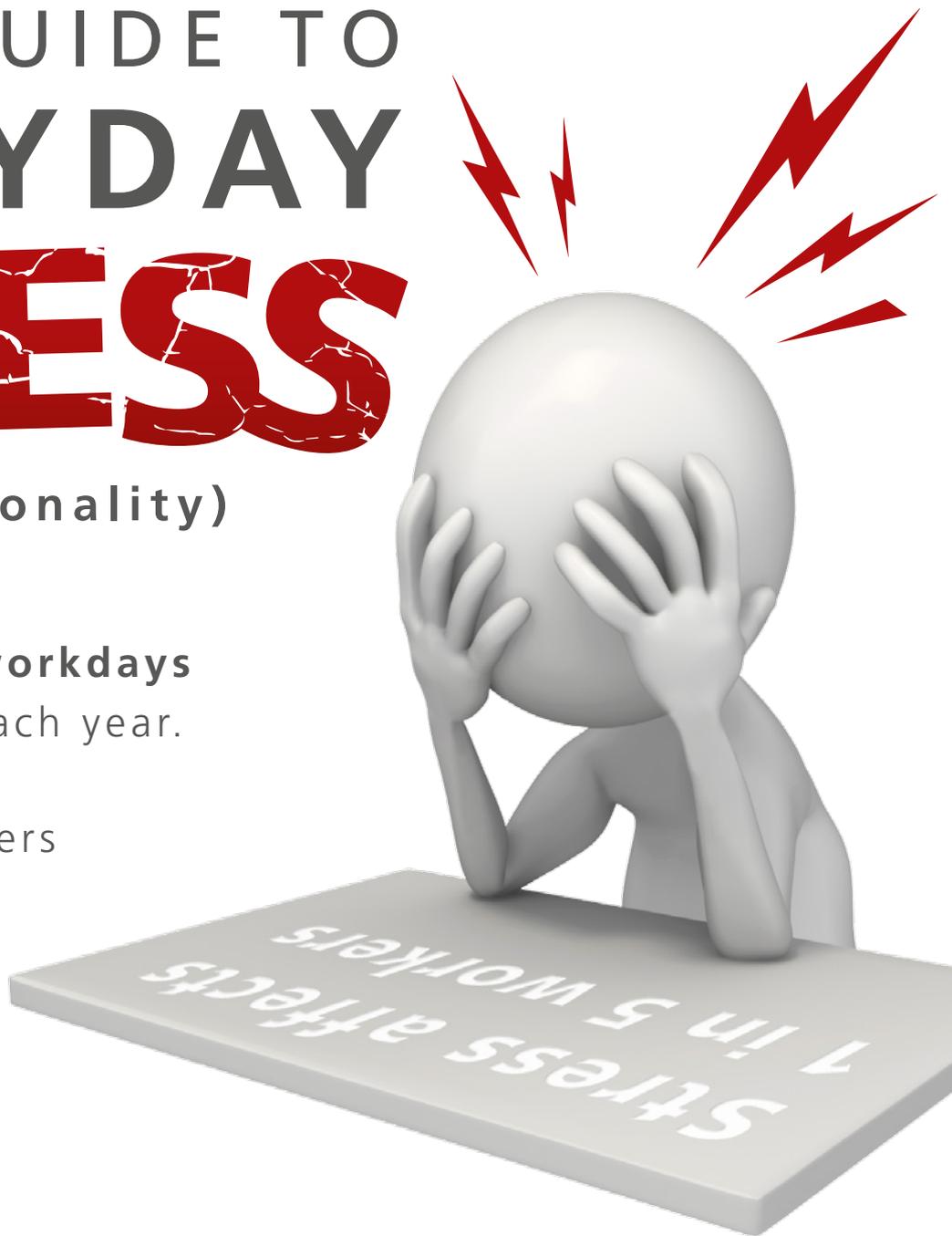


QUICK GUIDE TO EVERYDAY STRESS

(and your personality)

Over **105 million workdays**
lost due to stress each year.

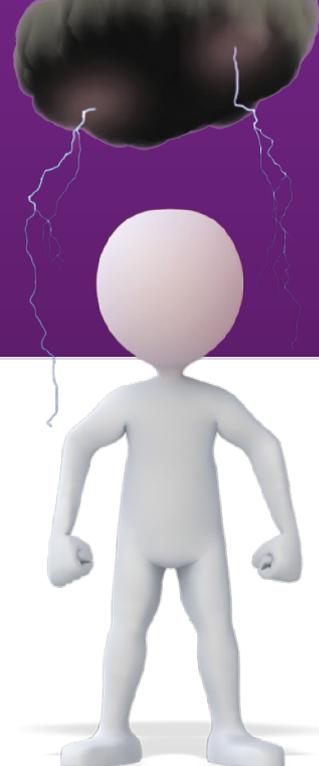
Stress costs employers
£1.24bn each year.



unlocking potential™

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WHAT STRESSES YOU OUT?

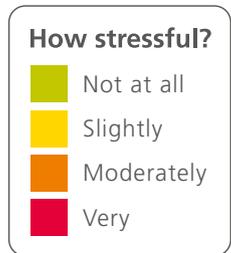


Everyone is
DiFfeRENT
You are
UN1QUE

The key to building resilience is to **understand and recognise**

- Your **stress triggers**
- How **you react** to stress
- **Coping techniques** that work for you

We asked **1,212 people** what makes them stressed ▶



Let's start by looking at what happens when you **become stressed**

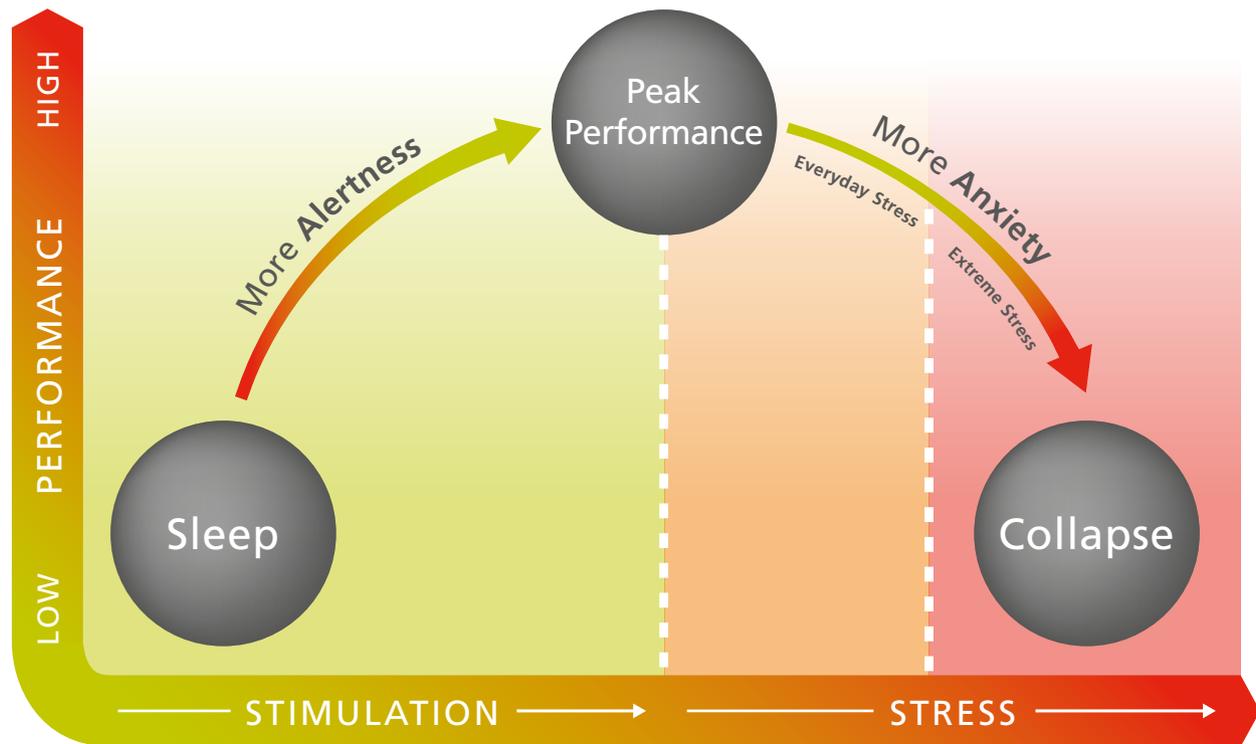


What happens as

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.



YOUR PERSONALITY



One of the most straightforward ways to find out about your personality is to use the **Myers-Briggs Type Indicator® (MBTI®) framework**.

EXTRAVERSION

INTROVERSION

Where do you get your energy from?

SENSING

INTUITION

What kind of information do you prefer to use?

THINKING

FEELING

What process do you use to make decisions?

JUDGING

PERCEIVING

How do you deal with the world around you?

70%
of workers
find their work
stressful.



The **MBTI framework** is made up of **four preference pairs** that combine to create **16 personality Types**. Knowing your Type allows you to understand and utilise your personality and develop in all areas of life.

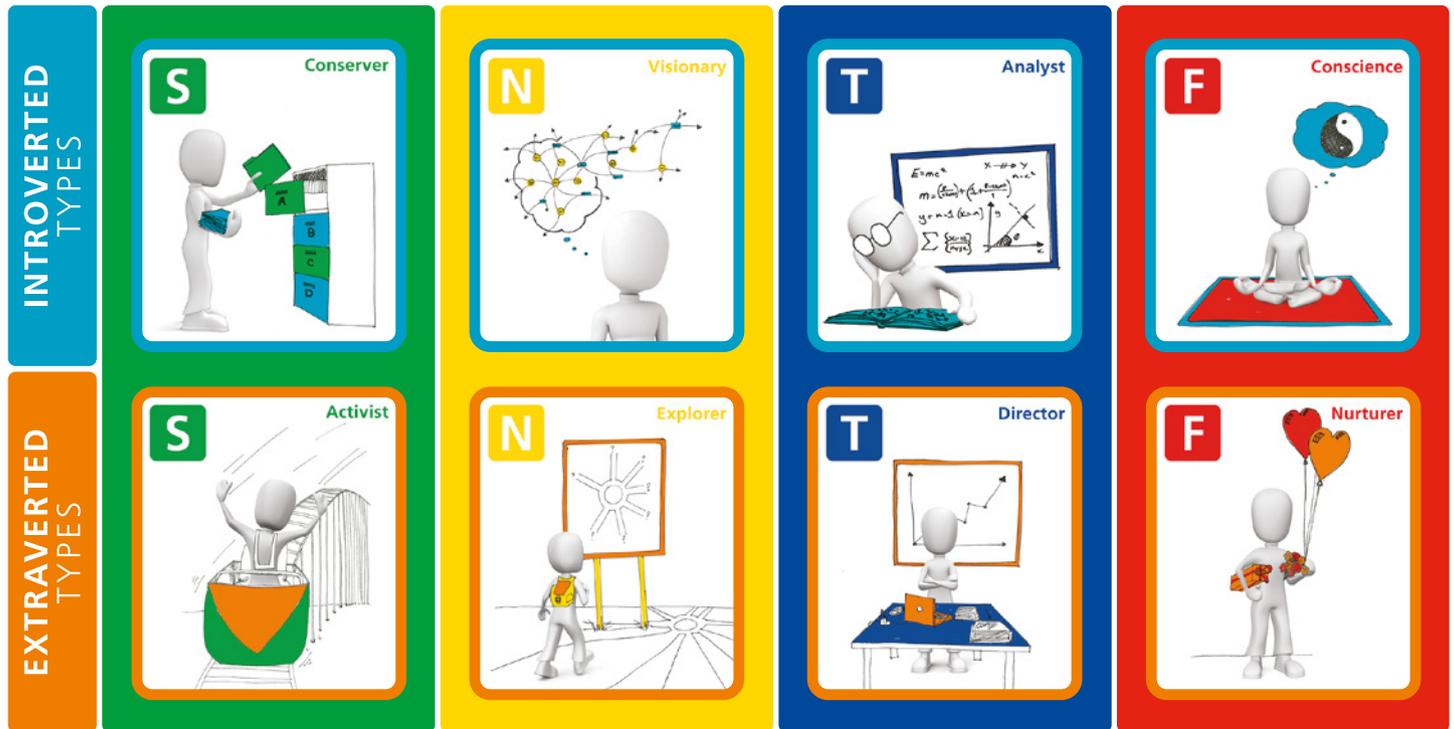
Your MBTI Type tells you which one of eight different characters lies at the core of your personality... your **Core Character**.

How can **understanding your Core Character** help with stress?



THE EIGHT CORE CHARACTERS

Knowing your **Core Character** gives you access to valuable information and resources to **manage stress**.



Each MBTI Type has a Core Character. It is this core that **becomes exaggerated** under everyday stress.

Core Characters[™]

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Quick Guide to Everyday Stress

What does an **exaggerated Core Character** look like? Here are two examples...



EXAMPLE OF STRESS IN ACTION

Explorers are driven by exploring new ideas and possibilities in the outer world.

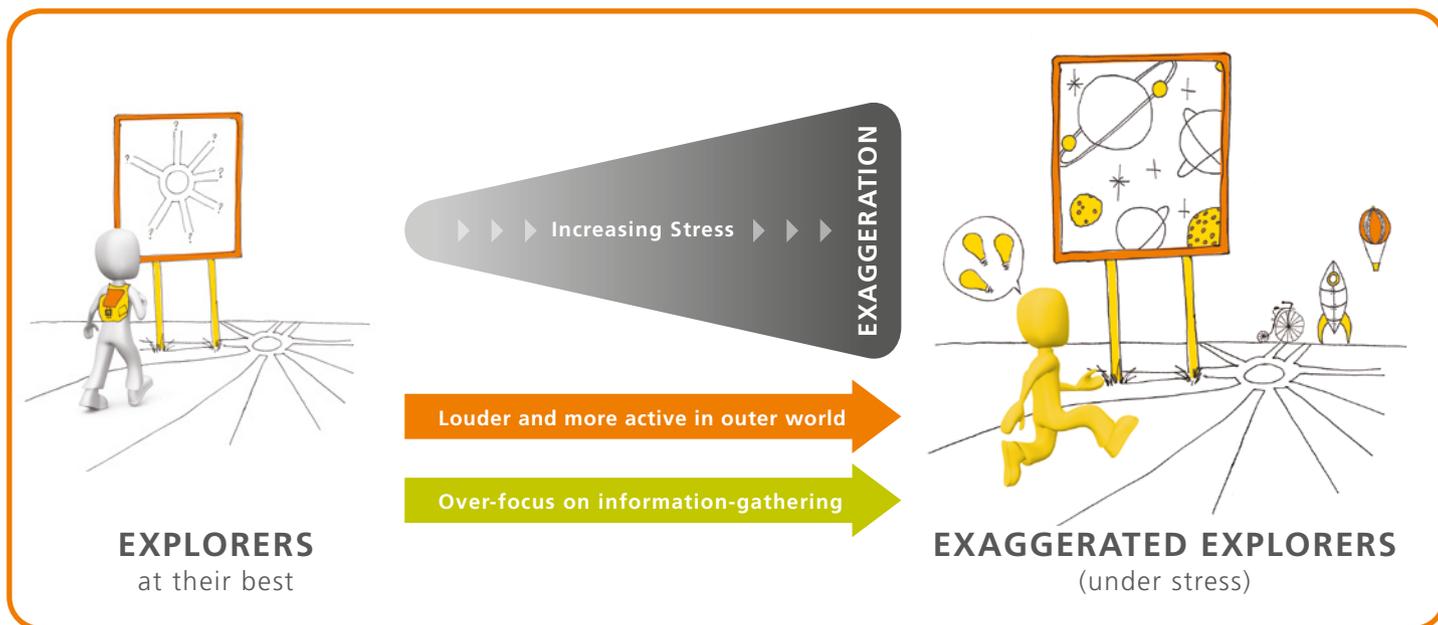
THE **EXPLORER** CORE CHARACTER (ENFP/ENTP)

AT THEIR BEST,
EXPLORERS ARE

- Optimistic
- Enthusiastic
- Imaginative

AS STRESS STARTS
TO BUILD, **EXPLORERS**

- Increase energy levels, bordering on frenetic
- Generate too many ideas; are unable to choose between options
- Start too many things to finish any of them



EXAMPLE OF STRESS IN ACTION

Analysts are driven by logical reasoning through internal reflection.

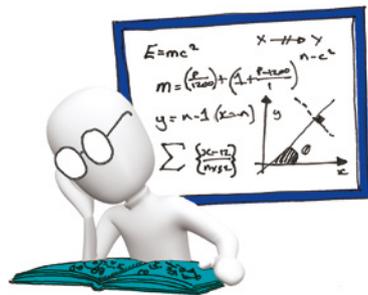
THE ANALYST CORE CHARACTER (ISTP / INTP)

AT THEIR BEST, ANALYSTS ARE

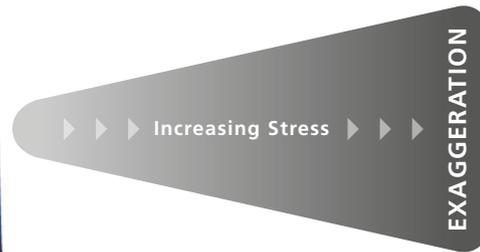
- Analytical
- Detached
- Independent

AS STRESS STARTS TO BUILD, ANALYSTS

- Withdraw
- Become overly insistent on logic
- Obsess about logical inconsistencies, seeking a perfect solution

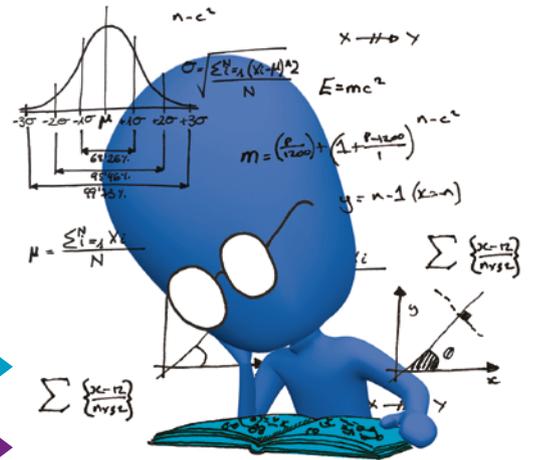


ANALYSTS
at their best



Withdrawal into the inner world

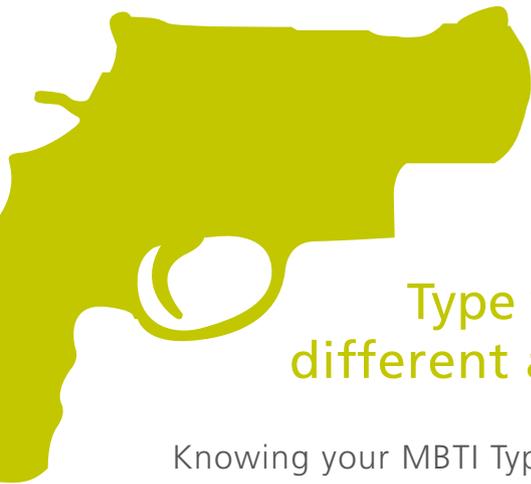
Over-focus on decision-making



EXAGGERATED ANALYSTS
(under stress)

This same pattern occurs for each Core Character – **their strengths become weaknesses.** We know everyone reacts differently to stress but what actually triggers it in the first place?

What **TRIGGERS** your



stress?

Each MBTI
Type will be stressed by
different activities or situations.

Knowing your MBTI Type preferences helps you to recognise your stress triggers.

DO YOU ALREADY KNOW YOUR **MBTI PERSONALITY TYPE**?

Extraverts

will be stressed by

- ▶ Spending too much time alone
- ▶ Not enough external stimulation

Sensors

will be stressed by

- ▶ Ambiguity, no clear direction
- ▶ Ideas without any foundation or purpose

Thinkers

will be stressed by

- ▶ Illogical, subjective and hence unfair decisions
- ▶ Being forced to worry about people rather than the task

Judgers

will be stressed by

- ▶ Disorganised people or organisations
- ▶ Last-minute rushes

Introverts

will be stressed by

- ▶ Spending too much time with others
- ▶ Too many external distractions

iNtuitives

will be stressed by

- ▶ having to follow exact instructions
- ▶ People who want the detail

Feelers

will be stressed by

- ▶ Not having their values respected
- ▶ Conflict and lack of harmony

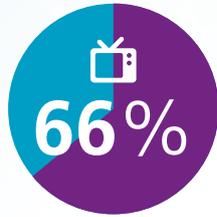
Perceivers

will be stressed by

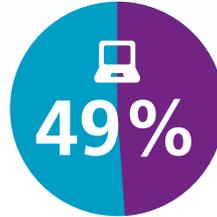
- ▶ Inflexible people or organisations
- ▶ Making decisions before they need to

WHICH COPING TECHNIQUES WORK FOR YOU?

We asked **1,212 people** which coping techniques they used when stressed



Watch TV



Browse the web



Listen to music

What's actually 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

Additionally, knowing your MBTI Type can provide insight to reveal targeted coping strategies, based on your personality.

TIPS FOR MANAGING YOUR STRESS

1

Understand your personality
what's at your core?

2

Know your everyday triggers
what triggers your stress reaction?

3

Recognise how you react to stress
what does your exaggerated Core Character look like?

4

Develop a personal coping strategy
which techniques work for you?

Find out more about the **MBTI FRAMEWORK**



◀ MBTI personality Types

You can read about the 16 MBTI personality Types at www.opp.com/mbtitypes.

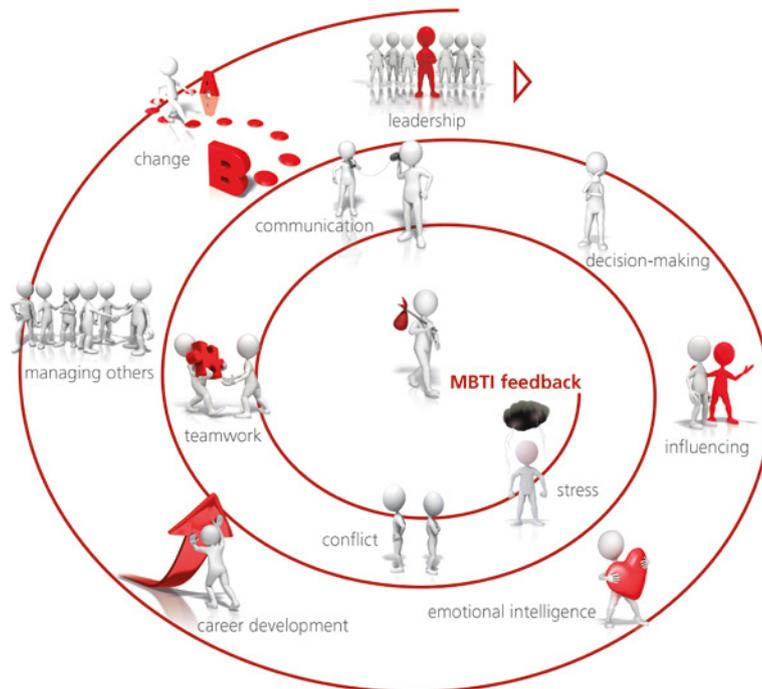
Learn about Type strengths, careers, relationships, stress and more.

Using the MBTI framework ▶ for lifelong development

MBTI applications can provide valuable insights for every challenge that life throws at you.

How do you find out your MBTI Type?

Contact an MBTI Type practitioner or call OPP on +44 (0)1865 404500.



Resilience

is the ability to bounce back to normal after experiencing pressure.

Authors:

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John Hackston, Head of Research, OPP

OPP Ltd is the European distributor of the Myers-Briggs Type Indicator® and other leading psychometric tools. OPP and its partners help organisations unlock potential in individuals and teams with training, resources and consultancy to support effective and innovative talent identification and people development.

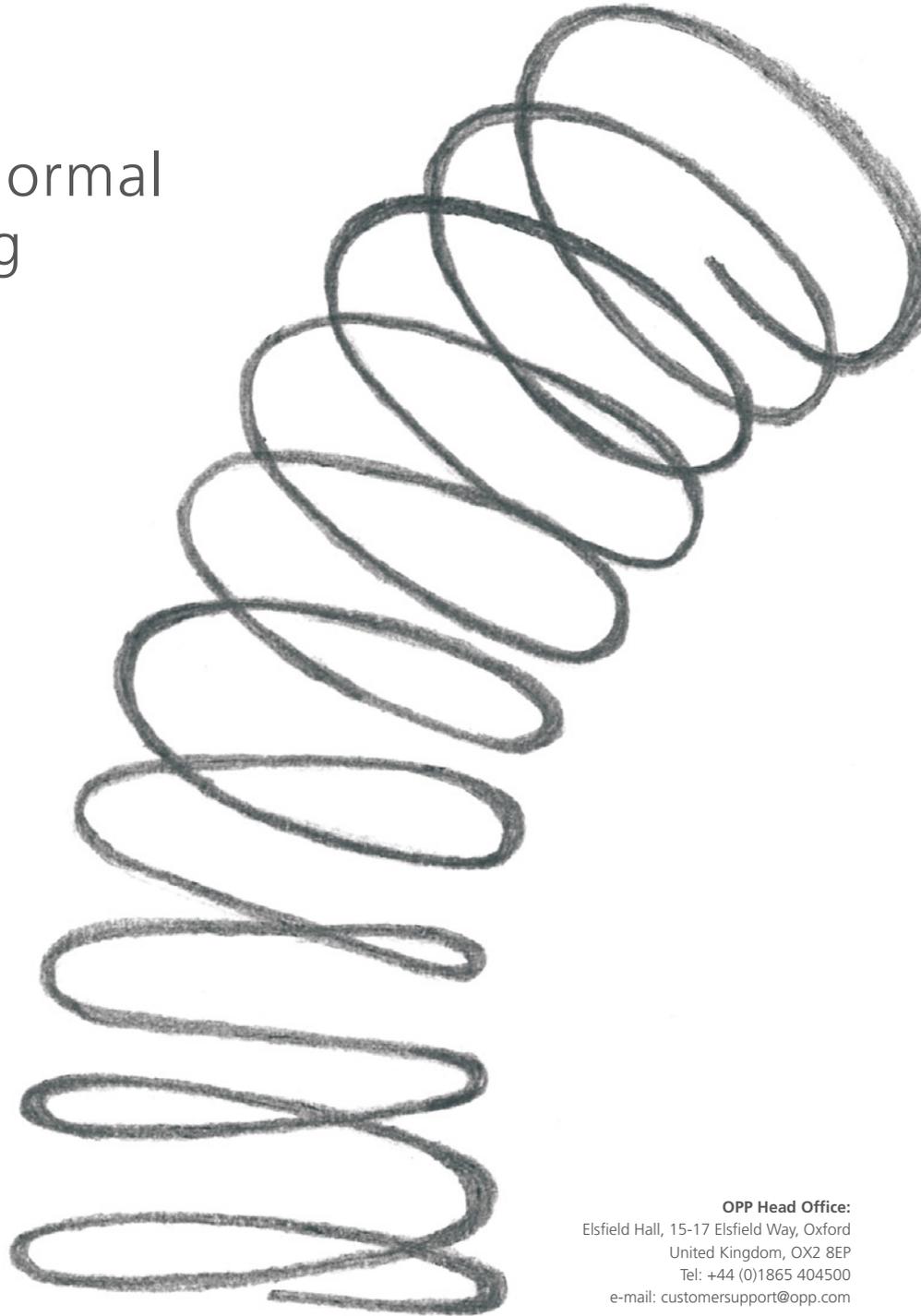


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