



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

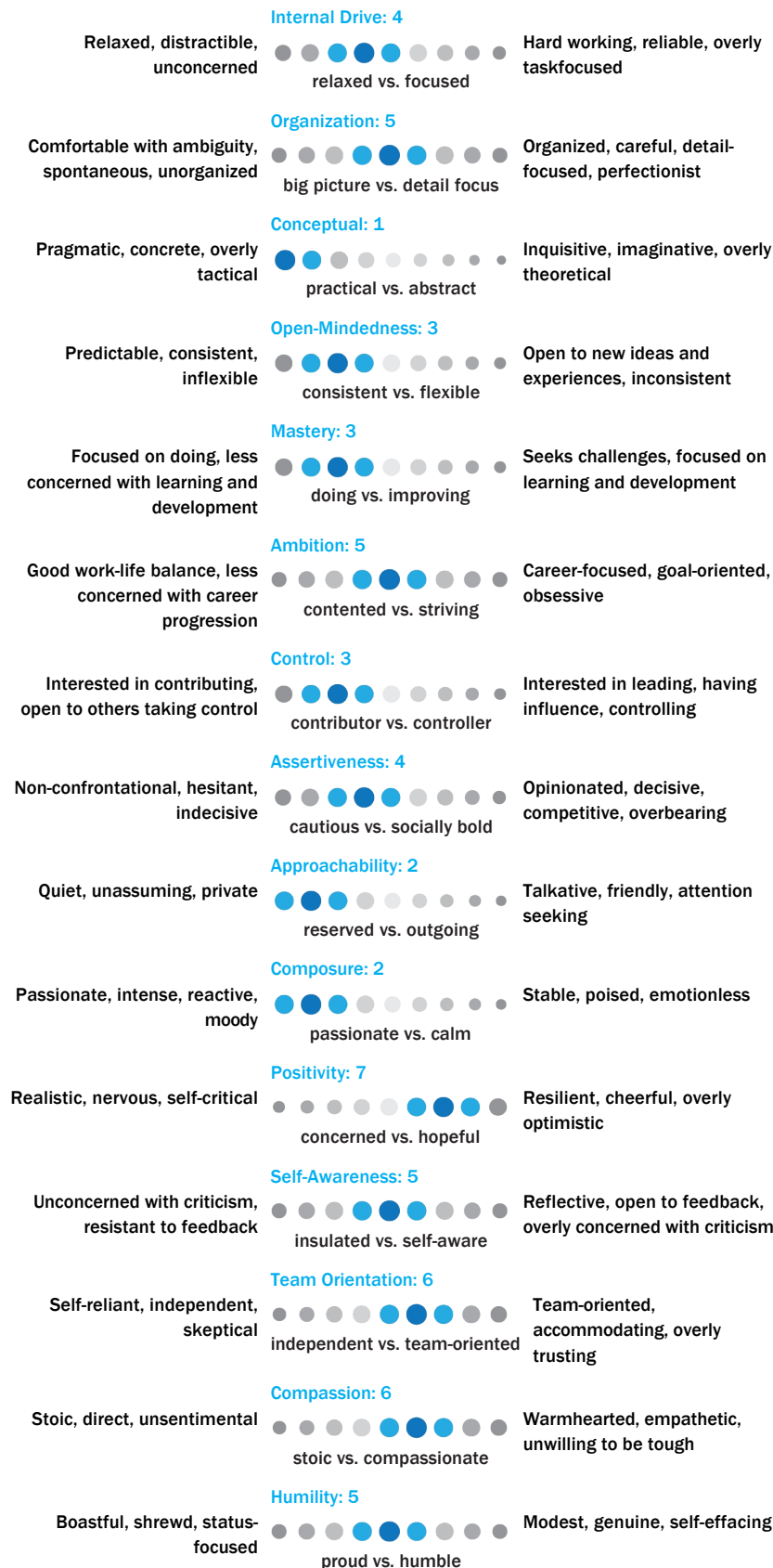
AMSA is a student-governed, national organization committed to representing the concerns of physicians-in-training. AMSA members are medical students, premedical students, interns, residents and practicing physicians. Founded in 1950, AMSA continues its commitment to improving medical training and the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

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:

- Focused on completing work and striving to succeed when goals are clearly defined and within reach
- Willing to accept and deliver good, yet imperfect, results for the sake of getting things done
- Typically open to rearranging tasks when faced with obstacles
- Enthusiastic when beginning a new project but may find it difficult to retain enthusiasm over a span of 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

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
- 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
- Easily succumbs to peer pressure even if it involves deviant behavior
- Developing structured plans, but not always sticking to them
- Occasionally missing some critical details in their work

Adaptation Style

2.3

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.

1

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
- Preferring to solve problems that are concrete and well-defined rather than ambiguous
- Opting to center attention on completion of tasks and imminent matters
- Demonstrating trivial interest in comprehensive or conceptual topics

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:

- Firm in views and notions
- Very predictable and consistent
- Always using trusted approaches
- Comfortable with routine; likely to refute change
- Inflexible and rigid
- Intolerant of deviation from schedule or outline

3

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:

- Opting to maximize skills rather than growing new ones
- Believing that people should do what they are good at and not worry about trying to develop skills for which they have no natural talent
- Unintrigued by self investment without quick useful worth
- Not interested in challenging opportunities where there is a risk of failure
- Not very concerned with helping others to learn and develop

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:

- High appraisal of work-life equalization
- Intrigued by advancements and accomplishing vocation objectives, however hesitant to relinquish individual objectives to accomplish them
- Concerned with doing a good job, but not worried about being the best
- Preferring a balance of both achievable and challenging objectives
- Generally holding themselves and others to high standards, although willing to compromise at times

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
- Wanting to show others how its done as opposed to through direct power and obligation
- Willing to accept guidance 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

3.0

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 enjoy sharing your opinions, but not when the conversation becomes confrontational and may be reluctant to do so in front of larger groups. Further, you may like to spend time by yourself to recharge after an extended period of interacting with others, especially after difficult interactions or interacting with a lot of people you don't know very well.

4

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:

- Comfortable imparting insights they feel unequivocally about
- Enjoying competition and debate as long as it does not get confrontational
- Open to changing opinions or decisions if strongly challenged
- Some of the time hesitant to test others' standpoints or express contradiction, yet for the most part ready to do as such when essential
- To some degree uneasy pushing for disagreeable standpoints or choices

2

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 interested in social interaction and large social events
- Calm and now and again uneasy or uninviting in social circumstances
- Unenthusiastic or disengaged from the work group
- Disdaining being the focal point of consideration

Emotional Style

4.7

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:

- Extremely positive and happy
- Resilient, always believing that setbacks and obstacles can be overcome
- An everlasting positive thinker, willing to see the silver lining in any circumstance
- Overlooking negative aspects of people and situations
- Regularly making light of potential issues and giving false hope

5

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
- For the most part mindful of how their conduct sways others, yet some of the time amazed at others' responses
- Interested in feedback, but not always actively seeking it out
- Mindful of qualities and shortcomings, yet may be unaware of some

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.

6

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
- 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
- Willing to accommodate others, but sometimes impatient, disagreeable, or uncooperative when busy or under stress

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' disparities and shortcomings, however less so under pressure
- Willing to give difficult feedback even when somewhat uncomfortable

5

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
- Inspired by accomplishing higher rank to the same degree as the average person
- 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