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American Medical Student Association

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10/02/2016

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.

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

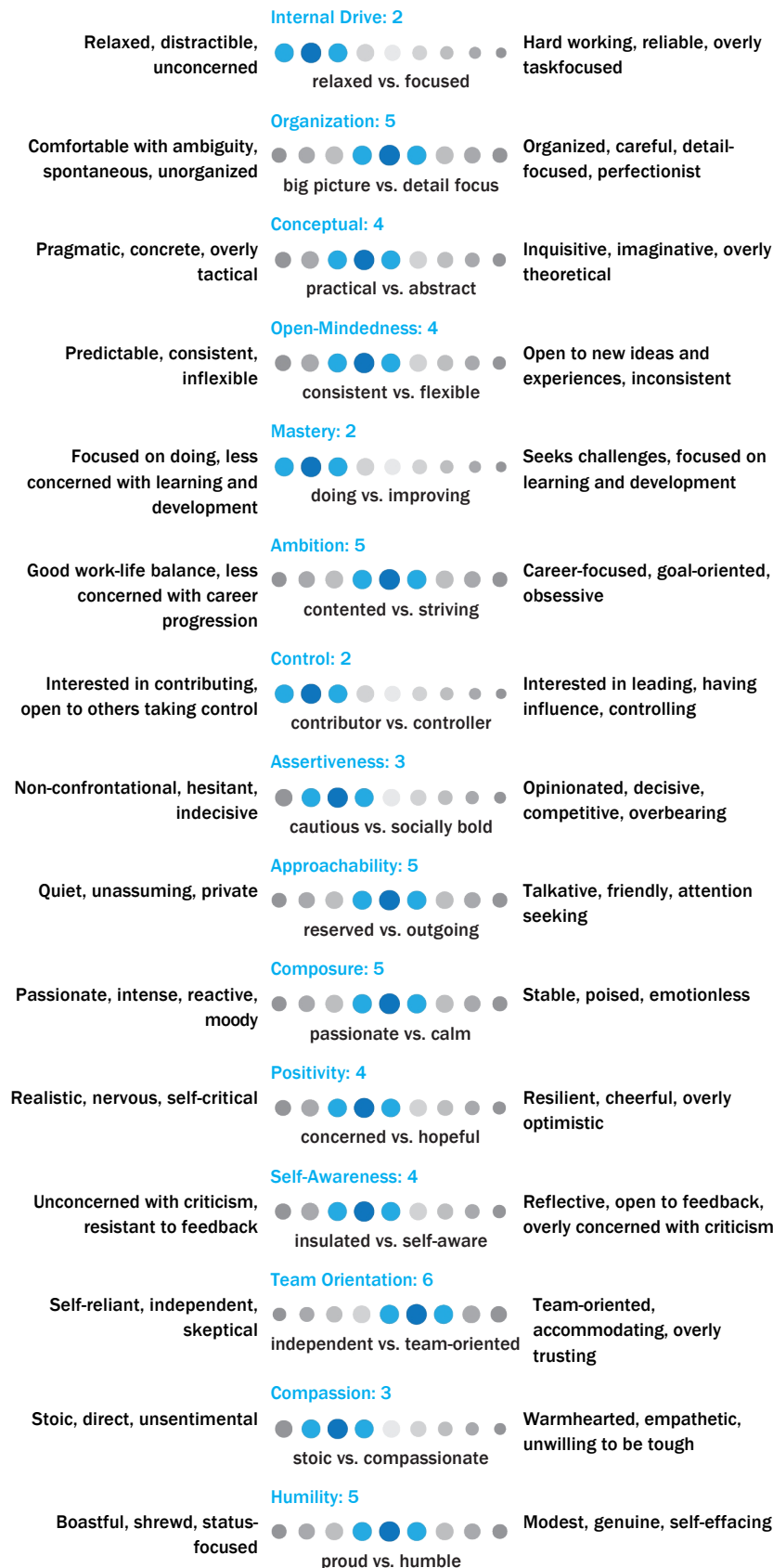
AMSA is a student-governed, national organization committed to representing the concerns of physicians-in-training. AMSA members are medical students, premedical students, interns, residents and practicing physicians. Founded in 1950, AMSA continues its commitment to improving medical training and the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

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 put off or deter from tasks
- 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
- Able to adopt a methodical and planful approach to tasks when necessary
- Generally orderly except when overwhelmed
- Willing to break rules when surrounded by others who are doing so
- Developing structured plans, but not always sticking to them
- At times leaves out vital specifics in assignments

Adaptation Style

3.3

Summary

Adaptation Style relates to a person's openness to experience and approach to learning and adapting to situations. Your results suggest that while you may avoid purely theoretical pursuits, you are likely to view the world through a pragmatic lens and prefer relying primarily on traditional and trusted approaches. 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.

4

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
- Finds more relevance in functional developments rather than conjectural concepts

4

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
- Willing to change and adapt as long as there is a compelling reason for it
- Open to new ideas and experiences, but not actively seeking them out
- Adaptable but favoring routine
- Opting for traditional methods once they remain effective
- Reluctant to change plans or approaches at the last minute

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
- 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 inspired to test open doors when there is a chance of disappointment
- Uninterested in supporting other people to acquire new skillsets and progress

Achievement Style

3.5

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
- Leaning toward an equalization of both achievable and arduous goals
- Generally holding themselves and others to high standards, although willing to compromise at times

2

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

Interaction Style

4.0

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
- Liking to keep quiet about contemplations and assessments
- Uncertain or reluctant to settle on choices that influence others
- Offering into others too effortlessly

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
- 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

4.3

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.

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
- Copes with everyday problems, but sometimes more reactive with complex ones
- Usually calm in arguments, though occasionally short-tempered or irritable
- 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:

- Mindful of both the constructive and counterproductive parts of individuals and circumstances
- 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
- Often resilient in the face of setbacks, but can become anxious and self-critical when under stress

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
- 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 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:

- Willing to help others if necessary for the team's success
- 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
- Inclined to appease others, yet some of the time fretful, unpalatable, or unresponsive when occupied or under pressure

3

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:

- Comfortable giving feedback and making difficult people decisions
- Unaffected by attempts to invoke feelings
- For the most part uninterested in comprehension of reasons for individuals' conduct
- Generally unsympathetic to the misfortunes of others
- Selective with praise and recognition

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
- Takes pride in accomplishments and triumphs, yet readily imparts credit to others
- For the most part modest, yet once in a while boasting when confronting rivalry
- Honest and sincere in most situations