

# Anna Korczak - 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	7	Friendly
Conscientiousness	Relaxed	8	Diligent
Extraversion	Reserved	5	Outgoing
Emotional Stability	Sensitive	10	Resilient
Openness to Experience	Conventional	9	Innovative

### Possible strengths

- Uses challenges as an opportunity for creative solutions
- Determined and goal-oriented even in the face of difficulty
- Loves learning and excels at using knowledge creatively

#### Possible challenges

- May treat emotional problems in an overly intellectual way
- May overlook the need for rest due to high ambitions
- Tends to get bored by questions that have one right answer

#### Growth factors

<b>Drivers</b> What are the key motivators for this person?	Culture preferences In what environment does this person thrive?	<b>Potential roles</b> Roles this person is likely to thrive in
Autonomy Achievement	Analytical Decisive	Sales Detail-focused roles
Relationships	Innovative	Creative roles CO



### Agreeableness

#### Friendly

69th - 84th 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, softhearted, and consensus-seeking, which also means they are reluctant to speak 'hard truths' or enter into conflict.



Three aspects of agreeableness:

#### Compassion: Neither Indifferent nor Soft-hearted 50th - 69th percentile.

- Sometimes focused on the well-being of others
- Sometimes affected by others' negative experiences

Indifferent Unaffected by other people's negative experiences.

Indifferent, Forthright, Sceptical

Soft-hearted Often feels compassion. Cares about the wellbeing of others. Wants to care for and help other people.

Soft-hearted, Polite, Trusting

# Politeness: Neither Forthright nor Polite

50th - 69th percentile.

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



### Forthright

Questions others and has a sharp tongue. Accustomed to conflicts and arguments.

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

#### **Trust: Trusting**

84th - 93rd percentile.

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



Sceptical

Trusting Believes in the good intentions and Wary of other people. truthfulness of others.





#### Conscientiousness

#### Diligent

84th - 93rd percentile.

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 Diligent Easy-going, Spontaneous, Unstructured Industrious, Careful, Organized

Three aspects of conscientiousness:

#### Goal-striving: Industrious

69th - 84th percentile.

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

# Carefulness: Careful

69th - 84th percentile.

- Puts preparation into decisions
- Concerned about getting things right

#### Orderliness: Very Organized

93rd - 98th percentile.

- Strongly prefers order and structure
- Has a very organized approach to work



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

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

Industrious



impulse.

Careful Puts a lot of deliberation and preparation on decisions. Concerned about getting things right.



Prefers unstructured approaches.

Organized Likes order and structure.

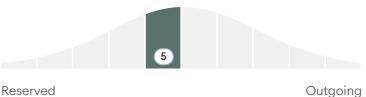


#### Extraversion

#### **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.



Accommodative, Solitary, Low-key

Assertive, Sociable, Energetic

#### Three aspects of extraversion:

#### Assertiveness: Neither Accomodative nor Assertive 50th - 69th 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: Neither Low-key nor Energetic 31st - 50th percentile.

- Neither overly energetic nor restrained
- Likes some level of excitement but not too much



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.

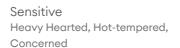


### **Emotional Stability**

#### **Very Resilient**

98th percentile and above.

A very high score indicates that one has a markedly even temper and a strong tendency to remain calm and stable. People with very high scores are most often unshaken by what is happening around them, hence remaining effective even under high pressure. They are very resilient and optimistic in the face of setbacks and rarely experience stress and worry.



Resilient Carefree, Even-tempered, Composed

Three aspects of emotional stability:

### Optimism: Carefree

84th - 93rd percentile.

- Gets past setbacks easily
- Optimistic in most situations

### Stability: Very Even-tempered

98th percentile and above.

- Has a very even temper
- Very rarely gets annoyed or upset

#### Stress tolerance: Composed

84th - 93rd percentile.

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



negative emotions.

Carefree Gets past setbacks easily and stays optimistic.



Experiences emotions intensively. Gets angry when provoked.

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

(10)

#### 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

93rd - 98th percentile.

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.

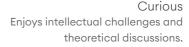
- Highly intellectual and curious mind
- Strongly enjoys theoretical problems

#### Aesthetic orientation: Artistic 69th - 84th percentile.

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

### Uninterested in abstract, philosophical discussions.

Down-to-earth



Concrete Perceives the world without beautifying or fantasizing it.

and settings. Likes to follow

established methods.

Conservative

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

#### Change orientation:

# Neither Conservative nor Change oriented

31st - 50th percentile.

- Enjoys some variation but also likes habits
- Likes to try new things occasionally

Appreciates familiar environments

Change oriented Has a strong need for variation. Likes to try new things and change settings.