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

A description of one end of the spectrum   ●●●○○○○○●   A description of the other end of the spectrum
4% 7% 12% 17% 20% 17% 12% 7% 4%

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, Consciousness, 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.
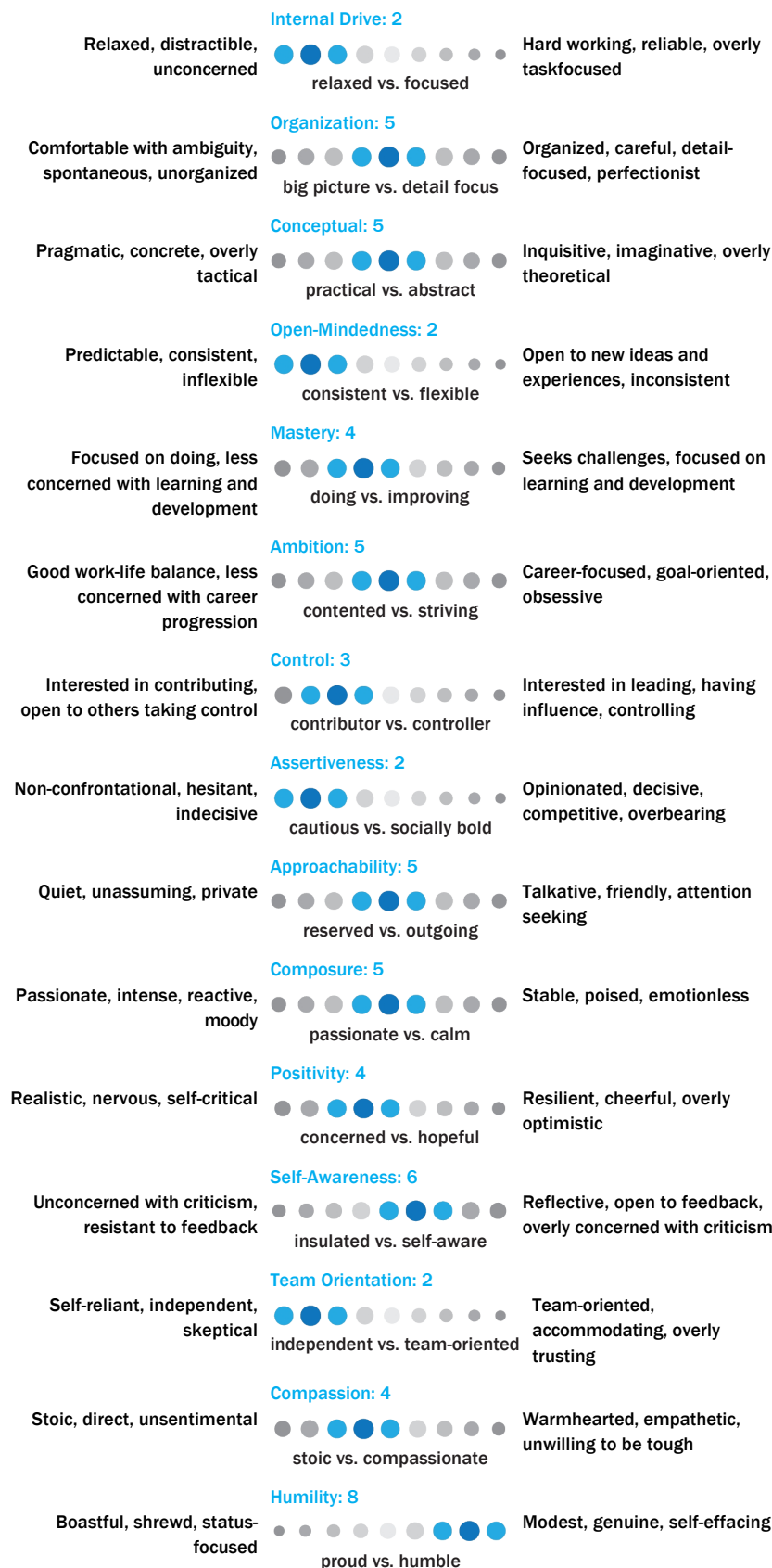
American Medical Student Association

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.

Relaxed, distractible, unconcerned	**Internal Drive: 2** relaxed vs. focused	Hard working, reliable, overly taskfocused
Comfortable with ambiguity, spontaneous, unorganized	**Organization: 5** big picture vs. detail focus	Organized, careful, detail-focused, perfectionist
Pragmatic, concrete, overly tactical	**Conceptual: 5** practical vs. abstract	Inquisitive, imaginative, overly theoretical
Predictable, consistent, inflexible	**Open-Mindedness: 2** consistent vs. flexible	Open to new ideas and experiences, inconsistent
Focused on doing, less concerned with learning and development	**Mastery: 4** doing vs. improving	Seeks challenges, focused on learning and development
Good work-life balance, less concerned with career progression	**Ambition: 5** contented vs. striving	Career-focused, goal-oriented, obsessive
Interested in contributing, open to others taking control	**Control: 3** contributor vs. controller	Interested in leading, having influence, controlling
Non-confrontational, hesitant, indecisive	**Assertiveness: 2** cautious vs. socially bold	Opinionated, decisive, competitive, overbearing
Quiet, unassuming, private	**Approachability: 5** reserved vs. outgoing	Talkative, friendly, attention seeking
Passionate, intense, reactive, moody	**Composure: 5** passionate vs. calm	Stable, poised, emotionless
Realistic, nervous, self-critical	**Positivity: 4** concerned vs. hopeful	Resilient, cheerful, overly optimistic
Unconcerned with criticism, resistant to feedback	**Self-Awareness: 6** insulated vs. self-aware	Reflective, open to feedback, overly concerned with criticism
Self-reliant, independent, skeptical	**Team Orientation: 2** independent vs. team-oriented	Team-oriented, accommodating, overly trusting
Stoic, direct, unsentimental	**Compassion: 4** stoic vs. compassionate	Warmhearted, empathetic, unwilling to be tough
Boastful, shrewd, status-focused	**Humility: 8** proud vs. humble	Modest, genuine, self-effacing

Task Style

3.5

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.

2

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:

- Laid back and at ease
- 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 procrastinate
- More likely to engage in familiar tasks rather than working through challenges

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
- Skillful in using systematic and calculated methods to accomplish assignments
- Generally orderly except when overwhelmed
- Willing to break rules when surrounded by others who are doing so
- Constructs methodical blueprints for projects but may deviate from agenda
- At times leaves out vital specifics in assignments

Adaptation Style

3.7

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.

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
- Viewing the world as straightforward, but able to appreciate nuanced perspectives
- 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
- Less interested in theoretical or abstract ideas that lack practical application

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:

- Unwavering in opinions and beliefs
- Reliable and explicit
- Invariably uses credible strategies
- Comfortable with routine; likely to refute change
- Inflexible and rigid
- Intolerant of deviation from schedule or outline

4

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
- 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
- Motivated to achieve good results, however not stressed over being exceptional
- 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:

- 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
- Loath to settling on troublesome choices with expansive ramifications at work
- Hesitant to advise others what to do and consider them responsible

Interaction Style

3.5

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
- 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
- Giving in to others too easily

5

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
- Enthusiastic or even silly at times, but more serious at others
- Open to working autonomously, additionally appreciates social cooperation 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

5.0

Summary

Your Emotional Style describes how you experience and react to feelings and your degree of self-awareness. Your results suggest you are generally calm but may sometimes experience anxiety in stressful situations. At times, you may jump to conclusions, but generally maintain a balanced perspective about the likelihood of the worst versus the best case scenarios. Consider also how your degree of Awareness may help or hinder your approach to intense or frustrating situations.

5

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
- Adapts to ordinary issues, however at times more responsive 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

4

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
- Generally optimistic and hopeful about the future, but also realistic
- Typically sensible and precise when making guarantees
- Able to overcome negative feelings and concerns with support from others
- Frequently succeeds despite difficulties, however can be on edge and a harsh self judge when under pressure

6

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
- Generally aware of how their behavior impacts others, but sometimes surprised at others' reactions
- Interested in feedback, but not always actively seeking it out
- Aware of strengths and weaknesses, but having some blind spots as well

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
- Liking to tackle own issues instead of requesting assistance
- Skeptical of others and their motives, hesitant to trust
- At times, disagreeable, impatient, and uncooperative with others

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:

- Generally kind and forgiving toward people they know well
- 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

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:

- Sincere, open, and honest 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 compelling in promoting for own imperatives