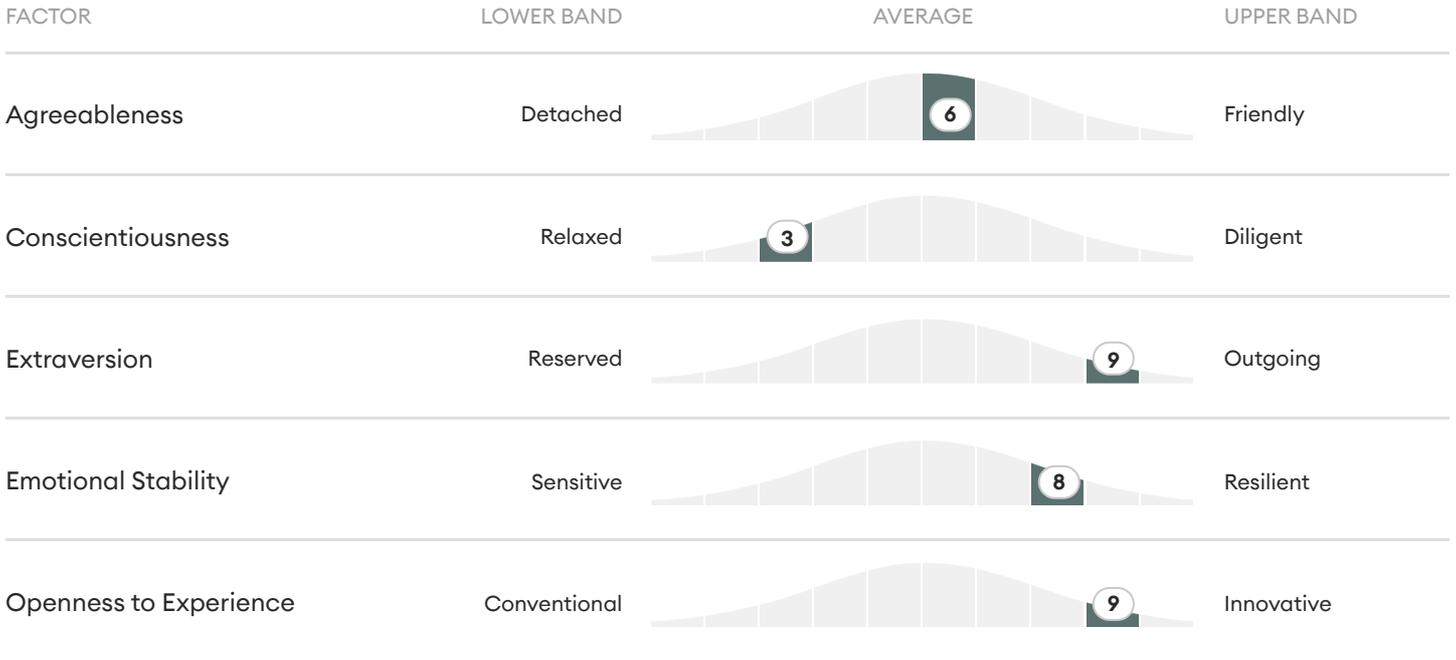




Raisa Haikala - Personality profile

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

- Is very good at initiating new projects and coming up with ideas.
- Is highly energetic and always open to exciting new activities.
- Has a high tolerance for uncertain or ambiguous situations.

Possible challenges

- Is often less motivated to finish or take on existing projects.
- May have a hard time directing their energy in a focused way.
- May have difficulty finishing projects they start.

Growth factors

Drivers

What are the key motivators for this person?

- Stimulation
- Creativity
- Relationships

Cultural preferences

What environment does this person thrive in?

- Innovative
- Energetic
- Team-oriented

Potential roles

Roles this person is likely to thrive in

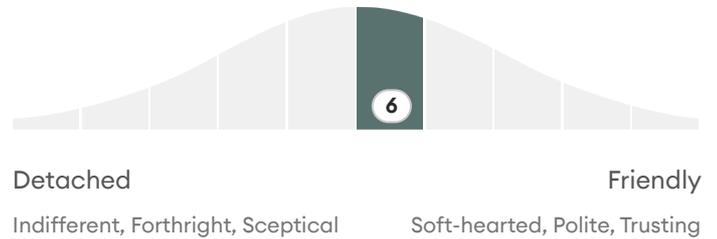
- Process-oriented roles
- Creative roles
- Strategic roles

Agreeableness

Neither Detached nor Friendly

50th - 69th percentile.

An average score indicates that a person's social style is defined neither by extreme likeability nor bluntness. People with an average score have no problem trusting others, but are not normally naive either. They can be honest and tough when needed, but do not seek confrontation unnecessarily.

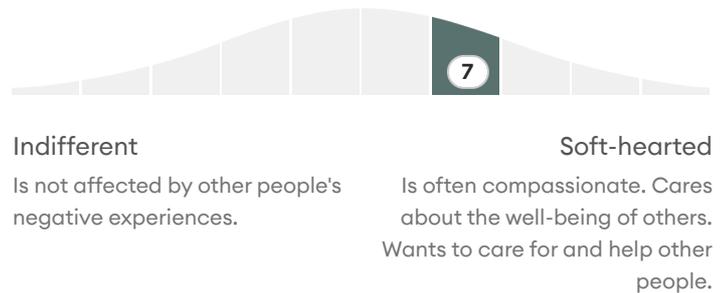


Three aspects of agreeableness:

Compassion: **Soft-hearted**

69th - 84th percentile.

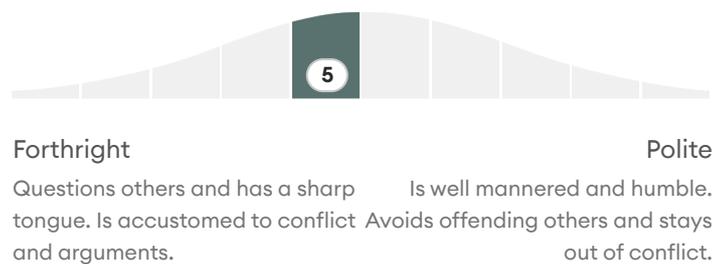
- Cares about the well-being of others
- Is often compassionate and wants to help others



Politeness: **Neither Forthright nor Polite**

31st - 50th percentile.

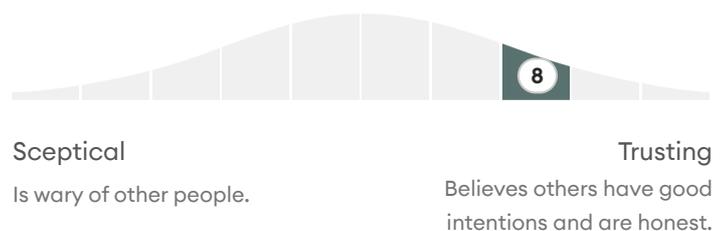
- Is neither very direct nor very diplomatic
- May engage in arguments when needed



Trust: **Trusting**

84th - 93rd percentile.

- Easily trusts other people
- Usually assumes the best in people in terms of their intentions

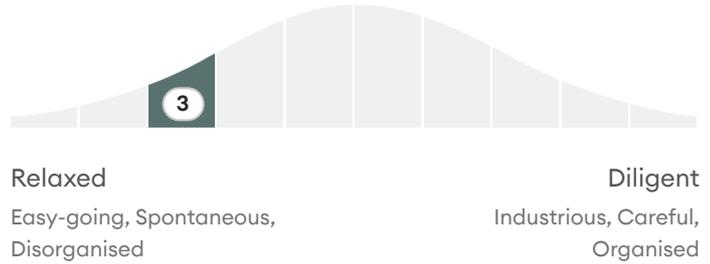


Conscientiousness

Relaxed

7th - 16th percentile.

A low score indicates that a person has a relaxed attitude to achievement and responsibility. People with a low score tend to be more focused on pleasure and spontaneity than on reaching goals and meeting expectations. They may have a hard time getting started with work and prefer to work in an unstructured way at a leisurely pace.

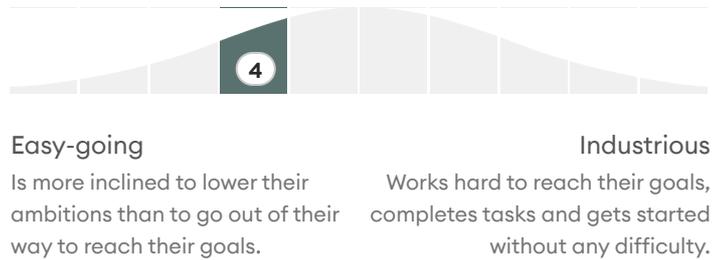


Three aspects of conscientiousness:

Goal-oriented: Easy-going

16th - 31st percentile.

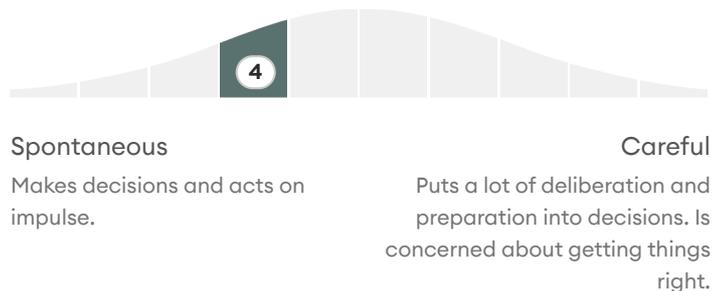
- Has a relaxed attitude to goals and results
- Has some difficulty getting started with tasks at work



Carefulness: Spontaneous

16th - 31st percentile.

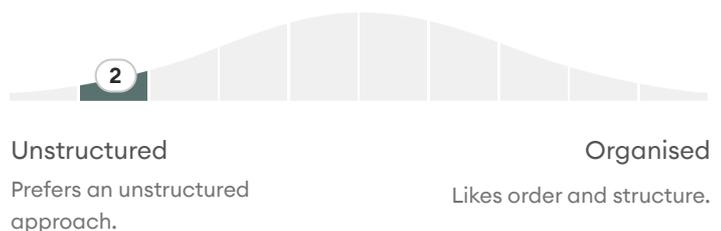
- Often makes decisions based on impulse
- Is somewhat unconcerned about getting things right



Orderliness: Very Unstructured

2nd - 7th percentile.

- Is not concerned at all about order or structure
- Likes an unstructured approach to work

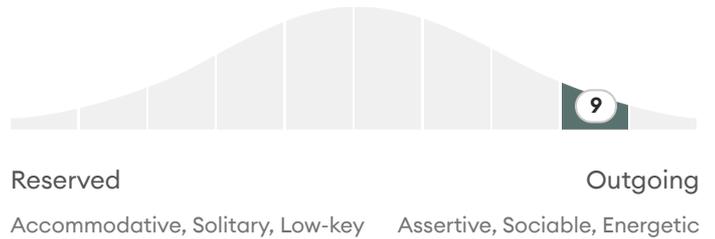


Extraversion

Very Outgoing

93rd - 98th percentile.

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.

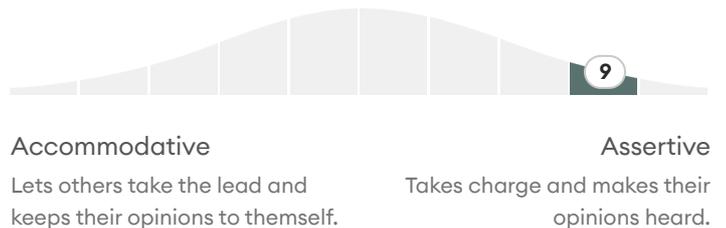


Three aspects of extraversion:

Assertiveness: **Very Assertive**

93rd - 98th percentile.

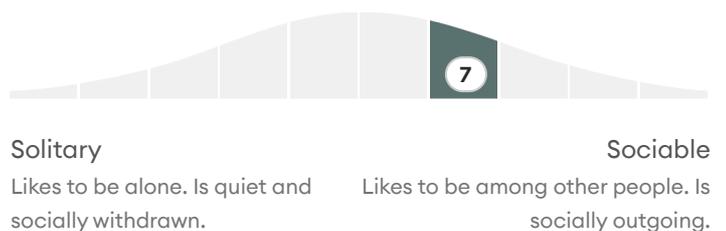
- Has a strong preference for taking charge and leading others
- Makes their opinions heard in almost all situations



Sociability: **Sociable**

69th - 84th percentile.

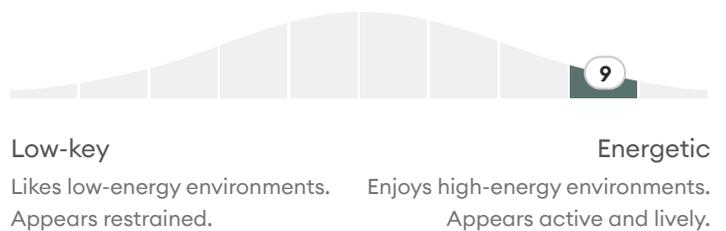
- Likes being around other people
- Is socially outgoing



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

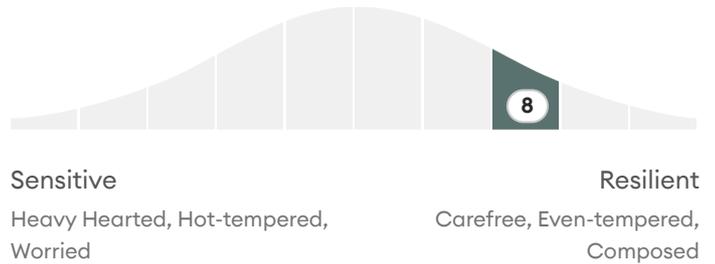


Emotional Stability

Resilient

84th - 93rd percentile.

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

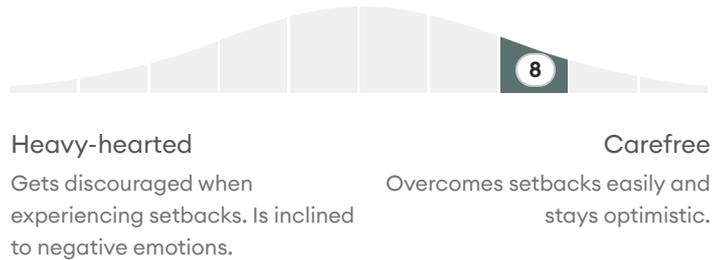


Three aspects of emotional stability:

Optimism: Carefree

84th - 93rd percentile.

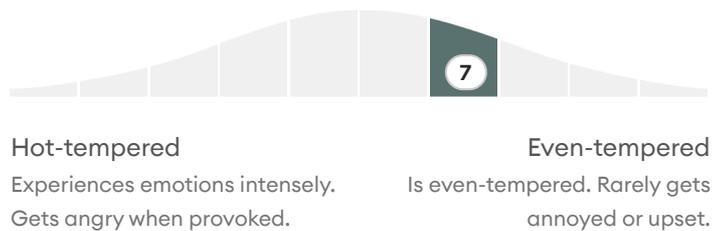
- Overcomes setbacks easily
- Is optimistic in most situations.



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.

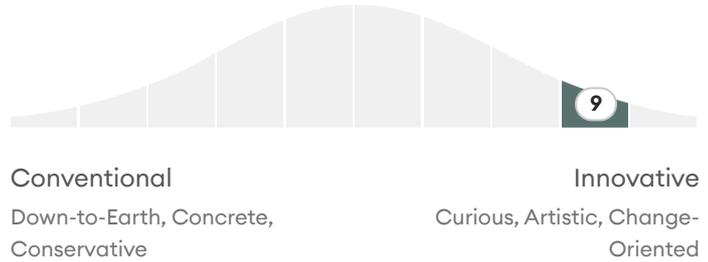


Openness to Experience

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.

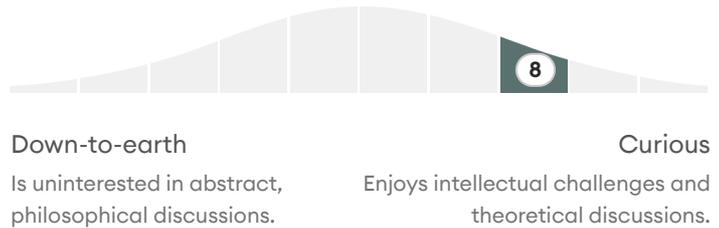


Three aspects of openness to experience:

Curiosity: Curious

84th - 93rd percentile.

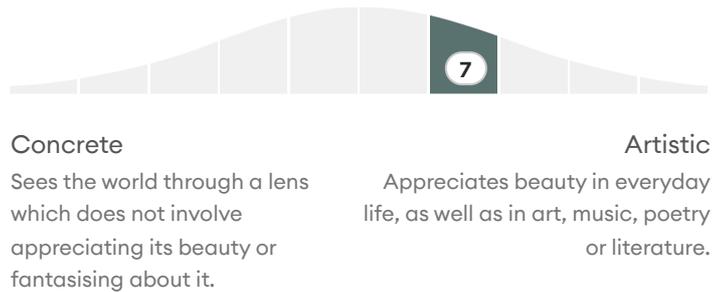
- Has an intellectual and curious mind
- Enjoys theoretical problems.



Aesthetic orientation: Artistic

69th - 84th percentile.

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



Change orientation: Very Change-oriented

98th percentile and above.

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

