile 69 - 84

- 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

Percentile 31 - 50

- 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: Neither Sceptical nor Trusting**

Percentile 31 - 50

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



#### Sceptical

Wary of other people.

#### Trusting Believes in the good intentions and truthfulness of others.



### 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.



Relaxed Easy-going, Spontaneous, Unstructured

Diligent Industrious, Careful, 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

### 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.

Careful
Puts a lot of deliberation and
preparation on 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

# Unstructured

Prefers unstructured approaches.

#### Organized

Likes order and structure.

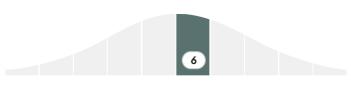


### Extraversion

#### 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.



Reserved Outgoing
Accommodative, Solitary, Low-key Assertive, Sociable, Energetic

#### Three aspects of extraversion:

# Assertiveness: Neither Accomodative nor Assertive Percentile 50 - 69

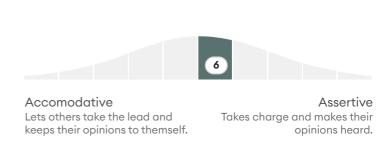
- Voices their opinion when needed
- Sometimes takes the lead, but not routinely

# 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





Solitary
Likes to be alone. Quiet and socially withdrawn.

Likes to be among other people.
Socially outgoing.



Likes low-energy environments. Restrained appearance.

Enjoys high-energy environments. Active and lively appearance.

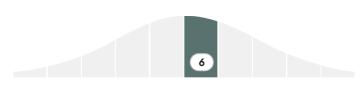


## **Emotional Stability**

#### **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.



#### Sensitive Heavy Hearted, Hot-tempered, Concerned

Resilient Carefree, Even-tempered, Composed

### 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 Experiences emotions intensively.

Has an even temper. Rarely gets Gets angry when provoked. 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.

Even-tempered



## 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.



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

#### 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.



#### 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.