## 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.

## FACTOR

Agreeableness

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?

## Culture preferences

In what environment does this person thrive?

## Potential roles

Roles this person is likely to thrive in

## Creative roles

Verbal communir

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## 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, softhearted, 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

3lst - 50th percentile.

Indifferent
Unaffected by other people's negative experiences.

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

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



## Forthright

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

## Polite

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

Sceptical
Wary of other people.

Trusting
Believes in the good intentions and truthfulness of others.

## Conscientiousness

## Diligent

84th - 93rd percentile.


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

## 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

Easy-going
More inclined to lower their ambitions than to get out of their way to reach goals.
ndustrious
Works hard to reach their goals, completes tasks and gets started easily.

## Spontaneous

Makes decisions and acts on impulse.

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

## Orderliness: Organized

69th - 84th percentile.

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


## Unstructured

Prefers unstructured approaches.

Organized
Likes order and structure.

## RAYNA TZVETKOVA

## 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.


Reserved
Accommodative, Solitary, Low-key
Assertive, Sociable, Energetic

## Three aspects of extraversion:

## Assertiveness: Assertive

69th - 84th percentile.

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


## Sociability: Neither Solitary nor Sociable <br> 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
Accomodative

| Assertive |
| :--- |
| Lets others take the lead and keeps |
| their opinions to themself. | 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.

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## 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


Heavy hearted
Gets discouraged when
experiencing setbacks. Inclined to
negative emotions.

Carefree
Gets past setbacks easily and
stays optimistic.
Hot-tempered

| Experiences emotions intensively. Has an even temper. Rarely gets |
| :--- |
| Gets angry when provoked. |
| annoyed or upset. |



## Concerned

Composed
Relaxed. Rarely experiences feelings of worry or stress. happened or might happen in the future.

## 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


Down-to-earth
Uninterested in abstract,
philosophical discussions.

Curious
Enjoys intellectual challenges and theoretical discussions.

## Change orientation: Change oriented

69th - 84th percentile.

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



## Conservative

Appreciates familiar environments and settings. Likes to follow established methods.

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

