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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

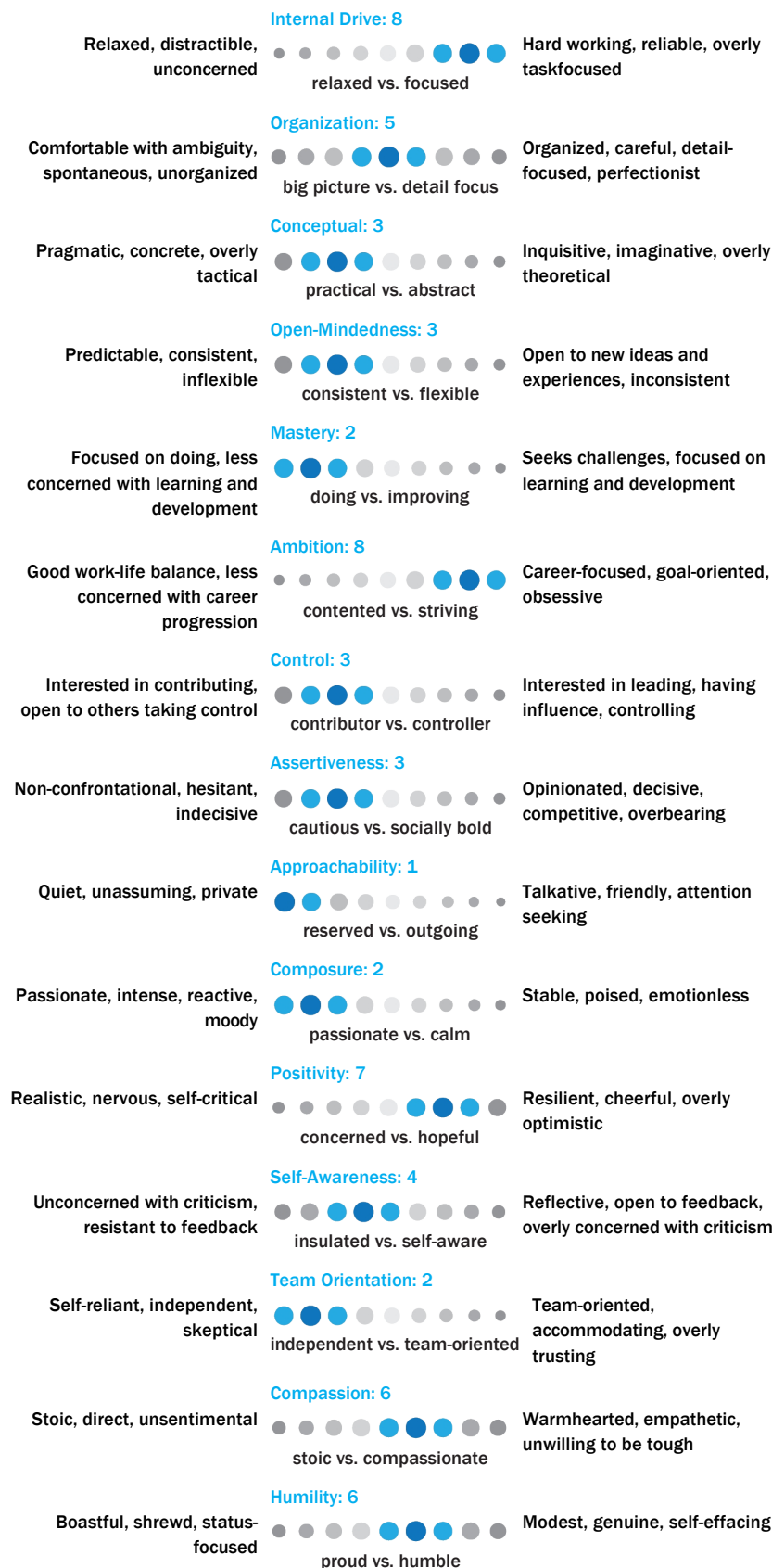
AMSA is a student-governed, national organization committed to representing the concerns of physicians-in-training. AMSA members are medical students, premedical students, interns, residents and practicing physicians. Founded in 1950, AMSA continues its commitment to improving medical training and the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

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:

- Invariably punctual
- Highly focused on accomplishing tasks and meeting deadlines
- Highly dependable
- Often persistent in achieving difficult tasks that require perseverance
- 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
- 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
- Constructs methodical blueprints for projects but may deviate from agenda
- Occasionally missing some critical details in their work

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.

3

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
- 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

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
- Very predictable and consistent
- Invariably uses credible strategies
- Uninterested in seeking out new ideas or experiences
- Inflexible and rigid
- 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
- 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
- Unintrigued by self investment without quick useful worth
- Not inspired to test open doors when there is a chance of disappointment
- Not very concerned with helping others to learn and develop

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
- Determined to be the best
- Holding themselves and others to very high standards
- Focused on the pursuit of difficult and challenging objectives
- Fanatical and once in a while savage in quest to accomplish objectives
- Dissatisfied and restless when faced with barriers to goal achievement or career progression

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
- Open to taking direction from others
- More comfortable as an individual contributor than as a leader or manager
- Averse to making difficult decisions with broad implications at work
- Reluctant to tell others what to do and hold them accountable

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.

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:

- Favoring synergistic instead of aggressive situations
- Willing to go along with the group
- Improbable to insult others or seem forceful
- Wary and astute in gatherings, reluctant to express contradiction
- Preferring to keep thoughts and opinions to themselves
- Indecisive or hesitant to make decisions that affect others
- Giving in to others too easily

1

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:

- Open to working freely without a considerable measure of social association
- Preferring to spend time alone or with small groups of close friends
- Less interested in social interaction and large social events
- Quiet and sometimes uncomfortable or unwelcoming in social situations
- Apathetic or withdrawn from coworkers
- Disdaining being the focal point of consideration

Emotional Style

4.3

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.

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:

- Transparently showing enthusiasm, fervor, and vigor
- 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

7

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
- Resilient, always believing that setbacks and obstacles can be overcome
- An eternal optimist, able to see the bright side in any situation
- 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:

- Considers others' opinions, however just up to a specific 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
- Interested in feedback, but not always actively seeking it out
- Mindful of qualities and shortcomings, yet may be unaware of some

Teamwork Style

4.7

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.

2

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:

- Preferring self motivating work, opting to work autonomously
- Unlikely to be taken advantage of by others
- Preferring to solve own problems rather than asking for help
- Incredulous of others and their thought processes, reluctant to depend on others
- Now and again, abrasive, fretful, and argumentative

6

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
- Aware of the emotional side of situations, but not overly influenced by it
- Unsympathetic to disasters saw to be brought on by poor choices
- Tolerant of others' disparities and shortcomings, however less so under pressure
- Willing to give difficult feedback even when somewhat uncomfortable

6

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
- Interested in achieving status to the same degree as most people
- 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