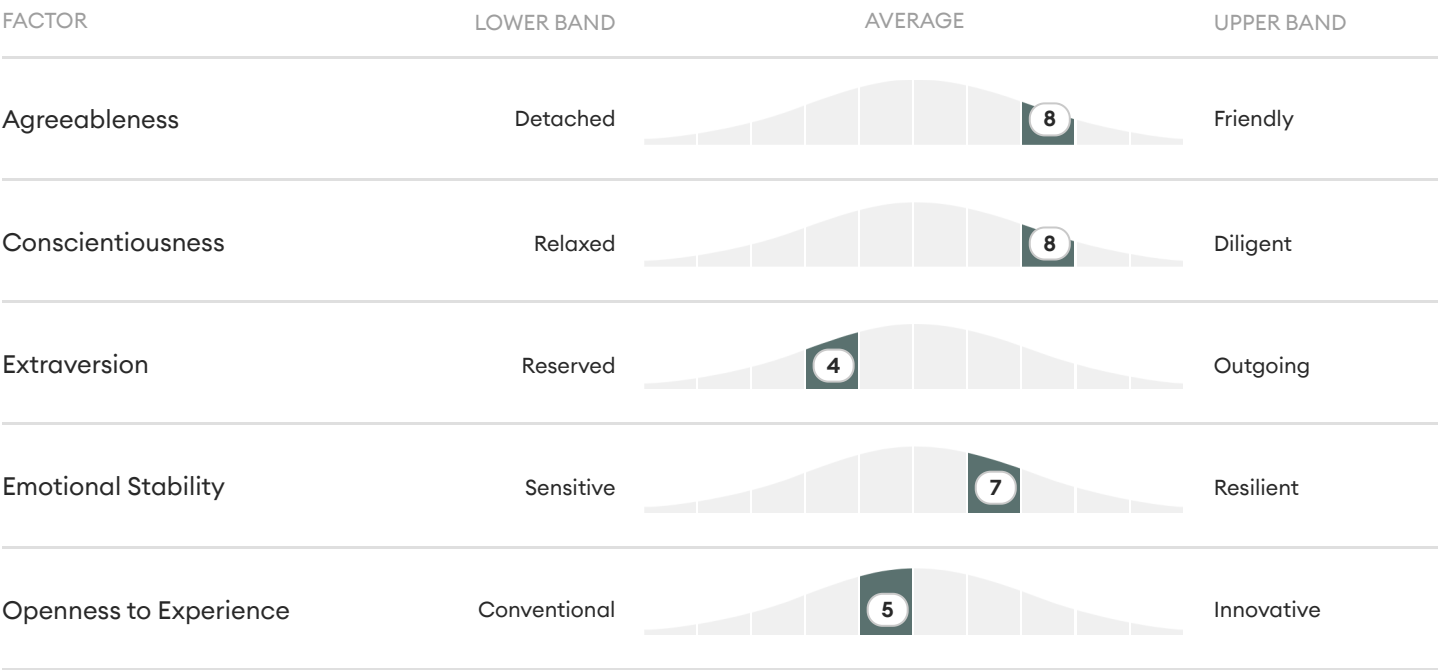


## Vincentas Gedvilas - Personality profile

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
- Very humble and selfless, putting others before themselves
- Diligent 'grinder' who can work persistently for extended periods

### Possible challenges

- Tends to have a hard time saying no and limit their workload
- May avoid asserting their opinions in front of others
- Often dislikes being hurried or disturbed in their work

### Growth factors

#### Drivers

What are the key motivators for this person?

Community

Structure

Autonomy

#### Culture preferences

In what environment does this person thrive?

Supportive

Analytical

Innovative

#### Potential roles

Roles this person is likely to thrive in

Detail-focused roles

Customer Service

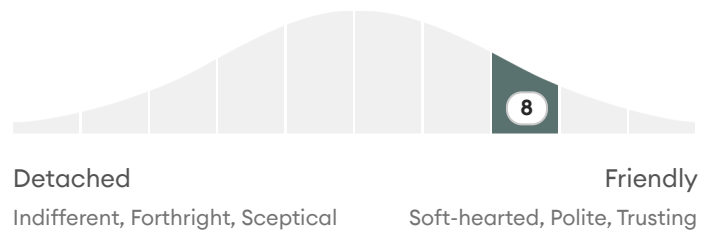
Sales

## 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.



### Three aspects of agreeableness:

#### Compassion: Soft-hearted

69th - 84th percentile.

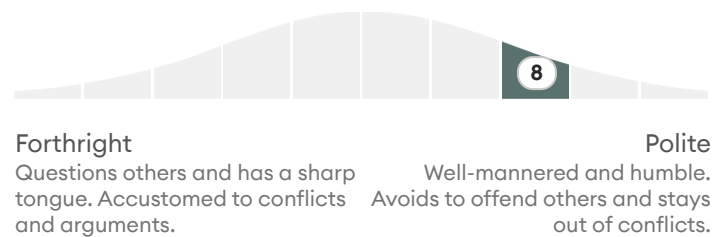
- Cares about the wellbeing of others
- Often feels compassion and wants to help others



#### Politeness: Polite

84th - 93rd percentile.

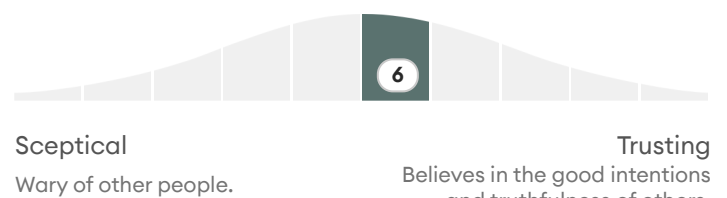
- Well-mannered and humble
- Avoids offending others and stays out of conflicts



#### Trust: Neither Sceptical nor Trusting

50th - 69th percentile.

- Normally trusts other people, but not always
- May at times question others' intentions

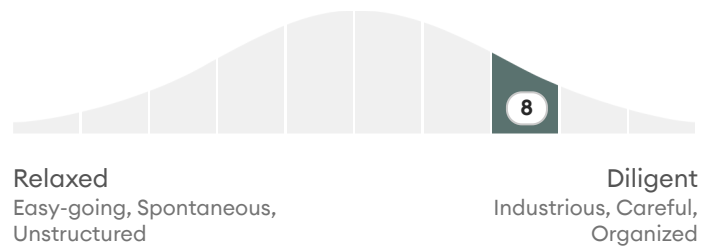


## Conscientiousness

### Diligent

84th - 93rd percentile.

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

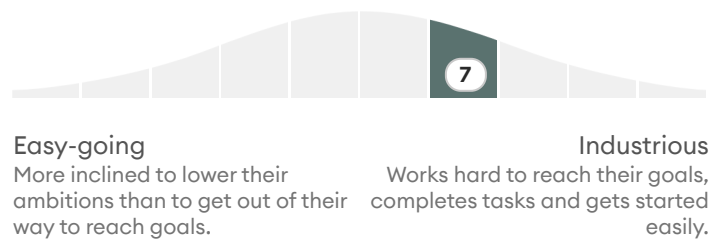


### Three aspects of conscientiousness:

#### Goal-striving: Industrious

69th - 84th percentile.

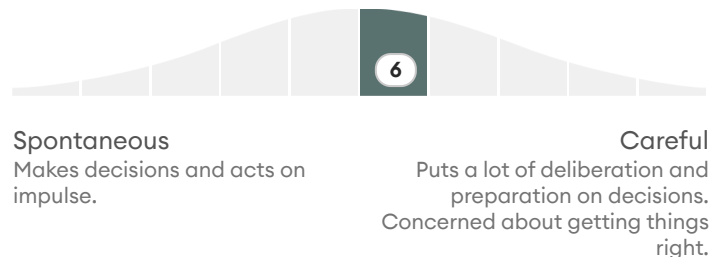
- Goal-oriented and hard-working
- Gets started with work tasks easily



#### Carefulness: Neither Spontaneous nor Careful

50th - 69th percentile.

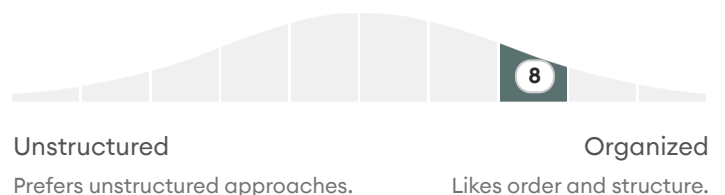
- Usually prepares for decisions but can also be spontaneous
- Wants to get things right but may at times overlook the 'fine print'



#### Orderliness: Organized

84th - 93rd percentile.

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

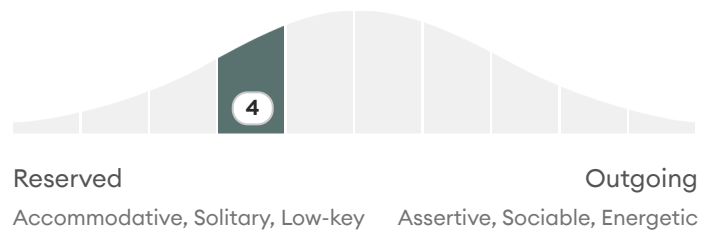


## Extraversion

### Reserved

16th - 31st percentile.

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

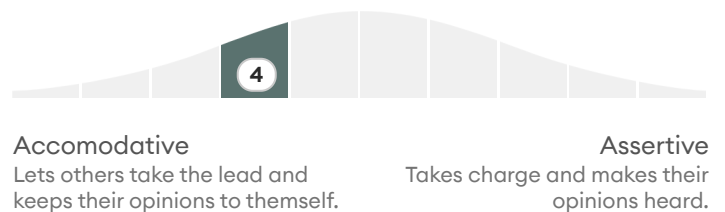


### Three aspects of extraversion:

#### Assertiveness: Accomodative

16th - 31st percentile.

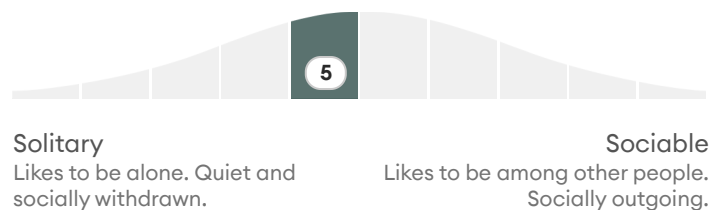
- Usually lets others take the lead
- Seldom voices their opinion



#### Sociability: Neither Solitary nor Sociable

31st - 50th percentile.

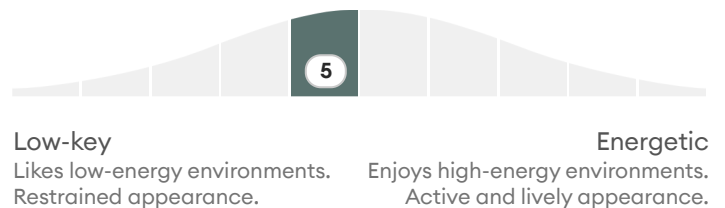
- Likes a balance between social and alone time
- Sometimes quite outgoing, but can also be more quiet



#### Energy Level: Neither Low-key nor Energetic

31st - 50th percentile.

- Neither overly energetic nor restrained
- Likes some level of excitement but not too much

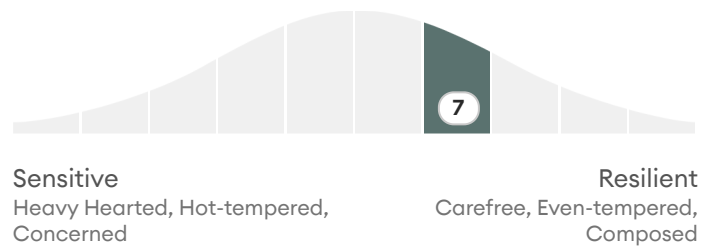


## Emotional Stability

### Resilient

69th - 84th 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.

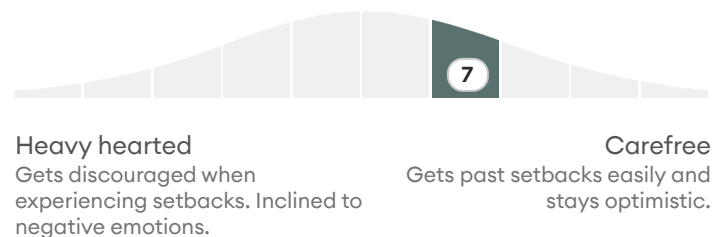


### Three aspects of emotional stability:

#### Optimism: Carefree

69th - 84th percentile.

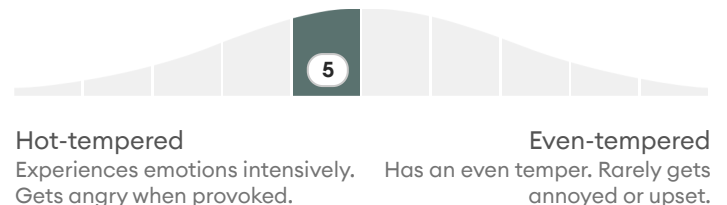
- Gets past setbacks easily
- Optimistic in most situations



#### Stability: Neither Hot-tempered nor Even-tempered

31st - 50th percentile.

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



#### Stress tolerance: Composed

69th - 84th percentile.

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

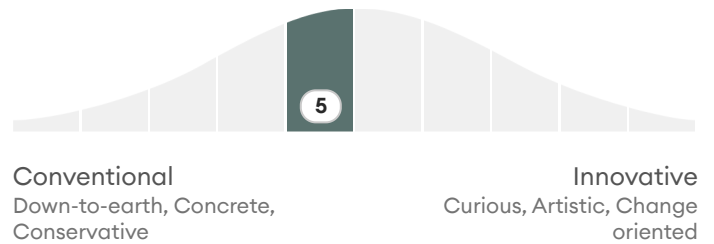


## Openness to Experience

### Neither Conventional nor Innovative

31st - 50th 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.

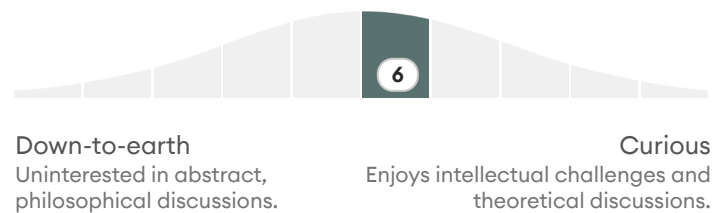


### Three aspects of openness to experience:

#### Curiosity: Neither Down-to-earth nor Curious

50th - 69th percentile.

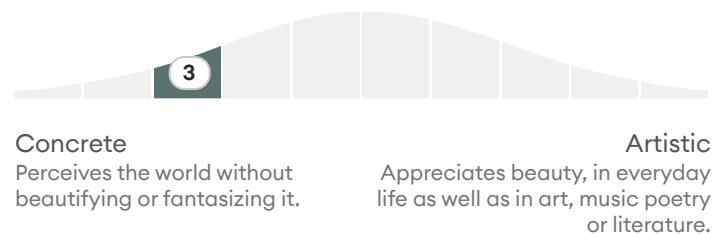
- Has both concrete and intellectual interests
- May at times enjoy a theoretical problem



#### Aesthetic orientation: Concrete

7th - 16th percentile.

- Shows little interest in art or beauty
- Has a somewhat limited imagination



#### Change orientation: Change oriented

69th - 84th percentile.

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

