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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

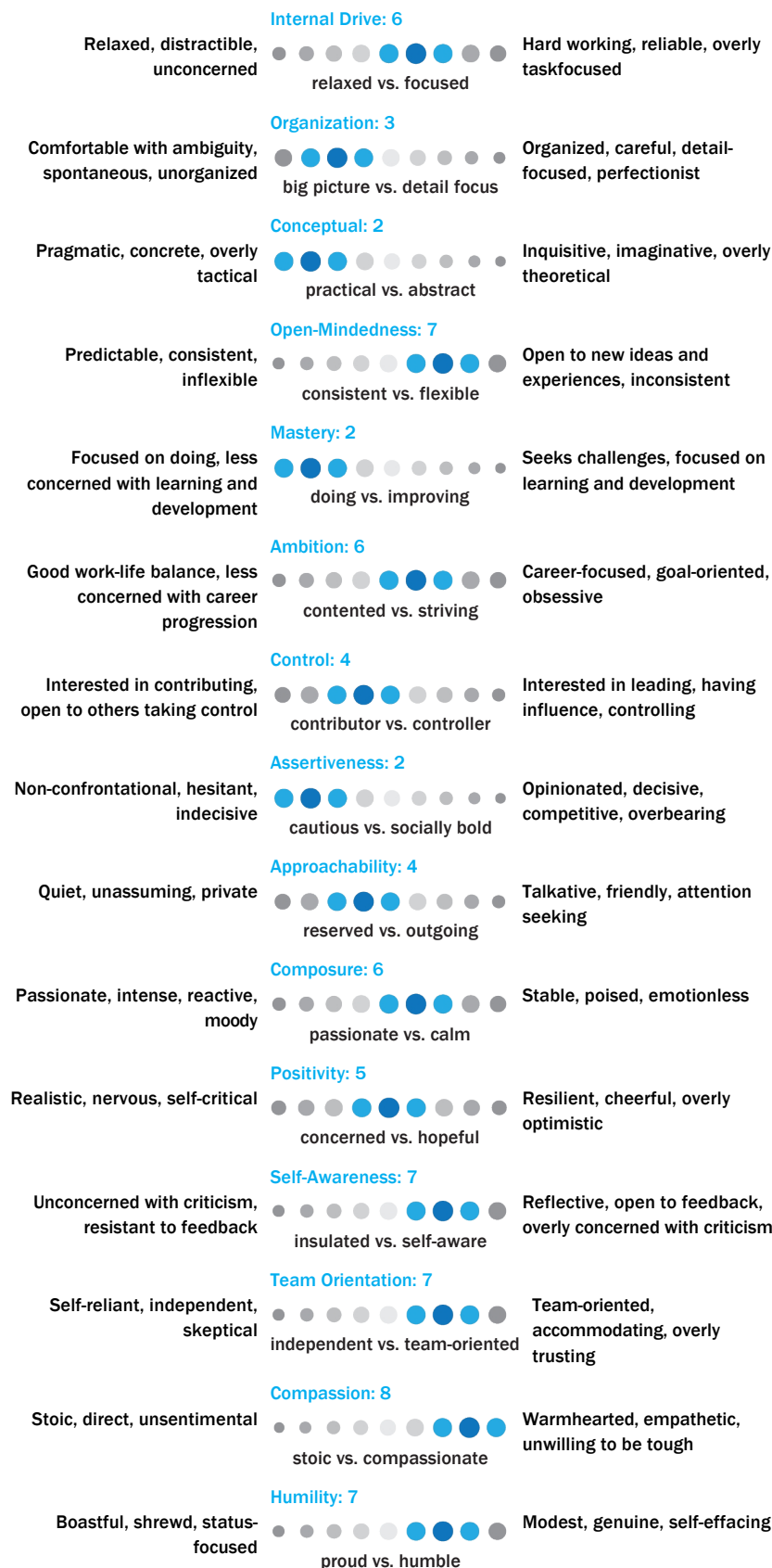
AMSA is a student-governed, national organization committed to representing the concerns of physicians-in-training. AMSA members are medical students, premedical students, interns, residents and practicing physicians. Founded in 1950, AMSA continues its commitment to improving medical training and the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

4.5

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.

6

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
- Willing to accept and deliver good, yet imperfect, results for the sake of getting things done
- 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
- 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

3

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
- Inclined to devise radical tactics to achieve common goal
- Less interested in detailed planning, organizing, and time management
- Likely to bend the rules and engage in behavior that some see as risky or rebellious
- Inadequate attention to detail and punctuality

Adaptation Style

3.7

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
- Opting to center attention on completion of tasks and imminent matters
- Demonstrating trivial interest in comprehensive or conceptual topics

7

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:

- Receptive to new thoughts
- Pliable and versatile; inclining toward assortment and variability
- Consistently advancing views and methodologies
- Quickly jaded
- Conflicting or changing assessments time and again
- Promoting or seeking after pointless 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

5.0

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
- Concerned with doing a good job, but not worried about being the best
- Preferring a balance of both achievable and challenging objectives
- Generally holding themselves and others to high standards, although willing to compromise at times

4

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
- 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 emphatically propelled by collecting power and impact
- Open to letting others lead in difficult situations or when tough decisions need to be made

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.

2

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
- Willing to go along with the group
- Improbable to insult others or seem forceful
- Cautious and thoughtful in group settings, hesitant to express disagreement
- Preferring to keep thoughts and opinions to themselves
- Indecisive or hesitant to make decisions that affect others
- Offering into others too effortlessly

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:

- Ordinarily extroverted in social circumstances
- Excited or even goofy now and again, however more earnest at other times
- 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 confident in most situations but sometimes more reserved when interacting with people they do not know well

Emotional Style

6.0

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 display anxiety or worry, especially in stressful situations. While you may initially react with intensity, you tend to be optimistic and believe things will work out for the best. 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 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
- 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:

- Mindful of both the constructive and counterproductive parts of individuals and circumstances
- Generally optimistic and hopeful about the future, but also realistic
- Typically sensible and precise when making guarantees
- 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

7

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:

- Possessing a very good understanding of how their behavior impacts others
- Mindful of their own skills and shortcomings
- Always seeking feedback
- Excessively affected by unjustifiable or wrong feedback
- Too concerned with what others think

Teamwork Style

7.3

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 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:

- Opting for teamwork instead of working autonomously
- Cohesive, agreement centered
- Conscientious, affable, and accommodating
- Conscious of governance, continually doing what is inquired
- Overly trusting and too focused on accommodating others

8

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:

- Straightforwardly thoughtful and strong, inspired by others' issues
- 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

7

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:

- Truthful, open, and genuine with others
- Extremely humble and reluctant to assume individual acknowledgment for achievement
- Not very motivated by achieving social status
- Uncomfortable engaging in political maneuvering
- Less effective in advocating for own interests