

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.

to cause you stress?

Do you know what's most likely

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

What is stress?

### Dictionary.com defines stress (related to **The National Institute for Occupational Safety** physiology) as: and Health (NIOSH) defines stress as:

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

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

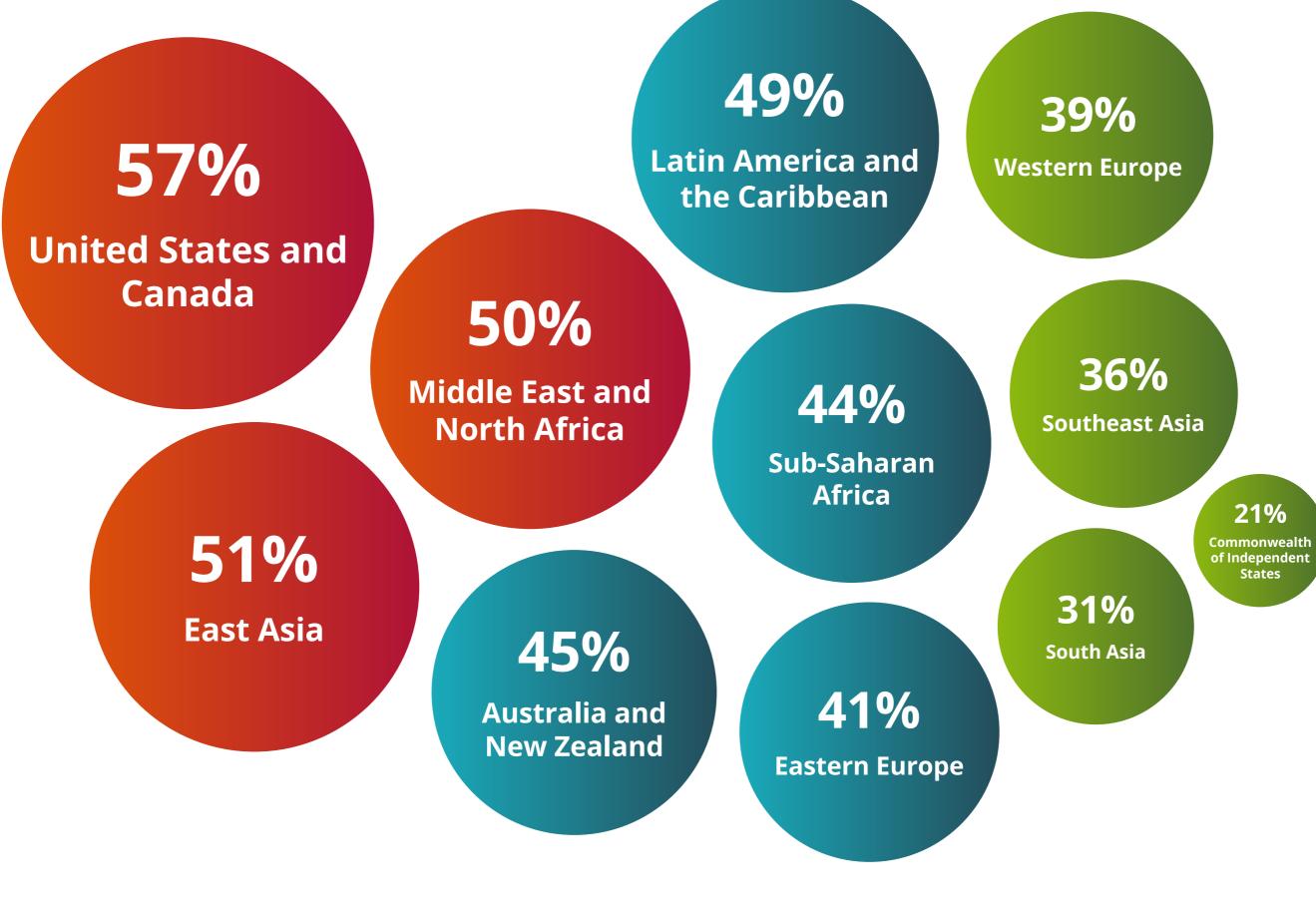
## "A physical or psychological stimulus that can produce mental

tension or physiological reactions that may lead to illness."

"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 <u>increasing globally</u>:



### **Stimulation (low stress)** No stress With no stress at all, you also have very little Any sort of stimulation is considered a low level of stimulation. You may be bored or asleep. Your stress, and it's not a bad thing. Stimulation or low

What happens when stress goes up?

## heart rate is likely to be at a resting stage and you feel relaxed, maybe a little lethargic.

**Everyday stress (peak performance)** Normal, low levels of stress will help you to increase alertness, and it's at these points that you'll reach

motivate you without increasing levels of anxiety.

everyday stress and also peak performance. Here, the

challenges and stresses you experience are sufficient to

**Extreme stress** When everyday stress increases beyond what you can handle, your performance will start to suffer noticeably and alertness will turn into worry and anxiety. Cases of extreme stress include traumatic events such as losing a job or the death of a friend or family member,

but even the everyday stresses of work can build up

over time. During extreme stress, you may show a very extreme and narrow version of your normal behavior, or exhibit parts of your personality that aren't normally seen and aren't part of your normal behaviors. If extreme stress goes on too long, you risk collapse or burnout.

### workplace has some sort of challenges, and these challenges allow you to grow as you increase your performance.

levels of stress increase your alertness and your

levels of performance. For most people, the ideal

**Everyday stress** As stress increases, so does anxiety, and performance suffers. Everyday stress could include high job demands, lack of time, or things like daily commute traffic, minor disagreements with

coworkers or family, or even small frustrations

## or mundane tasks like laundry or cooking. Under everyday stress, anxiety drives an exaggeration of

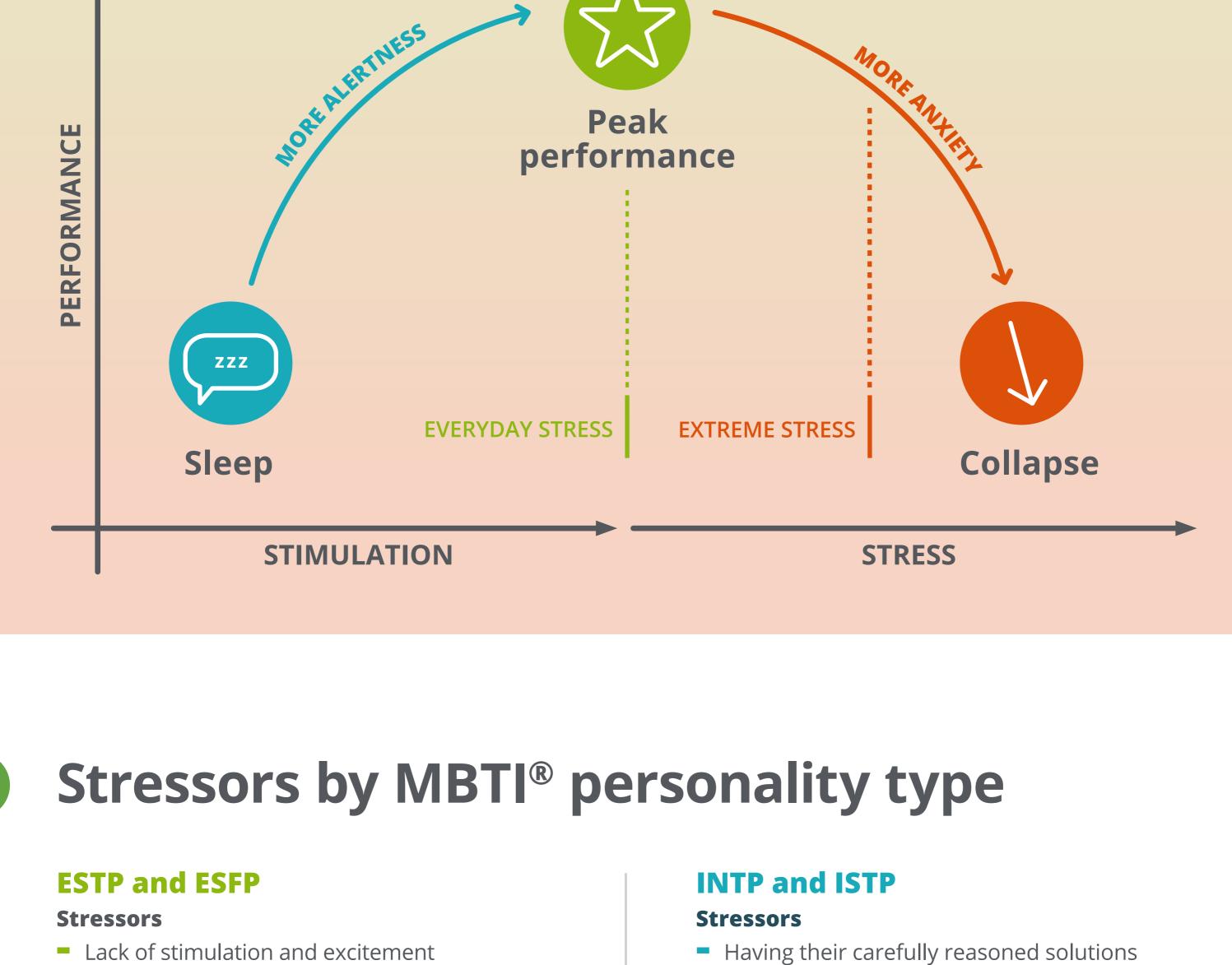
on your physical well-being.

core aspects of your personality, turning strengths into weaknesses. **Collapse/burnout** If extreme stress continues for some time, you may show symptoms of burnout, feeling overwhelmed, emotionally drained, and unable to meet the demands placed on you. Your behavior is likely to be very different from your usual

self. You may feel you are unable to accomplish

anything in life, or that you don't really know who

you are. Over time, there can be negative effects



### Withdraws to solve problems by themselves excitement May behave in a thrill-seeking or dangerous Fixates on finding the one correct solution

## way or over-indulge Lives solely in the present moment and will not

**ESTJ** and **ENTJ** 

**Stressors** 

application right now

or circumstances

make any decisions

**Behavior under everyday stress** 

Theoretical, abstract tasks without practical

Being physically confined, e.g. through illness

Seeks more and more external stimulation and

decisions, blockers Having to focus on people's feelings, rather than the task

Becomes overly directive, forceful, even

Lack of closure, not being able to make

**Behavior under everyday stress** 

Inefficient people, systems, or organizations

Makes snap decisions and imposes them on others Dismisses evidence/other opinions that do not

## **ENTP and ENFP Stressors**

and more people

**ESFJ** and **ENFJ** 

**Stressors** 

them to:

other countries.

fit their view

aggressive

# 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

destructively 'playful' Will not be tied down to decisions

Unable to take things seriously, becomes

 Conflict with others and between others Lack of warmth, not having their friendliness reciprocated

## **Behavior under everyday stress** Becomes effusive and over-friendly

ignoring any evidence

## Becomes demanding in getting their own and others' needs met

Injustice in the world at large

Interprets situations in terms of their values,

Dealing with stress

# Ignores other people; makes decisions without informing them

information or plans

piece of information

**ISFP** and **INFP** 

their values

organizations

with their values

before answering

**Stressors** 

**Stressors** 

through

from others

dismissed or ignored

**ISTJ** and **ISFJ** 

Having to act without detailed, practical

Having the lessons of their experience

Illogical decisions that have not been thought

Excessive displays of approval or emotion

**Behavior under everyday stress** 

dismissed by others Changing things that already work **Behavior under everyday stress** 

Obsessively searches for that one important

Cannot make a decision until all the information has been found

People who ignore, dismiss, or contravene

Obsessively works through decisions that fit

Having their well-considered ideas dismissed

Unable to act until every possibility has been

Withdraws from the outer world

## Working in a job that is at odds with those values Inflexible and unthinking people or

## **Behavior under everyday stress** Withdraws into an inner dialogue

- Ignores facts that do not fit with the picture they have painted
- **INTJ** and **INFJ Stressors** Not having time to think through possibilities

## 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

explored

## 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
- 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**