



# amsa

American Medical Student Association

**Estefania Henriquez**

10/03/2016

**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.



## Aspect: A short aspect description

A description of one end of the spectrum



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, 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**

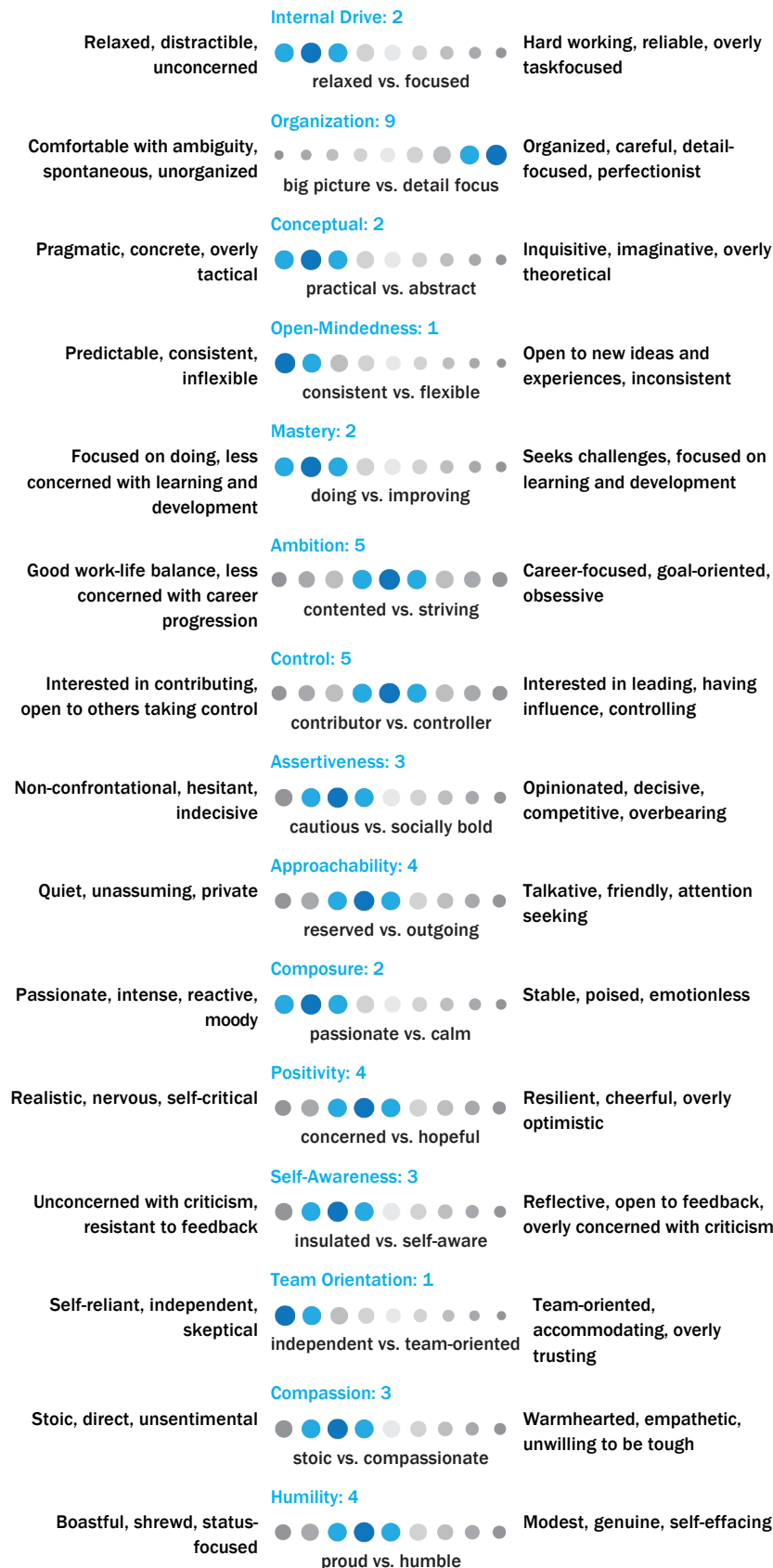
AMSA is a student-governed, national organization committed to representing the concerns of physicians-in-training. AMSA members are medical students, premedical students, interns, residents and practicing physicians. Founded in 1950, AMSA continues its commitment to improving medical training and the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

5.5

## Summary

The Task Style is a broad measure of conscientiousness capturing one's approach to duties, responsibilities, and getting things done. Your results on 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.

2

## 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:

- Easy going and relaxed
- Able to move from task to task but likely to leave some unfinished
- Less concerned with meeting deadlines, sees them as more flexible
- 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

9

## 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:

- Highly pragmatic and reasonable
- Orderly and neat; often a perfectionist
- Orderly and methodical, however oftentimes finding complexities to be challenging
- Cautious and rigorous
- Uneasy with people who do not follow all policies and procedures
- Detail-focused, but less skilled at being creative or seeing the big picture

# Adaptation Style

1.7

## 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
- Favoring objective and explicit challenges as opposed to vague complexities
- More comfortable focusing on execution and immediate issues
- Showing little curiosity about broad theoretical or abstract issues

1

## 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:

- Firm in views and notions
- 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:

- Opting to maximize skills rather than growing 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
- Unintrigued by self investment without quick useful worth
- Not inspired to test open doors when there is a chance of disappointment
- 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.

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:

- Valuing good work-life balance
- 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
- Leaning toward an equalization of both achievable and arduous goals
- Generally holding themselves and others to high standards, although willing to compromise at times

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
- Comfortable leading by example or through direct authority
- Able to be directive and controlling when necessary
- Opting to manage a few instead of a large group
- 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

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
- 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
- Open to working autonomously, additionally appreciates social cooperation at work
- Opting toward not being the focal point of consideration much of the time, however getting a charge out of it infrequently
- Socially confident in most situations but sometimes more reserved when interacting with people they do not know well



# Emotional Style

3.0

## Summary

Emotional Style describes how you experience and react to feelings and your degree of self-awareness. Your results suggest you tend to experience feelings intensely and can become apprehensive in stressful situations; however, you listen to feedback and are attuned to others' emotional states. A lower Positivity score would suggest you tend to expect the worst when facing stress. A higher Positivity score would suggest that while you can be reactive, you tend to believe things will work out well in the long run. You should consider how your degree of Awareness may help or hinder your approach to intense or frustrating situations.

2

## 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:

- Openly displaying passion, excitement, and intensity
- Responsive, easy to read, and in touch with feelings and emotions
- Short-tempered and irritable
- Easily annoyed or frustrated
- Edgy, responsive, and capricious under pressure

4

## 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
- For the most part idealistic and confident about what is to come, additionally reasonable
- Usually realistic and accurate when making promises
- Able to overcome negative feelings and concerns with support from others
- Frequently succeeds despite difficulties, however can be on edge and a harsh self judge when under pressure

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
- Insulated against unfair or inaccurate criticism
- Not actively seeking and often discounting feedback
- Not regularly weighing how their conduct and choices sway others
- Having little knowledge of personal strengths and weaknesses

# Teamwork Style

## 2.7

### 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.

### 1

## 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
- Unlikely to be taken advantage of 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

### 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
- Unaffected by attempts to invoke feelings
- For the most part uninterested in comprehension of reasons for individuals' conduct
- Generally unsympathetic to the misfortunes of others
- Specific with commendation and acknowledgment

### 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:

- Effective at advocating for their own interests when necessary
- 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