# Andrei Neculau

Andrei Neculau - 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	**10**	Friendly
Conscientiousness	Relaxed	**8**	Diligent
Extraversion	Reserved	**4**	Outgoing
Emotional Stability	Sensitive	**8**	Resilient
Openness to Experience	Conventional	**6**	Innovative
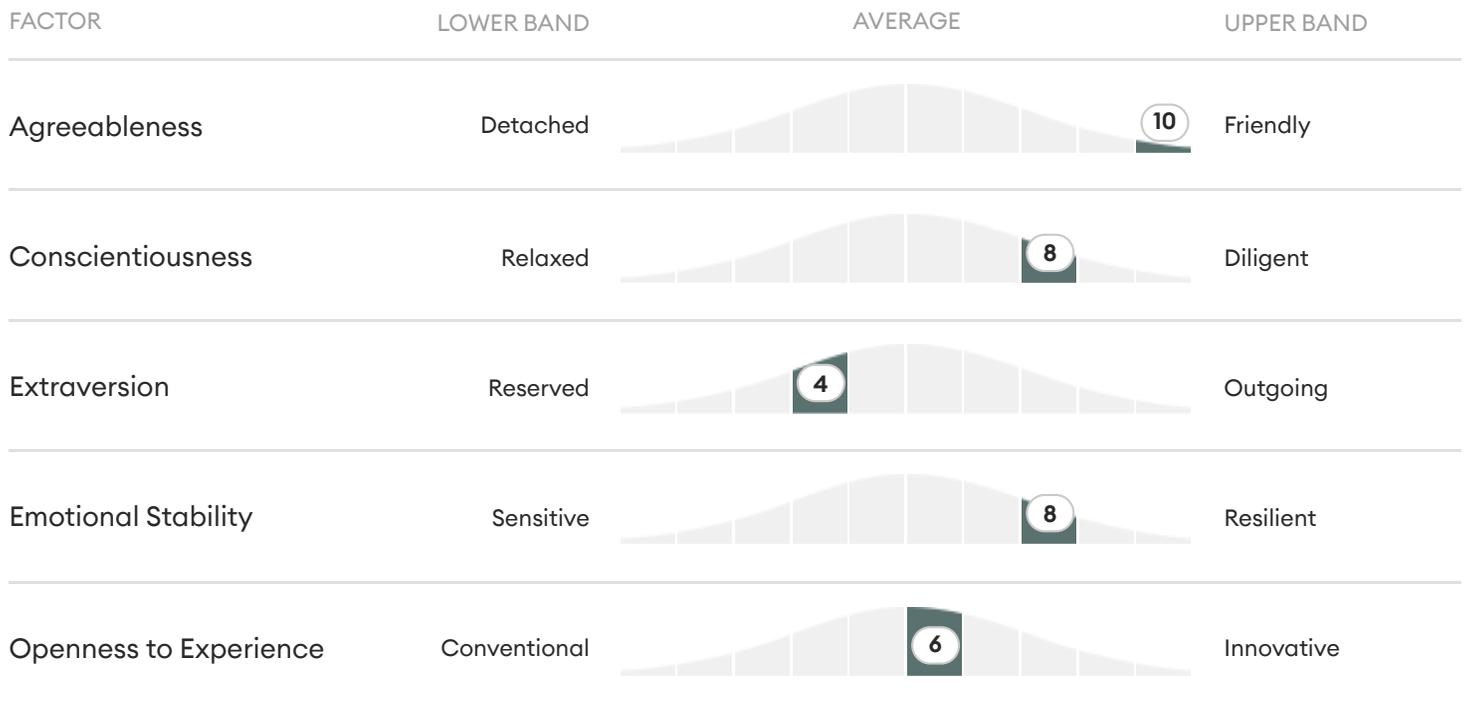
Possible strengths

- Works hard to benefit the team and achieve common goals

- Skilled collaborator who gets along very well with others

- Determined and goal-oriented even in the face of difficulty

Possible challenges

- Tends to have a hard time saying no and limit their workload

- Could be reluctant to expressing frustration even when legitimate

- May overlook the need for rest due to high ambitions

Growth factors

Drivers
What are the key motivators for this person?

(Community)

(Achievement) (Stability)

Culture preferences
In what environment does this person thrive?

(Supportive)

(Team-oriented)

(Analytical)

Potential roles
Roles this person is likely to thrive in

(Detail-focused roles)

(Customer Service) (Sales)

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Agreeableness

Very Friendly
Percentile 98 - 99

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.

10

Detached
Indifferent, Forthright, Sceptical

Friendly
Soft-hearted, Polite, Trusting
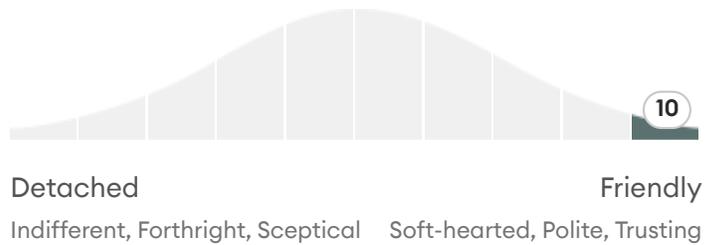
Three aspects of agreeableness:

Compassion: Soft-hearted
Percentile 69 - 84

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

7

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: Very Polite
Percentile 98 - 99

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

10

Forthright
Questions others and has a sharp tongue. Accustomed to conflicts and arguments.

Polite
Well-mannered and humble. Avoids to offend others and stays out of conflicts.
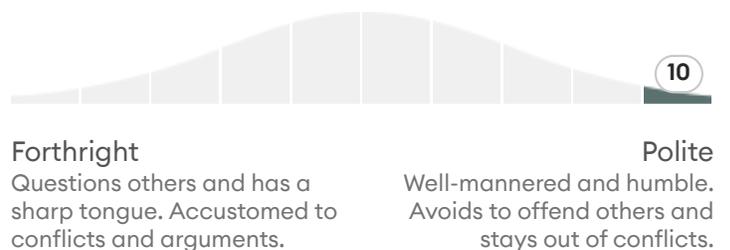
Trust: Very Trusting
Percentile 93 - 98

- Very easily trusts other people
- Assumes the best about others' intentions

9

Sceptical
Wary of other people.

Trusting
Believes in the good intentions and truthfulness of others.
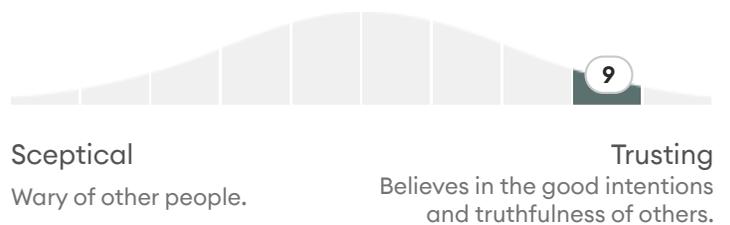
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Conscientiousness

Diligent

Percentile 84 - 93

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.

Relaxed
Easy-going, Spontaneous, Unstructured

Diligent
Industrious, Careful, Organized
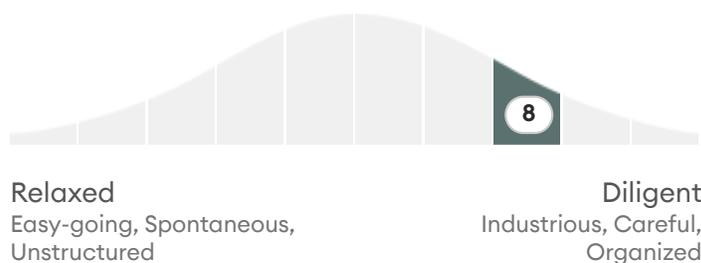
Three aspects of conscientiousness:

Goal-striving: Industrious
Percentile 69 - 84

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

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.
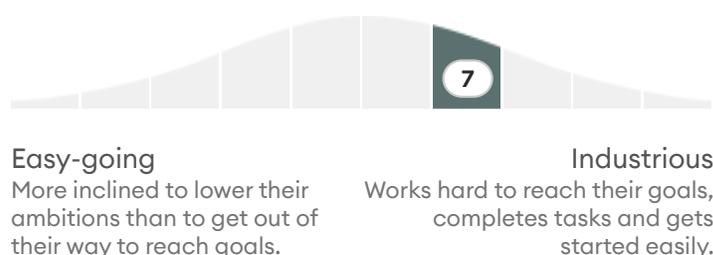
Carefulness: Careful
Percentile 69 - 84

- Puts preparation into decisions
- Concerned about getting things right

Spontaneous
Makes decisions and acts on impulse.

Careful
Puts a lot of deliberation and preparation on decisions. Concerned about getting things right.
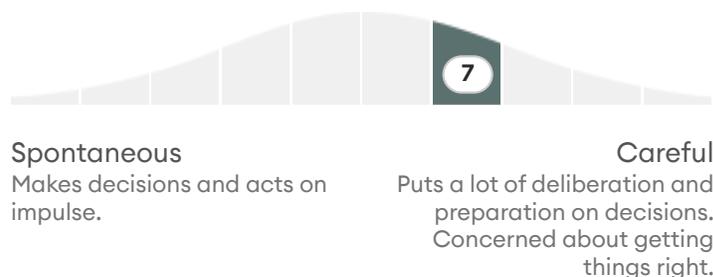
Orderliness: Organized
Percentile 69 - 84

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

Unstructured
Prefers unstructured approaches.

**Organized**
Likes order and structure.
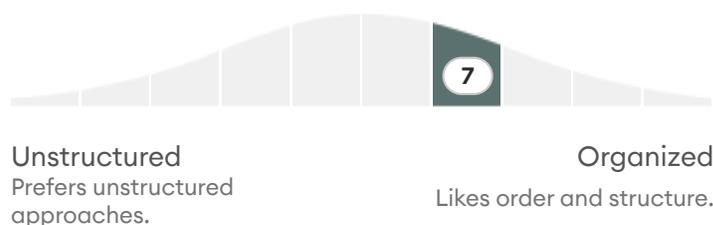
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Extraversion

Reserved
Percentile 16 - 31

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.

4

Reserved
Accommodative, Solitary, Low-key

Outgoing
Assertive, Sociable, Energetic
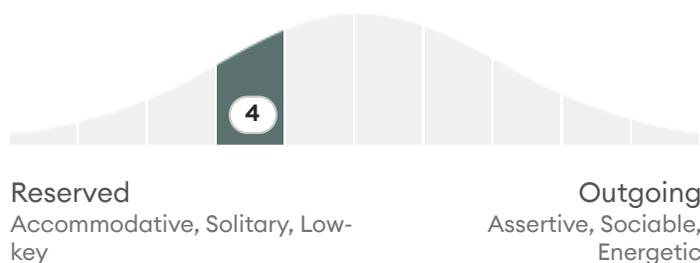
Three aspects of extraversion:

Assertiveness: Assertive
Percentile 69 - 84

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

7

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

Assertive
Takes charge and makes their opinions heard.
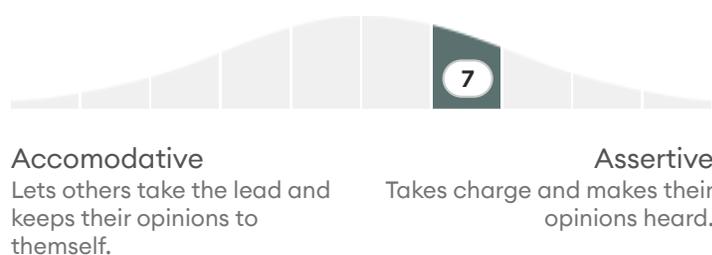
Sociability: Very Solitary
Percentile 2 - 7

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

2

Solitary
Likes to be alone. Quiet and socially withdrawn.

Sociable
Likes to be among other people. Socially outgoing.
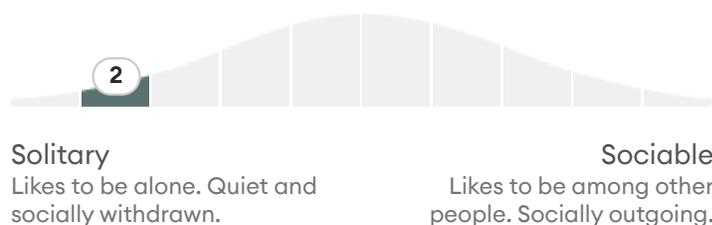
Energy Level: Low-key
Percentile 7 - 16

- Rather low energy level and restrained appearance
- Need for quiet settings and an calm activities

3

Low-key
Likes low-energy environments. Restrained appearance.

Energetic
Enjoys high-energy environments. Active and lively appearance.
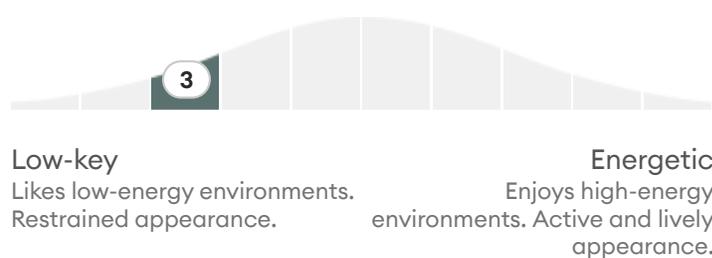
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Emotional Stability

Resilient
Percentile 84 - 93

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.

8
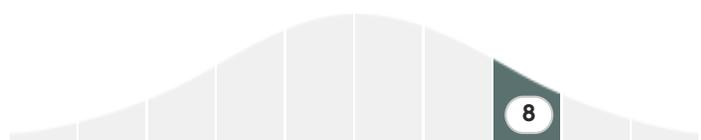
Sensitive
Heavy Hearted, Hot-tempered, Concerned

Resilient
Carefree, Even-tempered, Composed

Three aspects of emotional stability:

Optimism: Neither Heavy hearted nor Carefree
Percentile 50 - 69

- Usually gets over setbacks reasonably fast
- Mostly optimistic when not under pressure

6

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

Carefree
Gets past setbacks easily and stays optimistic.

Stability: Even-tempered
Percentile 84 - 93

- Has an even temper
- Rarely gets annoyed or upset

8

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

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

Stress tolerance: Composed
Percentile 69 - 84

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

7

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

Composed
Relaxed. Rarely experiences feelings of worry or stress.

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Openness to Experience

Neither Conventional nor Innovative

Percentile 50 - 69

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.

6

Conventional
Down-to-earth, Concrete, Conservative

Innovative
Curious, Artistic, Change oriented
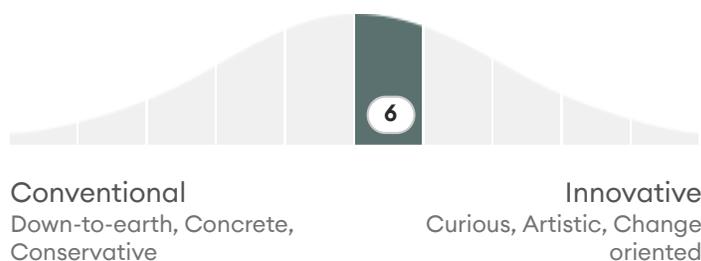
Three aspects of openness to experience:

Curiosity: **Neither Down-to-earth nor Curious**
Percentile 50 - 69

- Has both concrete and intellectual interests

- May at times enjoy a theoretical problem

6

Down-to-earth
Uninterested in abstract, philosophical discussions.

Curious
Enjoys intellectual challenges and theoretical discussions.
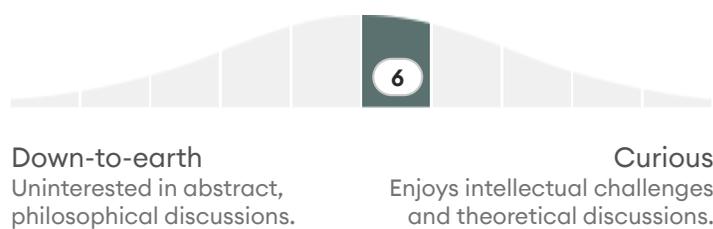
Aesthetic orientation: **Neither Concrete nor Artistic**
Percentile 50 - 69

- Shows some interest in art and beauty

- Has some imagination but does not always use it

6

Concrete
Perceives the world without beautifying or fantasizing it.

Artistic
Appreciates beauty, in everyday life as well as in art, music poetry or literature.

Change orientation:
Neither Conservative nor Change oriented
Percentile 31 - 50

- Enjoys some variation but also likes habits

- Likes to try new things occasionally

5

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.