



# amsa

American Medical Student Association

**Scarllen Perez**

10/03/2016

**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.



## 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**

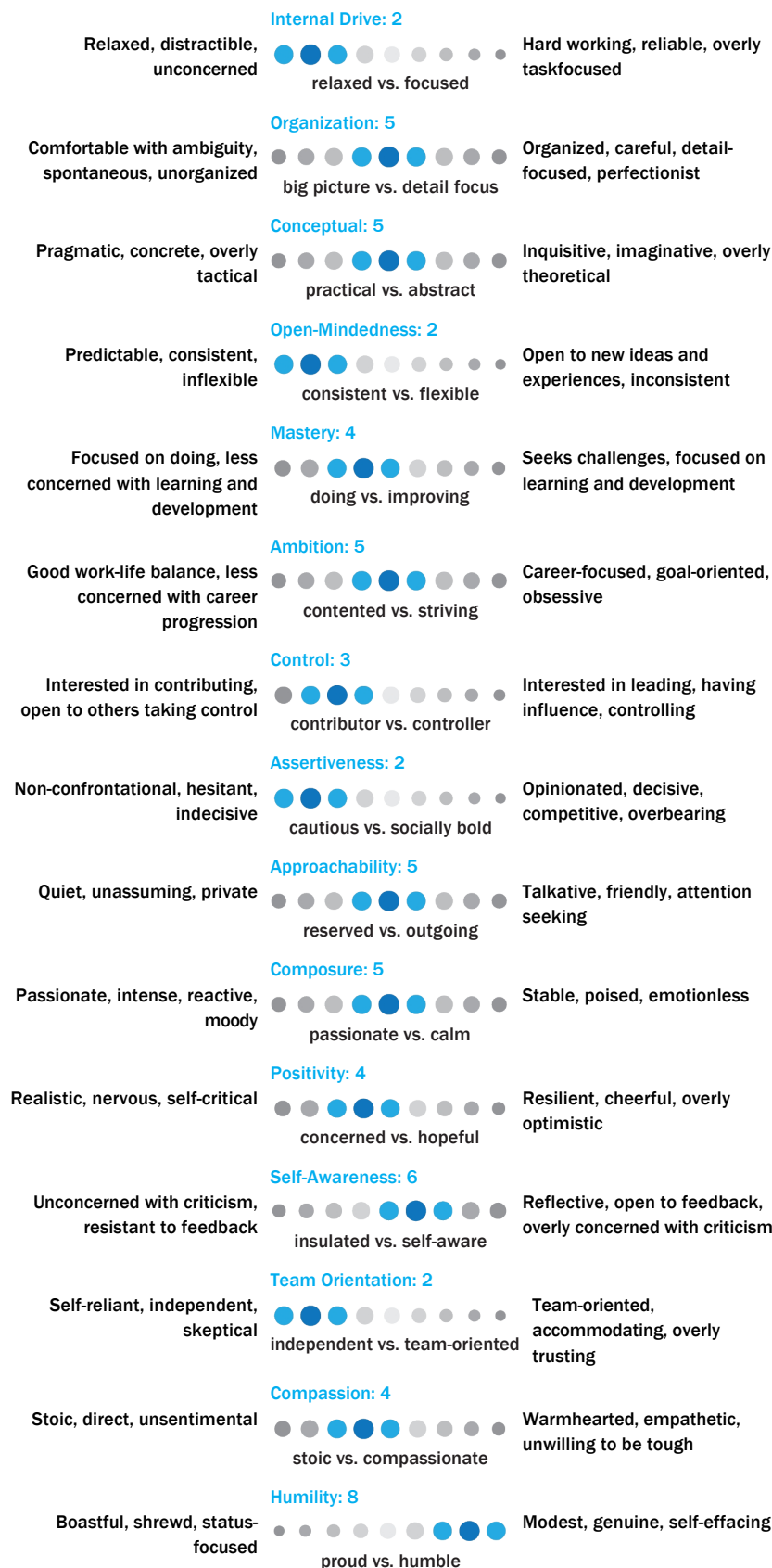
AMSA is a student-governed, national organization committed to representing the concerns of physicians-in-training. AMSA members are medical students, premedical students, interns, residents and practicing physicians. Founded in 1950, AMSA continues its commitment to improving medical training and the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

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:

- Easy going and relaxed
- Able to move from task to task but likely to leave some unfinished
- Less concerned with meeting deadlines, sees them as more flexible
- Likely to get diverted during extensive tasks
- Likely to procrastinate
- Less interested in difficult tasks that require perseverance

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

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
- 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

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
- Uninterested in seeking out new ideas or experiences
- Unadaptable and set in ways
- 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:

- Opting to enhance present qualities, yet ready to acquire new ones too
- 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
- 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. 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
- Motivated to achieve good results, however not stressed over being exceptional
- 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:

- 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
- Averse to making difficult decisions with broad implications at work
- Reluctant to tell others what to do and hold them accountable

# 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:

- Preferring collaborative as opposed to competitive environments
- Voluntarily obliging with the mass
- Unlikely to offend others or appear aggressive
- 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

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:

- Ordinarily extroverted in social circumstances
- Enthusiastic or even silly at times, but more serious at others
- Comfortable working independently, but also enjoys social interaction at work
- Opting toward not being the focal point of consideration much of the time, however getting a charge out of it infrequently
- 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
- For the most part casual, however now and again uneasy or anxious in new circumstances
- 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
- Usually realistic and accurate when making promises
- Ready to defeat negative emotions and worries with backing 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
- 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

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
- Unrealistic to be exploited by others
- Preferring to solve own problems rather than asking for help
- 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:

- 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

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 very motivated by achieving social status
- Uneasy taking part in work politics
- Less compelling in promoting for own imperatives