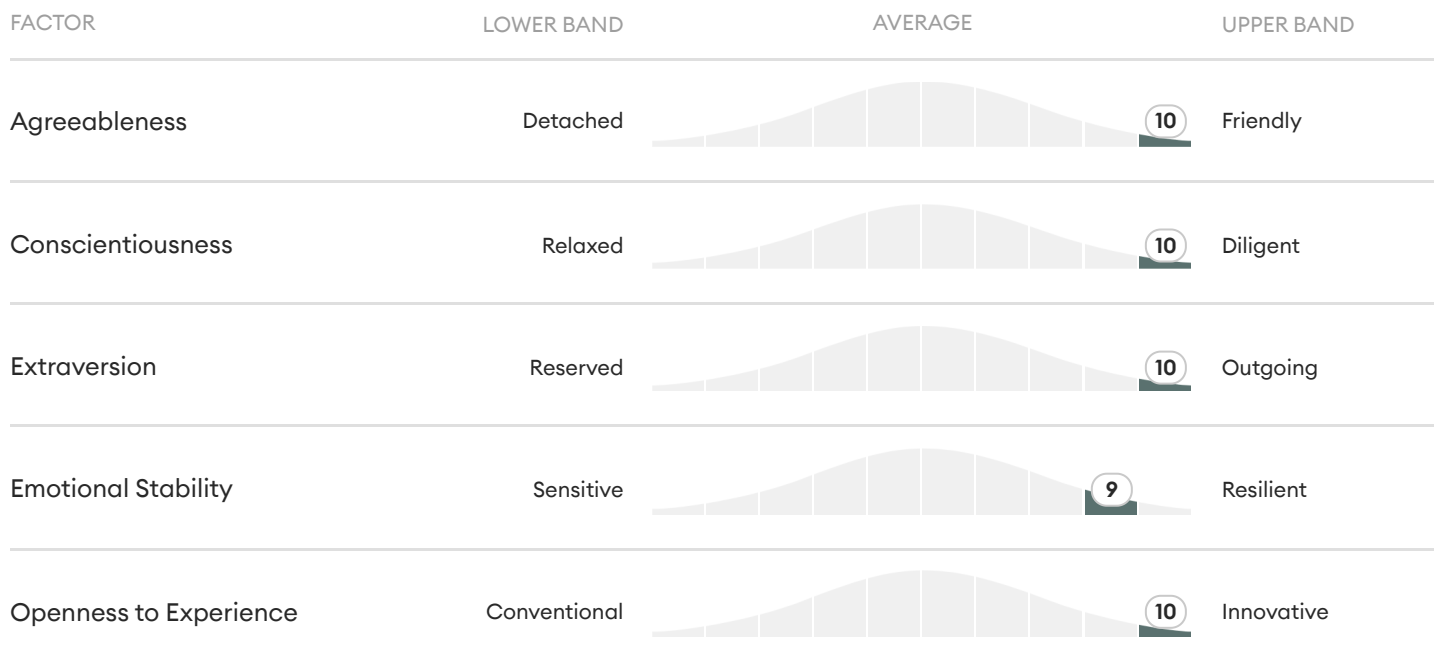


Janayna Velozo de Souza



Janayna Velozo de Souza - 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.



Possible strengths

- Works hard to benefit the team and achieve common goals
- Warm and friendly 'people person'; makes others comfortable
- Highly productive and able to work at a high tempo

Possible challenges

- Tends to have a hard time saying no and limit their workload
- May forget about own needs while attending to others
- Could come across as pushy when wanting things done

Growth factors

Drivers

What are the key motivators for this person?

- Achievement
- Autonomy
- Stimulation

Culture preferences

In what environment does this person thrive?

- Team-oriented
- Supportive
- Analytical

Potential roles

Roles this person is likely to thrive in

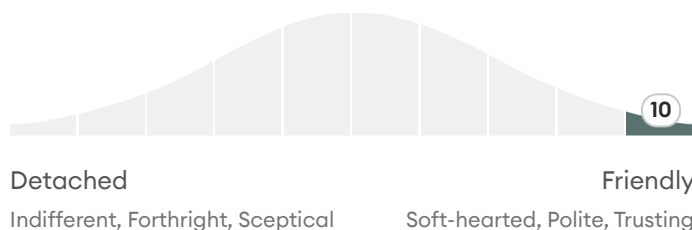
- Strategic roles
- Leading others
- Customer Service

Agreeableness

Very Friendly

98th percentile and above.

A very high score indicates that one has a markedly empathetic, friendly style when interacting with others. People with very high scores routinely trust other people and their intentions, which makes collaboration easy for them. They are likely to be very warm, soft-hearted, and consensus-seeking, meaning they are very reluctant to speak 'hard truths' or enter into conflict.



Three aspects of agreeableness:

Compassion: Very Soft-hearted

93rd - 98th percentile.

- Cares strongly about the wellbeing of others
- Feels strong compassion and really wants to help others



Politeness: Very Polite

98th percentile and above.

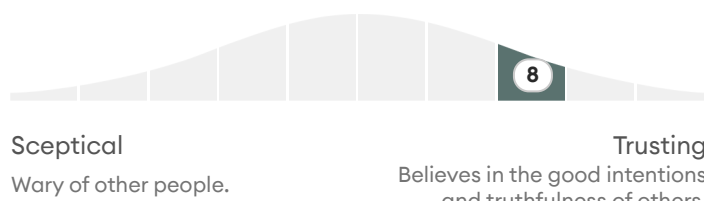
- Very well-mannered and humble
- Very reluctant to offend others; stays out of conflicts



Trust: Trusting

84th - 93rd percentile.

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



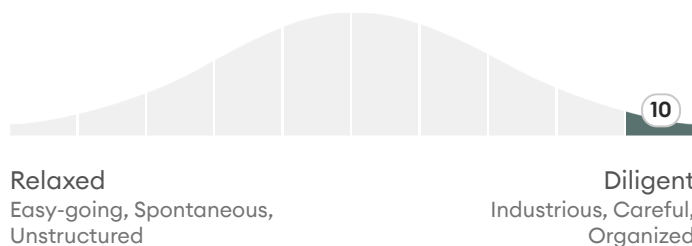


Conscientiousness

Very Diligent

98th percentile and above.

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.

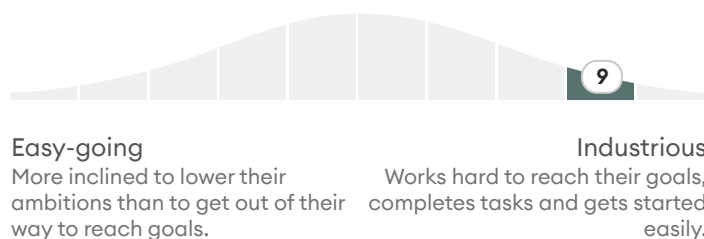


Three aspects of conscientiousness:

Goal-striving: **Very Industrious**

93rd - 98th percentile.

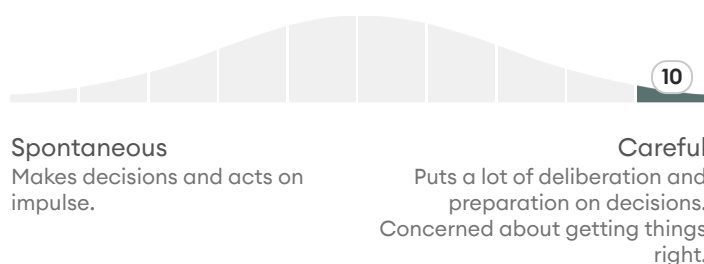
- Very goal-oriented and hard-working
- Gets started with work tasks right away



Carefulness: **Very Careful**

98th percentile and above.

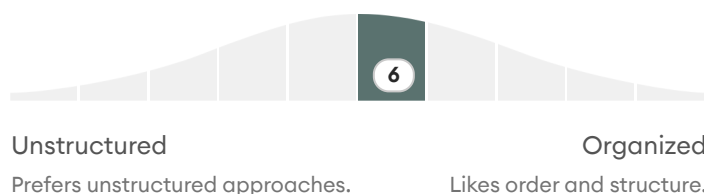
- Puts a lot of preparation into decisions
- Very concerned about getting things right



Orderliness: **Neither Unstructured nor Organized**

50th - 69th percentile.

- Prefers order and structure but may not prioritize it
- Strives to keep some level of organization at work



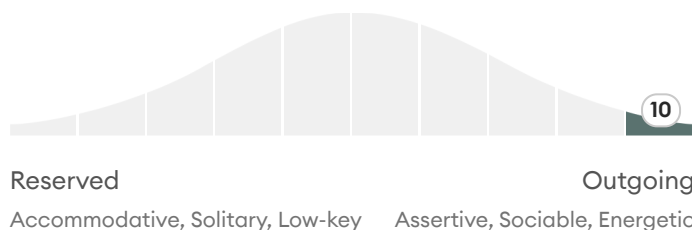


Extraversion

Very Outgoing

98th percentile and above.

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.



Three aspects of extraversion:

Assertiveness: **Very Assertive**

93rd - 98th percentile.

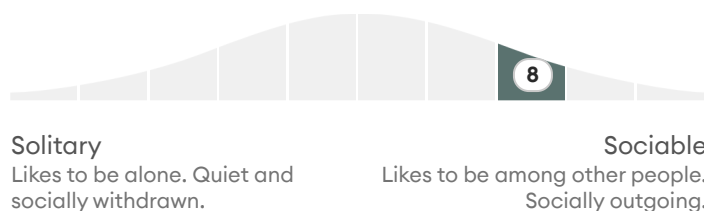
- Has a strong preference for taking charge and leading
- Makes their opinions heard in almost all situations



Sociability: **Sociable**

84th - 93rd percentile.

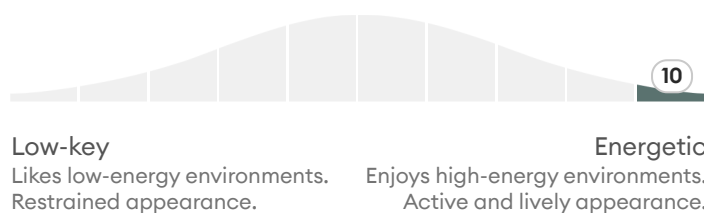
- Likes being around other people
- Socially outgoing



Energy Level: **Very Energetic**

98th percentile and above.

- Very high energy level and lively appearance
- Strong need for activity and a high pace of life

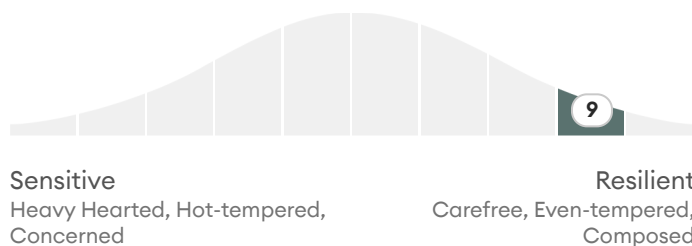


Emotional Stability

Very Resilient

93rd - 98th percentile.

A very high score indicates that one has a markedly even temper and a strong tendency to remain calm and stable. People with very high scores are most often unshaken by what is happening around them, hence remaining effective even under high pressure. They are very resilient and optimistic in the face of setbacks and rarely experience stress and worry.

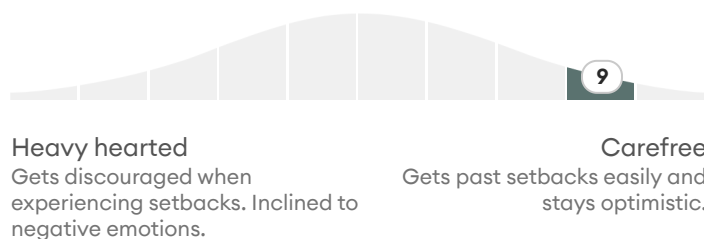


Three aspects of emotional stability:

Optimism: Very Carefree

93rd - 98th percentile.

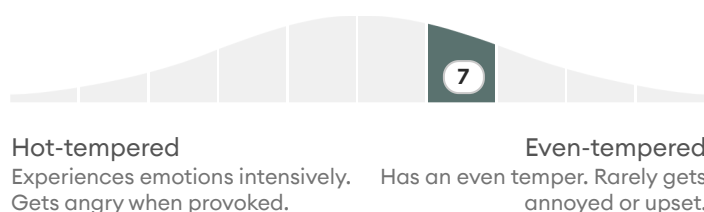
- Gets past setbacks very easily
- Optimistic in almost all situations



Stability: Even-tempered

69th - 84th percentile.

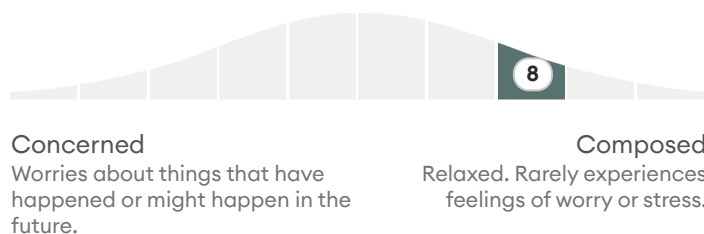
- Has an even temper
- Rarely gets annoyed or upset



Stress tolerance: Composed

84th - 93rd percentile.

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

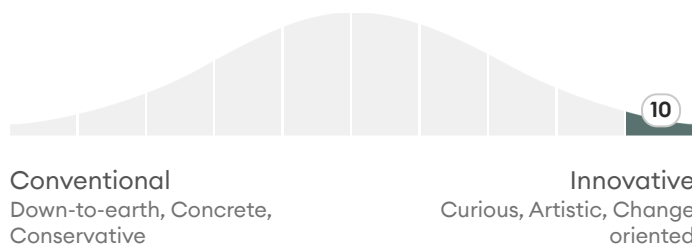


Openness to Experience

Very Innovative

98th percentile and above.

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.

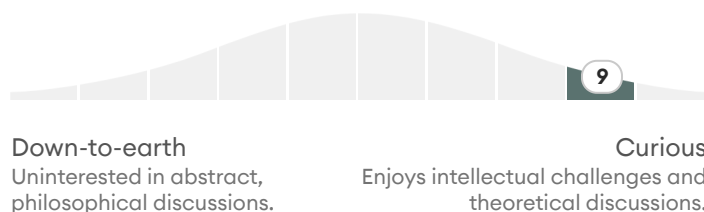


Three aspects of openness to experience:

Curiosity: Very Curious

93rd - 98th percentile.

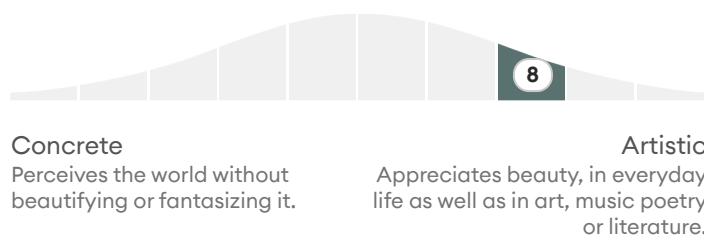
- Highly intellectual and curious mind
- Strongly enjoys theoretical problems



Aesthetic orientation: Artistic

84th - 93rd percentile.

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



Change orientation: Change oriented

84th - 93rd percentile.

- Has a strong need for variation
- Likes to try new things and change settings

