



amsa

American Medical Student Association

Edgardo Rivera Escobar

10/02/2016

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.

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

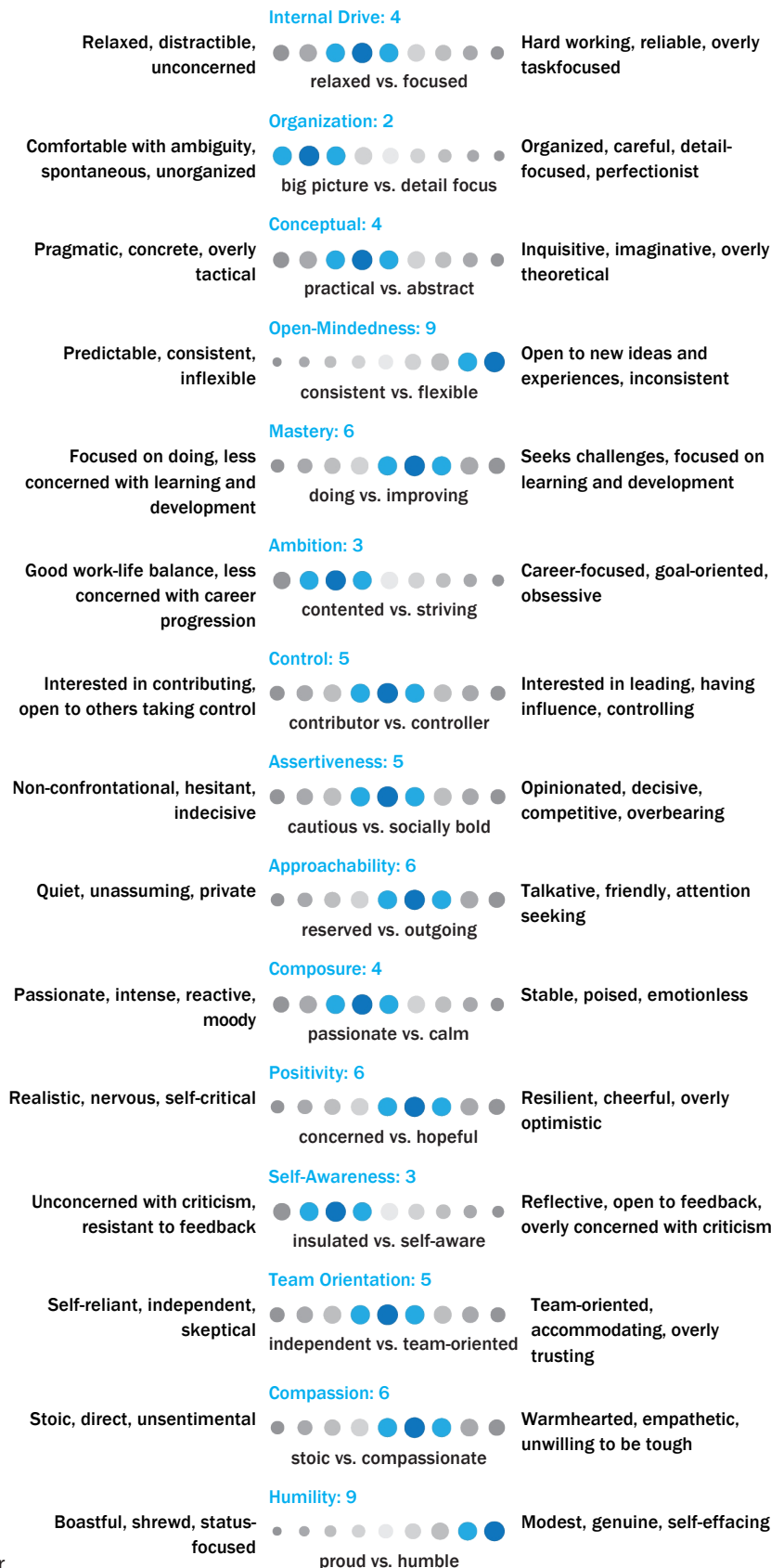
AMSA is a student-governed, national organization committed to representing the concerns of physicians-in-training. AMSA members are medical students, premedical students, interns, residents and practicing physicians. Founded in 1950, AMSA continues its commitment to improving medical training and the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

3.0

Summary

The Task Style is a broad measure of conscientiousness capturing one's approach to duties, responsibilities, and getting things done. Your results suggest a tendency to see the work you start through to completion, and you are comfortable if it may not always be perfect. You may let some tasks and deadlines pass as you may find yourself focusing more on big-picture ideas rather than more mundane everyday activities.

4

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
- Willing to accept and deliver good, yet imperfect, results for the sake of getting things done
- 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
- Usually completing work on time, but willing to compromise deadlines in the face of obstacles

2

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:

- Comfortable with ambiguity or the absence of clear directions
- Preferring spontaneity
- Often interested in the big picture and doing things in unconventional or new ways
- Dismissive with intricacies, planning, and scheduling
- Inclined to stray from procedure and incite in inadvisable conduct
- Inadequate attention to detail and punctuality

Adaptation Style

6.3

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.

4

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
- Viewing the world as straightforward, but able to appreciate nuanced perspectives
- Preferring more tactical approaches, but open to considering strategic concerns
- Capable of excogitating original approaches to regular issues however unlikely to conceptualize with equivocal issues
- Finds more relevance in functional developments rather than conjectural concepts

9

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
- Very flexible and adaptable; preferring variety and change
- Consistently advancing views and methodologies
- Easily bored
- Inconsistent or changing opinions too often
- Advocating or pursuing unnecessary change

6

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 existing strengths, but willing to develop new ones as well
- Believing that peoples' abilities are difficult to change, but some skills can be developed through hard work, training, and education
- Interested in helping talented individuals learn and develop
- More intrigued by self-improvement when there is a likelihood for payoff
- Hesitant to test arduous options when there is a great potential of disappointment

Achievement Style

4.0

Summary

Need for achievement, including focus on career goals and influence over others is captured by Achievement Style. With low Ambition scores, you may find yourself placing greater value on work-life balance instead of rapid or aggressive career progression. Coupled with a lower standing on Control, be mindful you do not miss opportunities to take on new roles and responsibilities that would be valuable to your career. With a higher score on Control, take care others do not view your desire to focus on personal goals as an opportunity to question your commitment to the organization when you are trying to take control of issues.

3

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:

- More interested in personal rather than career goals
- Having good work-life balance
- Not concerned with being the best
- More keen on getting a charge out of work than being advanced
- Favoring attainable instead of exceedingly difficult goals
- Unassertive in dealing with own professional and work objectives

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 strongly motivated by accumulating authority and influence
- Willing to giving others a chance to lead in troublesome circumstances or when extreme choices should be made

Interaction Style

5.5

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 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.

5

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:

- Confident sharing opinions they feel strongly 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
- Some of the time hesitant to test others' standpoints or express contradiction, yet for the most part ready to do as such when essential
- Somewhat uncomfortable advocating for unpopular opinions or decisions

6

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:

- Typically outgoing in social situations
- 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

4.3

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 touch with feelings and emotions, but generally able to keep them in check
- Copes with everyday problems, but sometimes more reactive with complex ones
- Normally passive in contentions, however once in a while irascible or bad tempered
- For the most part casual, however now and again uneasy or anxious in new circumstances
- More irritable with tight deadlines or unforeseen challenges

6

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
- Typically sensible and precise when making guarantees
- Able to overcome negative feelings and concerns with support from others
- Often resilient in the face of setbacks, but can become anxious and self-critical when under stress

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
- Protected against unreasonable or off base feedback
- 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

6.7

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 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 approaching others for assistance, however by and large attempting to dodge it if conceivable
- Inclined to appease others, yet some of the time fretful, unpalatable, or unresponsive when occupied or under pressure

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 misfortunes perceived to be caused by poor decisions
- Tolerant of others' disparities and shortcomings, however less so under pressure
- Willing to give difficult feedback even when somewhat uncomfortable

9

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 exceptionally spurred by accomplishing societal position
- Uneasy taking part in work politics
- Less compelling in promoting for own imperatives