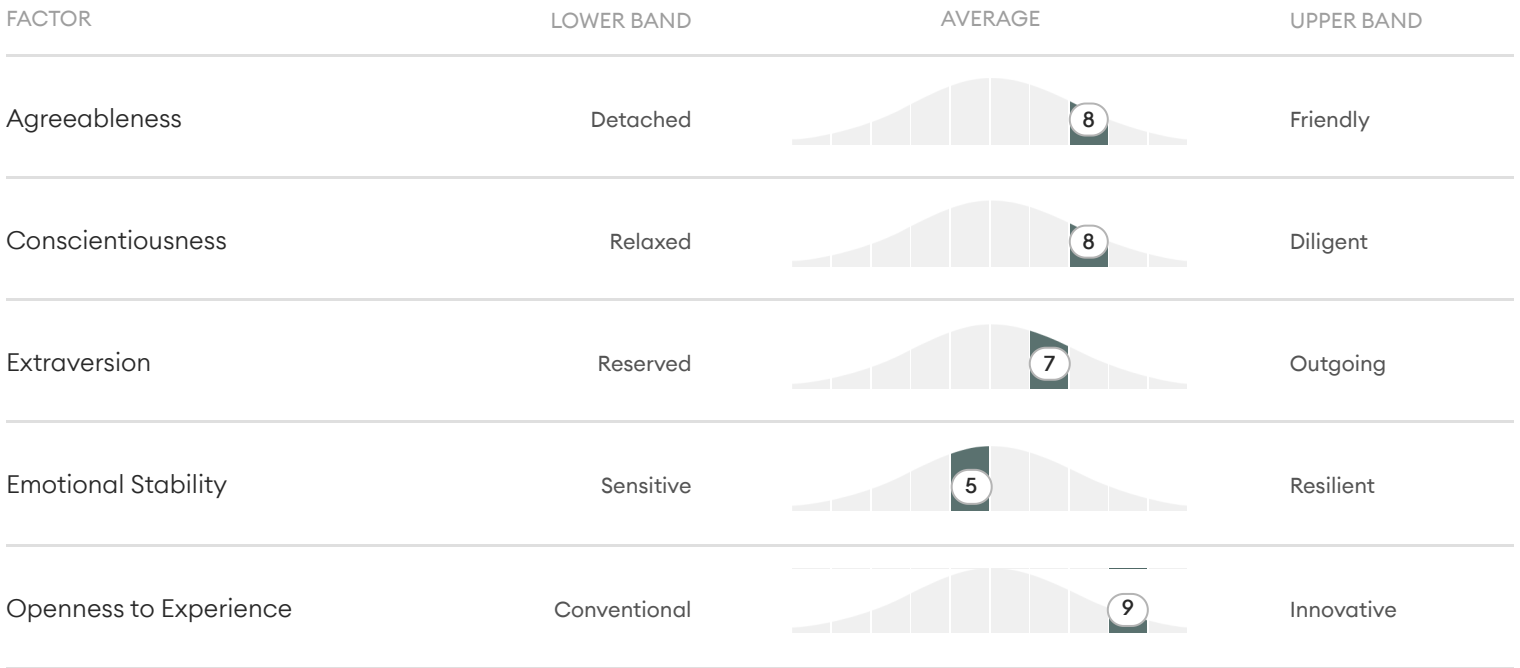


# RAYNA TZVETKOVA



## RAYNA TZVETKOVA - 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
- Loves learning and excels at using knowledge creatively
- Works hard to benefit the team and achieve common goals

### Possible challenges

- May seem inconsistent or lacking stability of opinion
- Tends to get bored by questions that have one right answer
- Tends to have a hard time saying no and limit their workload

### 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

#### Potential roles

Roles this person is likely to thrive in

- Creative roles
- Verbal communication
- Sales

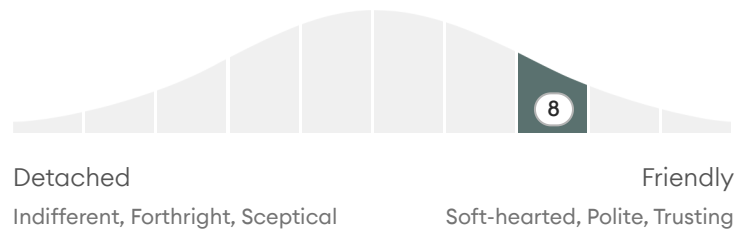


## Agreeableness

### 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.

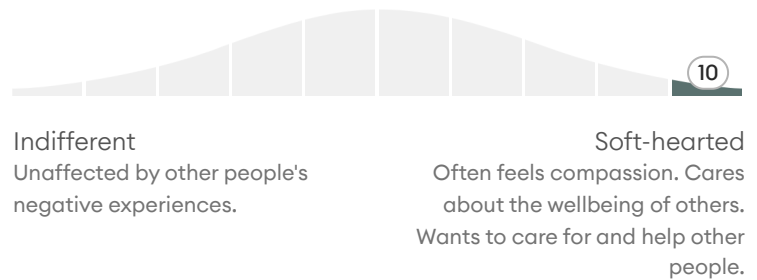


Three aspects of agreeableness:

### Compassion: Very Soft-hearted

98th percentile and above.

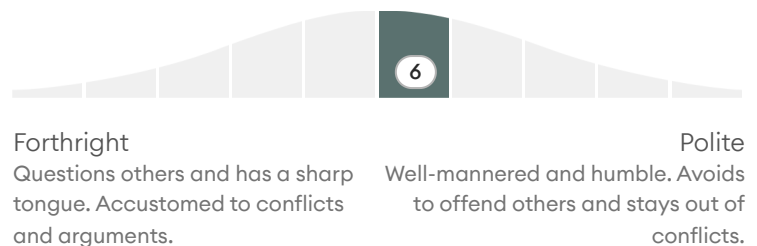
- Cares strongly about the wellbeing of others
- Feels strong compassion and really wants to help others



### Politeness: Neither Forthright nor Polite

50th - 69th percentile.

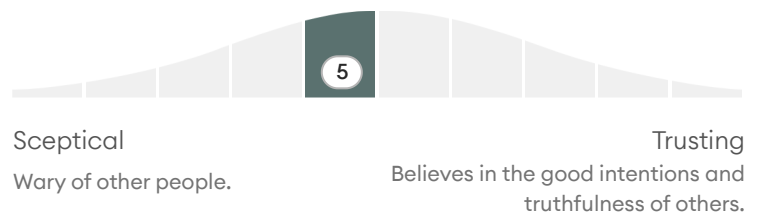
- Neither very direct nor very diplomatic
- May engage in arguments when needed



### Trust: Neither Sceptical nor Trusting

31st - 50th percentile.

- Normally trusts other people, but not always
- May at times question others' intentions

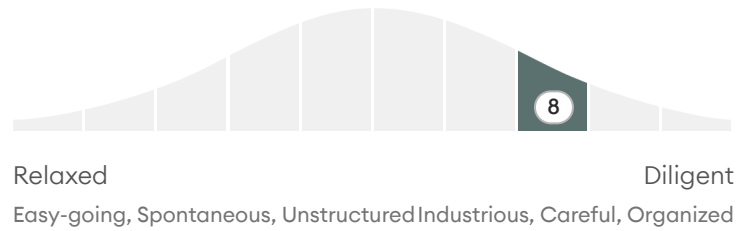


## Conscientiousness

### 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.

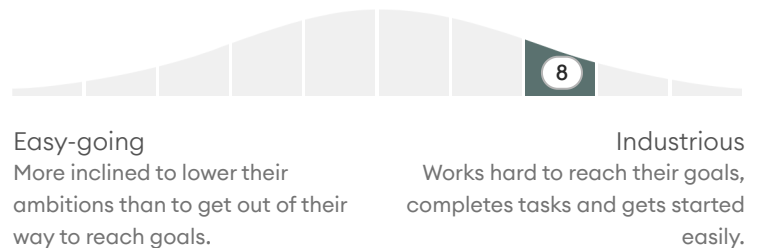


Three aspects of conscientiousness:

### Goal-striving: Industrious

84th - 93rd percentile.

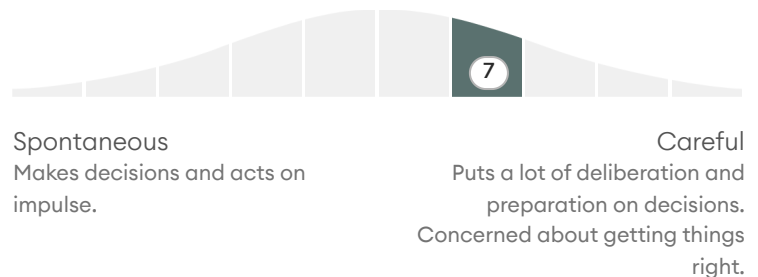
- Goal-oriented and hard-working
- Gets started with work tasks easily



### Carefulness: Careful

69th - 84th percentile.

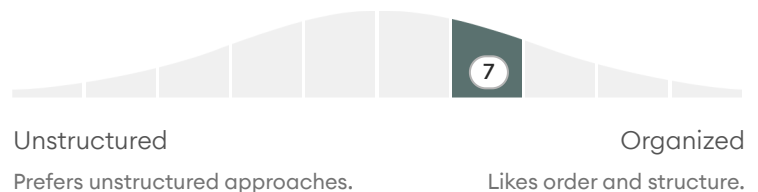
- Puts preparation into decisions
- Concerned about getting things right



### Orderliness: Organized

69th - 84th percentile.

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

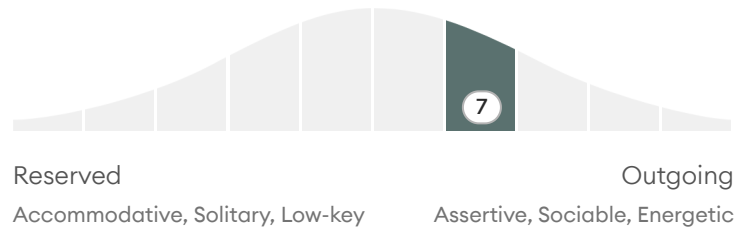


## Extraversion

### 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.

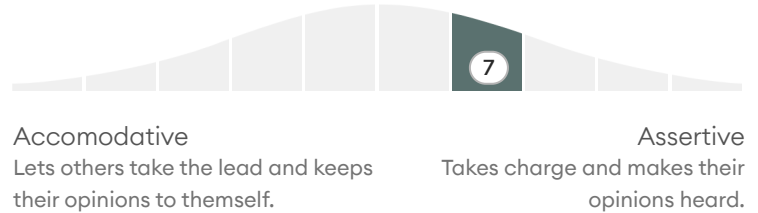


Three aspects of extraversion:

#### Assertiveness: **Assertive**

69th - 84th percentile.

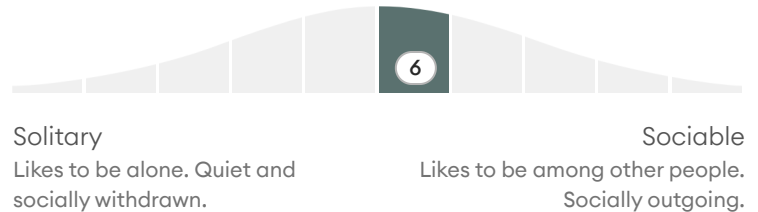
- Likes to take charge and lead
- Makes their opinions heard



#### Sociability: **Neither Solitary nor Sociable**

50th - 69th percentile.

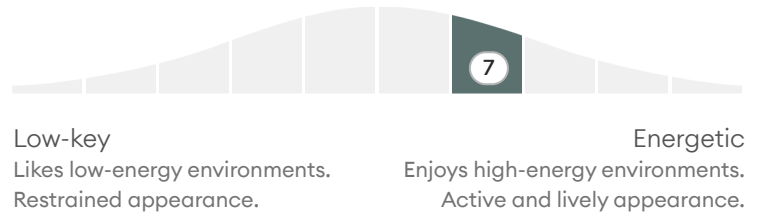
- Likes a balance between social and alone time
- Sometimes quite outgoing, but can also be more quiet



#### Energy Level: **Energetic**

69th - 84th percentile.

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

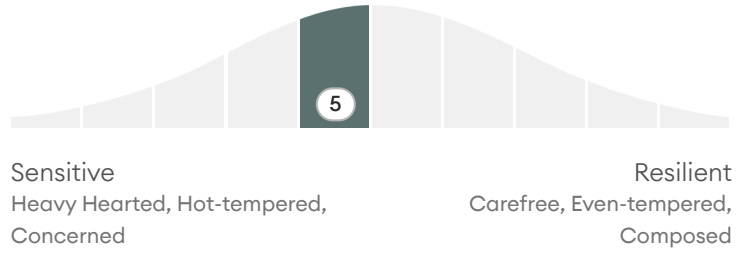


## Emotional Stability

### 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.

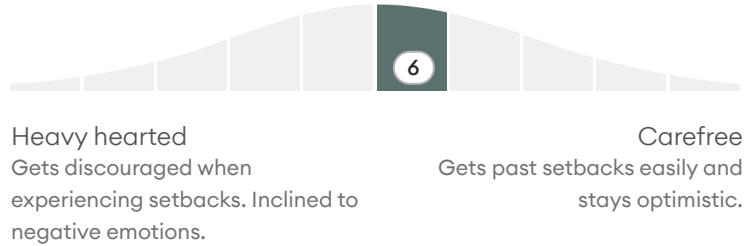


Three aspects of emotional stability:

### Optimism: Neither Heavy hearted nor Carefree

50th - 69th percentile.

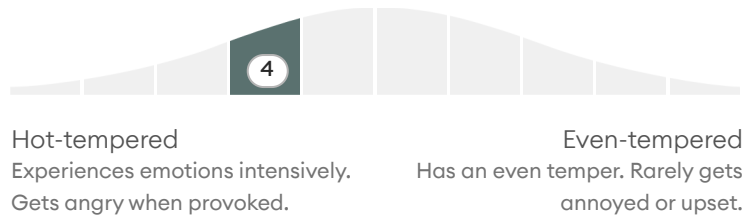
- Usually gets over setbacks reasonably fast
- Mostly optimistic when not under pressure



### Stability: Hot-tempered

16th - 31st percentile.

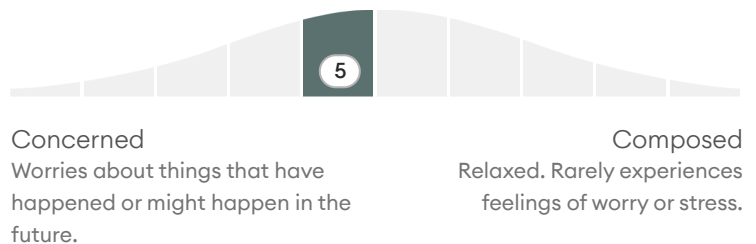
- Rather prone to mood swings
- Gets annoyed and upset easily



### Stress tolerance: Neither Concerned nor Composed

31st - 50th percentile.

- May worry at times but mostly stays calm
- May get stressed when important things go wrong

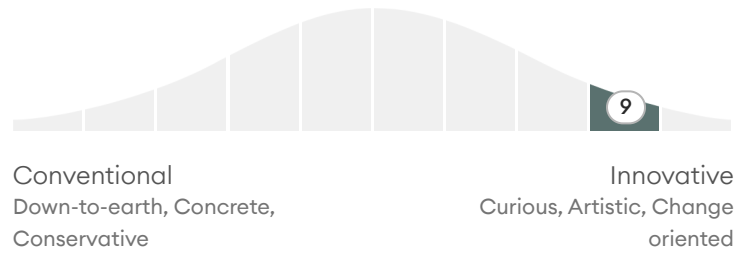


## Openness to Experience

### 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.

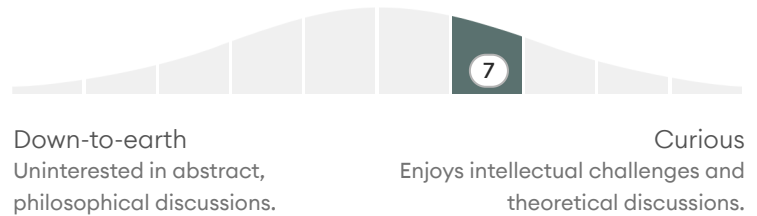


Three aspects of openness to experience:

### Curiosity: Curious

69th - 84th percentile.

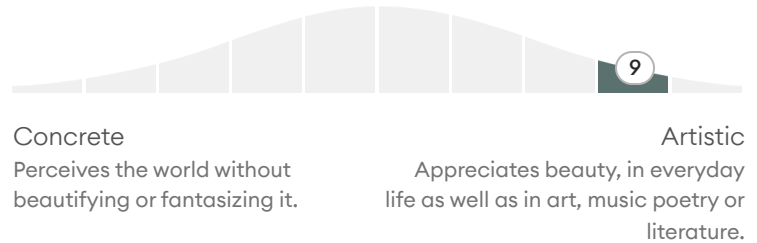
- Intellectual and curious mind
- Enjoys theoretical problems



### Aesthetic orientation: Very Artistic

93rd - 98th percentile.

- Strongly appreciates beauty in life and art
- Has a very vivid imagination



### Change orientation: Change oriented

69th - 84th percentile.

- Has a strong need for variation
- Likes to try new things and change settings

