

Stress



Different things are stressful for different people. Reactions to stress are different too, which means that managing stress is very personalized. What works for one person might not work for another.

Do you know what's most likely to cause you stress?

And how can others tell when you're feeling stressed?

What is stress?

NHS (National Health Service, UK) defines stress as:

"Stress is the feeling of being under too much mental or emotional pressure."

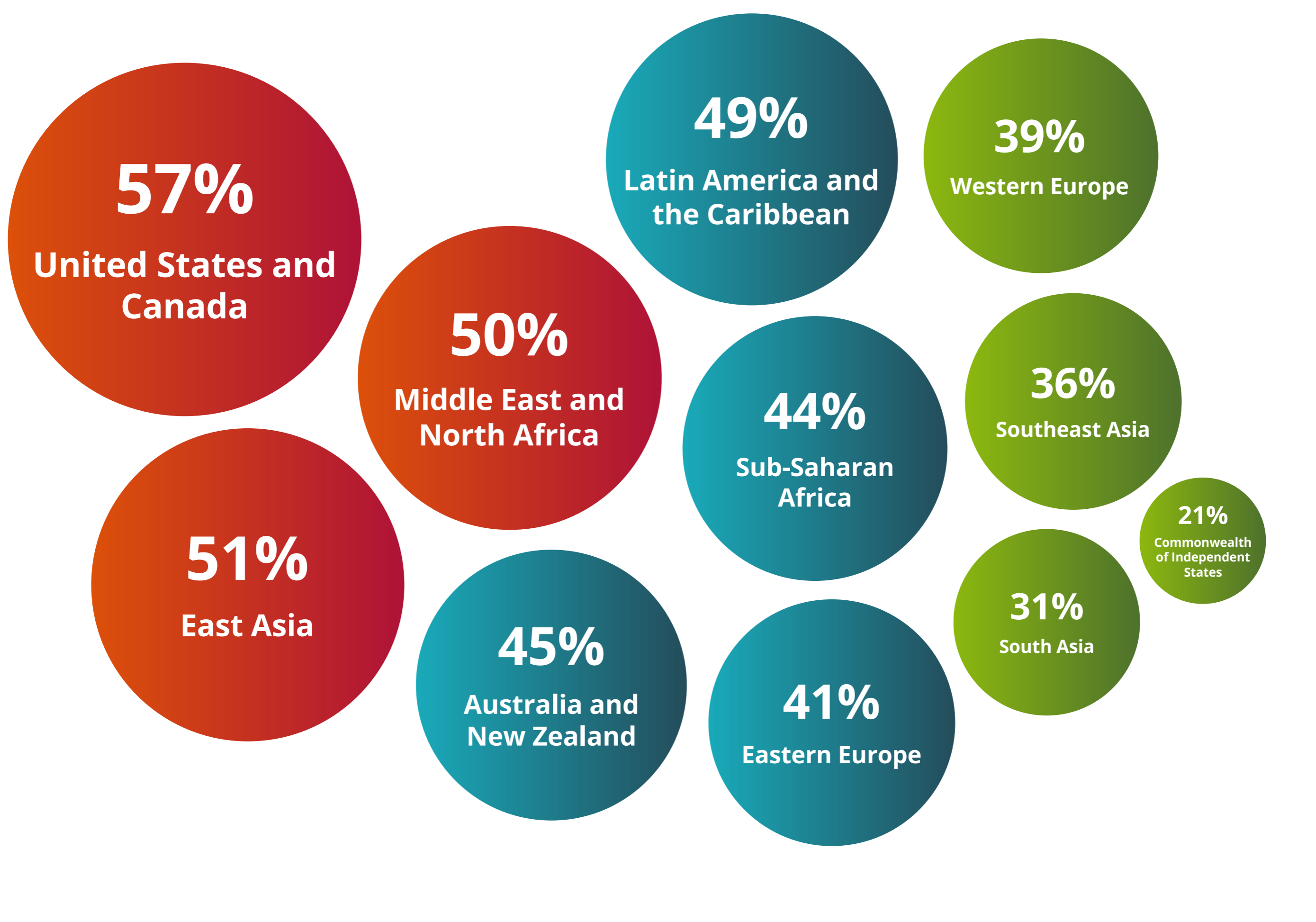
Dictionary.com defines stress (related to physiology) as:

"A physical or psychological stimulus that can produce mental tension or physiological reactions that may lead to illness."

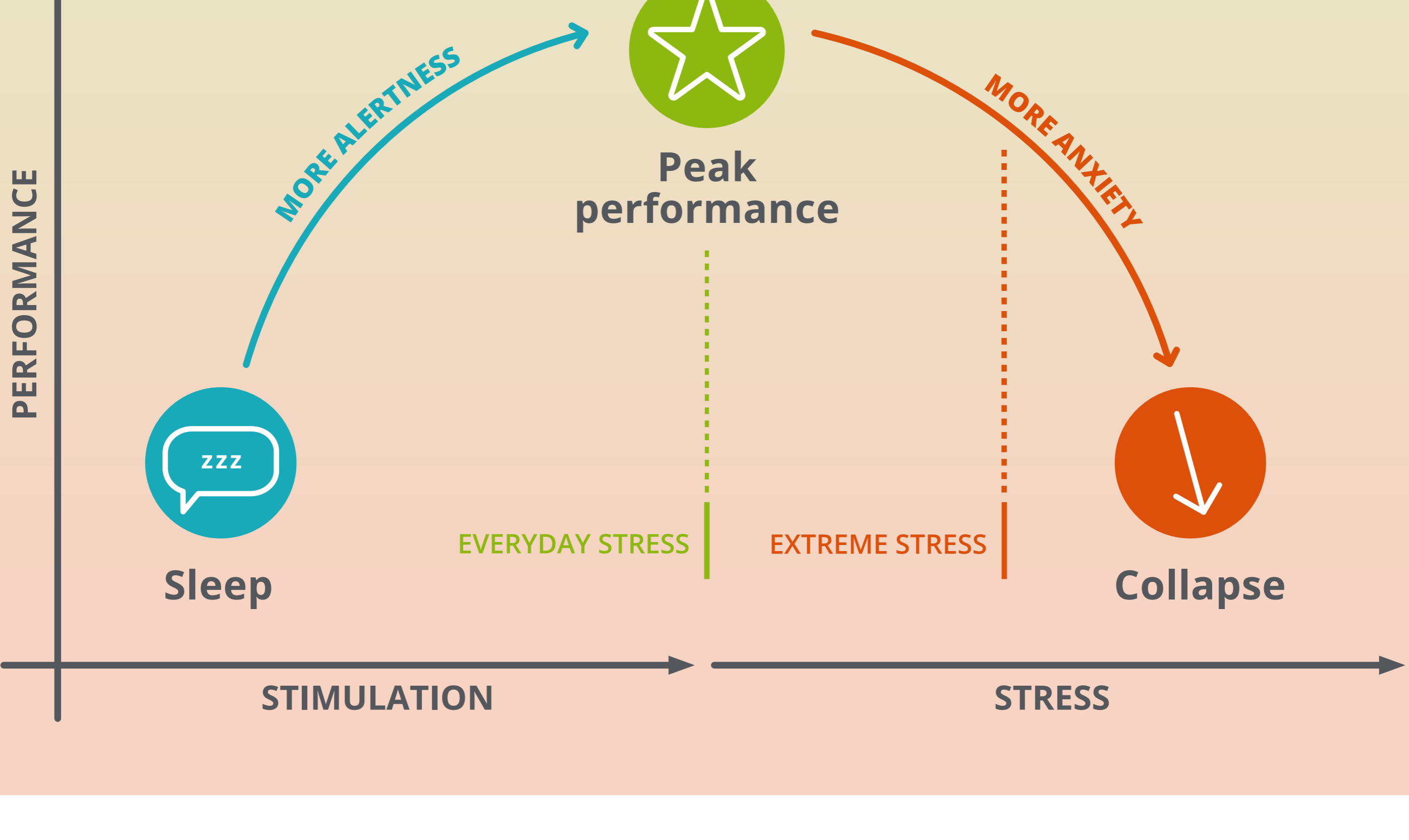
The National Institute for Occupational Safety and Health (NIOSH) defines stress as:

"Harmful physical and emotional responses that occur when the requirements of the job don't match the capabilities or resources of the worker."

Unfortunately, the numbers of those reporting high stress has been [increasing globally](#):



What happens when stress goes up?



Stressors by MBTI® personality type

- ESTP and ESFP Stressors**
- Lack of stimulation and excitement
 - Theoretical, abstract tasks without practical application right now
 - Being physically confined, e.g. through illness or circumstances
- Behavior under everyday stress**
- Seeks more and more external stimulation and excitement
 - May behave in a thrill-seeking or dangerous way or over-indulge
 - Lives solely in the present moment and will not make any decisions
- ESTJ and ENTJ Stressors**
- Inefficient people, systems, or organizations
 - Lack of closure, not being able to make decisions, blockers
 - Having to focus on people's feelings, rather than the task
- Behavior under everyday stress**
- Becomes overly directive, forceful, even aggressive
 - Makes snap decisions and imposes them on others
 - Dismisses evidence/other opinions that do not fit their view
- ENTP and ENFP Stressors**
- People who say "it'll never work"
 - Too much seemingly irrelevant detail
 - Lack of variety; not being able to do anything new
- Behavior under everyday stress**
- Shares increasingly impractical ideas with more and more people
 - Unable to take things seriously, becomes destructively 'playful'
 - Will not be tied down to decisions
- ESFJ and ENFJ Stressors**
- Conflict with others and between others
 - Lack of warmth, not having their friendliness reciprocated
 - Injustice in the world at large
- Behavior under everyday stress**
- Becomes effusive and over-friendly
 - Becomes demanding in getting their own and others' needs met
 - Interprets situations in terms of their values, ignoring any evidence

- INTP and ISTP Stressors**
- Having their carefully reasoned solutions dismissed or ignored
 - Illogical decisions that have not been thought through
 - Excessive displays of approval or emotion from others
- Behavior under everyday stress**
- Withdraws to solve problems by themselves
 - Fixates on finding the one correct solution
 - Ignores other people; makes decisions without informing them
- ISTJ and ISFJ Stressors**
- Having to act without detailed, practical information or plans
 - Having the lessons of their experience dismissed by others
 - Changing things that already work
- Behavior under everyday stress**
- Obsessively searches for that one important piece of information
 - Withdraws from the outer world
 - Cannot make a decision until all the information has been found
- ISFP and INFP Stressors**
- People who ignore, dismiss, or contravene their values
 - Working in a job that is at odds with those values
 - Inflexible and unthinking people or organizations
- Behavior under everyday stress**
- Withdraws into an inner dialogue
 - Obsessively works through decisions that fit with their values
 - Ignores facts that do not fit with the picture they have painted
- INTJ and INFJ Stressors**
- Not having time to think through possibilities before answering
 - Having their well-considered ideas dismissed or ignored
 - Disorganized, opinionated people
- Behavior under everyday stress**
- Withdraws to build increasingly complex ideas in their head
 - These models may become divorced from reality
 - Unable to act until every possibility has been explored

Dealing with stress

How can you help yourself and your employees better deal with stress?

1. Know their MBTI type and stress behaviors
2. Help employees build resilience

When you feel stressed, it can get in the way of dealing effectively with life's demands, and it can affect everything you do. Understanding MBTI personality type and helping your employees build resilience will allow them to:

- Understand their personal stress triggers
- Identify strategies for coping with and reducing stress
- Prepare them to build their resilience at work and home through personality insights

Check out the [MBTI Essentials + Building Resilience](#) virtual workshop from The Myers-Briggs Company.



Questions about stress and personality?
Contact The Myers-Briggs Company

