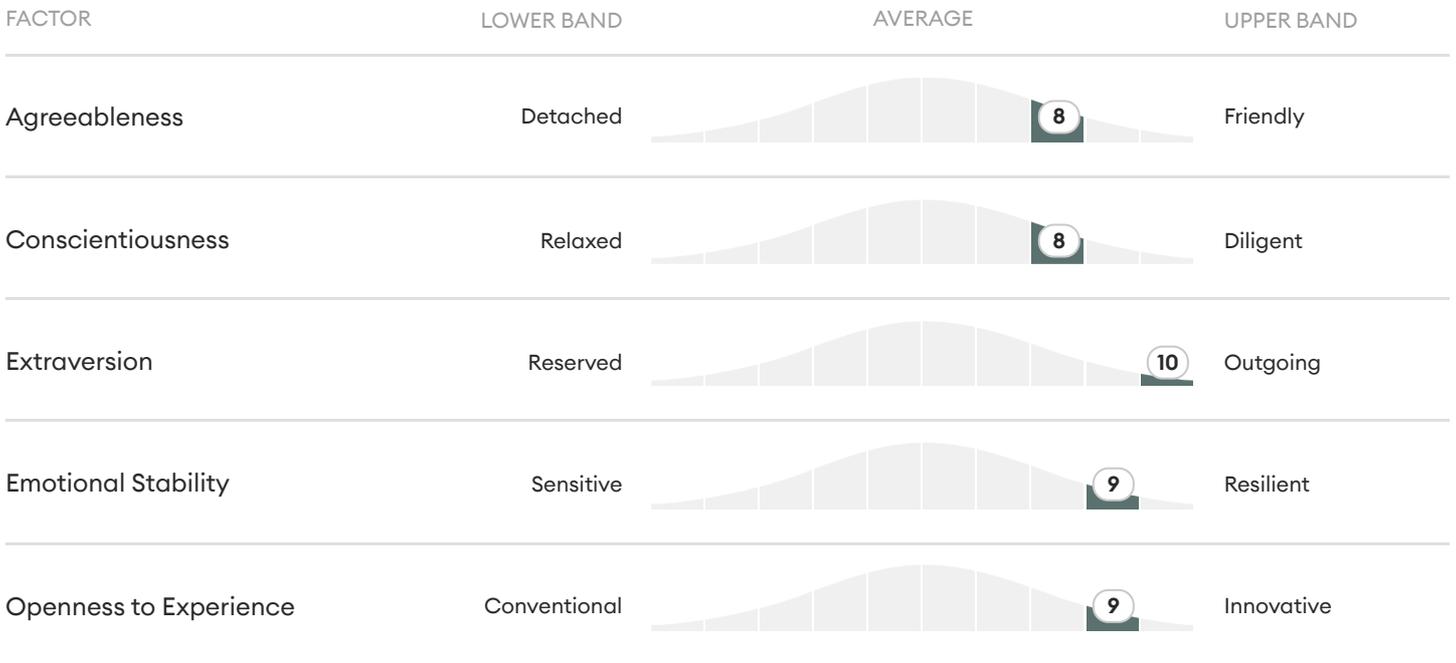


Raisa Haikala



Raisa Haikala - Personality profile

Alva's personality test has been designed and built around the so-called Five-Factor Personality Theory, which is considered to be the most valid framework and model for quantifying personality.



Possible strengths

- Encourages enthusiasm and is seldom overcome by setbacks
- Is very good at initiating new projects and coming up with ideas.
- Uses challenges as an opportunity to find creative solutions to problems

Possible challenges

- May sometimes overlook problems due to their optimistic nature
- Is often less motivated to finish or take on existing projects.
- May deal with emotional problems in an overly intellectual way

Growth factors

Drivers

What are the key motivators for this person?

- Stimulation
- Achievement
- Relationships

Cultural preferences

What environment does this person thrive in?

- Team-oriented
- Energetic
- Innovative

Potential roles

Roles this person is likely to thrive in

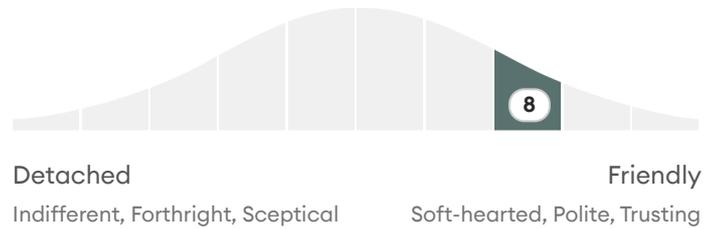
- Strategic roles
- Leading others
- Creative roles

Agreeableness

Friendly

84th - 93rd percentile.

A high score indicates that a person has an empathetic, friendly style when interacting with others. People with a high score trust other people and their intentions, which makes working with others 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 get into conflict.

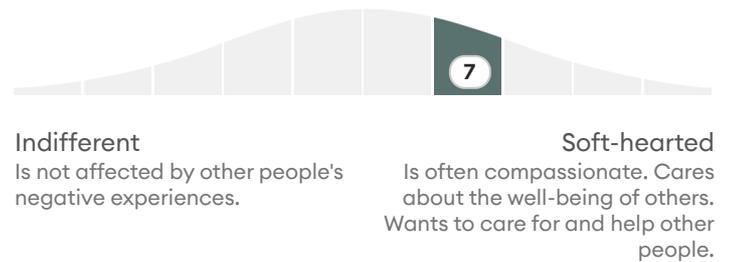


Three aspects of agreeableness:

Compassion: Soft-hearted

69th - 84th percentile.

- Cares about the well-being of others
- Is often compassionate and wants to help others



Politeness: Neither Forthright nor Polite

50th - 69th percentile.

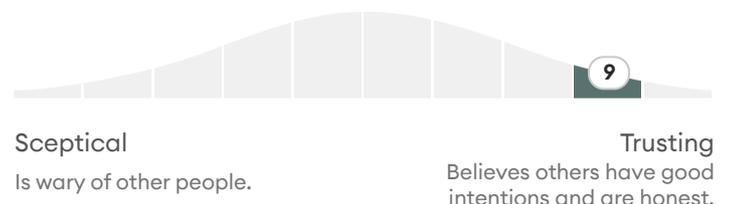
- Is neither very direct nor very diplomatic
- May engage in arguments when needed



Trust: Very Trusting

93rd - 98th percentile.

- Very easily trusts other people
- Assumes the best in people in terms of their intentions

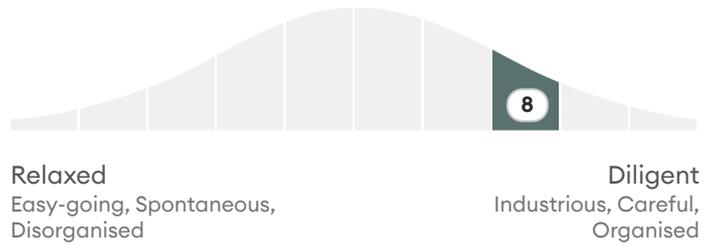


Conscientiousness

Diligent

84th - 93rd percentile.

A high score indicates that a person has a strong focus on achievement and responsibility. People with a high score tend to work hard to reach goals and meet expectations, even when it means sacrificing pleasure and fun. They are very self-disciplined and prefer to work in a structured way at a fast pace.



Three aspects of conscientiousness:

Goal-oriented: **Very Industrious**

98th percentile and above.

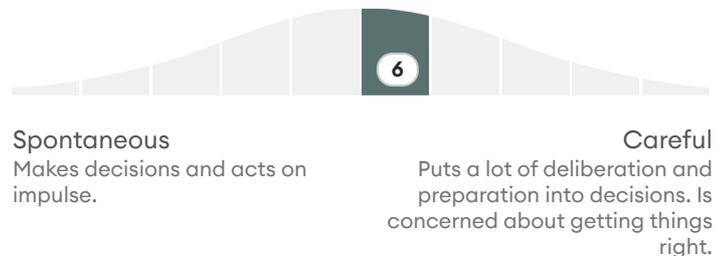
- Is very goal-oriented and hard-working
- Gets started with tasks at work right away



Carefulness: **Neither Spontaneous nor Careful**

50th - 69th percentile.

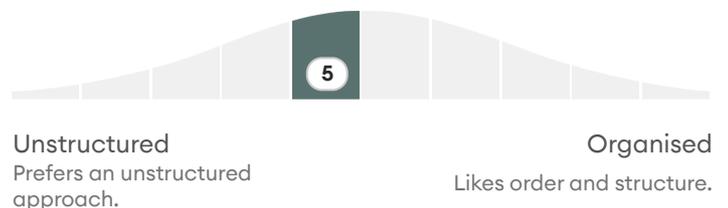
- Usually prepares for decisions, but can also be spontaneous
- Wants to get things right, but may at times overlook the fine print



Orderliness: **Neither Unstructured nor Organised**

31st - 50th percentile.

- Prefers order and structure, but may not prioritise it
- Strives to keep some level of organisation at work

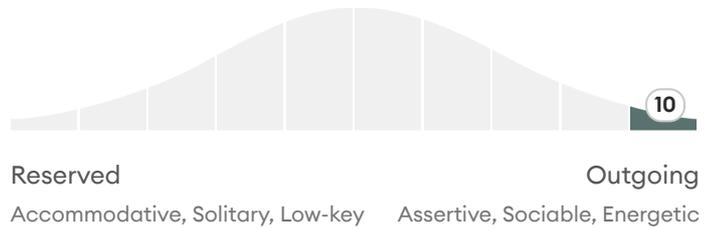


Extraversion

Very Outgoing

98th percentile and above.

A very high score indicates that a person is markedly outgoing and sociable, and has a very high level of energy. People with a very high score usually dominate social situations, love frequent discussions, and need to be very active. They have a strong tendency to take the lead and assert their own views in many different settings.



Three aspects of extraversion:

Assertiveness: **Very Assertive**

98th percentile and above.

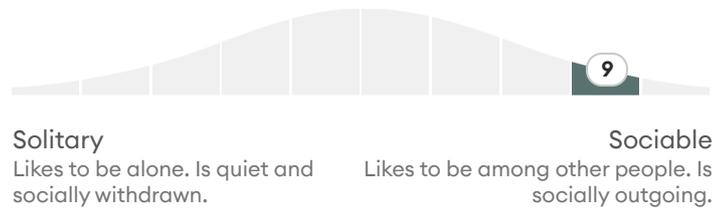
- Has a strong preference for taking charge and leading others
- Makes their opinions heard in almost all situations



Sociability: **Very Sociable**

93rd - 98th percentile.

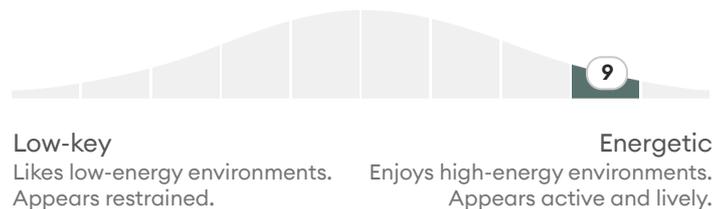
- Loves being around other people
- Is very socially outgoing



Energy Level: **Very Energetic**

93rd - 98th percentile.

- Has a very high level of energy and appears lively
- Has a strong need to be active and have a fast-paced life

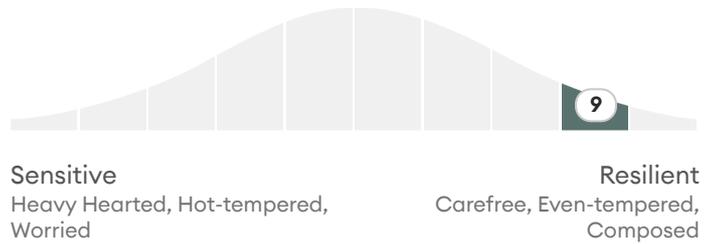


Emotional Stability

Very Resilient

93rd - 98th percentile.

A very high score indicates that a person is very even-tempered and has a strong tendency to remain calm and stable. People with a very high score are usually unshaken by what is happening around them, thus remaining effective under high pressure. They are very resilient and optimistic in the face of setbacks and rarely experience stress and worry.

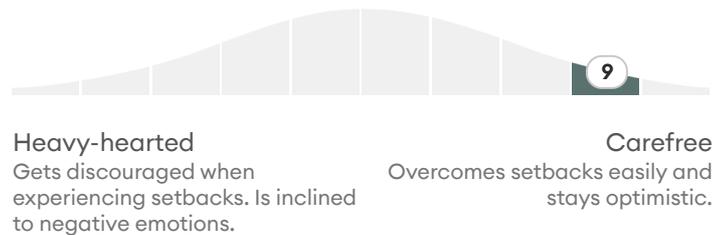


Three aspects of emotional stability:

Optimism: Very Carefree

93rd - 98th percentile.

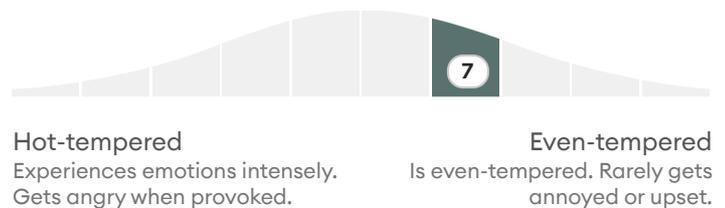
- Overcomes setbacks very easily
- Is optimistic in almost all situations.



Stability: Even-tempered

69th - 84th percentile.

- Is even-tempered
- Rarely gets annoyed or upset.



Stress tolerance: Composed

84th - 93rd percentile.

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

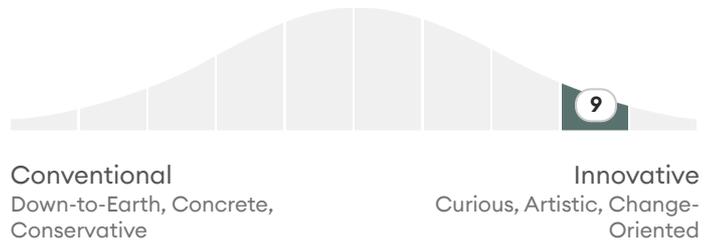


Openness to Experience

Very Innovative

93rd - 98th percentile.

A very high score indicates that a person is very interested in new ideas and experiences. People with a very high score 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.

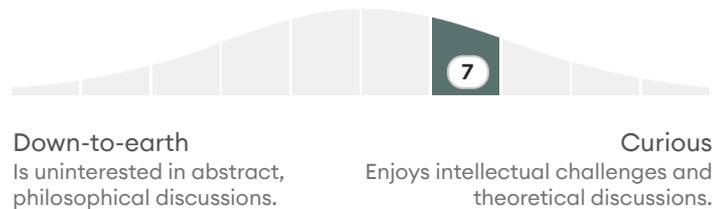


Three aspects of openness to experience:

Curiosity: **Curious**

69th - 84th percentile.

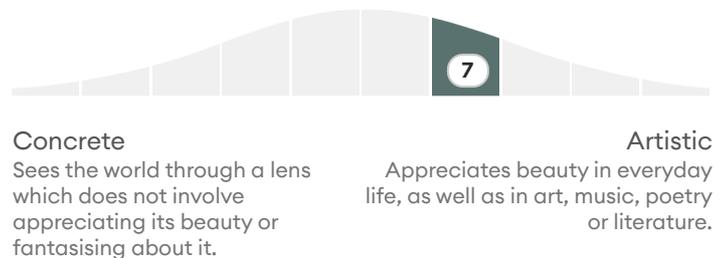
- Has an intellectual and curious mind
- Enjoys theoretical problems.



Aesthetic orientation: **Artistic**

69th - 84th percentile.

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



Change orientation: **Very Change-oriented**

93rd - 98th percentile.

- Has a very strong need for variation
- Loves to try new things and change settings.

