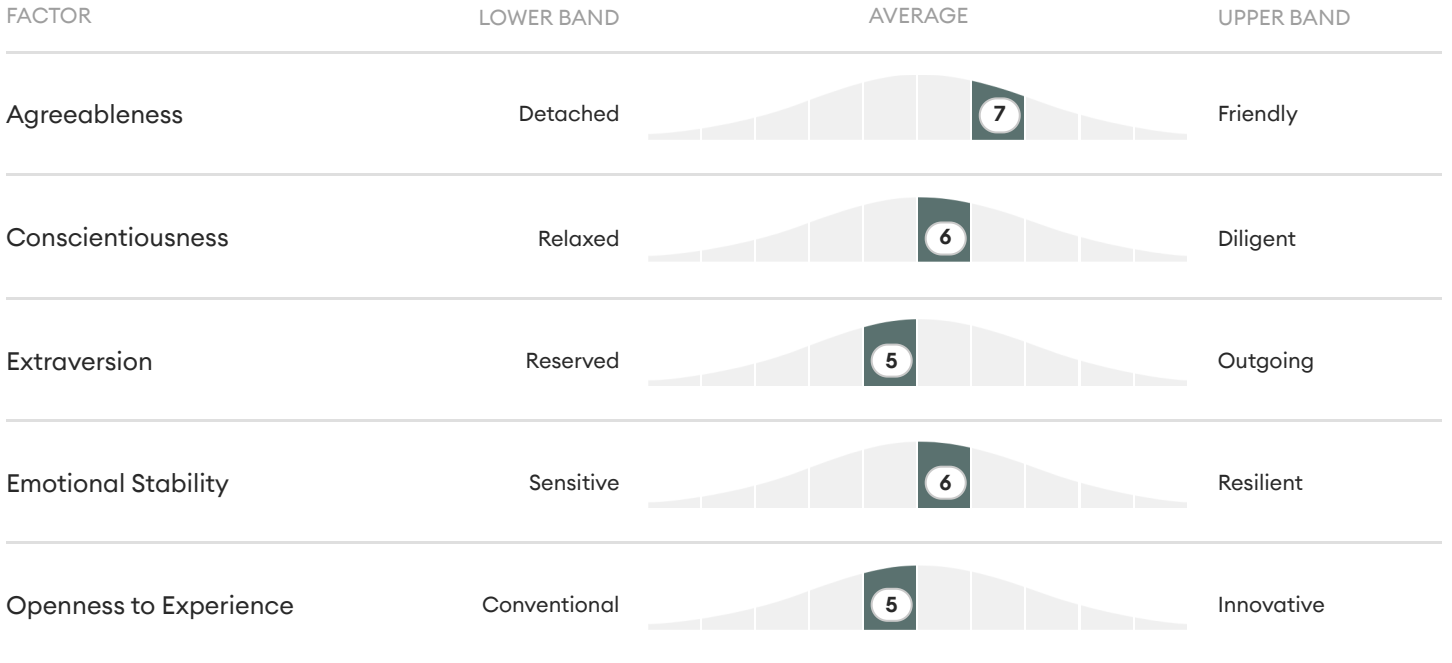


# Maksim Rus

## Maksim Rus - 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

- Responsive to others' needs and willing to help in most situations
- Kind and easy to get along with in most work situations
- Usually finds it easy to adapt to group settings and collaboration

### Possible challenges

- May at times over-promise due to their good intentions
- May not assert their opinions in order to avoid conflict
- May tend to forget about their need for 'alone time' and restoration

### Growth factors

#### Drivers

What are the key motivators for this person?

- Community
- Creativity
- Structure

#### Culture preferences

In what environment does this person thrive?

- Supportive
- Task-oriented
- Decisive

#### Potential roles

Roles this person is likely to thrive in

- Creative roles
- Detail-focused roles
- Sales

Maksim Rus

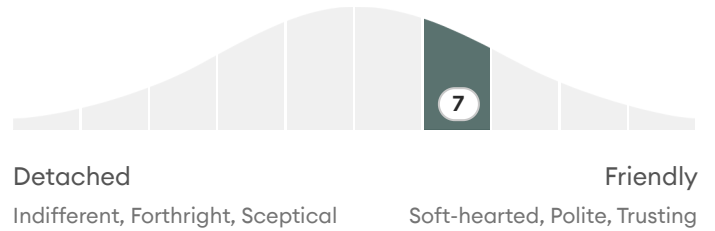
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# Agreeableness

## Friendly

69th - 84th 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: Neither Indifferent nor Soft-hearted

50th - 69th percentile.

- Sometimes focused on the well-being of others
- Sometimes affected by others' negative experiences



#### Politeness: Neither Forthright nor Polite

50th - 69th percentile.

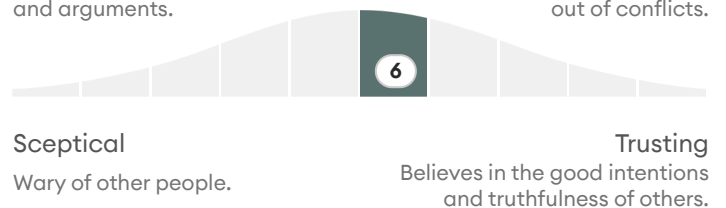
- Neither very direct nor very diplomatic
- May engage in arguments when needed



#### Trust: Neither Sceptical nor Trusting

50th - 69th percentile.

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



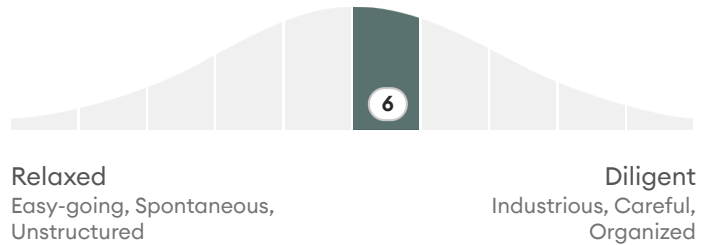
# Maksim Rus

# 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.

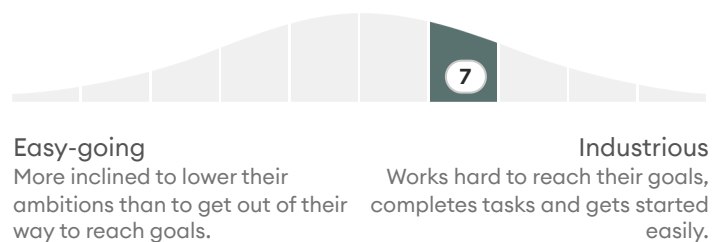


### Three aspects of conscientiousness:

#### Goal-striving: Industrious

69th - 84th percentile.

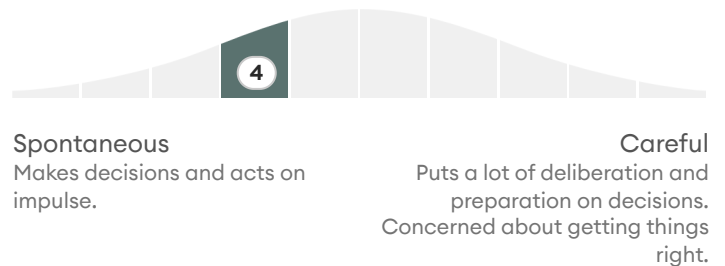
- Goal-oriented and hard-working
- Gets started with work tasks easily



#### Carefulness: Spontaneous

16th - 31st percentile.

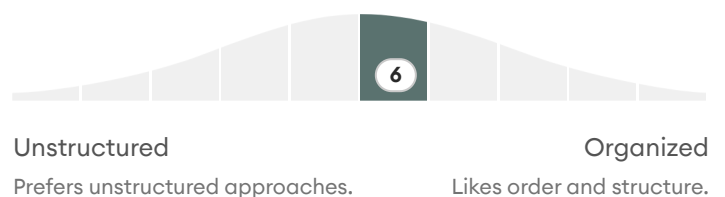
- Often makes decisions based on impulse
- Somewhat unconcerned about getting things right



#### 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



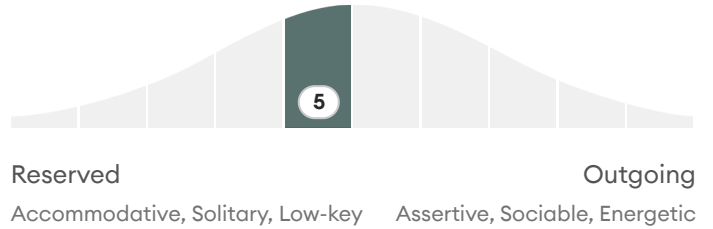
# Maksim Rus

# Extraversion

## Neither Reserved nor Outgoing

31st - 50th percentile.

An average score indicates that one is about as outgoing and energetic as most other people. People with average scores enjoy being around other people, but may also at times enjoy solitary reflection. They are flexible in relation to the leader role: They may take charge when needed, but are also just as comfortable following.

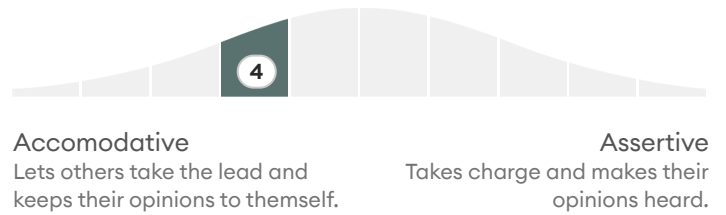


### Three aspects of extraversion:

#### Assertiveness: Accomodative

16th - 31st percentile.

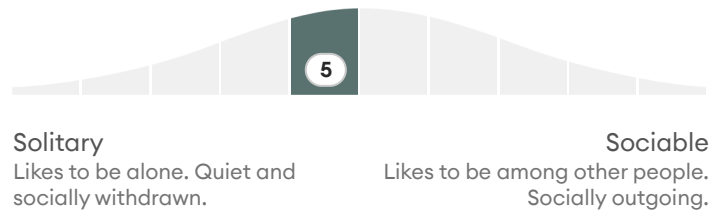
- Usually lets others take the lead
- Seldom voices their opinion



#### Sociability: Neither Solitary nor Sociable

31st - 50th percentile.

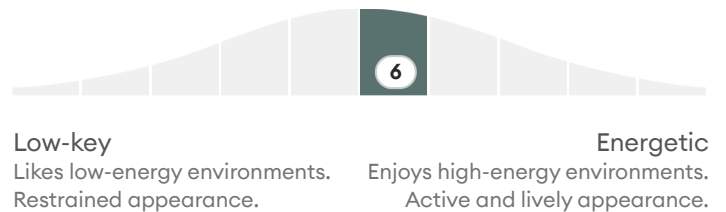
- Likes a balance between social and alone time
- Sometimes quite outgoing, but can also be more quiet



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

50th - 69th percentile.

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



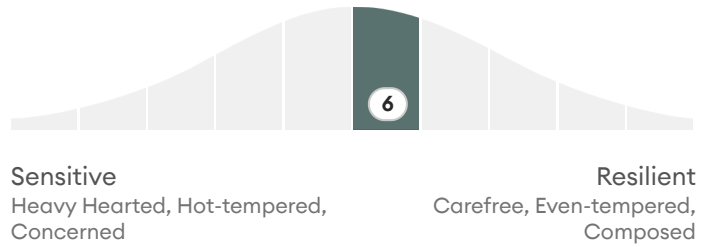
# Maksim Rus

# 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.

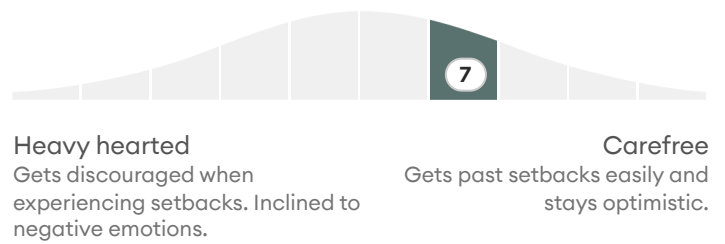


### Three aspects of emotional stability:

#### Optimism: Carefree

69th - 84th percentile.

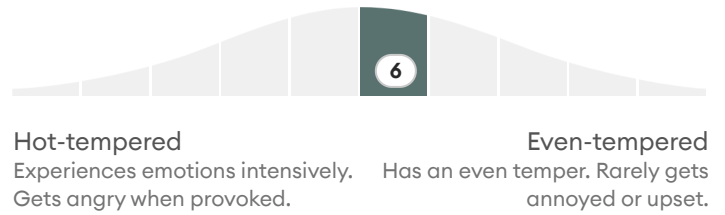
- Gets past setbacks easily
- Optimistic in most situations



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

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: Concerned

16th - 31st percentile.

- Worries about things that could happen
- Gets stressed when things seem to go wrong



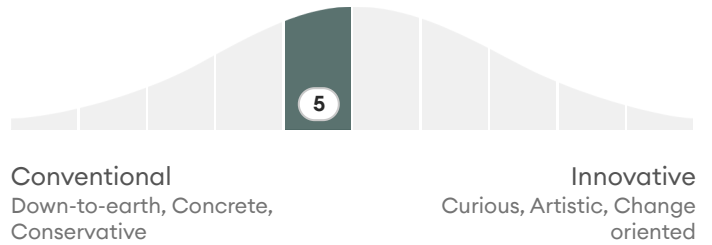
# Maksim Rus

# 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.

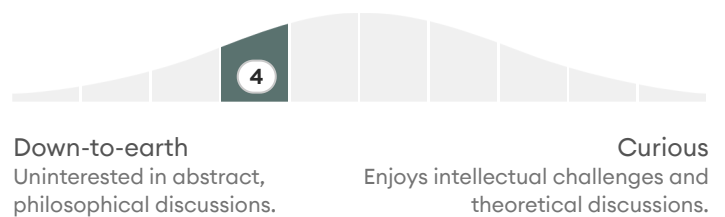


## Three aspects of openness to experience:

### Curiosity: Down-to-earth

16th - 31st percentile.

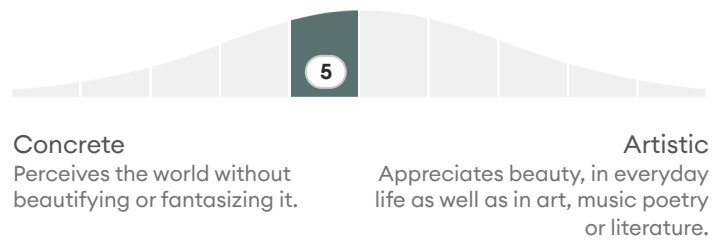
- Prefers practical tasks to intellectual ones
- Usually uninterested in theoretical problems



### 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:

### Neither Conservative nor Change oriented

31st - 50th percentile.

- Enjoys some variation but also likes habits
- Likes to try new things occasionally

