

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	LOWER BAND	AVERAGE	UPPER BAND
Agreeableness	Detached	8	Friendly
Conscientiousness	Relaxed	8	Diligent
Extraversion	Reserved	7	Outgoing
Emotional Stability	Sensitive	5	Resilient
Openness to Experience	Conventional	9	Innovative

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	
Achievement Community Autonomy	Team-oriented Supportive Analytical	Creative roles Verbal communit 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, 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

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.

(10)

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.

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

Trust: Neither Sceptical nor Trusting

31st - 50th percentile.

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

Sceptical

Wary of other people.

Trusting
Believes in the good intentions and
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

84th - 93rd percentile.

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

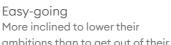
Carefulness: Careful 69th - 84th percentile.

- Puts preparation into decisions
- Concerned about getting things right

Orderliness: Organized

69th - 84th percentile.

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



ambitions than to get out of their way to reach goals.

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

Industrious



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



Unstructured Organized Prefers unstructured approaches. Likes order and structure.



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

Outgoing 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 50th - 69th percentile.

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

Solitary

Accomodative

Likes to be alone. Quiet and socially withdrawn.

Lets others take the lead and keeps

their opinions to themself.

Sociable Likes to be among other people. Socially outgoing.

Takes charge and makes their

Assertive

opinions heard.

Energy Level: Energetic

69th - 84th percentile.

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



Energetic Enjoys high-energy environments. Active and lively appearance.



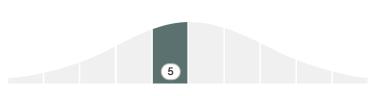


Emotional Stability

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.



Sensitive Heavy Hearted, Hot-tempered, Concerned

Resilient Carefree, Even-tempered, Composed

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

Heavy hearted Carefree Gets discouraged when Gets past setbacks easily and experiencing setbacks. Inclined to negative emotions.

Stability: Hot-tempered

16th - 31st percentile.

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

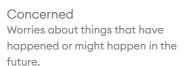
Hot-tempered Even-tempere

Experiences emotions intensively. Gets angry when provoked.

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

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



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: 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

Down-to-earth Uninterested in abstract,

philosophical discussions.

Curious Enjoys intellectual challenges and theoretical discussions.

Concrete

Perceives the world without beautifying or fantasizing it.

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

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.



