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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

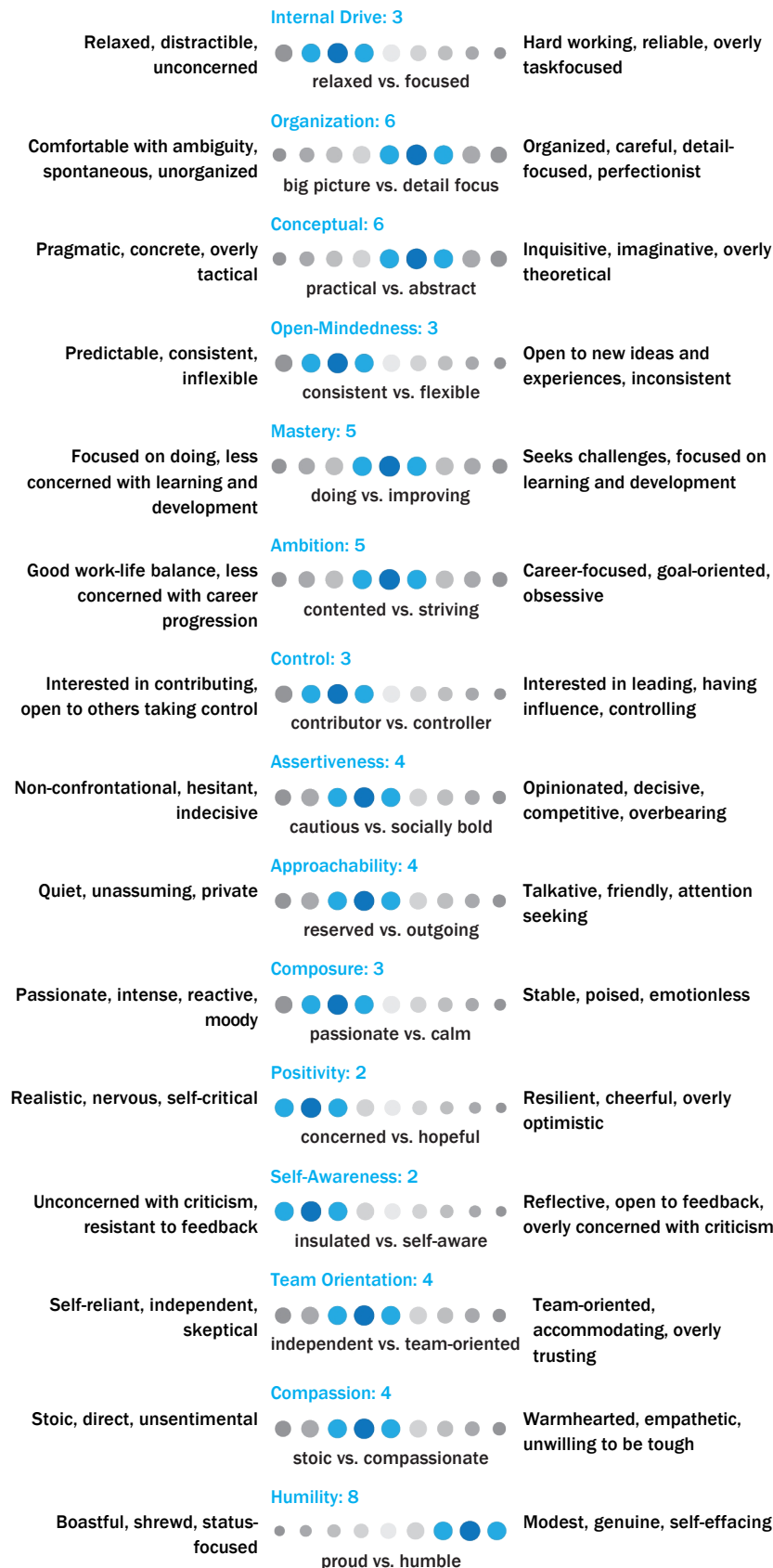
AMSA is a student-governed, national organization committed to representing the concerns of physicians-in-training. AMSA members are medical students, premedical students, interns, residents and practicing physicians. Founded in 1950, AMSA continues its commitment to improving medical training and the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

3

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
- May dismiss project timelines, seeing them as adjustable
- Likely to get diverted during extensive tasks
- Likely to put off or deter from tasks
- Less interested in difficult tasks that require perseverance

6

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
- Able to adopt a methodical and planful approach to tasks when necessary
- 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
- Developing structured plans, but not always sticking to them
- At times leaves out vital specifics in assignments

Adaptation Style

4.7

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

3

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
- Invariably uses credible strategies
- Comfortable with routine; likely to refute change
- Unadaptable and set in ways
- Intolerant of deviation from schedule or outline

5

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
- Presuming that human capacities are hard to change, yet a few abilities can be created through diligent work, preparing, and instruction
- Inspired by helping gifted people enhance their skills and progress
- More interested in personal development when there is potential for reward
- Reluctant to take on challenging opportunities where there is a high risk of failure

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:

- 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
- Preferring a balance of both achievable and challenging objectives
- 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 comfortable as an individual contributor than as a leader or manager
- Loath to settling on troublesome choices with expansive ramifications at work
- Hesitant to advise others what to do and consider them responsible

Interaction Style

4.0

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, as long as the conversation doesn't become too adversarial. Further, you may be gregarious at times, especially with people you know well, as long as the conversation stays light and enjoyable and avoids topics where people strongly disagree with each other.

4

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:

- Comfortable imparting insights they feel unequivocally 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
- To some degree uneasy pushing for disagreeable standpoints or choices

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 comfortable about most circumstances however once in a while more held when collaborating with acquaintances

Emotional Style

2.3

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.

3

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:

- Transparently showing enthusiasm, fervor, and vigor
- Accessible, simple to peruse, and in contact with sentiments and feelings
- Irrascible and fractious
- Effortlessly irritated or annoyed
- Edgy, responsive, and capricious under pressure

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
- Serious and somber, prepared for the worst
- Holds self to high accord, agonized over committing errors, avid to succeed
- Restless, negative, and excessively centered around what could turn out badly

2

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
- Possessing little insight of individual qualities and shortcomings

Teamwork Style

5.3

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.

4

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 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

4

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:

- By and large gracious and sympathetic toward individuals they favor
- Mindful of the sentimental side of circumstances, however not excessively impacted by it
- Unsympathetic to disasters saw to be brought on by poor choices
- Tolerant of others' differences and flaws, but less so under stress
- Willing to give difficult feedback even when somewhat uncomfortable

8

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 very motivated by achieving social status
- Uneasy taking part in work politics
- Less compelling in promoting for own imperatives