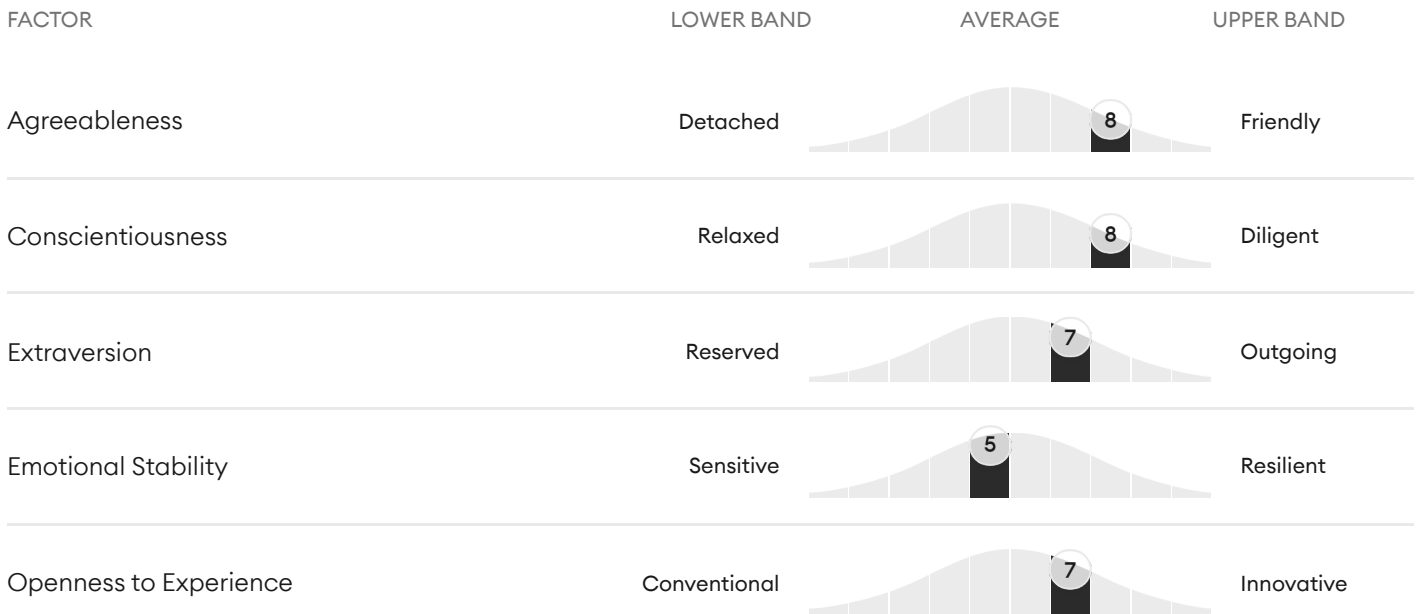




Aleksandra Cislowski

Aleksandra Cislowski - 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

- Works hard to benefit the team and achieve common goals
- Warm and friendly 'people person'; makes others comfortable
- Highly productive and able to work at a high tempo

Possible challenges

- Tends to have a hard time saying no and limit their workload
- May forget about own needs while attending to others
- Could come across as pushy when wanting things done

Growth factors

Drivers

What are the key motivators for this person?

- Achievement
- Community
- Autonomy

Culture preferences

In what environment does this person thrive?

- Team-oriented
- Supportive
- Analytical

Aleksandra Cislowski

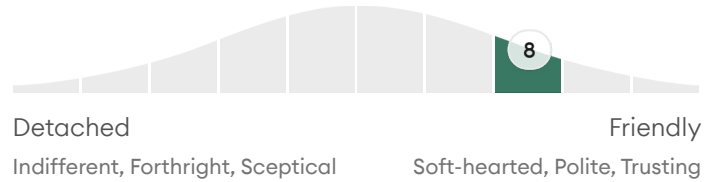


Agreeableness

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.

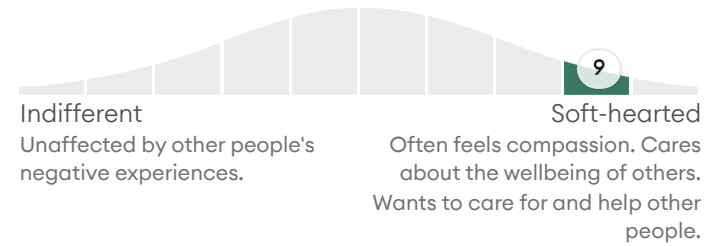


Three aspects of agreeableness:

Compassion: Very Soft-hearted

93rd - 98th percentile.

- Cares strongly about the wellbeing of others
- Feels strong compassion and really wants to help others



Politeness: Neither Forthright nor Polite

31st - 50th percentile.

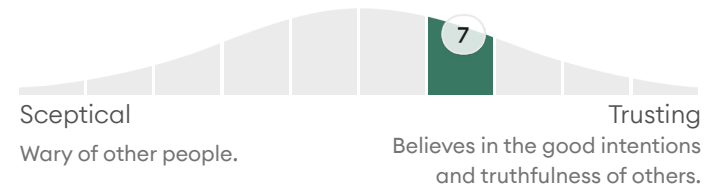
- Neither very direct nor very diplomatic
- May engage in arguments when needed



Trust: Trusting

69th - 84th percentile.

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



Aleksandra Cislowski

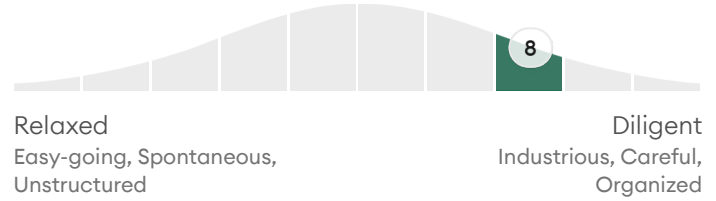


Conscientiousness

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.

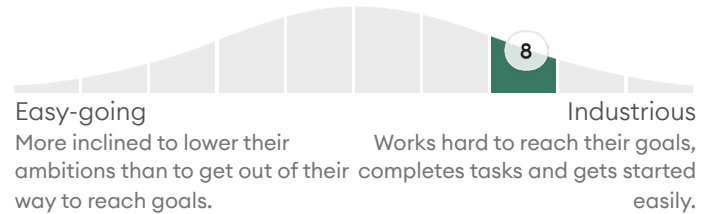


Three aspects of conscientiousness:

Goal-striving: Industrious

84th - 93rd percentile.

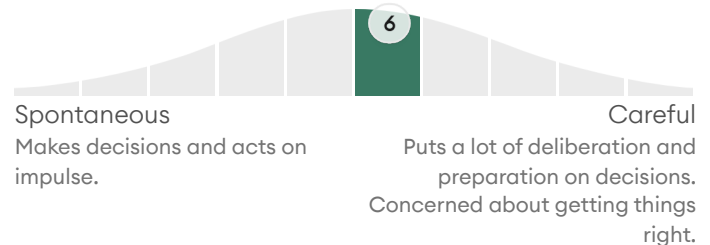
- Goal-oriented and hard-working
- Gets started with work tasks easily



Carefulness: Neither Spontaneous nor Careful

50th - 69th percentile.

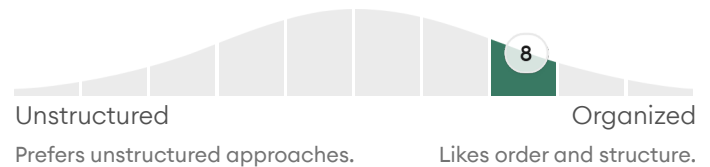
- Usually prepares for decisions but can also be spontaneous
- Wants to get things right but may at times overlook the 'fine print'



Orderliness: Organized

84th - 93rd percentile.

- Prefers order and structure
- Has an organized approach to work



Aleksandra Cislowski

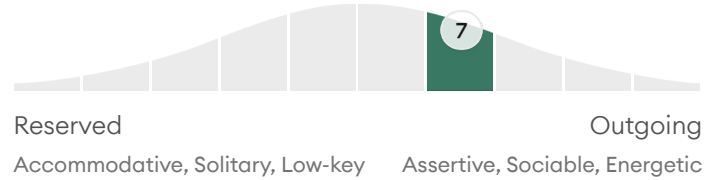


Extraversion

Outgoing

69th - 84th percentile.

A high score indicates that one is outgoing and sociable, with a high energy level. People with high scores often dominate the social space, enjoy in frequent discussions, and enjoy a high level of activity. They are prone to taking the lead and asserting their own view in many different settings.

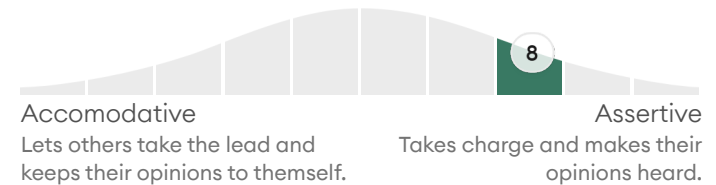


Three aspects of extraversion:

Assertiveness: **Assertive**

84th - 93rd percentile.

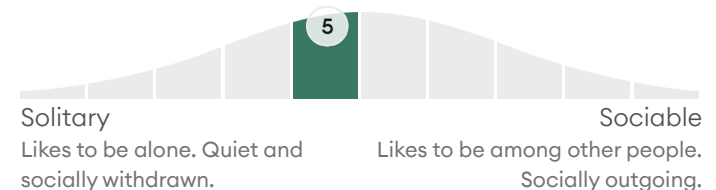
- Likes to take charge and lead
- Makes their opinions heard



Sociability: **Neither Solitary nor Sociable**

31st - 50th percentile.

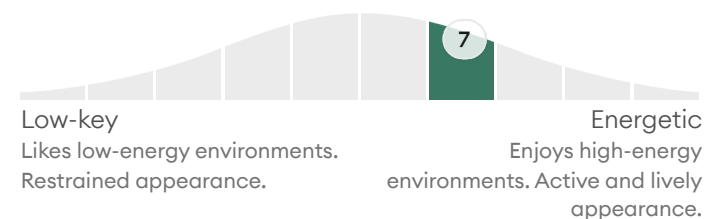
- Likes a balance between social and alone time
- Sometimes quite outgoing, but can also be more quiet



Energy Level: **Energetic**

69th - 84th percentile.

- High energy level and lively appearance
- Need for activity and a high pace of life



Aleksandra Cislowski

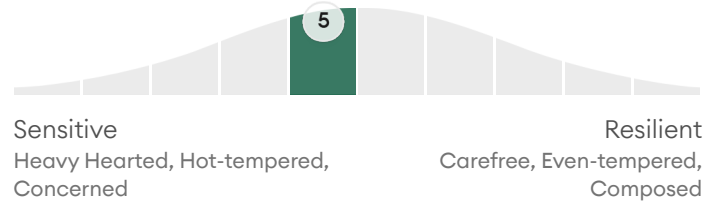


Emotional Stability

Neither Sensitive nor Resilient

31st - 50th percentile.

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.

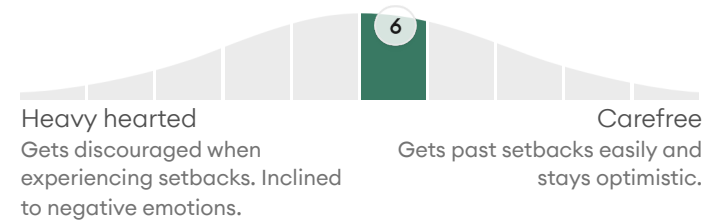


Three aspects of emotional stability:

Optimism: Neither Heavy hearted nor Carefree

50th - 69th percentile.

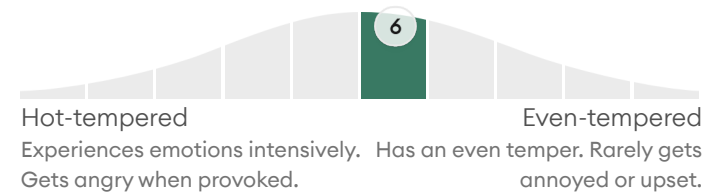
- Usually gets over setbacks reasonably fast
- Mostly optimistic when not under pressure



Stability: Neither Hot-tempered nor Even-tempered

50th - 69th percentile.

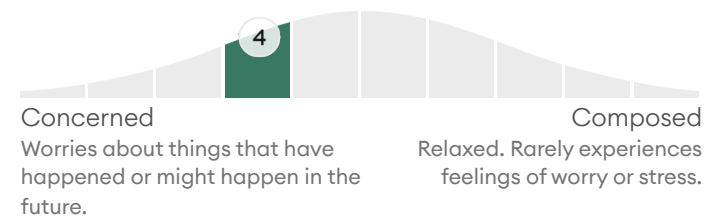
- Has a fairly even temper when not under pressure
- May get annoyed or upset at times but not too often



Stress tolerance: Concerned

16th - 31st percentile.

- Worries about things that could happen
- Gets stressed when things seem to go wrong



Aleksandra Cislowski

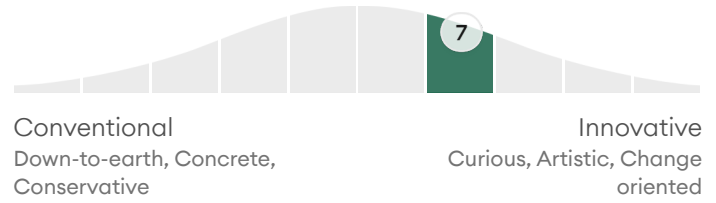


Openness to Experience

Innovative

69th - 84th percentile.

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.

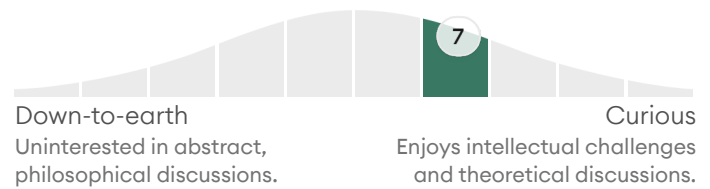


Three aspects of openness to experience:

Curiosity: Curious

69th - 84th percentile.

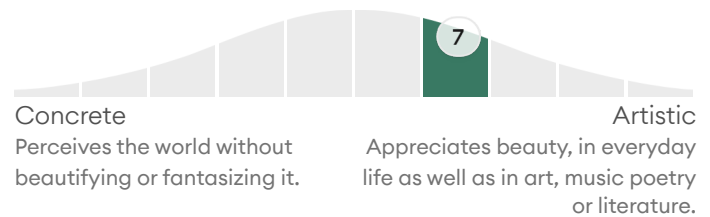
- Intellectual and curious mind
- Enjoys theoretical problems



Aesthetic orientation: Artistic

69th - 84th percentile.

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



Change orientation: Conservative

16th - 31st percentile.

- Prefers habits and familiar settings
- Usually follows established methods

