



amsa

American Medical Student Association

Angelica Garcia

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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

4.0

Summary

The Task Style is a broad measure of conscientiousness capturing one's approach to duties, responsibilities, and getting things done. Your results on Internal Drive suggest a comfort in moving from task to task and a more relaxed approach to work. When combined with a lower Organization score, task completion may be at risk as your tendency to leave some tasks unfinished may not be effectively checked and balanced. A high degree of Organization may suggest a healthy preference toward planning and organization which may help ensure tasks are completed.

3

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:

- Laid back and at ease
- Able to move from task to task but likely to leave some unfinished
- Less concerned with meeting deadlines, sees them as more flexible
- Likely to get diverted during extensive tasks
- Likely to put off or deter from tasks
- More likely to engage in familiar tasks rather than working through challenges

5

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
- Skillful in using systematic and calculated methods to accomplish assignments
- Generally orderly except when overwhelmed
- Easily succumbs to peer pressure even if it involves deviant behavior
- Constructs methodical blueprints for projects but may deviate from agenda
- Occasionally missing some critical details in their work

Adaptation Style

6.7

Summary

Adaptation Style relates to a person's openness to experience and approach to learning and adapting to situations. Your results on the Conceptual aspect suggest a tendency toward longer-term and strategic thinking. However with lower Open-Mindedness scores be mindful of relying too heavily on dogmatic thinking or solely on your current belief system. With higher Open-Mindedness present, be careful not to appear inconsistent or uncommitted to any single idea. Finally, consider the impact of Mastery and how this influences how you prefer to adapt to situations.

9

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:

- Wide range and diversified thoughts, suggestions and involvements
- Liberal and innovative rationale
- Development and ingenuity oriented which may be unfeasible now and then
- Basks in engaging in intellectual or conceptual matters
- More interested in focusing on long term strategy and direction
- Exceedingly theoretical and seemingly pompous

8

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:

- Very open to new ideas and experiences
- Pliable and versatile; inclining toward assortment and variability
- Consistently advancing views and methodologies
- Easily bored
- Conflicting or changing assessments time and again
- Promoting or seeking after pointless change

3

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 strengths more than developing new ones
- Trusting that individuals ought to do what they are great at and not stress over attempting to create aptitudes for which they have no characteristic ability
- Unintrigued by self investment without quick useful worth
- Not interested in challenging opportunities where there is a risk of failure
- Uninterested in supporting other people to acquire new skillsets and progress

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 likelihood to balance personal goals and career goals, allowing, at times, others to take on authority and responsibility that may be best handled by you. While others are likely to view you as a team player, be mindful you do not miss opportunities take on new roles and responsibilities that would be valuable to your career.

5

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
- Concerned with doing a good job, but not worried about being the best
- 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

3

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:

- Gregarious and dependable individuals
- Preferring to lead by example rather than through direct authority and responsibility
- Open to taking direction from others
- More comfortable as an individual contributor than as a leader or manager
- Averse to making difficult decisions with broad implications at work
- Reluctant to tell others what to do and hold them accountable

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
- Enjoying competition and debate as long as it does not get confrontational
- Open to changing opinions or decisions if strongly challenged
- 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:

- Typically outgoing in social situations
- 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 confident in most situations but sometimes more reserved when interacting with people they do not know well

Emotional Style

4.7

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 touch with feelings and emotions, but generally able to keep them in check
- Adapts to ordinary issues, however at times more responsive with complex ones
- Normally passive in contentions, however once in a while irascible or bad tempered
- Generally relaxed, but sometimes tense or nervous in unfamiliar situations
- Exasperated by tight due dates or unanticipated difficulties

5

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:

- Aware of both the positive and negative aspects of people and situations
- For the most part idealistic and confident about what is to come, additionally reasonable
- Usually realistic and accurate when making promises
- Ready to defeat negative emotions and worries with backing from others
- Frequently succeeds despite difficulties, however can be on edge and a harsh self judge when under pressure

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:

- Considers others opinions, however just up to a specific point
- Typically impervious to unreasonable or wrong feedback
- Generally aware of how their behavior impacts others, but sometimes surprised at others' reactions
- Keen on criticism, however not generally effectively searching it out
- Aware of strengths and weaknesses, but having some blind spots as well

Teamwork Style

6.0

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 versus your own needs. Your results suggest that you are generally willing to accommodate requests in an attempt to build relationships with others because you are understanding, even with people you don't fully trust. You should, however, consider how your degree of Humility may help or hinder your relationships with coworkers and how they perceive you.

4

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:

- Willing to help others if necessary for the team's success
- By and large confident of individuals, yet to some degree wary at first
- Open to asking others for help, but generally trying to avoid it if possible
- Willing to accommodate others, but sometimes impatient, disagreeable, or uncooperative when busy or under stress

6

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:

- Generally kind and forgiving toward people they know well
- Mindful of the sentimental side of circumstances, however not excessively impacted by it
- Unsympathetic to disasters saw to be brought on by poor choices
- Tolerant of others' disparities and shortcomings, however less so under pressure
- Willing to give difficult feedback even when somewhat uncomfortable

8

Humility: proud vs. humble

Boastful, shrewd, status-focused



Modest, genuine, self-effacing

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 very motivated by achieving social status
- Uncomfortable engaging in political maneuvering
- Less compelling in promoting for own imperatives