Rittick Datta

Rittick Datta - 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	8	Friendly
Conscientiousness	Relaxed	8	Diligent
Extraversion	Reserved	7	Outgoing
Emotional Stability	Sensitive	9	Resilient
Openness to Experience	Conventional	8	Innovative

Possible strengths

- Skilled collaborator who gets along very well with others
- Determined and goal-oriented even in the face of difficulty
- Works hard to benefit the team and achieve common goals

Possible challenges

- Could be reluctant to expressing frustration even when legitimate
- May overlook the need for rest due to high ambitions
- Tends to have a hard time saying no and limit their workload

Growth factors

Drivers
What are the key motivators for this person?

Achievement | Autonomy | Creativity

Culture preferences
In what environment does this person thrive?

Team-oriented | Innovative | Decisive

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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.



Detached
Indifferent, Forthright, Sceptical

Friendly
Soft-hearted, Polite, Trusting

Three aspects of agreeableness:

Compassion:

Soft-hearted
84th - 93rd percentile.

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



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:

Polite
69th - 84th percentile.

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



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:

Trusting
69th - 84th percentile.

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



Sceptical
Wary of other people.

Trusting
Believes in the good intentions and truthfulness of others.

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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.



Relaxed
Easy-going, Spontaneous, Unstructured

Diligent
Industrious, Careful, Organized

Three aspects of conscientiousness:

Goal-striving:

Industrious
84th - 93rd percentile.

- 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
69th - 84th percentile.

- 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:

Neither Unstructured nor Organized
31st - 50th percentile.

- Prefers order and structure but may not prioritize it
- Strives to keep some level of organization at work



Unstructured
Prefers unstructured approaches.

Organized
Likes order and structure.

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Extraversion

Outgoing

69th - 84th 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.



Reserved
Accommodative, Solitary, Low-key

Outgoing
Assertive, Sociable, Energetic

Three aspects of extraversion:

Assertiveness:

Assertive
84th - 93rd percentile.

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



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

Assertive
Takes charge and makes their opinions heard.

Sociability:

Neither Solitary nor Sociable
50th - 69th percentile.

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



Solitary
Likes to be alone. Quiet and socially withdrawn.

Sociable
Likes to be among other people. Socially outgoing.

Energy Level:

Energetic
69th - 84th percentile.

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



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

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

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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.



Sensitive
Heavy Hearted, Hot-tempered, Concerned

Resilient
Carefree, Even-tempered, Composed

Three aspects of emotional stability:

Optimism:

Very Carefree
93rd - 98th percentile.

- Gets past setbacks very easily
- Optimistic in almost all situations



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

Carefree
Gets past setbacks easily and stays optimistic.

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



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

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

Stress tolerance:

Very Composed
93rd - 98th percentile.

- Very rarely experiences worry
- Remains calm even under high pressure



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

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.



Conventional — Innovative

Down-to-earth, Concrete, Conservative Curious, Artistic, Change oriented

Three aspects of openness to experience:

Curiosity:

Curious
69th - 84th percentile.

- Intellectual and curious mind
- Enjoys theoretical problems



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

Curious
Enjoys intellectual challenges and theoretical discussions.

Aesthetic orientation:

Artistic
84th - 93rd percentile.

- Appreciates beauty in life and art
- Has a vivid imagination



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:

Change oriented
69th - 84th percentile.

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



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.