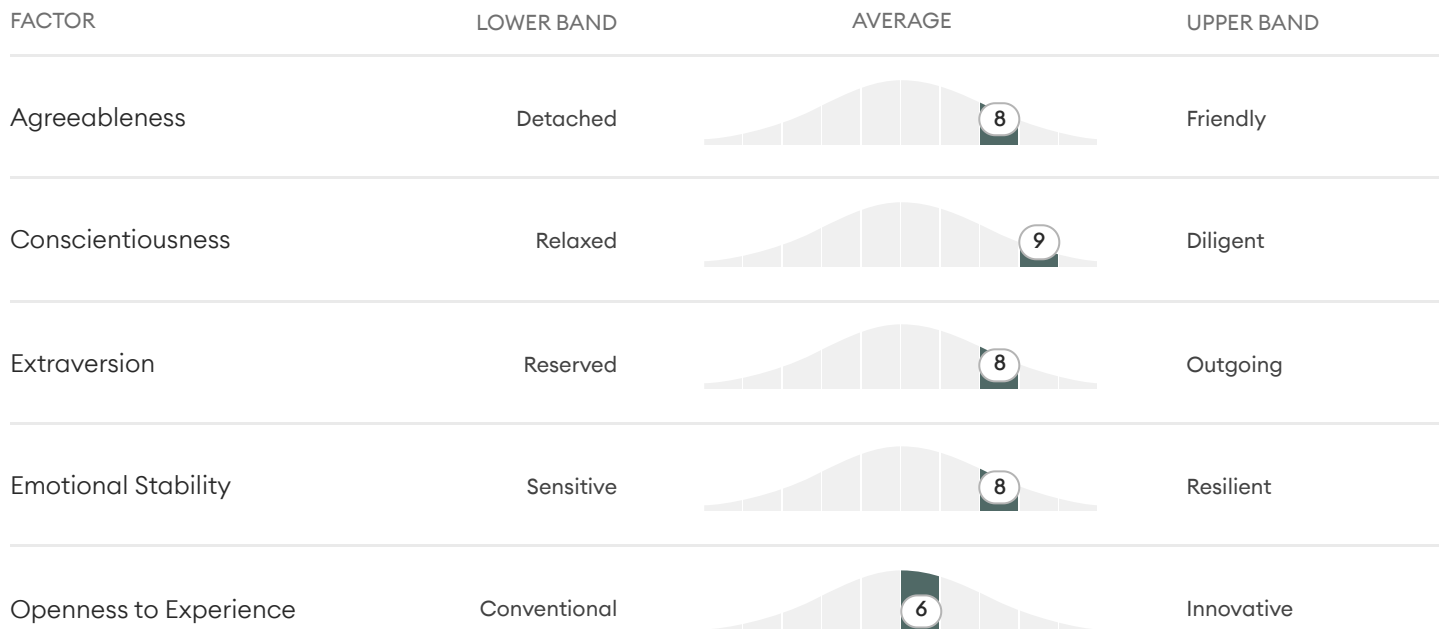


Dmitry Makarevich



Dmitry Makarevich - 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
- Highly productive and able to work at a high tempo
- Warm and friendly 'people person'; makes others comfortable

Possible challenges

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

Growth factors

Drivers

What are the key motivators for this person?

Achievement

Autonomy

Influence

Culture preferences

In what environment does this person thrive?

Team-oriented

Energetic

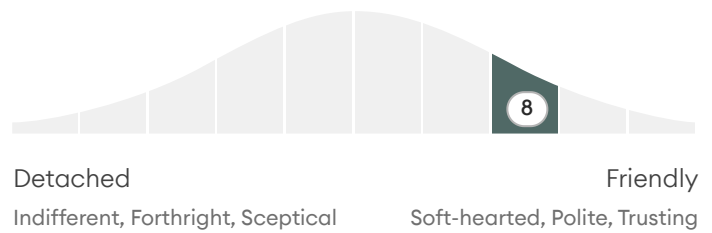
Task-oriented

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.

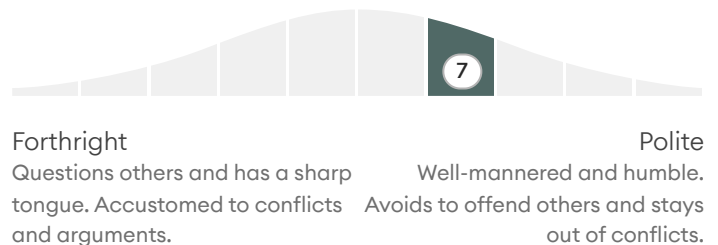
- Cares about the wellbeing of others
- Often feels compassion and wants to help others



Politeness: **Polite**

69th - 84th percentile.

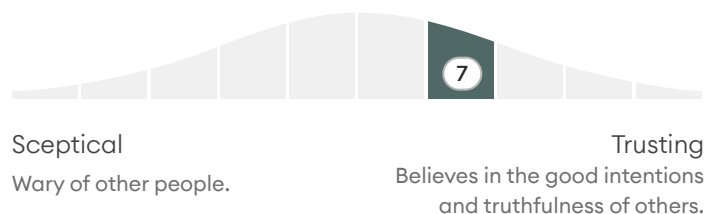
- Well-mannered and humble
- Avoids offending others and stays out of conflicts



Trust: **Trusting**

69th - 84th percentile.

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

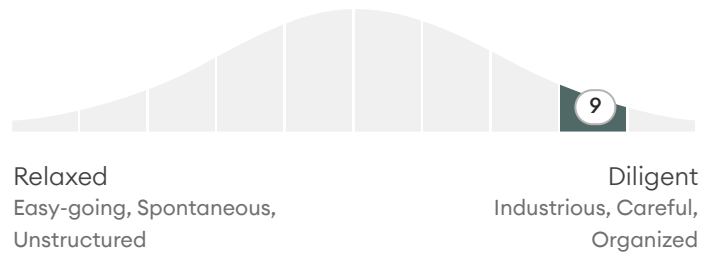


Conscientiousness

Very Diligent

93rd - 98th percentile.

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.

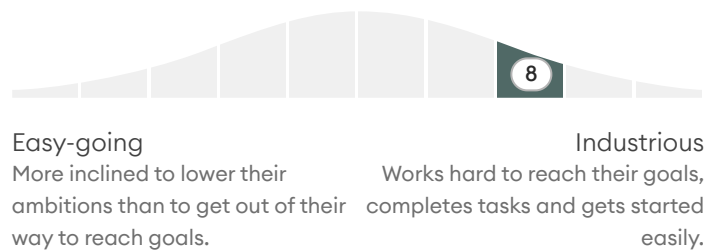


Three aspects of conscientiousness:

Goal-striving: Industrious

84th - 93rd percentile.

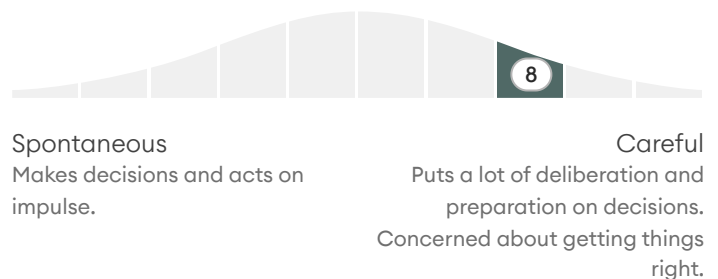
- Goal-oriented and hard-working
- Gets started with work tasks easily



Carefulness: Careful

84th - 93rd percentile.

- Puts preparation into decisions
- Concerned about getting things right



Orderliness: Very Organized

93rd - 98th percentile.

- Strongly prefers order and structure
- Has a very organized approach to work

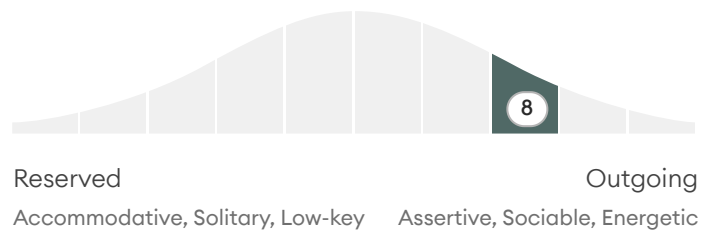


Extraversion

Outgoing

84th - 93rd percentile.

A high score indicates that one is outgoing and sociable, with a high energy level. People with high scores often dominate the social space, enjoy in frequent discussions, and enjoy a high level of activity. They are prone to taking the lead and asserting their own view in many different settings.

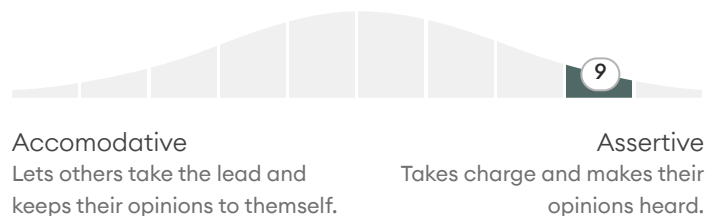


Three aspects of extraversion:

Assertiveness: **Very Assertive**

93rd - 98th percentile.

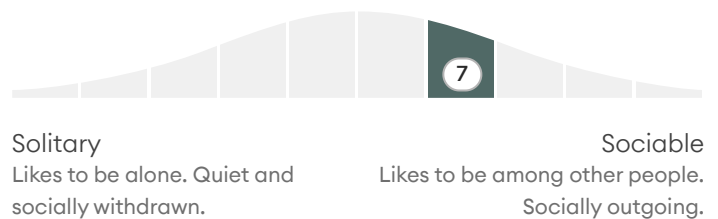
- Has a strong preference for taking charge and leading
- Makes their opinions heard in almost all situations



Sociability: **Sociable**

69th - 84th percentile.

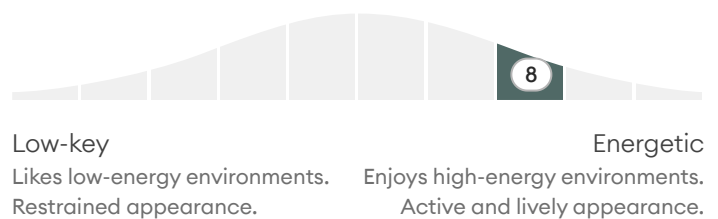
- Likes being around other people
- Socially outgoing



Energy Level: **Energetic**

84th - 93rd percentile.

- High energy level and lively appearance
- Need for activity and a high pace of life

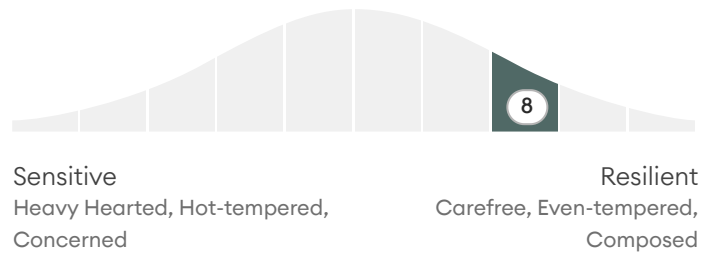


Emotional Stability

Resilient

84th - 93rd 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.

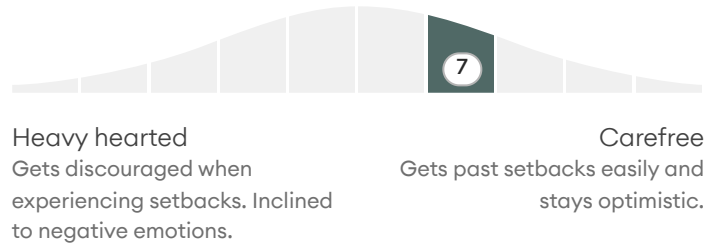


Three aspects of emotional stability:

Optimism: Carefree

69th - 84th percentile.

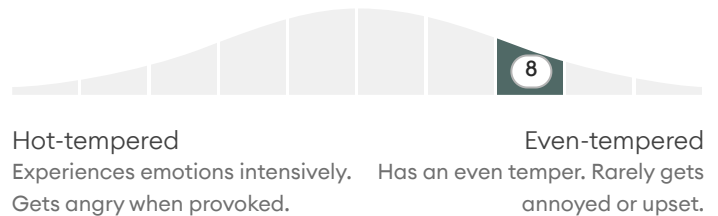
- Gets past setbacks easily
- Optimistic in most situations



Stability: Even-tempered

84th - 93rd percentile.

- Has an even temper
- Rarely gets annoyed or upset



Stress tolerance: Composed

69th - 84th percentile.

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

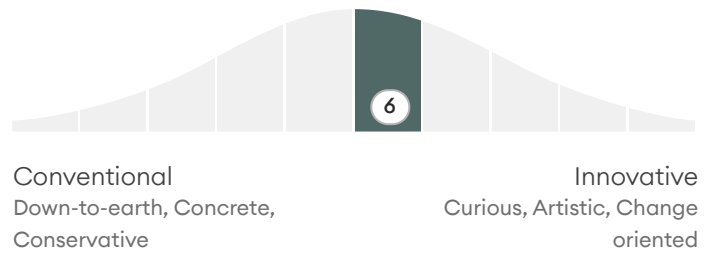


Openness to Experience

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.

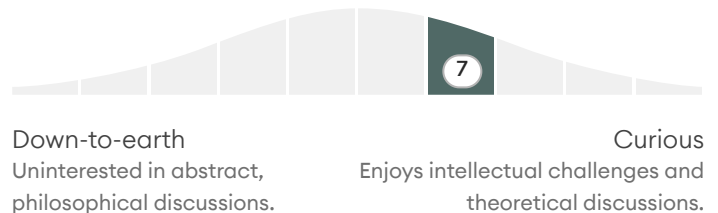


Three aspects of openness to experience:

Curiosity: **Curious**

69th - 84th percentile.

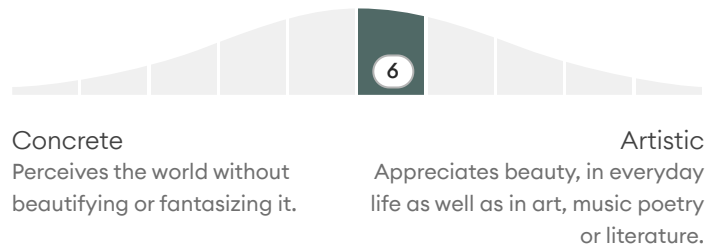
- Intellectual and curious mind
- Enjoys theoretical problems



Aesthetic orientation: **Neither Concrete nor Artistic**

50th - 69th 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

