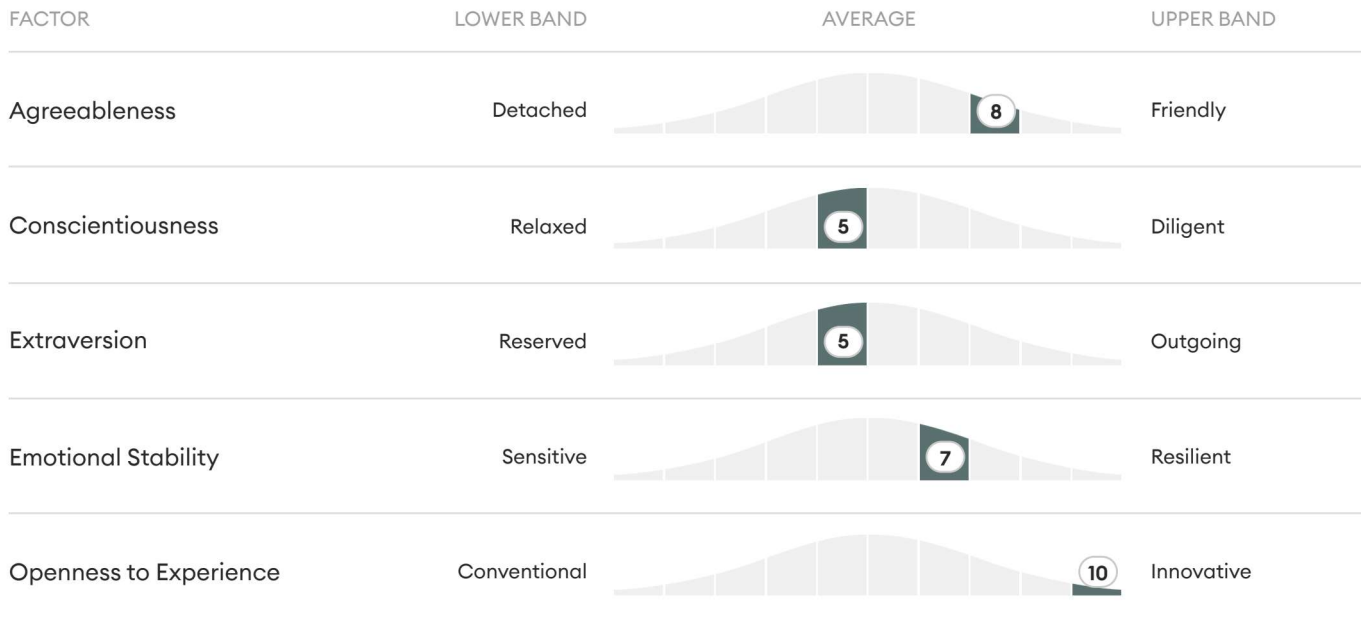




Jonathan Albert - Personality profile

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.



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

What are the key motivators for this person?

- Autonomy
- Relationships
- Community

Culture preferences

In what environment does this person thrive?

- Innovative
- Supportive
- Team-oriented

Potential roles

Roles this person is likely to thrive in

- Process-oriented roles
- Creative roles
- Detail-focused roles

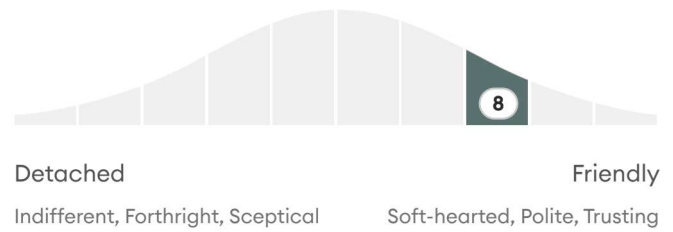


Agreeableness

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.



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: **Polite**

69th - 84th percentile.

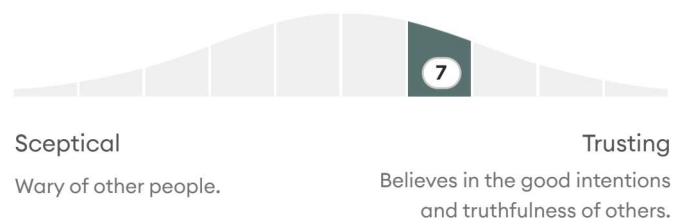
- Well-mannered and humble
- Avoids offending others and stays out of conflicts



Trust: **Trusting**

69th - 84th percentile.

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



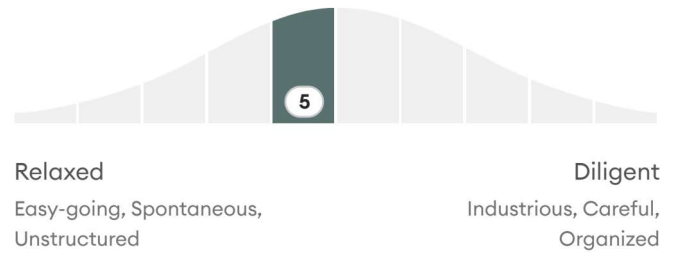


Conscientiousness

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.



Three aspects of conscientiousness:

Goal-striving: Neither Easy-going nor Industrious

31st - 50th percentile.

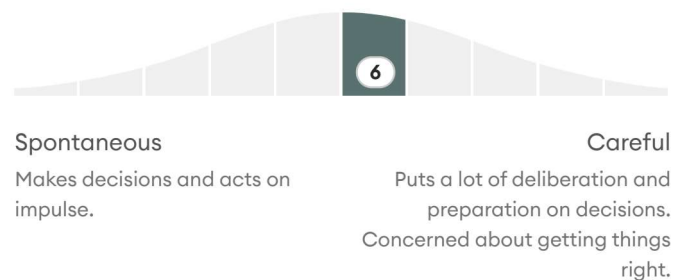
- About as goal-oriented as most other people
- Usually gets started with work tasks fairly easily



Carefulness: Neither Spontaneous nor Careful

50th - 69th percentile.

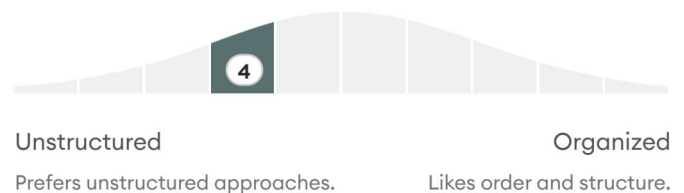
- Usually prepares for decisions but can also be spontaneous
- Wants to get things right but may at times overlook the 'fine print'



Orderliness: Unstructured

16th - 31st percentile.

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



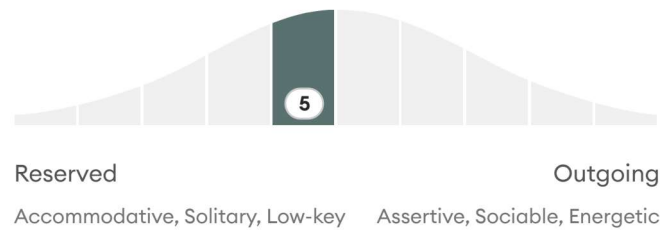


Extraversion

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.



Three aspects of extraversion:

Assertiveness: Neither Accommodative nor Assertive

31st - 50th percentile.

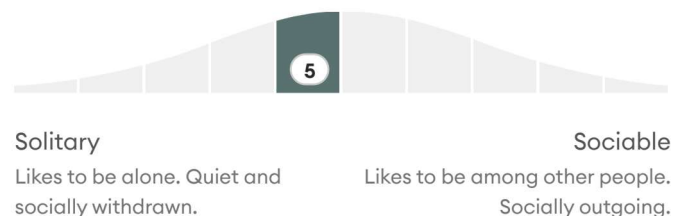
- Voices their opinion when needed
- Sometimes takes the lead, but not routinely



Sociability: Neither Solitary nor Sociable

31st - 50th percentile.

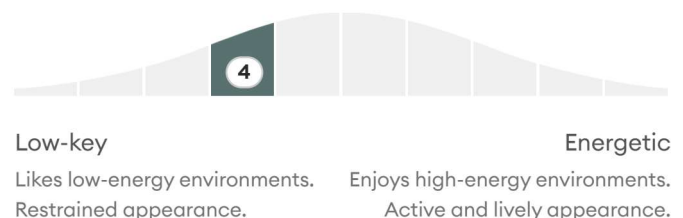
- Likes a balance between social and alone time
- Sometimes quite outgoing, but can also be more quiet



Energy Level: Low-key

16th - 31st percentile.

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



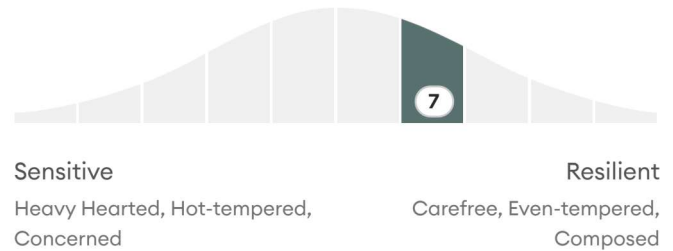


Emotional Stability

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.

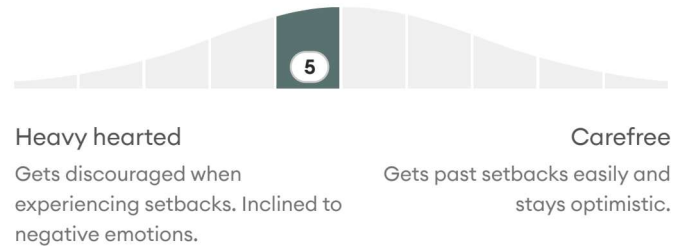


Three aspects of emotional stability:

Optimism: **Neither Heavy hearted nor Carefree**

31st - 50th percentile.

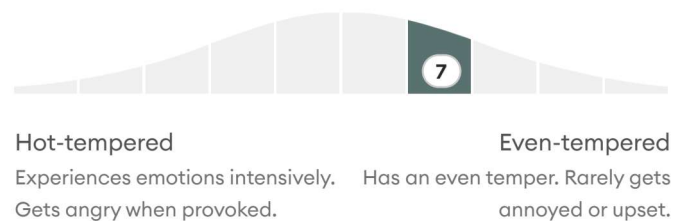
- Usually gets over setbacks reasonably fast
- Mostly optimistic when not under pressure



Stability: **Even-tempered**

69th - 84th percentile.

- 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



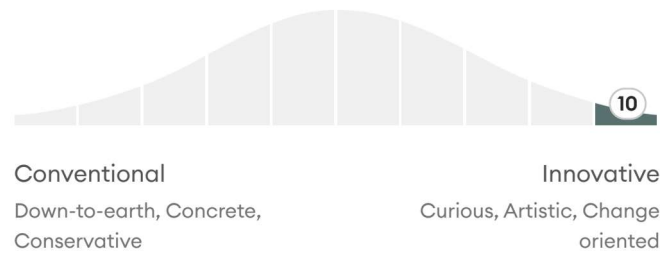


Openness to Experience

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.

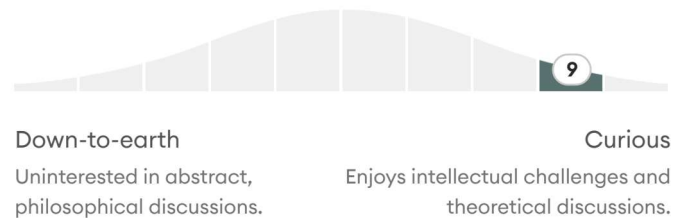


Three aspects of openness to experience:

Curiosity: **Very Curious**

93rd - 98th percentile.

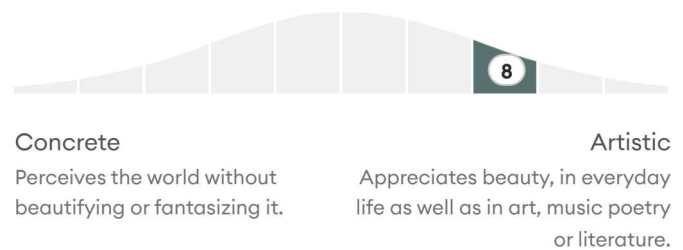
- Highly intellectual and curious mind
- Strongly enjoys theoretical problems



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

