

## Bengt-Erik Ingvaldsson - 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	1	Friendly
Conscientiousness	Relaxed	6	Diligent
Extraversion	Reserved		Outgoing
Emotional Stability	Sensitive	6	Resilient
Openness to Experience	Conventional	6	Innovative

## Possible strengths

- Skeptical and not easily taken advantage of
- Usually effective at pursuing their own goals
- Good at handling 'alone work' that requires thoughtfulness

## Possible challenges

- Often tends not to trust others and be wary in relationships
- Could at times come across as calculating or playing politics
- May at times become passive in response to group tasks

## **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? Stability Structure Analytical Detail-focused roles Decisive Task-oriented Process-oriented roles Autonomy Sales



## Agreeableness

## Very Detached

2nd percentile and below.

A very low score indicates that one has a very sceptical, straightforward style when interacting with others. People with very low scores are very vigilant to other people and their intentions, meaning that they are very rarely duped or deceived. They are likely to be very tough, persistent, and competitive, and they almost never back away from conflict or arguments.



Detached Indifferent, Forthright, Sceptical

Friendly Soft-hearted, Polite, Trusting

## Three aspects of agreeableness:

#### Compassion: Very Indifferent

2nd percentile and below.

- Unconcerned about the wellbeing of others.
- Unaffected by others' negative experiences



#### Indifferent

Unaffected by other people's negative experiences.



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

## Politeness: Neither Forthright nor Polite

31st - 50th percentile.

- Neither very direct nor very diplomatic
- May engage in arguments when needed



## Forthright

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

**Polite** Well-mannered and humble.

out of conflicts.

## **Trust: Very Sceptical**

2nd - 7th percentile.

- Very wary of other people
- Assumes others have a hidden agenda



## Sceptical

Wary of other people.



Believes in the good intentions and truthfulness of others.

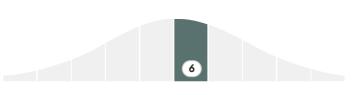


## Conscientiousness

## Neither Relaxed nor Diligent

50th - 69th percentile.

An average score indicates that one is about as focused on achievement and responsibility as most other people. People with average scores have a basic striving to reach goals and live up to expectations, but may in some situations also prioritize other things. They can usually get started with tasks fairly easily and maintain structure in their work, although it might require some effort.



Relaxed Easy-going, Spontaneous, Unstructured

Diligent Industrious, Careful, Organized

## Three aspects of conscientiousness:

# Goal-striving: Neither Easy-going nor Industrious 50th - 69th percentile.

- About as goal-oriented as most other people
- Usually gets started with work tasks fairly easily

# 6

# Easy-going More inclined to lower their ambitions than to get out of their way to reach goals.

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

## Carefulness: Neither Spontaneous nor Careful

31st - 50th percentile.

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



### Spontaneous Makes decisions and acts on

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

## Orderliness: Organized

84th - 93rd percentile.

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



## Unstructured

impulse.

Prefers unstructured approaches.

Organized

Likes order and structure.



## Extraversion

## Very Reserved

2nd percentile and below.

A very low score indicates that one is markedly socially reserved and has a strong need for being alone. People with very low scores very seldom dominate the social space, but rather spend a lot of time reflecting quietly on their impressions. They are very unlikely to take the lead and prefer to let others to be in charge.



Reserved

Outgoing

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

## Three aspects of extraversion:

## Assertiveness: Very Accomodative

2nd percentile and below.

- Lets others take the lead
- Very seldom voices their opinion

## Sociability: Very Solitary

2nd percentile and below.

- Has a strong preference for being alone
- Very quiet and socially withdrawn

## Energy Level: Very Low-key

2nd percentile and below.

- Low energy level and restrained appearance
- Strong need for quiet settings and calm activities



#### Accomodative

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.

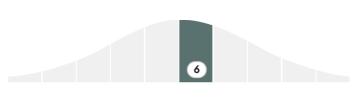


## **Emotional Stability**

#### **Neither Sensitive nor Resilient**

50th - 69th 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: Heavy hearted

7th - 16th percentile.

- Gets discouraged when experiencing setbacks
- Somewhat inclined to negative emotions

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

Carefree Gets past setbacks easily and stays optimistic.

#### Stability: Very Even-tempered

93rd - 98th percentile.

- Has a very even temper
- Very rarely gets annoyed or upset

#### Hot-tempered 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

## Concerned Worries about things that have

happened or might happen in the future.

#### Composed Relaxed. Rarely experiences feelings of worry or stress.

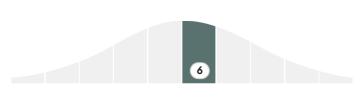


## Openness to Experience

## **Neither Conventional nor Innovative**

50th - 69th percentile.

An average score indicates that one is neither overly conventional, nor overly change-seeking. People with average scores may enjoy abstract discussions, but also want to reach an outcome that is practically realizable. They also tend to prefer a balance between sticking to established ways and trying something new.



Conventional Down-to-earth, Concrete, Conservative

Innovative Curious, Artistic, Change oriented

## Three aspects of openness to experience:

## Curiosity: Neither Down-to-earth nor Curious 50th - 69th percentile.

- Has both concrete and intellectual interests
- May at times enjoy a theoretical problem

## Aesthetic orientation: Neither Concrete nor Artistic 31st - 50th percentile.

- Shows some interest in art and beauty
- Has some imagination but does not always use it

## 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

Artistic Appreciates beauty, in everyday beautifying or fantasizing it. 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.