

## Jonathan Albert - 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	5	Diligent
Extraversion	Reserved	5	Outgoing
Emotional Stability	Sensitive	7	Resilient
Openness to Experience	Conventional		10 Innovative

#### Possible strengths

- Passionate about finding new solutions to human problems
- Uses challenges as an opportunity for creative solutions
- Skilled collaborator who gets along very well with others

#### Possible challenges

- May seem inconsistent or lacking stability of opinion
- May treat emotional problems in an overly intellectual way
- Could be reluctant to expressing frustration even when legitimate

#### **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? Relationships Autonomy Innovative Supportive Process-oriented roles Community Team-oriented Creative roles Detail-focused roles



#### 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

Friendly

Indifferent, Forthright, Sceptical

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: Polite

69th - 84th percentile.

- Well-mannered and humble
- Avoids offending others and stays out of conflicts



#### Forthright

Polite

Questions others and has a sharp and arguments.

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

#### Trust: Trusting

69th - 84th percentile.

- Easily trusts other people
- Usually assumes the best about others' intentions



#### Sceptical

Wary of other people.

#### Trusting

Believes in the good intentions and truthfulness of others.

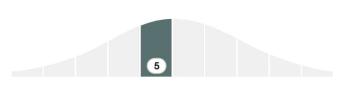


#### Conscientiousness

#### Neither Relaxed nor Diligent

31st - 50th percentile.

An average score indicates that one is about as focused on achievement and responsibility as most other people. People with average scores have a basic striving to reach goals and live up to expectations, but may in some situations also prioritize other things. They can usually get started with tasks fairly easily and maintain structure in their work, although it might require some effort.



#### Relaxed Easy-going, Spontaneous, Unstructured

Diligent Industrious, Careful, Organized

#### Three aspects of conscientiousness:

#### Goal-striving: Neither Easy-going nor Industrious 31st - 50th percentile.

- About as goal-oriented as most other people
- Usually gets started with work tasks fairly easily

#### Easy-going

More inclined to lower their ambitions than to get out of their completes tasks and gets started way to reach goals.

#### Industrious

Works hard to reach their goals, 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: Unstructured

16th - 31st percentile.

- Unconcerned about order and structure
- Often likes unstructured approaches to work



#### Unstructured

Prefers unstructured approaches.

#### Organized

Likes order and structure.

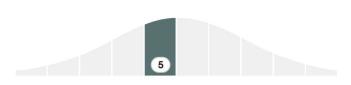


#### Extraversion

#### Neither Reserved nor Outgoing

31st - 50th percentile.

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 Accommodative nor Assertive 31st - 50th percentile.

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

#### Sociability: Neither Solitary nor Sociable

31st - 50th percentile.

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

#### Energy Level: Low-key

16th - 31st percentile.

- Rather low energy level and restrained appearance
- Need for quiet settings and an calm activities



#### 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**

#### Resilient

69th - 84th percentile.

A high score indicates that one has an even temper and a tendency to remain calm and stable. People with high scores tend to be relatively unshaken by what is happening around them, hence remaining effective even under pressure. They are resilient and optimistic in the face of setbacks and handle stress and worry well.



### Sensitive

Heavy Hearted, Hot-tempered, Concerned Resilient
Carefree, Even-tempered,
Composed

Three aspects of emotional stability:

## Optimism: Neither Heavy hearted nor Carefree 31st - 50th 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: Even-tempered

69th - 84th percentile.

- Has an even temper
- Rarely gets annoyed or upset

# 7

#### Hot-tempered

Experiences emotions intensively.
Gets angry when provoked.

#### Even-tempered

Has an even temper. Rarely gets annoyed or upset.

## Stress tolerance: Composed

69th - 84th percentile.

- Rarely experiences worry
- Usually remains calm even under high pressure

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#### 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

98th percentile and above.

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: Artistic 84th - 93rd percentile.

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

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

- 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.