



# 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**

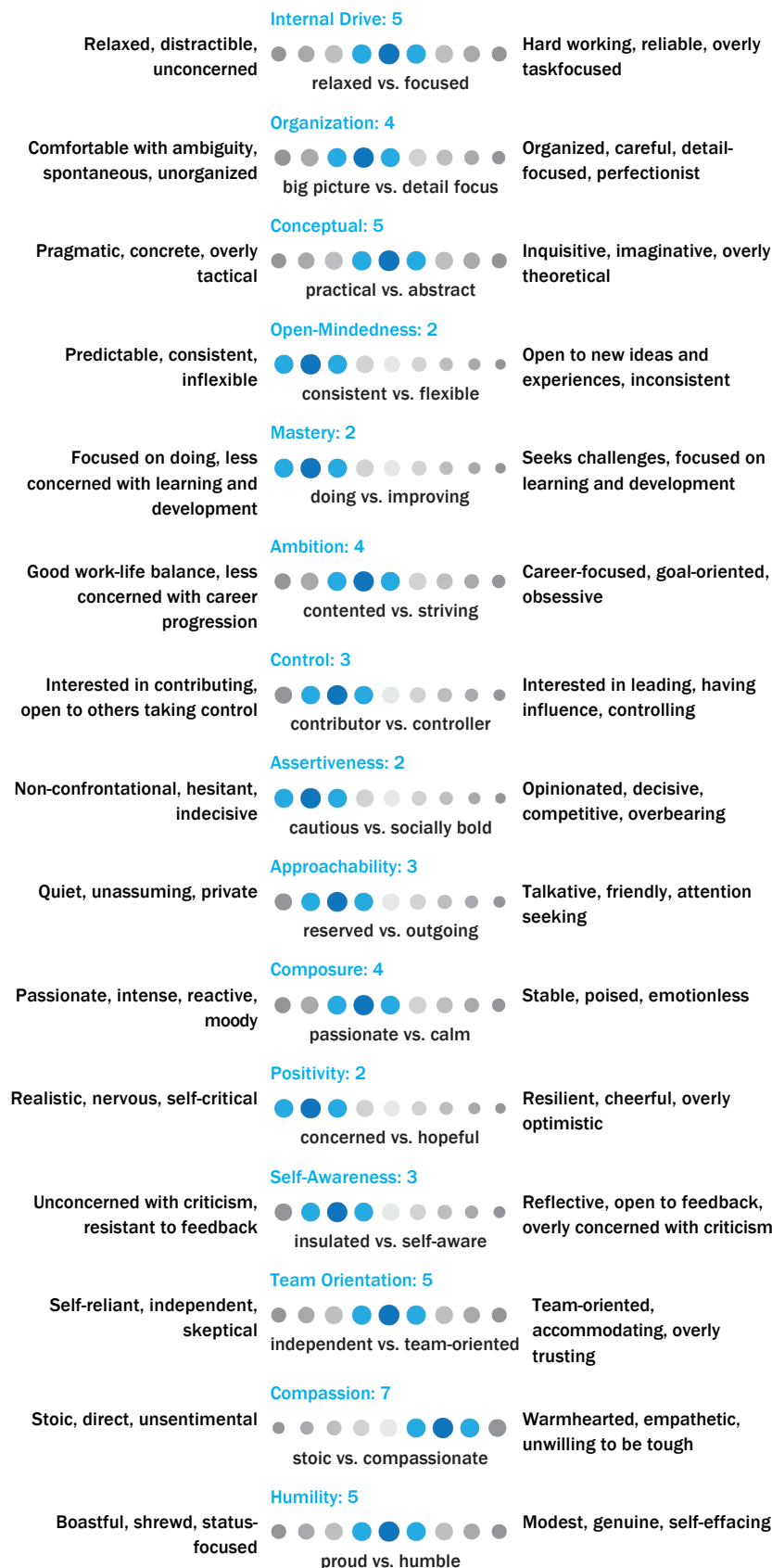
AMSA is a student-governed, national organization committed to representing the concerns of physicians-in-training. AMSA members are medical students, premedical students, interns, residents and practicing physicians. Founded in 1950, AMSA continues its commitment to improving medical training and the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

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 show a tendency to finish the work you started, without being overly concerned if it is not perfect. You are likely to strike an effective balance between big-picture strategic needs and ensuring critical details are addressed.

5

## 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:

- Committed to executing tasks and accomplishing objectives when expectations are known
- Acceptant of mediocre performance when assignments must be finalized
- Generally willing to shift priorities when encountering work setbacks
- Energized when starting new goals, but sometimes losing interest over time
- Sometimes having difficulty maintaining focus on challenging or tedious tasks
- Generally punctual with projects, however likely to make exceptions when encountering drawbacks

4

## 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
- Developing structured plans, but not always sticking to them
- At times leaves out vital specifics in assignments

# Adaptation Style

3.0

## Summary

Adaptation Style relates to a person's openness to experience and approach to learning and adapting to situations. Your results suggest that while you may avoid purely theoretical pursuits, you are likely to view the world through a pragmatic lens and prefer relying primarily on traditional and trusted approaches. 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.

5

## 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:

- Cerebrally engaged and curious within niche
- 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

2

## 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
- 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:

- 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

3.5

## 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.

4

## 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:

- High appraisal of work-life equalization
- 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
- 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:

- Good team players
- Preferring to lead by example rather than through direct authority and responsibility
- 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

2.5

## 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.

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:

- Favoring synergistic instead of aggressive situations
- Voluntarily obliging with the mass
- Unlikely to offend others or appear aggressive
- 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

3

## 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
- Liking to invest time alone or with a close few
- Less keen on social association and substantial get-togethers
- Calm and now and again uneasy or uninviting in social circumstances
- Apathetic or withdrawn from coworkers
- Disdaining being the focal point of consideration



# Emotional Style

3.0

## Summary

Your Emotional Style describes how you experience and react to feelings and your degree of self-awareness. Your results suggest you are typically calm but may sometimes display anxiety or apprehension, especially in stressful situations or when experiencing roadblocks. However, you will listen to feedback and are attuned to others' emotional states. At times, you may jump to conclusions and assume the worst case scenario is more likely than it actually is. Consider also how your degree of Awareness may help or hinder your approach to intense or frustrating situations.

4

## 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
- Copes with everyday problems, but sometimes more reactive with complex ones
- Normally passive in contentions, however once in a while irascible or bad tempered
- 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:

- Rigorously assessing circumstances and mindful of potential issues
- Sensible or cautious when making guarantees
- 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

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:

- Able to be carefree from worries about others judgments
- Protected against unreasonable or off base feedback
- Places low value and regularly disregards input
- Not regularly weighing how their conduct and choices sway others
- Having little knowledge of personal strengths and weaknesses

# Teamwork Style

5.7

## 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 versus on your own needs. Your results suggest you are generally willing to accommodate requests to effectively build relationships with others. However, you may at times be somewhat direct or unsympathetic, particularly when you are under stress. Consider also 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:

- Inclined to assist others if vital for the group's prosperity
- 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

7

## 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:

- Openly sympathetic and supportive, interested in others' problems
- Continually ready to assume the best about others
- Interested in understanding people's behavior
- Reluctant to give criticism and settle on troublesome individuals' choices
- Frequently not able to keep a solid separation from others' challenges

5

## 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:

- Powerful at endorsing for their own particular involvements when essential
- Interested in achieving status to the same degree as most people
- Proud of achievements and success, but willingly shares credit with others
- Generally humble, but occasionally self-promoting when facing competition
- Honest and sincere in most situations