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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.



Aspect: A short aspect description

A description of one end of the spectrum



A description of the other end of the spectrum

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

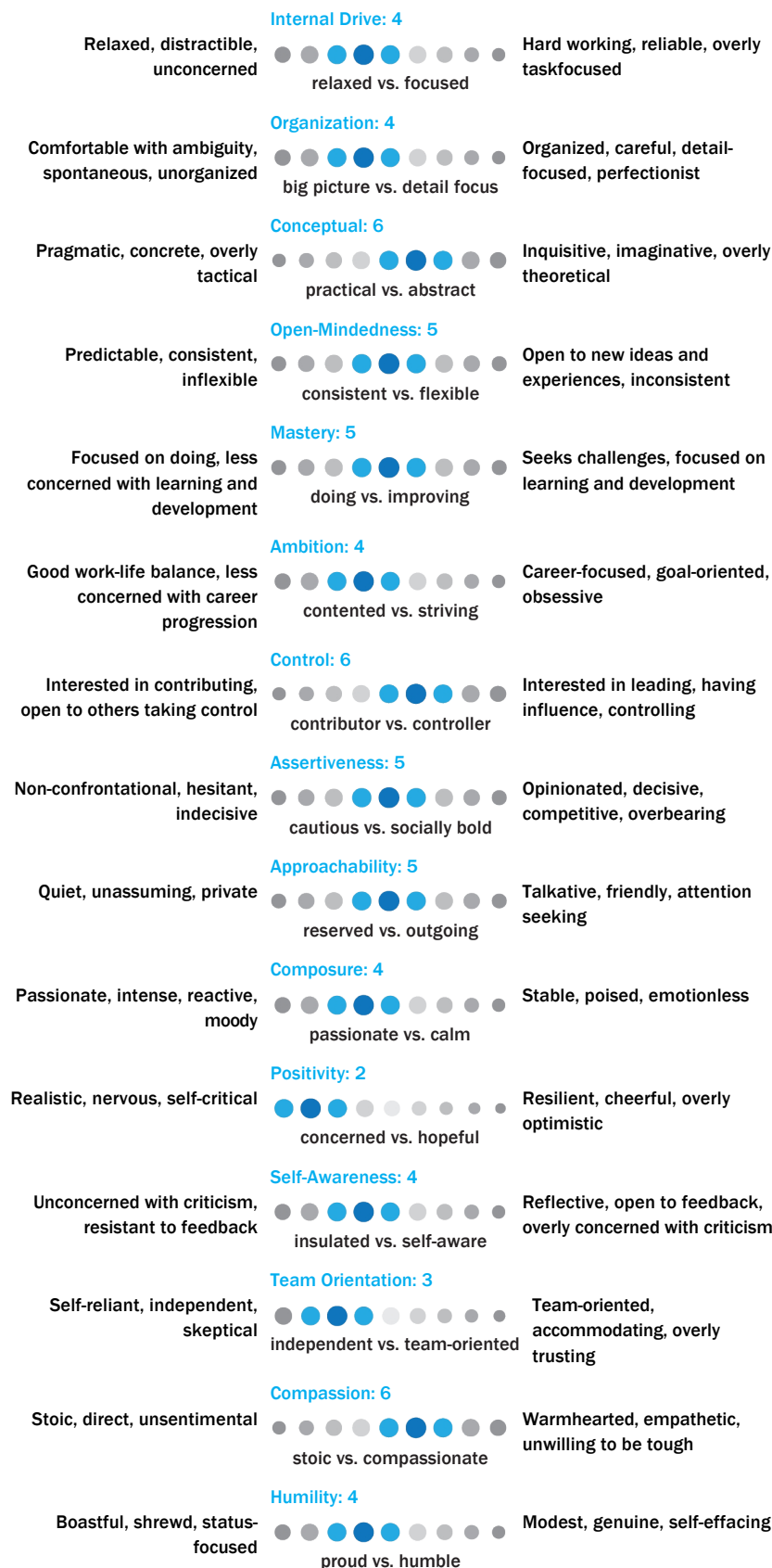
AMSA is a student-governed, national organization committed to representing the concerns of physicians-in-training. AMSA members are medical students, premedical students, interns, residents and practicing physicians. Founded in 1950, AMSA continues its commitment to improving medical training and the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

4.0

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.

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

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
- Generally orderly except when overwhelmed
- Easily succumbs to peer pressure even if it involves deviant behavior
- Constructs methodical blueprints for projects but may deviate from agenda
- At times leaves out vital specifics in assignments

Adaptation Style

5.3

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.

6

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
- 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

5

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:

- Open-minded about some topics, but firm in opinions and beliefs about others
- Amenable when rationality is sound
- Open to new ideas and experiences, but not actively seeking them out
- Flexible, but generally preferring that things remain the same
- Opting for traditional methods once they remain effective
- Reluctant to change plans or approaches at the last minute

5

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
- Presuming that human capacities are hard to change, yet a few abilities can be created through diligent work, preparing, and instruction
- Inspired by helping gifted people enhance their skills and progress
- More intrigued by self-improvement when there is a likelihood for payoff
- Reluctant to take on challenging opportunities where there is a high risk of failure

Achievement Style

5.0

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 a balance between your career and your personal goals and interests. While you are willing to take control of situations, at times, you may let others with greater desire for leadership and control take the lead in some situations. When considering future leadership roles that come with greater time commitments, be sure to carefully consider whether you will feel comfortable taking on additional authority and responsibilities.

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:

- 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
- 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

6

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:

- Willing to take on leadership roles, but also comfortable as a team player
- Comfortable leading by example or through direct authority
- Ready to be mandate and leading when essential
- Preferring to lead a smaller team as opposed to a larger one
- Not emphatically propelled by collecting power and impact
- Open to letting others lead in difficult situations or when tough decisions need to be made

Interaction Style

5.0

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 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
- Enjoying competition and debate as long as it does not get confrontational
- Open to changing opinions or decisions if strongly challenged
- Sometimes reluctant to challenge others' opinions or express disagreement, but generally willing to do so when necessary
- Somewhat uncomfortable advocating for unpopular opinions or decisions

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
- Excited or even goofy now and again, however more earnest at other times
- 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

3.3

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.

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
- Exasperated by tight due dates or unanticipated difficulties

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:

- Critically evaluating situations and aware of potential problems
- Sensible or cautious when making guarantees
- Serious and somber, prepared for the worst
- Holds self to high accord, agonized over committing errors, avid to succeed
- Anxious, pessimistic, and overly focused on what could go wrong

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:

- Considers others opinions, however just up to a specific point
- Typically impervious to unreasonable or wrong feedback
- 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

4.3

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. 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.

3

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
- Now and again, abrasive, fretful, and argumentative

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 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

4

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:

- 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
- For the most part modest, yet once in a while boasting when confronting rivalry
- Honest and sincere in most situations