



# 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**

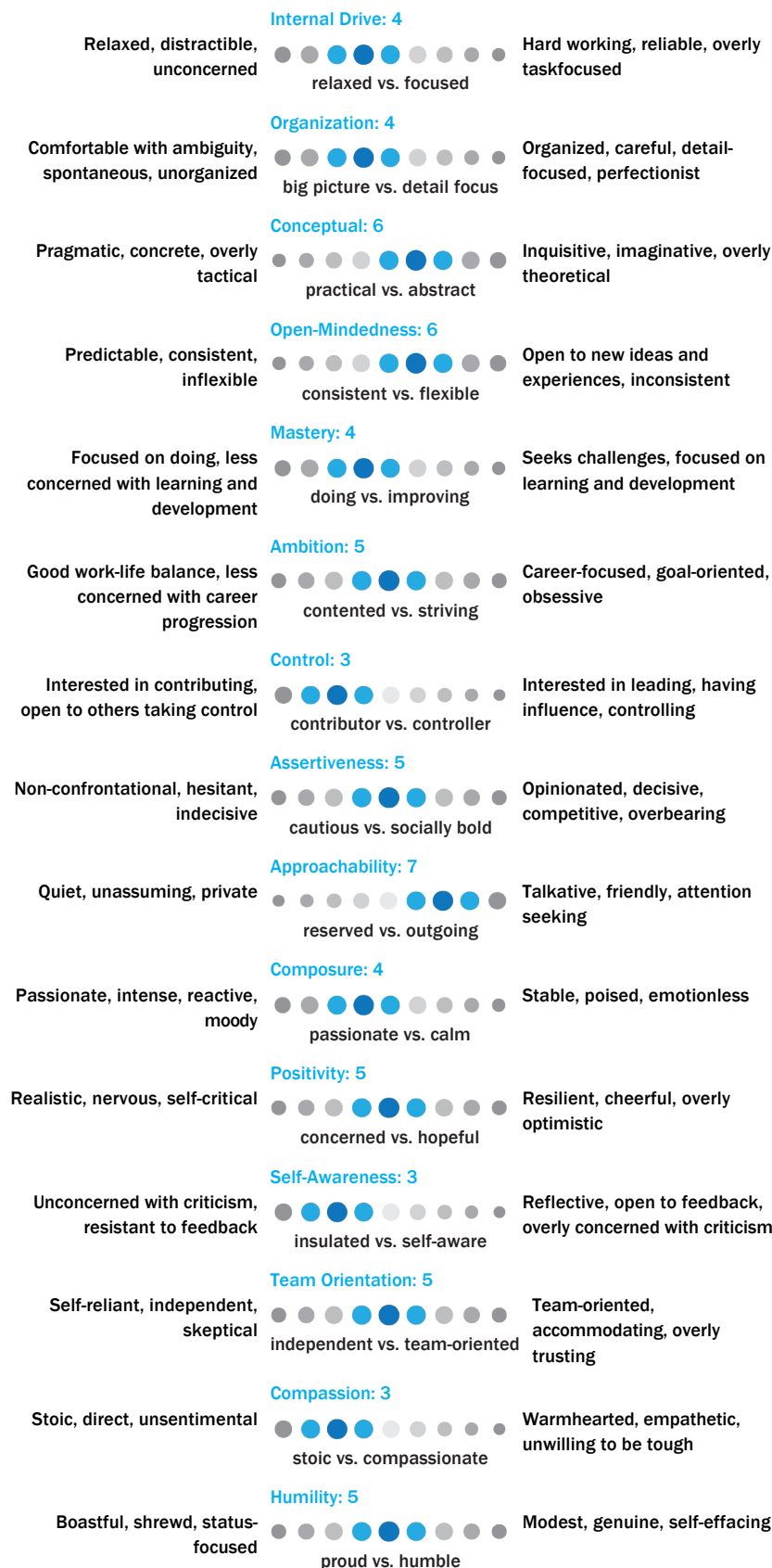
AMSA is a student-governed, national organization committed to representing the concerns of physicians-in-training. AMSA members are medical students, premedical students, interns, residents and practicing physicians. Founded in 1950, AMSA continues its commitment to improving medical training and the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

- Focused on completing work and striving to succeed when goals are clearly defined and within reach
- Acceptant of mediocre performance when assignments must be finalized
- Generally willing to shift priorities when encountering work setbacks
- Enthusiastic when beginning a new project but may find it difficult to retain enthusiasm over a span of 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

4

## 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
- Preferring to be organized, but tending to be less so during stressful periods
- Willing to break rules when surrounded by others who are doing so
- Constructs methodical blueprints for projects but may deviate from agenda
- At times leaves out vital specifics in assignments

# Adaptation Style

5.3

## Summary

Adaptation Style relates to a person's openness to experience and approach to learning and adapting to situations. Your results suggest you are likely to take a balanced approach between tested and traditional approaches and new, more creative ones. As such, 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.

6

## 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:

- Intellectually interested and creative within their areas of expertise
- 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

6

## 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
- Open to new ideas and experiences, but not actively seeking them out
- Adaptable but favoring routine
- Opting for traditional methods once they remain effective
- Reluctant to change plans or approaches at the last minute

4

## 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 enhance present qualities, yet ready to acquire new ones too
- Believing that peoples' abilities are difficult to change, but some skills can be developed through hard work, training, and education
- Inspired by helping gifted people enhance their skills and progress
- More interested in personal development when there is potential for reward
- Hesitant to test arduous options when there is a great potential of disappointment

# 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:

- High appraisal of work-life equalization
- Intrigued by advancements and accomplishing vocation objectives, however hesitant to relinquish individual objectives to accomplish them
- Motivated to achieve good results, however not stressed over being exceptional
- Leaning toward an equalization of both achievable and arduous goals
- 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
- Wanting to show others how its done as opposed to through direct power and obligation
- Willing to accept guidance from others
- More at ease as a single collaborator than as a figurehead or chief
- Averse to making difficult decisions with broad implications at work
- Reluctant to tell others what to do and hold them accountable

# Interaction Style

6.0

## 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, but not when the conversation becomes overly adversarial. You really enjoy spending time talking and being around others and like to keep the discussion fun and engaging for everyone.

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
- Getting a charge out of rivalry and level headed discussion once it doesn't get angry
- 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
- Somewhat uncomfortable advocating for unpopular opinions or decisions

7

## 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:

- Outgoing and gregarious, likes to be around others
- Drawing energy from being with and interacting with others
- Enthusiastic, fun-loving, and often able to raise the spirits of those around them
- Conspicuous, continually needing to be the focal point of consideration
- Preferring work that involves a lot of social interaction with other people
- Overly focused on socializing, not serious enough at times



# 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 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.

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 contact with sentiments and feelings, however by and large ready to hold them within proper limits
- 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
- More irritable with tight deadlines or unforeseen challenges

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
- Ready to defeat negative emotions and worries with backing 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
- Possessing little insight of individual qualities and shortcomings

# 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 versus on your own needs. Your results suggest you are generally willing to accommodate requests to effectively build relationships with others. However, you may at times be somewhat direct or unsympathetic, particularly when you are under stress. Consider also how your degree of Humility may help or hinder your relationships with coworkers and how they perceive you.

5

## 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
- Generally trusting of people, but somewhat skeptical 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

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
- Not easily influenced by appeals to emotion
- Generally uninterested in understanding people's behavior
- Generally unsympathetic to the misfortunes of others
- Specific with commendation and acknowledgment

5

## 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
- Proud of achievements and success, but willingly shares credit with others
- Generally humble, but occasionally self-promoting when facing competition
- Truthful and genuine by and large