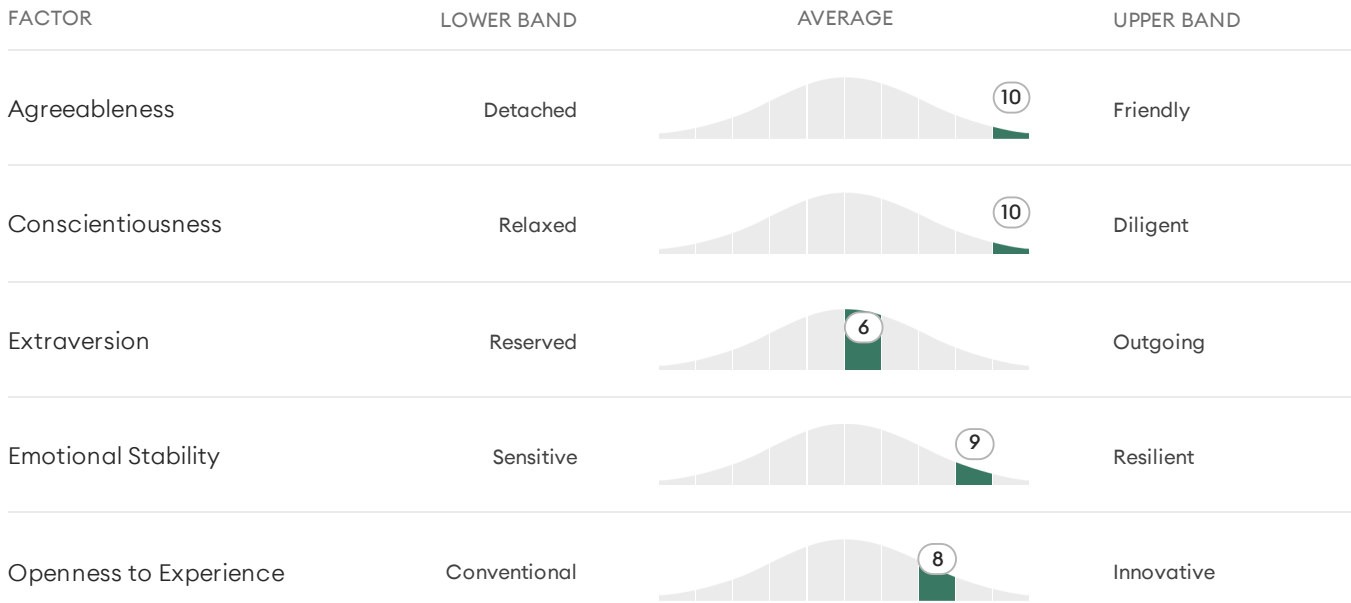


Romain Sickenberg



Romain Sickenberg - 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
- Skilled collaborator who gets along very well with others
- Determined and goal-oriented even in the face of difficulty

Growth factors

Drivers

What are the key motivators for this person?

Autonomy

Achievement

Structure

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

Culture preferences

In what environment does this person thrive?

Analytical

Supportive

Team-oriented

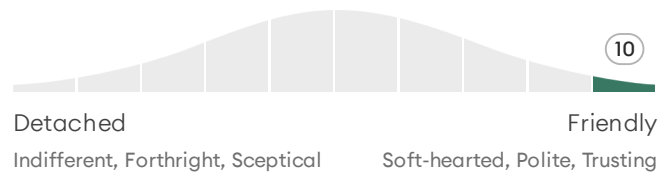


Agreeableness

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: Soft-hearted

69th - 84th percentile.

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



Politeness: Very Polite

98th percentile and above.

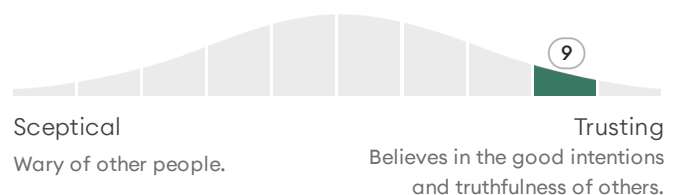
- Very well-mannered and humble
- Very reluctant to offend others; stays out of conflicts



Trust: Very Trusting

93rd - 98th percentile.

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



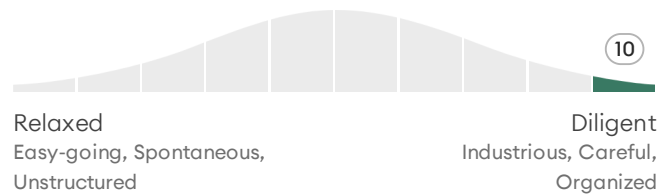


Conscientiousness

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.

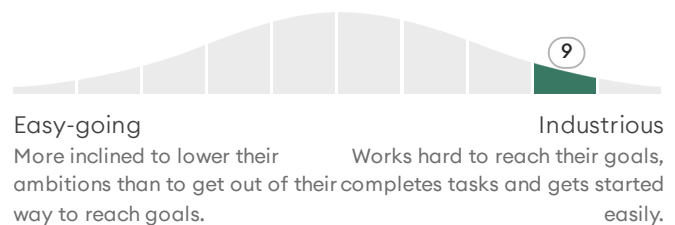


Three aspects of conscientiousness:

Goal-striving: Very Industrious

93rd - 98th percentile.

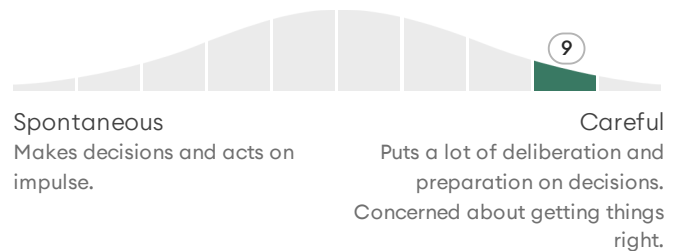
- Very goal-oriented and hard-working
- Gets started with work tasks right away



Carefulness: Very Careful

93rd - 98th percentile.

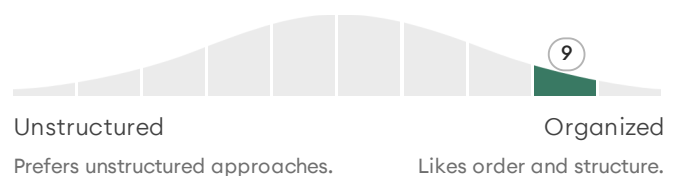
- Puts a lot of preparation into decisions
- Very concerned about getting things right



Orderliness: Very Organized

93rd - 98th percentile.

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



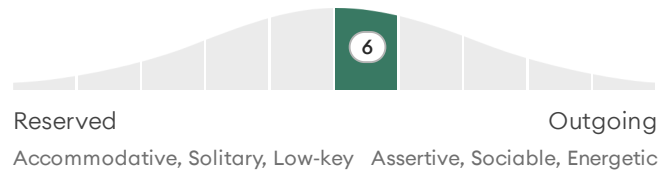


Extraversion

Neither Reserved nor Outgoing

50th - 69th 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.

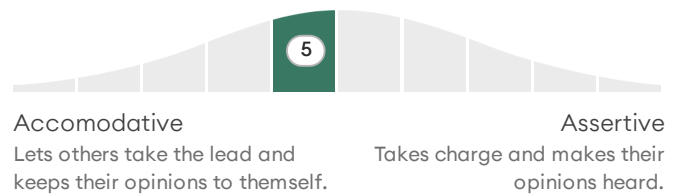


Three aspects of extraversion:

Assertiveness: Neither Accommodative nor Assertive

31st - 50th percentile.

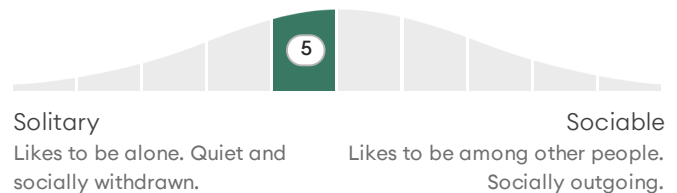
- Voices their opinion when needed
- Sometimes takes the lead, but not routinely



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: Energetic

84th - 93rd percentile.

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



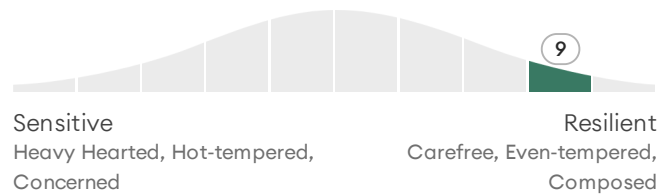


Emotional Stability

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.

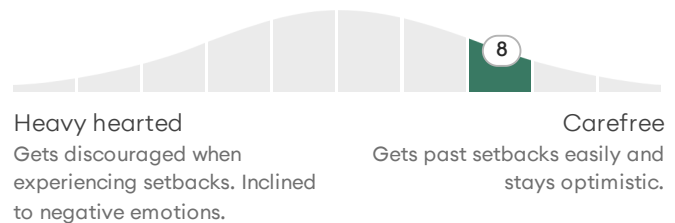


Three aspects of emotional stability:

Optimism: Carefree

84th - 93rd percentile.

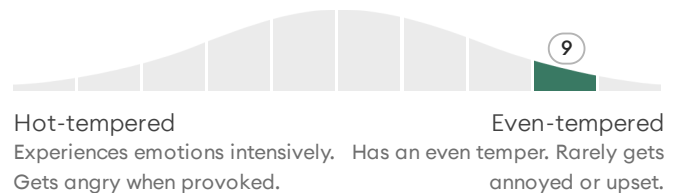
- Gets past setbacks easily
- Optimistic in most situations



Stability: Very Even-tempered

93rd - 98th percentile.

- Has a very even temper
- Very rarely gets annoyed or upset



Stress tolerance: Composed

84th - 93rd percentile.

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



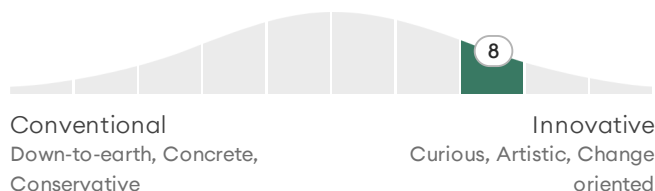


Openness to Experience

Innovative

84th - 93rd percentile.

A high score indicates that one is interested in new impressions and experiences. People with high scores tend to be intellectual, learning-oriented, and motivated to solve abstract problems. They are also open to change and like to find new, creative solutions to challenges.



Three aspects of openness to experience:

Curiosity: Very Curious

93rd - 98th percentile.

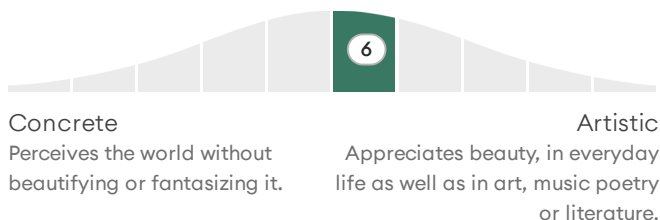
- Highly intellectual and curious mind
- Strongly enjoys theoretical problems



Aesthetic orientation: Neither Concrete nor Artistic

50th - 69th percentile.

- Shows some interest in art and beauty
- Has some imagination but does not always use it

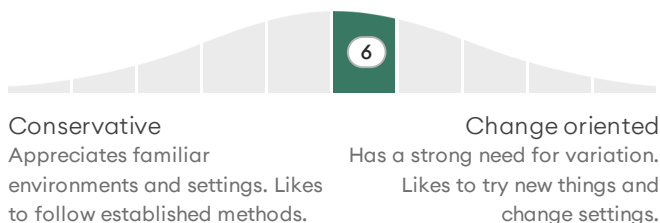


Change orientation:

Neither Conservative nor Change oriented

50th - 69th percentile.

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



Romain Sickenberg



Romain Sickenberg - Logical ability

Alva's logic test assesses logical ability, i.e., how efficiently one processes complex information and draws accurate conclusions from it.

Slightly above average

69th - 84th percentile.

Your score on the logic test is 7, which is slightly above average.

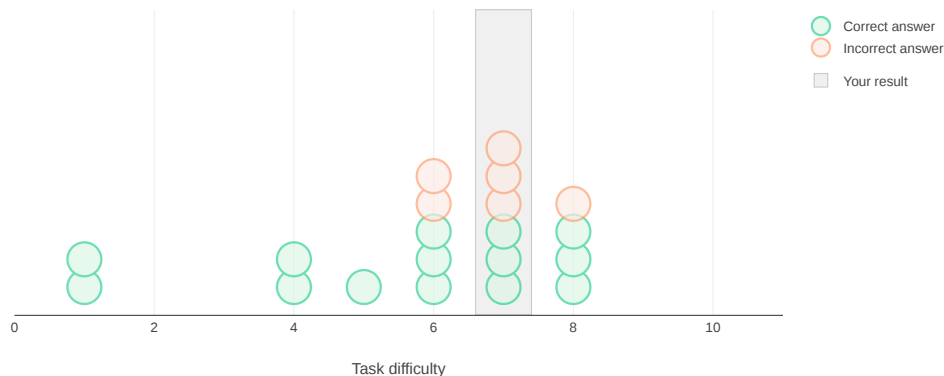


Alva Labs interprets logical ability by benchmarking your score against *others* in the working population. A score of *slightly above average* indicates a person often requires less time and effort to interpret abstract information and form logical conclusions. People with similar scores often experience they can easily acquire and apply new knowledge, provided the topic is not complicated.

Keep in mind when interpreting your results that *logical ability is far from the only factor* determining job performance or career success. Personality, motivation, values, and experience are also important, and strengths in one area *may outweigh weaknesses* in another.

* The most common standard scores are 5 and 6. The percentile ranges for these scores are wide due to the fact that they cover a large proportion of the population.

Logic test results distribution



This graph is meant to provide an intuition for how your logic test was administered and how the result was calculated. The bubbles represent the set of tasks that you were presented with, based on your performance throughout the test. The color of each bubble indicates whether your response was correct or incorrect, and its horizontal position indicates its difficulty. The interesting thing here is that task difficulty is on the same scale as your test result - so you should see more bubbles around your result than above or below it. Also, if you tried your best to solve each task in the test, you should notice that there are more correct answers below your result and more incorrect answers above it. If we simplify the scoring algorithm, your test result should end up somewhere around the point where half of the tasks were answered correctly.