Raising awareness about stress.

What is it and what can you do about it?

www.themyersbriggs.com
The big picture

Stress affects people’s health, well-being and workplace performance. It’s a big deal.

Even if you don’t think you are affected by stress right now, you probably know someone who is. It might be a team member, a friend or a manager.

In the US

- **$300bn annual costs** to employers in stress-related health care and missed work
- **70% of people** regularly experience physical symptoms caused by stress
- **48%** feel their stress has increased over the past five years

In the UK and Europe

- **70% of workers** find their work stressful
- **25% of Europeans** risk health problems due to stress at work
- **4 in 10 workers** think that stress is not handled well in their workspace
What is stress?

A state of mental or emotional strain or tension resulting from adverse or demanding circumstances.

Oxford Dictionaries

The adverse reaction people have to excessive pressures or other types of demand placed on them.

UK Health and Safety Executive (HSE)

The harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or need of the worker.

National Institute for Occupational Safety and Health (NIOSH)

“"It’s not stress that kills us, it’s our reaction to it.”

Hans Selye, biologist
What causes you stress?

In a survey, we asked people what makes them stressed:

- Public speaking
- Making big decisions
- Meeting new people
- Travelling on public transport
- Socializing

How stressful?  
- Very
- Moderately
- Slightly
- Not at all

The key to building resilience is to understand and recognize:

- Your stress triggers
- How you react to stress
- Coping techniques that work for you
What happens as stress increases?

Some level of stimulation and **challenge is essential for peak performance**, but beyond that peak, more pressure creates anxiety, and performance suffers.

Under **everyday stress**, anxiety drives an exaggeration of core aspects of your personality, turning strengths into weaknesses. Under prolonged or extreme stress, extreme anxiety can result in collapse or burnout.

Learn more about burnout by listening to the burnout episode of The Myers-Briggs Company.
Which coping techniques work for you?

The key to handling stress is you – because stress is personal.

For example, you might find it stressful when you have to meet new people, whereas some other people thrive in such a situation. If different types of people have different causes of stress, it follows that people need different coping techniques.

If you know your personality type, you’ll start to understand your stress triggers and coping mechanisms.

Find what works for you

Improve your self-awareness to find what works for you.

Using a framework like the Myers-Briggs Type Indicator to understand your personality can help you and members of your team create their own plans to combat and reduce stress.
What can you do now?

(recommended by The American Psychological Association)

- Seek support through family and friends
- Nurture a positive view of yourself
- Keep things in perspective
- Look for opportunities for self-discovery
- Take decisive actions to act on adverse situations
- Avoid seeing crises as insurmountable problems
- Do things you enjoy and find relaxing
- Maintain a hopeful outlook
- Take regular exercise
- Accept that change is a part of living
- Develop realistic goals and move towards them

Knowing how you experience stress can help you find the most effective methods to relax [...] there is no single best way to get there – each of us has our own path. Not everyone will benefit from a body-focused relaxer like yoga, just as meditation may not be the most effective way to fight stress for every person.³

Daniel Goleman, author and psychologist

Check out our podcast about stress and burnout here
What can you do for your people?

Training people on your team or in your organization to better manage stress helps employees be more productive, helps them experience increased well-being, and makes them less likely to take time off of work for stress-related issues. Additionally, personality-based insights can carry over to help individuals manage stress in their home life.

Knowing your unique stress triggers, behaviors under stress, and the stress remedies that work for each individual person is powerful, lifelong knowledge. And it’s just one way that personality insights can fuel progress.

“
The way you deal with stress is usually different from the way others with different personality types deal with stress. What stresses me might be a piece of cake for you, and vice versa.

Michael Segovia, MBTI® Master Practitioner and Sr. Consultant at The Myers-Briggs Company
Want to help your people better manage stress?

Try the MBTI® Essentials Virtual Workshop + Building Resilience Workshop

The MBTI Essentials Virtual Workshop (2 hrs.) provides a foundational understanding of the power of personality in the workplace. After first completing this workshop, you can expand learning around stress management with the Building Resilience Workshop (2 hrs.).

Each workshop has been carefully designed to help people develop the self-awareness and soft skills critical to increasing well-being, communicating more effectively, and working together better.

After the workshops, participants will:
- Know their own MBTI personality preferences and be better able to recognize their own motivations, frustrations, strengths and stretches.
- Understand and appreciate differences in how people communicate and make decisions.
- Identify and understand their personal stress triggers.
- Discuss and plan strategies for building resilience.
- Apply personality type-based insights to build their resilience at work and at home.

Learn more about the MBTI Virtual Live Workshops here.

Questions? Contact us here to learn more about these workshops.
Who’s stressed?

45% of work days lost to ill health are stress related.4
Stress affects millions of people.
Coping with stress starts here, with one person: you.

Let’s work together. By understanding stress and how it affects different people, we can build a coping strategy that works for you and your team.