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American Medical Student Association

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Role

Medical Student

Location

AMSA



Introduction

Purpose

This report is designed to provide insight into your preferences, attitudes and personal characteristics, and how they relate to your behavior, primarily in professional settings. It is organized around six Styles and fifteen Aspects of personality. Each Style and Aspect provides insight into your approaches as assessed by AMSA's Self-Awareness Assessment Instrument. Each of the Styles and their Aspects, along with your results and the implications of your scores, are described in greater detail below.

Cautions

Your results should be considered in the context of other available information. It is important not to over-emphasize any one specific statement or conclusion. When examining the report, consider the pattern of strengths and improvement opportunities across the personality Aspects presented, and review feedback you have received from other sources. Although individual personality tends to be relatively static and stable across an individual's lifespan, certain identified Aspects of personality can vary and shift over time for a variety of reasons. In addition, the display of specific behaviors in professional settings is also a function of situations and contexts, which also can change over time. Therefore, it is important not to rely on results which have become dated.

Interpretation

Personality traits are best interpreted on a continuum. Low scores and high scores are neither inherently good nor bad. Both low and high scores have beneficial and undesirable implications for behavior. While scores reflect a likelihood of displaying certain behaviors, remember it is possible to compensate for improvement opportunities through development, experience and coaching.

Interpretation of personality scores requires a comparison to others. In this report, the scores for each Aspect are communicated on a standardized nine-point scale called a stanine. As illustrated below, most people will tend to fall toward the middle of the stanine continuum on many Aspects, but will likely have higher or lower scores for some Aspects.

Each of the fifteen Aspects is presented with a single, short description, along with descriptions at each end of the continuum. The darker box on the graph represents your exact stanine and the lighter boxes to either side indicate the possible range of your score. For example, the graph below indicates a stanine of 2 and a possible range of scores of 1 to 3.

2

Aspect: A short aspect description



To interpret your results, start by reviewing your overall Styles. Then proceed to the detail for each of the Aspects that constitute those Styles.

Model of Personality

The Personality Model used as a foundation for this assessment is firmly grounded in the well-established and empirically supported Five Factor Model (at times referred to as the Big Five). Elements of each of the traditional concepts of Extroversion, Emotional Stability, Agreeableness, Conscientiousness, and Openness to Experience are directly represented across ten of the fifteen Aspects of the model. The remaining five Aspects reflect traits critical for successful professional performance, particularly in leadership roles, but not captured in the traditional Five Factor Model. These additional five Aspects were taken from the latest literature on authentic leadership, learning theories, and positive psychology.

Normative Group

The selection of an appropriate normative group is important for accurate interpretation of personality results. The choice of which is based on a number of factors including cultural elements and the intended use of the report. This report is based on Professionals and Managers in the U.S. As physicians occupy a space in the top tiers of the health care hierarchy, it is important to explore individual student potential, as well as behaviors, from this perspective.

American Medical Student Association

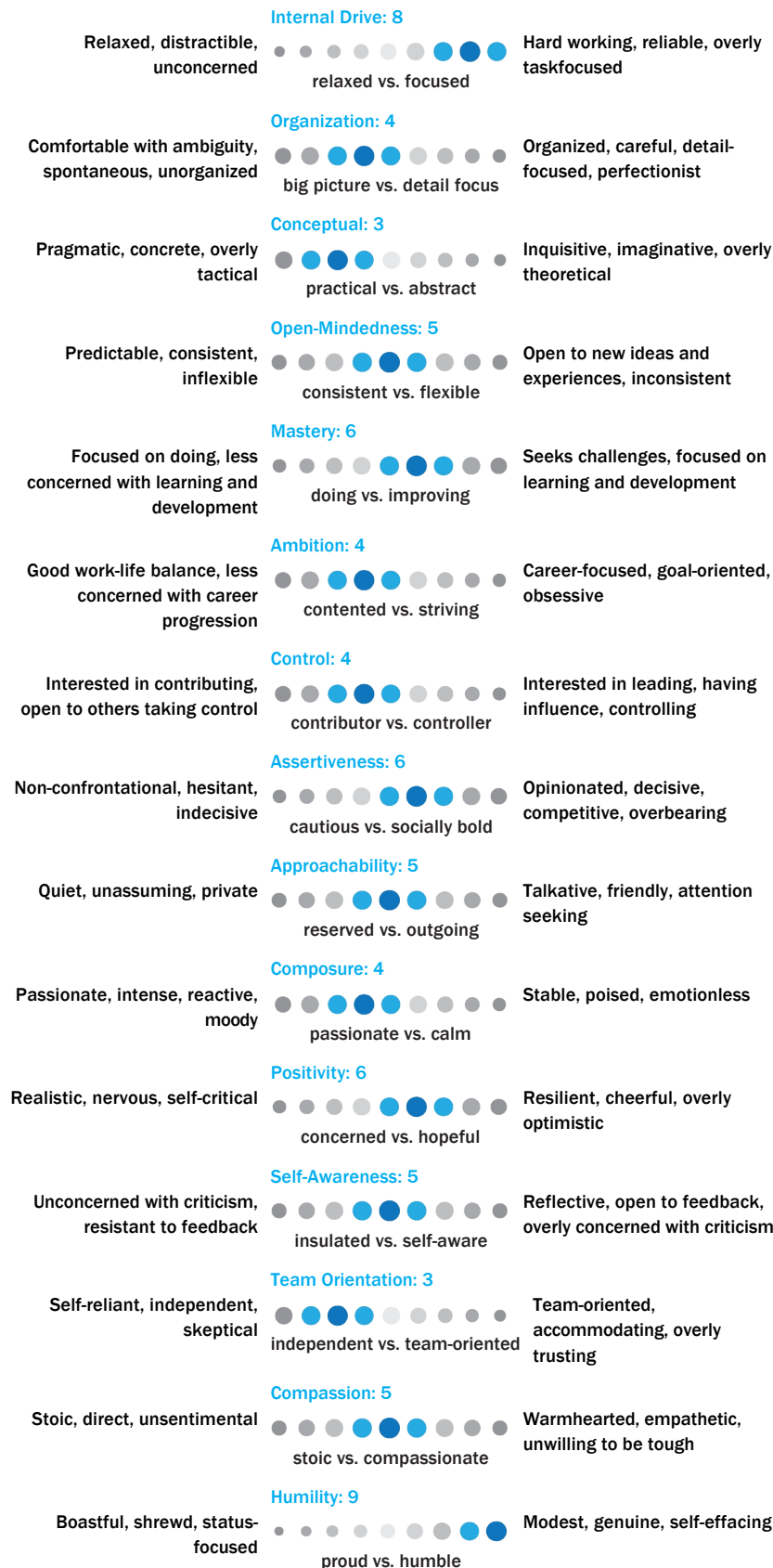
AMSA is a student-governed, national organization committed to representing the concerns of physicians-in-training. AMSA members are medical students, premedical students, interns, residents and practicing physicians. Founded in 1950, AMSA continues its commitment to improving medical training and the nation's health. This self-awareness assessment represents one part of AMSA's commitment to assisting future physicians realize their full potential and grow their skill sets in areas not typically addressed in medical schools. The assessment is specifically focused on traits critical for medical students, and is but one tool offered by AMSA to assist physicians-in-training in their professional development and well-being.

For more information on the assessment please visit <http://www.amsa.org>

Aspect Summary

Aspect Profile

Stanine scores on each of the fifteen Aspects of personality are summarized in the table below.



Task Style

6.0

Summary

The Task Style is a broad measure of conscientiousness capturing one's approach to duties, responsibilities, and getting things done. Your results on the Internal Drive aspect suggest a strong tendency to see things through to completion. However, when combined with a lower Organization score, a tendency may appear to err toward completing tasks rather than ensuring they are done perfectly. You may also find yourself comfortable bending rules to get things done. With very high Organization you may find yourself getting lost in the details, and you may lose sight of the bigger picture of how those tasks fit into company strategy and broader goals.

8

Internal Drive: relaxed vs. focused

Relaxed, distractible,
unconcerned



Hard working, reliable,
overly task-focused

People who fall within this range of the Internal Drive scale may be seen as:

- Invariably punctual
- Thoroughly committed to completing assignments and timely deliverance
- Always able to be counted on to follow-through on promises
- Motivated when working on challenging assignments
- Overly focused on tasks and getting things done
- Usually preferring to focus on one goal or task at a time, without interruptions

4

Organization: big picture vs. detail focus

Comfortable with ambiguity,
spontaneous, unorganized



Organized, careful, detail-
focused, perfectionist

People who fall within this range of the Organization scale may be seen as:

- Usually striking a balance between detail focus and big picture perspective
- Able to adopt a methodical and planful approach to tasks when necessary
- Generally orderly except when overwhelmed
- Easily succumbs to peer pressure even if it involves deviant behavior
- Developing structured plans, but not always sticking to them
- At times leaves out vital specifics in assignments

Adaptation Style

4.7

Summary

Adaptation Style relates to a person's openness to experience and approach to learning and adapting to situations. Your results suggest a tendency toward a pragmatic approach to problem solving rather than a more theoretical approach. A lower Open-Mindedness score may also indicate a high degree of consistency in your behaviors but also suggests you may be less willing to consider new ideas. A higher Open-Mindedness score suggests you can be too willing to try different approaches without considering their long-term implications. Finally, consider the impact of Mastery and how this influences how you prefer to adapt to situations.

3

Conceptual: practical vs. abstract

Pragmatic, concrete, overly tactical



Inquisitive, imaginative, overly theoretical

People who fall within this range of the Conceptual scale may be seen as:

- Very pragmatic in their approach to things
- Thinking in a way that is practical and viewing the world as straightforward
- Preferring to solve problems that are concrete and well-defined rather than ambiguous
- More comfortable focusing on execution and immediate issues
- Demonstrating trivial interest in comprehensive or conceptual topics

5

Open-mindedness: consistent vs. flexible

Predictable, consistent, inflexible



Open to new ideas and experiences, inconsistent

People who fall within this range of the Open-Mindedness scale may be seen as:

- Open-minded about some topics, but firm in opinions and beliefs about others
- Willing to change and adapt as long as there is a compelling reason for it
- Open to new ideas and experiences, but not actively seeking them out
- Flexible, but generally preferring that things remain the same
- Opting for traditional methods once they remain effective
- Hesitant to alter schedule right before outset

6

Mastery: doing vs. improving

Focused on doing, less concerned with learning and development



Seeks challenges, focused on learning and development

People who fall within this range of the Mastery scale may be seen as:

- Preferring to leverage existing strengths, but willing to develop new ones as well
- Presuming that human capacities are hard to change, yet a few abilities can be created through diligent work, preparing, and instruction
- Interested in helping talented individuals learn and develop
- More intrigued by self-improvement when there is a likelihood for payoff
- Hesitant to test arduous options when there is a great potential of disappointment

Achievement Style

4.0

Summary

Need for achievement, including focus on career goals and influence over others is captured by Achievement Style. Your results suggest you are likely to strive for a balance between your career and your personal goals and interests. While you are willing to take control of situations, at times, you may let others with greater desire for leadership and control take the lead in some situations. When considering future leadership roles that come with greater time commitments, be sure to carefully consider whether you will feel comfortable taking on additional authority and responsibilities.

4

Ambition: contented vs. striving

Good work-life balance, less concerned with career progression



Career-focused, goaloriented, obsessive

People who fall within this range of the Ambition scale may be seen as:

- Valuing good work-life balance
- Intrigued by advancements and accomplishing vocation objectives, however hesitant to relinquish individual objectives to accomplish them
- Motivated to achieve good results, however not stressed over being exceptional
- Preferring a balance of both achievable and challenging objectives
- For the most part having high expectations of themselves as well as other people, albeit willing to trade off on occasion

4

Control: contributor vs. controller

Interested in contributing, open to others taking control



Interested in leading, having influence, controlling

People who fall within this range of the Control scale may be seen as:

- Willing to take on leadership roles, but also comfortable as a team player
- Comfortable leading by example or through direct authority
- Ready to be mandate and leading when essential
- Preferring to lead a smaller team as opposed to a larger one
- Not emphatically propelled by collecting power and impact
- Willing to giving others a chance to lead in troublesome circumstances or when extreme choices should be made

Interaction Style

5.5

Summary

Interaction Style is a broad measure of extraversion that describes how much you seek out interaction with others and how you prefer to engage with them. Your results suggest you enjoy sharing and debating your opinions, as long as the conversation doesn't become too adversarial. Further, you may be gregarious at times, especially with people you know well, as long as the conversation stays light and enjoyable and avoids topics where people strongly disagree with each other.

6

Assertiveness: cautious vs. socially bold

Non-confrontational,
hesitant, indecisive



Opinionated, decisive,
competitive, overbearing

People who fall within this range of the Assertiveness scale may be seen as:

- Confident sharing opinions they feel strongly about
- Getting a charge out of rivalry and level headed discussion once it doesn't get angry
- Willing to shift suppositions or choices if emphatically tested
- Sometimes reluctant to challenge others' opinions or express disagreement, but generally willing to do so when necessary
- Somewhat uncomfortable advocating for unpopular opinions or decisions

5

Approachability: reserved vs. outgoing

Quiet, unassuming, private



Talkative, friendly, attention
seeking

People who fall within this range of the Approachability scale may be seen as:

- Ordinarily extroverted in social circumstances
- Enthusiastic or even silly at times, but more serious at others
- Open to working autonomously, additionally appreciates social cooperation at work
- Preferring not to be the center of attention in many situations, but enjoying it occasionally
- Socially comfortable about most circumstances however once in a while more held when collaborating with acquaintances

Emotional Style

5.0

Summary

Your Emotional Style describes how you experience and react to feelings and your degree of self-awareness. Your results suggest you are generally calm but may sometimes experience anxiety in stressful situations. At times, you may jump to conclusions, but generally maintain a balanced perspective about the likelihood of the worst versus the best case scenarios. Consider also how your degree of Awareness may help or hinder your approach to intense or frustrating situations.

4

Self-Control: passionate vs. calm

Passionate, intense, reactive,
moody



Stable, poised, emotionless

People who fall within this range of the Self-Control scale may be seen as:

- In contact with sentiments and feelings, however by and large ready to hold them within proper limits
- Adapts to ordinary issues, however at times more responsive with complex ones
- Usually calm in arguments, though occasionally short-tempered or irritable
- Generally relaxed, but sometimes tense or nervous in unfamiliar situations
- Exasperated by tight due dates or unanticipated difficulties

6

Positivity: concerned vs. hopeful

Realistic, nervous, selfcritical



Resilient, cheerful, overly
optimistic

People who fall within this range of the Positivity scale may be seen as:

- Mindful of both the constructive and counterproductive parts of individuals and circumstances
- Generally optimistic and hopeful about the future, but also realistic
- Typically sensible and precise when making guarantees
- Able to overcome negative feelings and concerns with support from others
- Often resilient in the face of setbacks, but can become anxious and self-critical when under stress

5

Self-Awareness: insulated vs. self-aware

Unconcerned with criticism,
resistant to feedback



Reflective, open to feedback,
overly concerned with
criticism

People who fall within this range of the Self-Awareness scale may be seen as:

- Concerned with what others think, but only up to a certain point
- Typically impervious to unreasonable or wrong feedback
- Generally aware of how their behavior impacts others, but sometimes surprised at others' reactions
- Interested in feedback, but not always actively seeking it out
- Mindful of qualities and shortcomings, yet may be unaware of some

Teamwork Style

5.7

Summary

Teamwork Style is a broad assessment of agreeableness that describes how you approach relationships and how focused you are on the needs of others. Your results suggest you tend to prefer relying on yourself rather than trusting or accommodating others. A lower Compassion score would suggest, you may at times be perceived as overly direct or unsympathetic toward people that you don't trust. A higher Compassion score, however, would suggest that while you may be reluctant to fully accommodate others' needs, you tend to be understanding of them. Finally, consider how your degree of Humility may impact how coworkers perceive you.

3

Team Orientation: independent vs. team-oriented

Self-reliant, independent, skeptical



Team-oriented, accommodating, overly trusting

People who fall within this range of the Team Orientation scale may be seen as:

- Preferring self motivating work, opting to work autonomously
- Unlikely to be taken advantage of by others
- Liking to tackle own issues instead of requesting assistance
- Incredulous of others and their thought processes, reluctant to depend on others
- Now and again, abrasive, fretful, and argumentative

5

Compassion: stoic vs. compassionate

Stoic, direct, unsentimental



Warmhearted, empathetic, unwilling to be tough

People who fall within this range of the Compassion scale may be seen as:

- By and large gracious and sympathetic toward individuals they favor
- Mindful of the sentimental side of circumstances, however not excessively impacted by it
- Unsympathetic to misfortunes perceived to be caused by poor decisions
- Tolerant of others' differences and flaws, but less so under stress
- Able to give troublesome input notwithstanding when to some degree uncomfortable

9

Humility: proud vs. humble

Boastful, shrewd, status-focused



Modest, genuine, selfeffacing

People who fall within this range of the Humility scale may be seen as:

- Truthful, open, and genuine with others
- Extremely humble and reluctant to assume individual acknowledgment for achievement
- Not exceptionally spurred by accomplishing societal position
- Uncomfortable engaging in political maneuvering
- Less effective in advocating for own interests