

Oleksandr Tereshchuk - 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		9 Diligent
Extraversion	Reserved		9 Outgoing
Emotional Stability	Sensitive	8	Resilient
Openness to Experience	Conventional		9 Innovative

Possible strengths

- Highly productive and able to work at a high tempo
- Loves learning and excels at using knowledge creatively
- Very good at initiating new projects and coming up with ideas

Possible challenges

- Could come across as pushy when wanting things done
- Tends to get bored by questions that have one right answer
- Often less motivated to finish or administer existing projects

Growth factors

Potential roles **Drivers** Culture preferences In what environment does this What are the key motivators for this Roles this person is likely to thrive in person? person thrive? Sales Creativity Achievement Creative roles Team-oriented Relationships Task-oriented Energetic Leading others



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.



Detached Indifferent, Forthright, Sceptical

Friendly Soft-hearted, Polite, Trusting

Three aspects of agreeableness:

Compassion: Soft-hearted

69th - 84th percentile.

- Cares about the wellbeing of others
- Often feels compassion and wants to help others



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.

Politeness: Polite

69th - 84th percentile.

- Well-mannered and humble
- Avoids offending others and stays out of conflicts



Forthright

Questions others and has a sharp and arguments.

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

Trust: Trusting

84th - 93rd percentile.

- Easily trusts other people
- Usually assumes the best about others' intentions

Sceptical

Wary of other people.

Trusting Believes in the good intentions and truthfulness of others.



Conscientiousness

Very Diligent

93rd - 98th percentile.

A very high score indicates that one has a very strong focus on achievement and responsibility. People with very high scores tend to work very hard to reach goals and exceed expectations, even when it means sacrificing pleasure and fun. They have very high self-discipline and strongly prefer to work in a structured way at a high tempo.



Relaxed Easy-going, Spontaneous, Unstructured

Diligent Industrious, Careful, Organized

Three aspects of conscientiousness:

Goal-striving: Industrious

84th - 93rd percentile.

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

Easy-going More inclined to lower their way to reach goals.

Industrious Works hard to reach their goals, ambitions than to get out of their completes tasks and gets started

Carefulness: Careful

84th - 93rd percentile.

- Puts preparation into decisions
- Concerned about getting things right



Careful

Spontaneous Makes decisions and acts on impulse.

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

Orderliness: Organized

69th - 84th percentile.

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



Unstructured

Prefers unstructured approaches.

Organized

Likes order and structure.



Extraversion

Very Outgoing

93rd - 98th percentile.

A very high score indicates that one is markedly outgoing and sociable, with a very high energy level. People with very high scores usually dominate the social space, love frequent discussions, and crave a high level of activity. They have a strong tendency to take the lead and asserting their own view in many different settings.



Reserved

Outgoing

Accommodative, Solitary, Low-key

Assertive, Sociable, Energetic

Three aspects of extraversion:

Assertiveness: Assertive

84th - 93rd percentile.

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

Sociability: Sociable

84th - 93rd percentile.

- Likes being around other people
- Socially outgoing

Energy Level: Energetic

84th - 93rd percentile.

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

Accomodative

Lets others take the lead and keeps their opinions to themself.

Assertive

Takes charge and makes their opinions heard.



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Solitary

Likes to be alone. Quiet and socially withdrawn.

Sociable Likes to be among other people.

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.



Emotional Stability

Resilient

84th - 93rd percentile.

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



Sensitive Heavy Hearted, Hot-tempered, Concerned

Resilient
Carefree, Even-tempered,
Composed

Three aspects of emotional stability:

Optimism: Carefree

84th - 93rd percentile.

- Gets past setbacks easily
- Optimistic in most situations

Stability: Neither Hot-tempered nor Even-tempered 50th - 69th percentile.

- Has a fairly even temper when not under pressure
- May get annoyed or upset at times but not too often

Stress tolerance: Composed

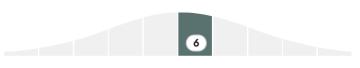
84th - 93rd percentile.

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



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

Carefree Gets past setbacks easily and stays optimistic.



Hot-tempered Experiences emotions intensively. Gets angry when provoked.

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



Concerned

Worries about things that have happened or might happen in the future.

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, Uninterested in distract, Enjoys intellectual challenges and

Uninterested in abstract, philosophical discussions.

Enjoys intellectual challenges and theoretical discussions.

Concrete Artistic

Concrete Perceives the world without beautifying or fantasizing it.

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.