



# 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



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**

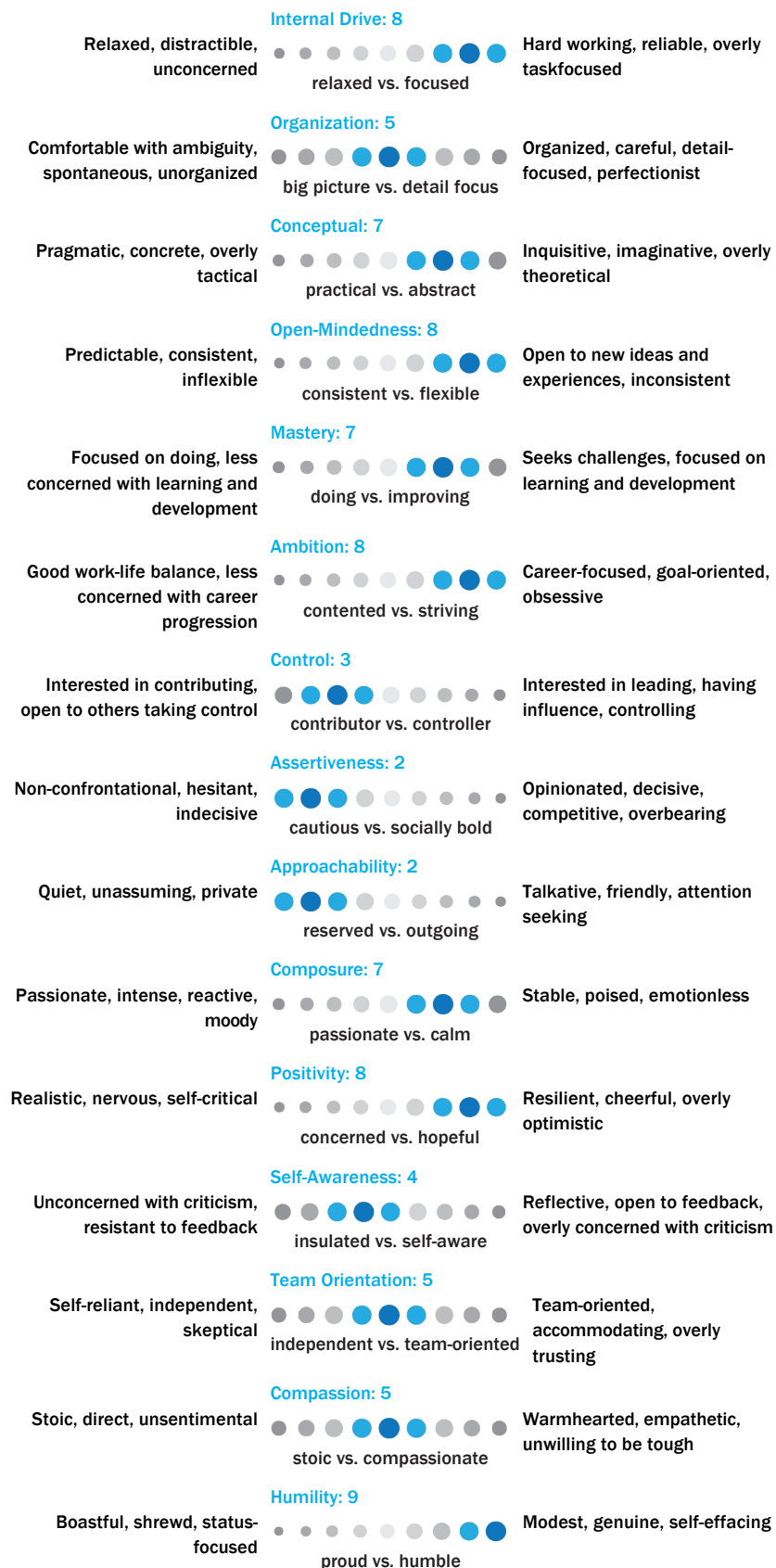
AMSA is a student-governed, national organization committed to representing the concerns of physicians-in-training. AMSA members are medical students, premedical students, interns, residents and practicing physicians. Founded in 1950, AMSA continues its commitment to improving medical training and the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

- Equally mindful of specifications and purpose
- Skillful in using systematic and calculated methods to accomplish assignments
- 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

## 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
- Liberal and innovative rationale
- Focused on innovation and creativity, but being unrealistic or impractical at times
- Enjoying working with theoretical or abstract issues and ideas
- More interested in focusing on long term strategy and direction
- 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:

- Receptive to new thoughts
- Pliable and versatile; inclining toward assortment and variability
- Continually evolving opinions and approaches
- Quickly jaded
- Inconsistent or changing opinions too often
- Advocating or pursuing unnecessary 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:

- Optimistic about capacity to enhance and develop progressively
- Pursuing difficult initiatives, notwithstanding when there is a great chance of disappointment
- Trusting anybody can figure out how to accomplish something admirably with enough training
- Interested in helping others to learn and develop
- At risk of overestimating own potential or the potential 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:

- Having high career aspirations
- Adamant about excelling
- 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
- 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
- Willing to accept guidance 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
- 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.

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:

- 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
- 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
- Quiet and sometimes uncomfortable or unwelcoming in social situations
- Unenthusiastic or disengaged from the work group
- 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
- Impassive and detached, even in exceptional circumstances
- Overly rational, not taking into account the emotional-side of situations

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
- Resilient, always believing that setbacks and obstacles can be overcome
- 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 asking others for help, but generally trying to avoid it if possible
- 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:

- 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 misfortunes perceived to be caused by poor decisions
- Tolerant of others' differences and flaws, but less so under stress
- Willing to give difficult feedback even when somewhat uncomfortable

9

## Humility: proud vs. humble

Boastful, shrewd, status-focused



Modest, genuine, self-effacing

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
- Uncomfortable engaging in political maneuvering
- Less effective in advocating for own interests