



# 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



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**

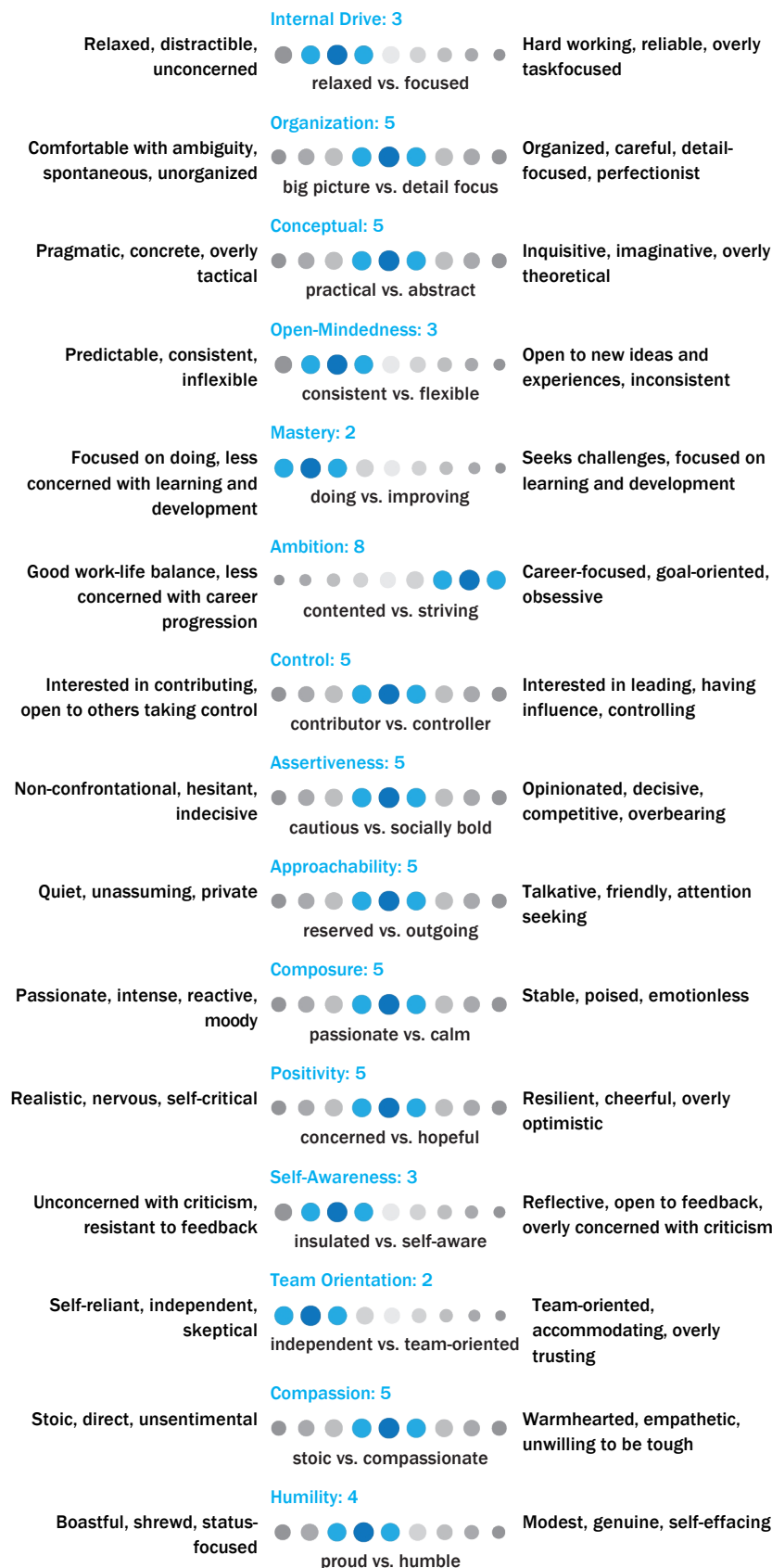
AMSA is a student-governed, national organization committed to representing the concerns of physicians-in-training. AMSA members are medical students, premedical students, interns, residents and practicing physicians. Founded in 1950, AMSA continues its commitment to improving medical training and the 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 shift between tasks but may leave some incomplete
- May dismiss project timelines, seeing them as adjustable
- 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:

- Equally mindful of specifications and purpose
- 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
- At times leaves out vital specifics in assignments

# Adaptation Style

3.3

## Summary

Adaptation Style relates to a person's openness to experience and approach to learning and adapting to situations. Your results suggest that while you may avoid purely theoretical pursuits, you are likely to view the world through a pragmatic lens and prefer relying primarily on traditional and trusted approaches. Consider carefully how your degree of Mastery may impact whether you are tactically focused on getting things done at the expense of identifying new ways of doing things and process improvements.

5

## 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:

- Cerebrally engaged and curious within niche
- Perceiving society as forthright yet willing to take into account multifaceted viewpoints
- Opting for strategic methods, yet receptive to reviewing apprehensions
- Able to come up with novel solutions to common or familiar problems; less likely to innovate around broader or more ambiguous problems
- Finds more relevance in functional developments rather than conjectural concepts

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
- Reliable and explicit
- Always using trusted approaches
- Comfortable with routine; likely to refute change
- Unadaptable and set in ways
- Resistant to change

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:

- Preferring to leverage strengths more than developing 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
- Less interested in personal development without immediate practical value
- 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

6.5

## 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 career progression and challenging targets. Coupled with a lower standing on Control, be mindful to look for opportunities to take on positions with additional authority and influence when it aligns with your career goals. However, with a higher score on Control, there is a strong likelihood you will actively seek out new authority and responsibilities that will serve your career goals.

8

## 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:

- Having high career aspirations
- Determined to be the best
- Holding themselves and others to very high standards
- Focused on the pursuit of difficult and challenging objectives
- Obsessive and occasionally ruthless in pursuit of goals
- Disappointed and fretful when confronted with obstructions to objective accomplishment or professional movement

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:

- Inclined to undertake management responsibilities, yet a cooperative team player
- Happy with showing others how its done or through straightforward direction
- Able to be directive and controlling when necessary
- 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

5.0

## 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 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.

5

## 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
- Sometimes reluctant to challenge others' opinions or express disagreement, but generally willing to do so when necessary
- To some degree uneasy pushing for disagreeable standpoints or choices

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
- Comfortable working independently, but also enjoys social interaction 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

4.3

## Summary

Your Emotional Style describes how you experience and react to feelings and your degree of self-awareness. Your results suggest you are typically calm but may sometimes display anxiety or apprehension, especially in stressful situations or when experiencing roadblocks. However, you will listen to feedback and are attuned to others' emotional states. At times, you may jump to conclusions and assume the worst case scenario is more likely than it actually is. 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 contact with sentiments and feelings, however by and large ready to hold them within proper limits
- Copes with everyday problems, but sometimes more reactive with complex ones
- Normally passive in contentions, however once in a while irascible or bad tempered
- For the most part casual, however now and again uneasy or anxious in new circumstances
- 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
- Generally optimistic and hopeful about the future, but also realistic
- Usually realistic and accurate when making promises
- 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

3

## 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:

- Willing to act free from concerns about what others think
- Protected against unreasonable or off base feedback
- Not actively seeking and often discounting feedback
- Not often considering how their behavior and decisions impact others
- Having little knowledge of personal strengths and weaknesses

# 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.

2

## 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
- Unrealistic to be exploited by others
- Preferring to solve own problems rather than asking for help
- Skeptical of others and their motives, hesitant to trust
- 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:

- 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' differences and flaws, but less so under stress
- Able to give troublesome input notwithstanding when to some degree uncomfortable

4

## 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:

- Powerful at endorsing for their own particular involvements when essential
- Inspired by accomplishing higher rank to the same degree as the average person
- Proud of achievements and success, but willingly shares credit with others
- For the most part modest, yet once in a while boasting when confronting rivalry
- Truthful and genuine by and large