



# amsa

American Medical Student Association

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**Role**

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**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**

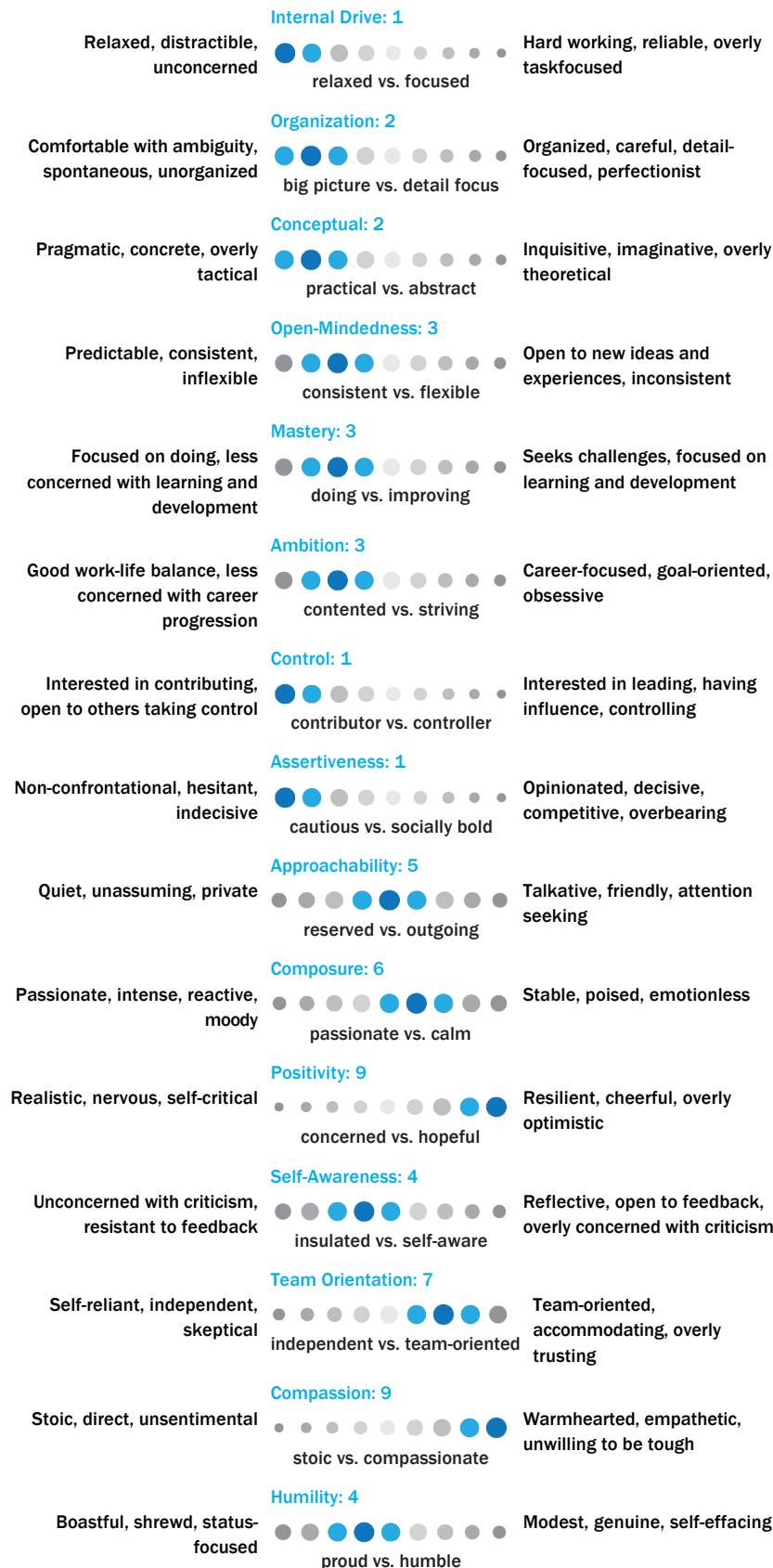
AMSA is a student-governed, national organization committed to representing the concerns of physicians-in-training. AMSA members are medical students, premedical students, interns, residents and practicing physicians. Founded in 1950, AMSA continues its commitment to improving medical training and the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

1.5

## 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.

1

## 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 shift between tasks but may leave some incomplete
- Less concerned with meeting deadlines, sees them as more flexible
- Likely to get diverted during extensive tasks
- Likely to procrastinate
- Less interested in difficult tasks that require perseverance

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
- Favors change rather than routine
- Inclined to devise radical tactics to achieve common goal
- Dismissive with intricacies, planning, and scheduling
- Likely to bend the rules and engage in behavior that some see as risky or rebellious
- Lacking sufficient appreciation for details and the importance of timeliness

# 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.

## 2

### 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:

- Highly rational tactics
- 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
- Showing little curiosity about broad theoretical or abstract issues

## 3

### 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:

- Unwavering in opinions and beliefs
- Very predictable and consistent
- Invariably uses credible strategies
- Comfortable with routine; likely to refute change
- Unadaptable and set in ways
- Intolerant of deviation from schedule or outline

## 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
- Unintrigued by self investment without quick useful worth
- 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

2.0

## 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.

3

## 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
- Exercising great work-life parity
- Uninterested in demonstrating superiority
- 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

1

## 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
- Averse to making difficult decisions with broad implications at work
- Hesitant to advise others what to do and consider them responsible

# Interaction Style

3.0

## 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.

1

## 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:

- Favoring synergistic instead of aggressive situations
- Voluntarily obliging with the mass
- Unlikely to offend others or appear aggressive
- Wary and astute in gatherings, reluctant to express contradiction
- Preferring to keep thoughts and opinions to themselves
- Uncertain or reluctant to settle on choices that influence others
- Giving in to others too easily

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
- Comfortable working independently, but also enjoys social interaction at work
- Opting toward not being the focal point of consideration much of the time, however getting a charge out of it infrequently
- Socially confident in most situations but sometimes more reserved when interacting with people they do not know well



# Emotional Style

6.3

## 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
- 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

9

## 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:

- Extremely positive and happy
- Flexible, continually trusting that mishaps and hindrances can be surmounted
- An everlasting positive thinker, willing to see the silver lining in any circumstance
- Ignoring adverse parts of individuals and circumstances
- Regularly making light of potential issues and giving false hope

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
- Keen on criticism, however not generally effectively searching it out
- Aware of strengths and weaknesses, but having some blind spots as well

# Teamwork Style

6.7

## 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 versus your own needs. Your results suggest you are very trusting and accommodating. A lower Compassion score, however, would suggest you may be overly direct and unsympathetic at times. A higher Compassion score would suggest you tend to be very understanding of others which may make it challenging for you provide difficult feedback to coworkers when they are not fully contributing. You should also consider how your degree of Humility may impact how they perceive you.

7

## 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 to work in a team rather than independently
- Collaborative, consensus-focused
- Conscientious, affable, and accommodating
- Conscious of governance, continually doing what is inquired
- Excessively trusting and overly centered around obliging others

9

## 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:

- Openly sympathetic and supportive, interested in others' problems
- Always willing to give others the benefit of the doubt
- Interested in understanding people's behavior
- Reluctant to give criticism and settle on troublesome individuals' choices
- Frequently not able to keep a solid separation from others' challenges

4

## 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:

- Powerful at endorsing for their own particular involvements when essential
- 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