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American Medical Student Association

Nakia Brooks

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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

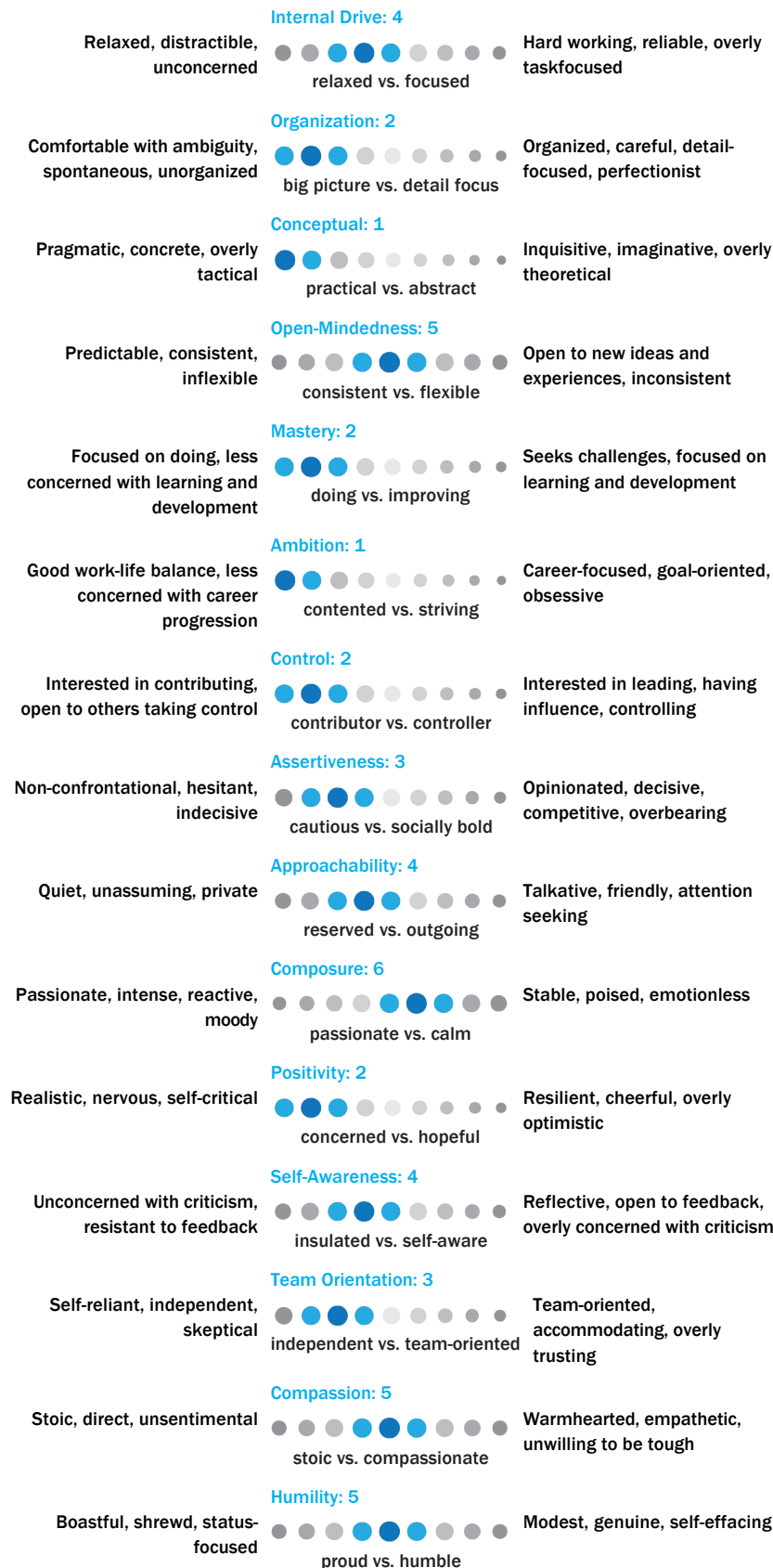
AMSA is a student-governed, national organization committed to representing the concerns of physicians-in-training. AMSA members are medical students, premedical students, interns, residents and practicing physicians. Founded in 1950, AMSA continues its commitment to improving medical training and the 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

3.0

Summary

The Task Style is a broad measure of conscientiousness capturing one's approach to duties, responsibilities, and getting things done. Your results suggest a tendency to see the work you start through to completion, and you are comfortable if it may not always be perfect. You may let some tasks and deadlines pass as you may find yourself focusing more on big-picture ideas rather than more mundane everyday activities.

4

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:

- Committed to executing tasks and accomplishing objectives when expectations are known
- Willing to accept and deliver good, yet imperfect, results for the sake of getting things done
- Typically open to rearranging tasks when faced with obstacles
- Enthusiastic when beginning a new project but may find it difficult to retain enthusiasm over a span of time
- Sometimes having difficulty maintaining focus on challenging or tedious tasks
- Usually completing work on time, but willing to compromise deadlines in the face of obstacles

2

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:

- Comfortable with ambiguity or the absence of clear directions
- Preferring spontaneity
- Often interested in the big picture and doing things in unconventional or new ways
- Dismissive with intricacies, planning, and scheduling
- Likely to bend the rules and engage in behavior that some see as risky or rebellious
- Inadequate attention to detail and punctuality

Adaptation Style

2.7

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.

1

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
- Favoring objective and explicit challenges as opposed to vague complexities
- Opting to center attention on completion of tasks and imminent matters
- 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:

- Steadfast but not stubborn in their opinion and beliefs
- Amenable when rationality is sound
- Acceptant of original proposals, however does not explore for them
- Flexible, but generally preferring that things remain the same
- Preferring trusted approaches as long as they continue to work reasonably well
- Reluctant to change plans or approaches at the last minute

2

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:

- Opting to maximize skills rather than growing new ones
- Believing that people should do what they are good at and not worry about trying to develop skills for which they have no natural talent
- 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

1.5

Summary

Need for achievement, including focus on career goals and influence over others is captured by Achievement Style. With low Ambition scores, you may find yourself placing greater value on work-life balance instead of rapid or aggressive career progression. Coupled with a lower standing on Control, be mindful you do not miss opportunities to take on new roles and responsibilities that would be valuable to your career. With a higher score on Control, take care others do not view your desire to focus on personal goals as an opportunity to question your commitment to the organization when you are trying to take control of issues.

1

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:

- More motivated by self goals as opposed to vocation objectives
- Having good work-life balance
- Not concerned with being the best
- More keen on getting a charge out of work than being advanced
- Favoring attainable instead of exceedingly difficult goals
- Unassertive in dealing with own professional and work objectives

2

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
- Willing to accept guidance from others
- More comfortable as an individual contributor than as a leader or manager
- Loath to settling on troublesome choices with expansive ramifications at work
- Reluctant to tell others what to do and hold them accountable

Interaction Style

3.5

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 generally prefer to avoid confrontation, even when you disagree. A lower Approachability score would suggest you may find constant interaction with others to be draining, especially when interacting with others that are highly opinionated. You may need time to yourself to recharge. A higher Approachability score would suggest you really enjoy spending time being around others, but are not likely to dominate the discussion.

3

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:

- Preferring collaborative as opposed to competitive environments
- Willing to go along with the group
- Unlikely to offend others or appear aggressive
- Wary and astute in gatherings, reluctant to express contradiction
- Liking to keep quiet about contemplations and assessments
- Indecisive or hesitant to make decisions that affect others
- Giving in to others too easily

4

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
- Excited or even goofy now and again, however more earnest at other times
- 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

4.0

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.

6

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
- Copes with everyday problems, but sometimes more reactive 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

2

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:

- Rigorously assessing circumstances and mindful of potential issues
- Sensible or cautious when making guarantees
- Serious and somber, prepared for the worst
- Holds self to high accord, agonized over committing errors, avid to succeed
- Restless, negative, and excessively centered around what could turn out badly

4

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
- Usually resistant to unfair or inaccurate criticism
- For the most part mindful of how their conduct sways others, yet some of the time amazed at others' responses
- Interested in feedback, but not always actively seeking it out
- Mindful of qualities and shortcomings, yet may be unaware of some

Teamwork Style

4.3

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:

- Enjoying self-driven work, preferring to work independently
- 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
- At times, disagreeable, impatient, and uncooperative with others

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:

- Generally kind and forgiving toward people they know well
- 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
- Willing to give difficult feedback even when somewhat uncomfortable

5

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:

- Effective at advocating for their own interests when necessary
- Inspired by accomplishing higher rank to the same degree as the average person
- Takes pride in accomplishments and triumphs, yet readily imparts credit to others
- For the most part modest, yet once in a while boasting when confronting rivalry
- Honest and sincere in most situations