



# 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**

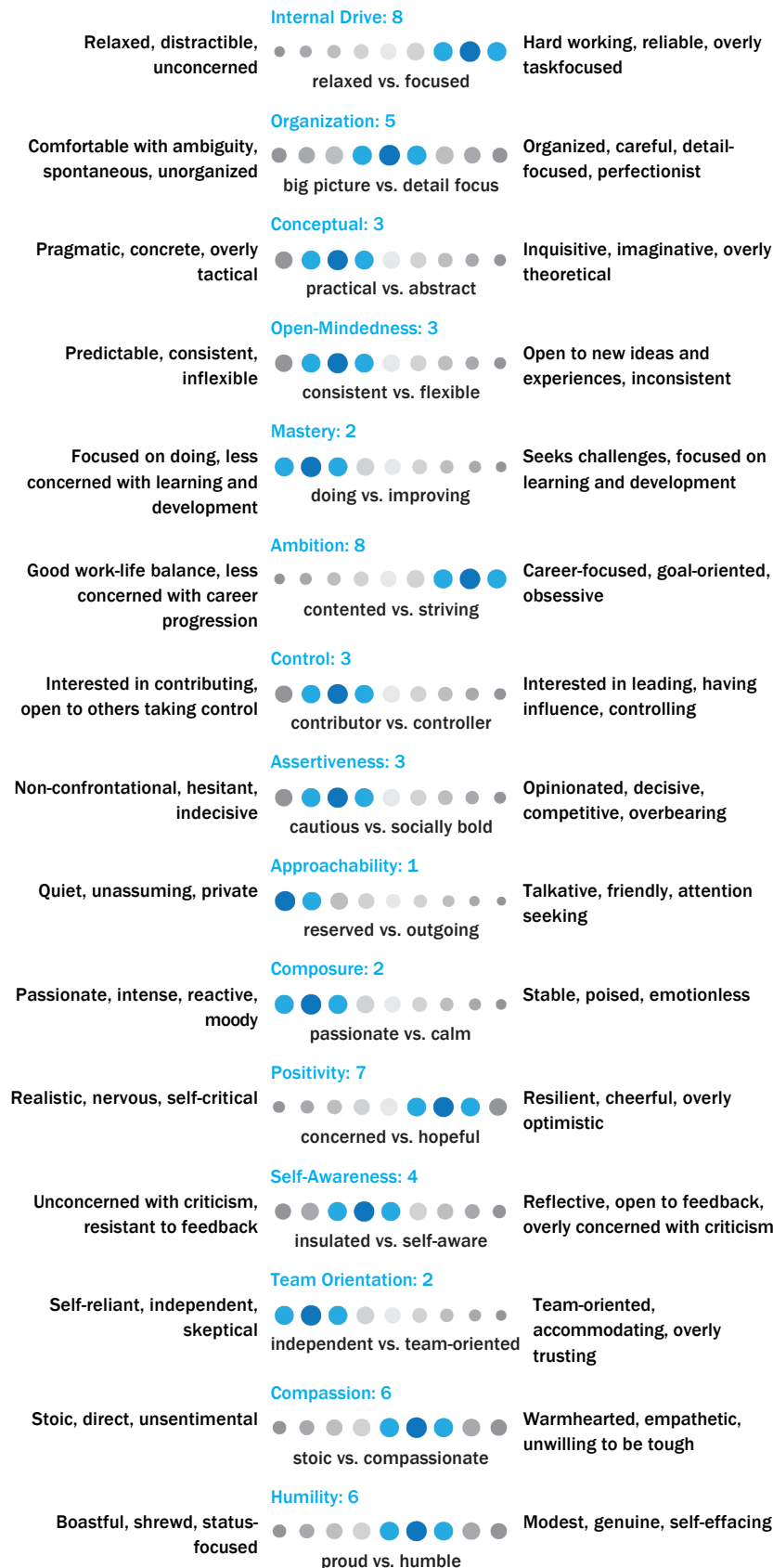
AMSA is a student-governed, national organization committed to representing the concerns of physicians-in-training. AMSA members are medical students, premedical students, interns, residents and practicing physicians. Founded in 1950, AMSA continues its commitment to improving medical training and the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

- Very deadline-oriented
- Thoroughly committed to completing assignments and timely deliverance
- Highly dependable
- Often persistent in achieving difficult tasks that require perseverance
- Excessively fixated on completion of assignments
- 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
- Easily succumbs to peer pressure even if it involves deviant behavior
- Developing structured plans, but not always sticking to them
- At times leaves out vital specifics in assignments

# 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
- Functional mindset and sees society as forthright
- 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:

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

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
- 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:

- Having high career aspirations
- Determined to be the best
- Holding themselves and others to very high standards
- Concentrated on the quest for arduous and testing goals
- Obsessive and occasionally ruthless in pursuit of goals
- 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:

- 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 at ease as a single collaborator than as a figurehead or chief
- Loath to settling on troublesome choices with expansive ramifications at work
- Hesitant to advise others what to do and consider them responsible

# 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:

- Preferring collaborative as opposed to competitive environments
- Voluntarily obliging with the mass
- 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
- Unenthusiastic or disengaged from the work group
- Disliking being the center of attention



# 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:

- Openly displaying passion, excitement, and intensity
- Accessible, simple to peruse, and in contact with sentiments and feelings
- Irrascible and fractious
- Easily annoyed or frustrated
- Tense, reactive, and unpredictable under stress

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:

- Concerned with what others think, but only up to a certain point
- Usually resistant to unfair or inaccurate criticism
- Generally aware of how their behavior impacts others, but sometimes surprised at others' reactions
- Keen on criticism, however not generally effectively searching 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
- Liking to tackle own issues instead of requesting assistance
- Incredulous of others and their thought processes, reluctant to depend on others
- At times, disagreeable, impatient, and uncooperative with others

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
- Mindful of the sentimental side of circumstances, however not excessively impacted 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