








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		Friendly
Conscientiousness	Relaxed		Diligent
Extraversion	Reserved		Outgoing
Emotional Stability	Sensitive		Resilient
Openness to Experience	Conventional		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

Drivers
What are the key motivators for this person?

Autonomy

Achievement

Relationships

Culture preferences
In what environment does this person thrive?

Analytical

Decisive

Innovative

Potential roles
Roles this person is likely to thrive in

Sales

Detail-focused roles

Creative roles

CO

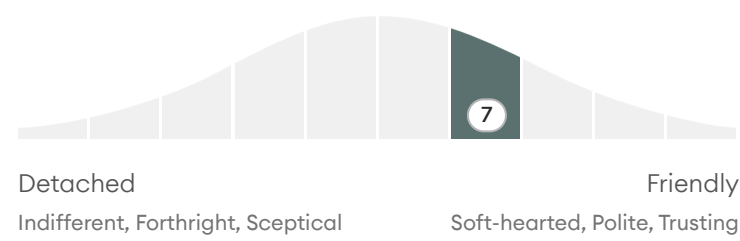


Agreeableness

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, soft-hearted, and consensus-seeking, which also means they are reluctant to speak 'hard truths' or enter into conflict.

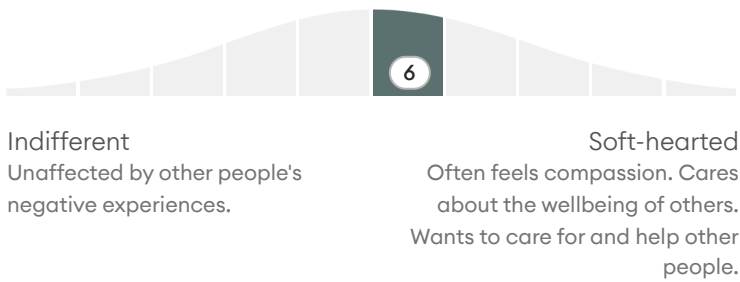


Three aspects of agreeableness:

Compassion: Neither Indifferent nor Soft-hearted

50th - 69th percentile.

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



Politeness: Neither Forthright nor Polite

50th - 69th percentile.

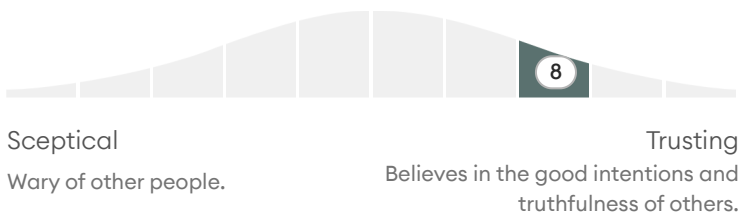
- Neither very direct nor very diplomatic
- May engage in arguments when needed



Trust: Trusting

84th - 93rd percentile.

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



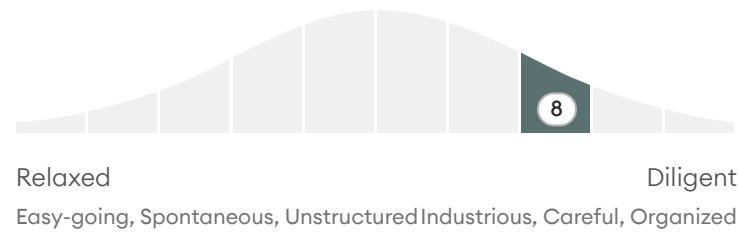


Conscientiousness

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.

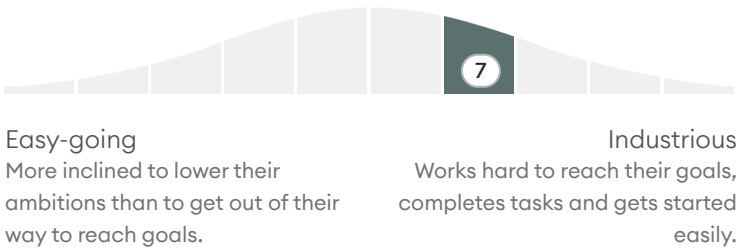


Three aspects of conscientiousness:

Goal-striving: Industrious

69th - 84th percentile.

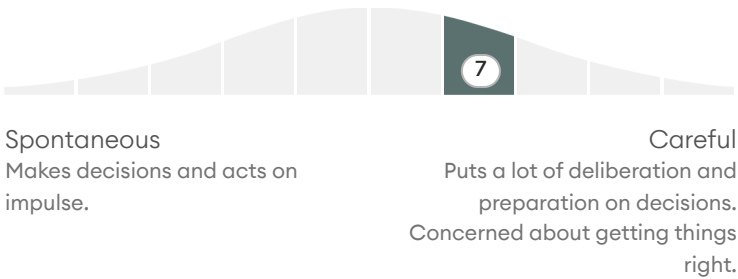
- Goal-oriented and hard-working
- Gets started with work tasks easily



Carefulness: Careful

69th - 84th percentile.

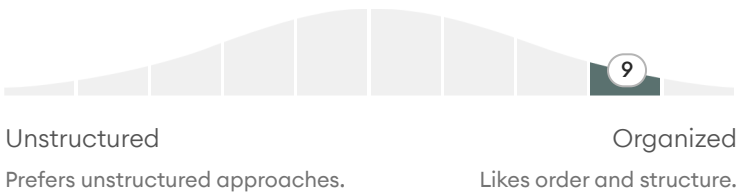
- Puts preparation into decisions
- Concerned about getting things right



Orderliness: Very Organized

93rd - 98th percentile.

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



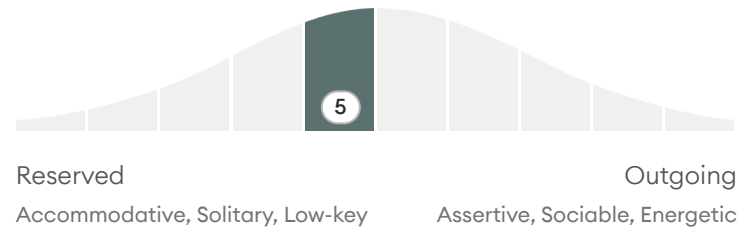


Extraversion

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 Accomodative nor Assertive

50th - 69th percentile.

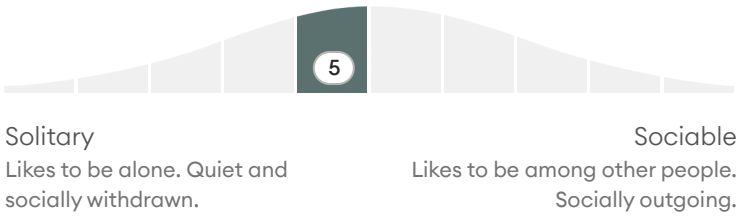
- Voices their opinion when needed
- Sometimes takes the lead, but not routinely



Sociability: Neither Solitary nor Sociable

31st - 50th percentile.

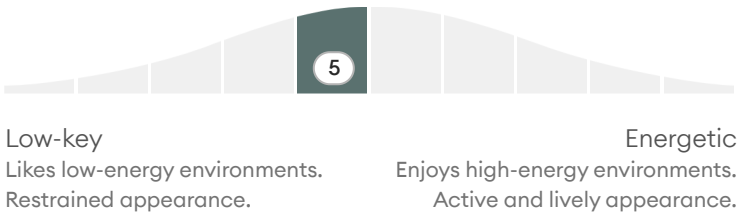
- Likes a balance between social and alone time
- Sometimes quite outgoing, but can also be more quiet



Energy Level: Neither Low-key nor Energetic

31st - 50th percentile.

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



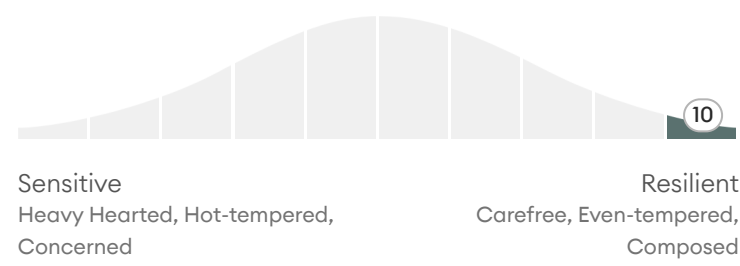


Emotional Stability

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.

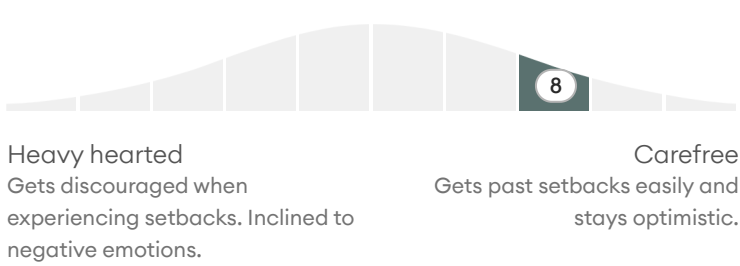


Three aspects of emotional stability:

Optimism: Carefree

84th - 93rd percentile.

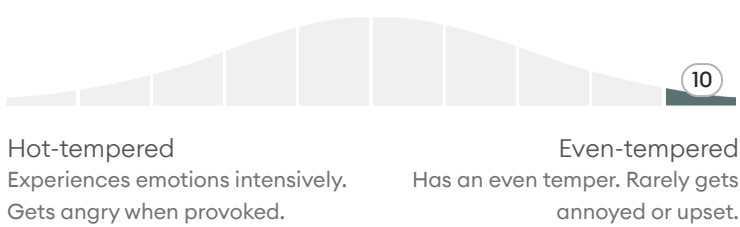
- Gets past setbacks easily
- Optimistic in most situations



Stability: Very Even-tempered

98th percentile and above.

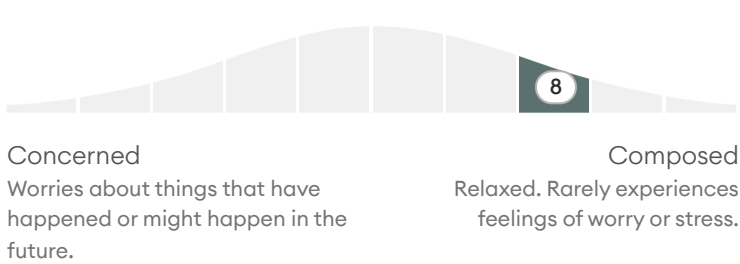
- Has a very even temper
- Very rarely gets annoyed or upset



Stress tolerance: Composed

84th - 93rd percentile.

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



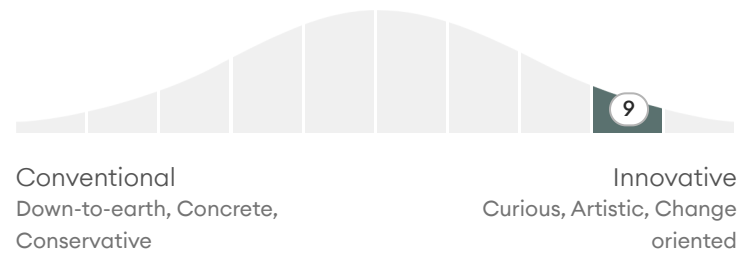


Openness to Experience

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.



Three aspects of openness to experience:

Curiosity: Very Curious

93rd - 98th percentile.

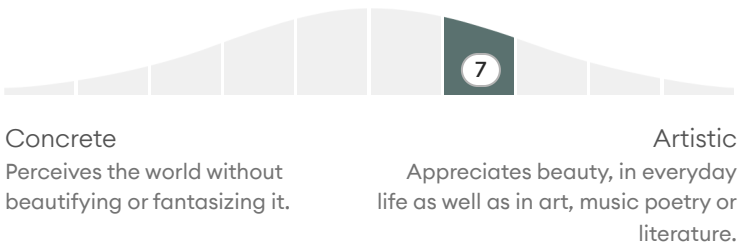
- Highly intellectual and curious mind
- Strongly enjoys theoretical problems



Aesthetic orientation: Artistic

69th - 84th percentile.

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



Change orientation:

Neither Conservative nor Change oriented

31st - 50th percentile.

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

