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.
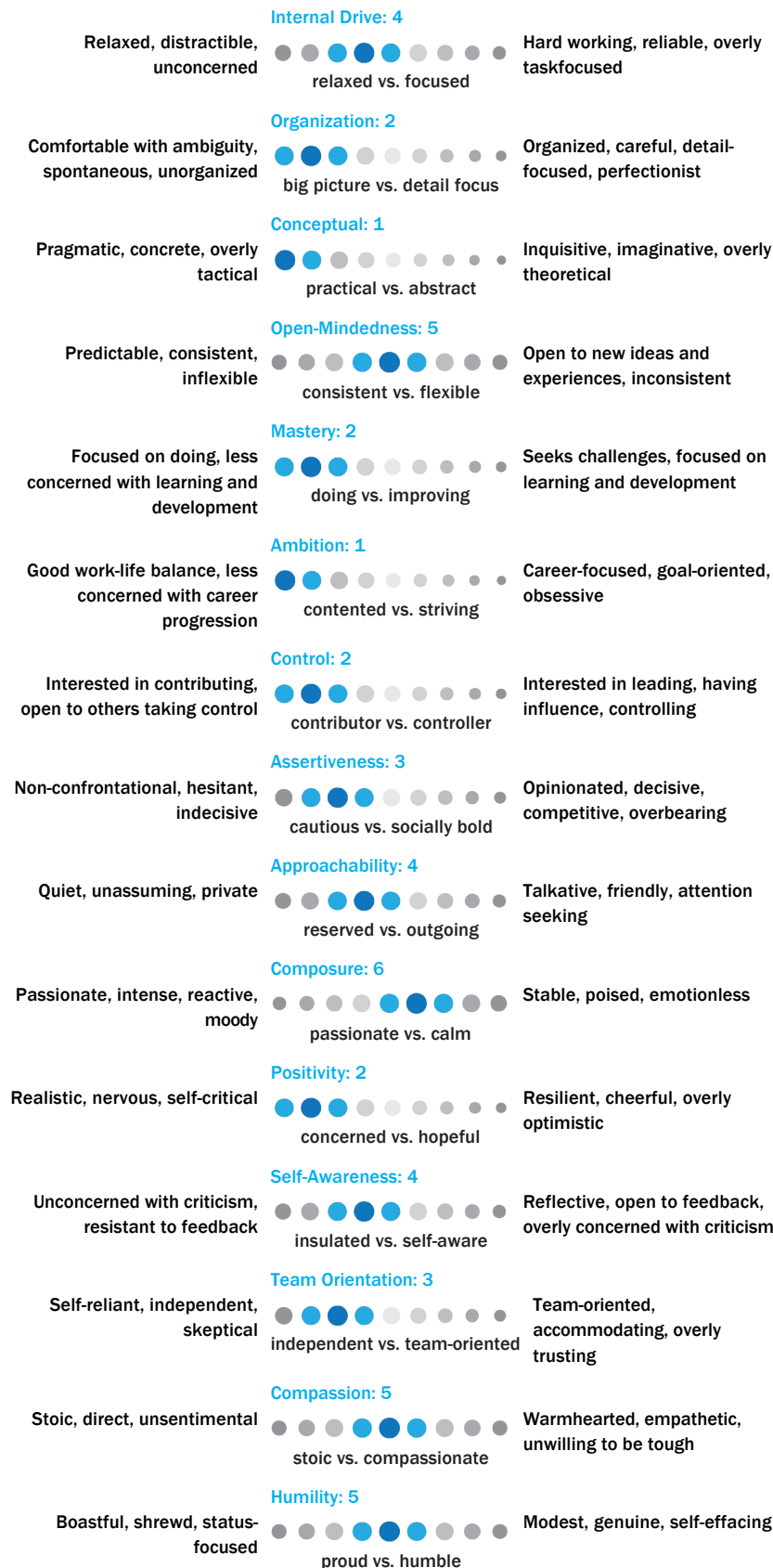
American Medical Student Association

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: 4
Relaxed, distractible, unconcerned
relaxed vs. focused
Hard working, reliable, overly taskfocused

Organization: 2
Comfortable with ambiguity, spontaneous, unorganized
big picture vs. detail focus
Organized, careful, detail-focused, perfectionist

Conceptual: 1
Pragmatic, concrete, overly tactical
practical vs. abstract
Inquisitive, imaginative, overly theoretical

Open-Mindedness: 5
Predictable, consistent, inflexible
consistent vs. flexible
Open to new ideas and experiences, inconsistent

Mastery: 2
Focused on doing, less concerned with learning and development
doing vs. improving
Seeks challenges, focused on learning and development

Ambition: 1
Good work-life balance, less concerned with career progression
contented vs. striving
Career-focused, goal-oriented, obsessive

Control: 2
Interested in contributing, open to others taking control
contributor vs. controller
Interested in leading, having influence, controlling

Assertiveness: 3
Non-confrontational, hesitant, indecisive
cautious vs. socially bold
Opinionated, decisive, competitive, overbearing

Approachability: 4
Quiet, unassuming, private
reserved vs. outgoing
Talkative, friendly, attention seeking

Composure: 6
Passionate, intense, reactive, moody
passionate vs. calm
Stable, poised, emotionless

Positivity: 2
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: 3
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: 5
Boastful, shrewd, status-focused
proud vs. humble
Modest, genuine, self-effacing

Task Style

3.0

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.

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
- Willing to accept and deliver good, yet imperfect, results for the sake of getting things done
- Typically open to rearranging tasks when faced with obstacles
- Energized when starting new goals, but sometimes losing interest over 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

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:

- Composed and confident when given vague instruction
- Favors change rather than routine
- Inclined to devise radical tactics to achieve common goal
- Less interested in detailed planning, organizing, and time management
- Inclined to stray from procedure and incite in inadvisable conduct
- Inadequate attention to detail and punctuality

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.

1 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:

- Very pragmatic in their approach to things
- 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

5 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
- Preferring trusted approaches as long as they continue to work reasonably well
- Reluctant to change plans or approaches at the last minute

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
- 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
- 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

1.5

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.

1

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
- Having good work-life balance
- Uninterested in demonstrating superiority
- More interested in enjoying work than being promoted
- Favoring attainable instead of exceedingly difficult goals
- Unassertive in dealing with own professional and work objectives

2

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

3.5

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.

3

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:

- Preferring collaborative as opposed to competitive environments
- Willing to go along with the group
- Unlikely to offend others or appear aggressive
- 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

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
- Open to working autonomously, additionally appreciates social cooperation 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

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 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 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
* Usually calm in arguments, though occasionally short-tempered or irritable
* Generally relaxed, but sometimes tense or nervous in unfamiliar situations
* More irritable with tight deadlines or unforeseen challenges

2

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:

* Critically evaluating situations and aware of potential problems
* Realistic or conservative when making promises
* Earnest and solemn, ready for the most exceedingly terrible
* Holds self to high accord, agonized over committing errors, avid to succeed
* Anxious, pessimistic, and overly focused on what could go wrong

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
* Generally aware of how their behavior impacts others, but sometimes surprised at others' reactions
* Keen on criticism, however not generally effectively searching it out
* Aware of strengths and weaknesses, but having some blind spots as well

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. 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.

3 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:

- Enjoying self-driven work, preferring to work independently
- 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
- At times, disagreeable, impatient, and uncooperative with others

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 misfortunes perceived to be caused by poor decisions
- Tolerant of others' disparities and shortcomings, however less so under pressure
- Able to give troublesome input notwithstanding when to some degree uncomfortable

5 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