AMSA
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

A description of one end of the spectrum

4% 7% 12% 17% 20% 17% 12% 7% 4%

A description of the other end of the spectrum

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, Consciousness, 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.
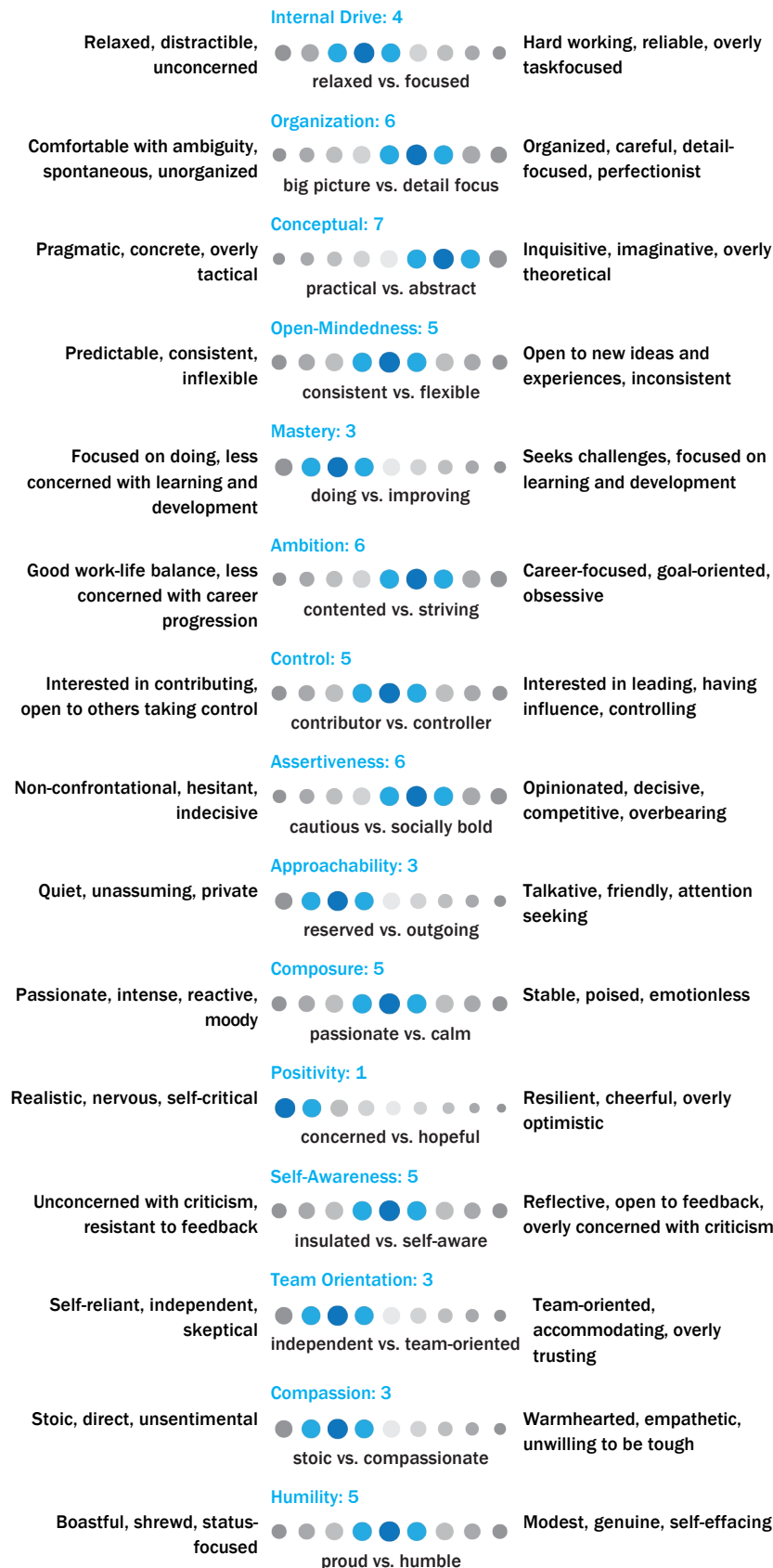
American Medical Student Association

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.

Internal Drive: 4
Relaxed, distractible, unconcerned — Hard working, reliable, overly taskfocused
relaxed vs. focused

Organization: 6
Comfortable with ambiguity, spontaneous, unorganized — Organized, careful, detail-focused, perfectionist
big picture vs. detail focus

Conceptual: 7
Pragmatic, concrete, overly tactical — Inquisitive, imaginative, overly theoretical
practical vs. abstract

Open-Mindedness: 5
Predictable, consistent, inflexible — Open to new ideas and experiences, inconsistent
consistent vs. flexible

Mastery: 3
Focused on doing, less concerned with learning and development — Seeks challenges, focused on learning and development
doing vs. improving

Ambition: 6
Good work-life balance, less concerned with career progression — Career-focused, goal-oriented, obsessive
contented vs. striving

Control: 5
Interested in contributing, open to others taking control — Interested in leading, having influence, controlling
contributor vs. controller

Assertiveness: 6
Non-confrontational, hesitant, indecisive — Opinionated, decisive, competitive, overbearing
cautious vs. socially bold

Approachability: 3
Quiet, unassuming, private — Talkative, friendly, attention seeking
reserved vs. outgoing

Composure: 5
Passionate, intense, reactive, moody — Stable, poised, emotionless
passionate vs. calm

Positivity: 1
Realistic, nervous, self-critical — Resilient, cheerful, overly optimistic
concerned vs. hopeful

Self-Awareness: 5
Unconcerned with criticism, resistant to feedback — Reflective, open to feedback, overly concerned with criticism
insulated vs. self-aware

Team Orientation: 3
Self-reliant, independent, skeptical — Team-oriented, accommodating, overly trusting
independent vs. team-oriented

Compassion: 3
Stoic, direct, unsentimental — Warmhearted, empathetic, unwilling to be tough
stoic vs. compassionate

Humility: 5
Boastful, shrewd, status-focused — Modest, genuine, self-effacing
proud vs. humble

Task Style

5.0

Summary

The Task Style is a broad measure of conscientiousness capturing one's approach to duties, responsibilities, and getting things done. Your results show a tendency to finish the work you started, without being overly concerned if it is not perfect. You are likely to strike an effective balance between big-picture strategic needs and ensuring critical details are addressed.

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
- Acceptant of mediocre performance when assignments must be finalized
- Typically open to rearranging tasks when faced with obstacles
- Energized when starting new goals, but sometimes losing interest over time
- May find it challenging to retain concentration on lengthy or demanding assignments
- Usually completing work on time, but willing to compromise deadlines in the face of obstacles

6   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:

- Equally mindful of specifications and purpose
- 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
- Constructs methodical blueprints for projects but may deviate from agenda
- Occasionally missing some critical details in their work

Adaptation Style

5.0

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.

7

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
- Focused on innovation and creativity, but being unrealistic or impractical at times
- Basks in engaging in intellectual or conceptual matters
- Inclined to concentrate on sustainable initiatives and forward trajectory
- Overly abstract or even pretentious at times

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
- Acceptant of original proposals, however does not explore for them
- Adaptable but favoring routine
- Preferring trusted approaches as long as they continue to work reasonably well
- Reluctant to change plans or approaches at the last minute

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:

- Opting to maximize skills rather than growing 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
- Less interested in personal development without immediate practical value
- Not inspired to test open doors when there is a chance of disappointment
- Uninterested in supporting other people to acquire new skillsets and progress

Achievement Style

5.5

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.

6 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:

- High appraisal of work-life equalization
- Interested in promotions and achieving career goals, but reluctant to sacrifice personal goals to achieve them
- Motivated to achieve good results, however not stressed over being exceptional
- Preferring a balance of both achievable and challenging objectives
- Generally holding themselves and others to high standards, although willing to compromise at times

5 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
- Opting to manage a few instead of a large group
- Not strongly motivated by accumulating authority and influence
- Willing to giving others a chance to lead in troublesome circumstances or when extreme choices should be made

Interaction Style

4.5

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 enjoy sharing your opinions, but not when the conversation becomes confrontational and may be reluctant to do so in front of larger groups. Further, you may like to spend time by yourself to recharge after an extended period of interacting with others, especially after difficult interactions or interacting with a lot of people you don't know very well.

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
- Willing to shift suppositions or choices if emphatically tested
- Some of the time hesitant to test others' standpoints or express contradiction, yet for the most part ready to do as such when essential
- Somewhat uncomfortable advocating for unpopular opinions or decisions

3

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:

- Comfortable working independently without a lot of social interaction
- Preferring to spend time alone or with small groups of close friends
- Less keen on social association and substantial get-togethers
- Quiet and sometimes uncomfortable or unwelcoming in social situations
- Apathetic or withdrawn from coworkers
- Disdaining being the focal point of consideration

Emotional Style

3.7

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.

5

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
- 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

1

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:

- Critically evaluating situations and aware of potential problems
- 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
- Anxious, pessimistic, and overly focused on what could go wrong

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
- 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

3.7

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:

- Enjoying self-driven work, preferring to work independently
- Unrealistic to be exploited by others
- Preferring to solve own problems rather than asking for help
- Incredulous of others and their thought processes, reluctant to depend on others
- Now and again, abrasive, fretful, and argumentative

3 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:

- Comfortable giving feedback and making difficult people decisions
- Unaffected by attempts to invoke feelings
- For the most part uninterested in comprehension of reasons for individuals' conduct
- By and large indifferent to the disasters of others
- Specific with commendation and acknowledgment

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
- Generally humble, but occasionally self-promoting when facing competition
- Truthful and genuine by and large