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.
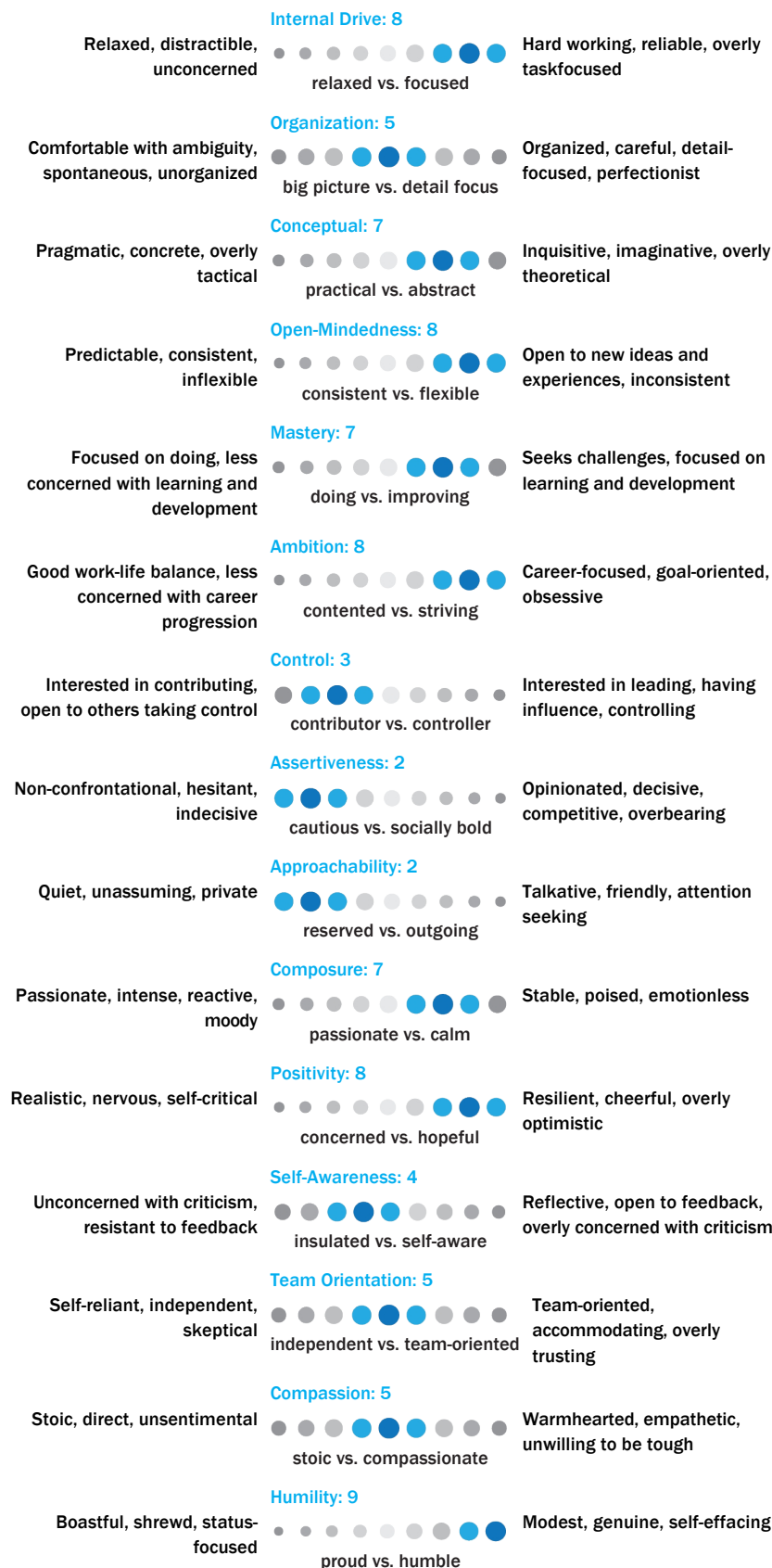
American Medical Student Association

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: 8

Relaxed, distractible, unconcerned — relaxed vs. focused — Hard working, reliable, overly taskfocused

Organization: 5

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

Conceptual: 7

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

Open-Mindedness: 8

Predictable, consistent, inflexible — consistent vs. flexible — Open to new ideas and experiences, inconsistent

Mastery: 7

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

Ambition: 8

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

Control: 3

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

Assertiveness: 2

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

Approachability: 2

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

Composure: 7

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

Positivity: 8

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

Self-Awareness: 4

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

Team Orientation: 5

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

Compassion: 5

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

Humility: 9

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

Task Style

6.5

Summary

The Task Style is a broad measure of conscientiousness capturing one's approach to duties, responsibilities, and getting things done. Your results on the Internal Drive aspect suggest a strong tendency to see things through to completion. However, when combined with a lower Organization score, a tendency may appear to err toward completing tasks rather than ensuring they are done perfectly. You may also find yourself comfortable bending rules to get things done. With very high Organization you may find yourself getting lost in the details, and you may lose sight of the bigger picture of how those tasks fit into company strategy and broader goals.

8

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:

- Very deadline-oriented
- Thoroughly committed to completing assignments and timely deliverance
- Highly dependable
- Motivated when working on challenging assignments
- Overly focused on tasks and getting things done
- Usually preferring to focus on one goal or task at a time, without interruptions

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:

- Usually striking a balance between detail focus and big picture perspective
- 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

7.3

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:

- Having broad and varied ideas and intellectual interests
- Progressive and forward thinking
- 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

8   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:

- Very open to new ideas and experiences
- Very flexible and adaptable; preferring variety and change
- Consistently advancing views and methodologies
- Quickly jaded
- Conflicting or changing assessments time and again
- Promoting or seeking after pointless change

7   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:

- Confident in ability to learn and improve over time
- Seeking challenging opportunities, even when there is a high risk of failure
- Believing anyone can learn to do something well with enough practice
- Interested in helping others to learn and develop
- May be overly confident in own potential or the capability of others

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 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:

- Possesses great professional ambition
- Adamant about excelling
- Maintains high expectations from themselves as well as others
- Concentrated on the quest for arduous and testing goals
- Obsessive and occasionally ruthless in pursuit of goals
- Disappointed and fretful when confronted with obstructions to objective accomplishment or professional movement

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:

- Good team players
- Wanting to show others how its done as opposed to through direct power and obligation
- Open to taking direction from others
- More at ease as a single collaborator than as a figurehead or chief
- Loath to settling on troublesome choices with expansive ramifications at work
- Hesitant to advise others what to do and consider them responsible

Interaction Style

2.0

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
- Voluntarily obliging with the mass
- Improbable to insult others or seem forceful
- Wary and astute in gatherings, reluctant to express contradiction
- Liking to keep quiet about contemplations and assessments
- Uncertain or reluctant to settle on choices that influence others
- Offering into others too effortlessly

2

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
- Calm and now and again uneasy or uninviting in social circumstances
- Apathetic or withdrawn from coworkers
- Disdaining being the focal point of consideration

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 tend to be calm, even when facing stressful situations; however, you may not notice the emotions or concerns of others. A lower Positivity score would suggest you tend to plan for the worst case scenario. A higher Positivity score, however, would suggest you are often able to stay calm because you genuinely believe things will work out for the best, even though this view may sometimes be overly optimistic. You should consider how your degree of Awareness may help or hinder your approach to intense or frustrating situations.

7

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:

- Calm and stable in stressful situations
- Steady, level-headed, and effective at concealing feelings and emotions
- Hard to peruse inwardly, reserved
- Unemotional and apathetic, even in intense situations
- Excessively logical, not checking the cathartic side of circumstances

8

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:

- Amazingly positive and upbeat
- Flexible, continually trusting that mishaps and hindrances can be surmounted
- An everlasting positive thinker, willing to see the silver lining in any circumstance
- Overlooking negative aspects of people and situations
- Often downplaying potential problems and overpromising

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
- Mindful of qualities and shortcomings, yet may be unaware of some

Teamwork Style

6.3

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 that you are generally willing to accommodate requests in an attempt to build relationships with others because you are understanding, even with people you don't fully trust. You should, however, consider 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
- By and large confident of individuals, yet to some degree wary at first
- Open to approaching others for assistance, however by and large attempting to dodge it if conceivable
- Willing to accommodate others, but sometimes impatient, disagreeable, or uncooperative when busy or under stress

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
- Aware of the emotional side of situations, but not overly influenced by it
- Unsympathetic to misfortunes perceived to be caused by poor decisions
- Tolerant of others' differences and flaws, but less so under stress
- Able to give troublesome input notwithstanding when to some degree uncomfortable

9   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
- Very modest and hesitant to take personal credit for success
- Not exceptionally spurred by accomplishing societal position
- Uneasy taking part in work politics
- Less effective in advocating for own interests