




 **Psychometrics**

Raising awareness about **stress.**

A large, vibrant blue balloon is shown from a low angle, appearing to float or be held up by a single red pushpin. The pushpin is stuck into a white surface, and the balloon's weight is supported by its sharp point. The background is a clean, light gray.

What is it and **what can you do** about it?

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)¹

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)²

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

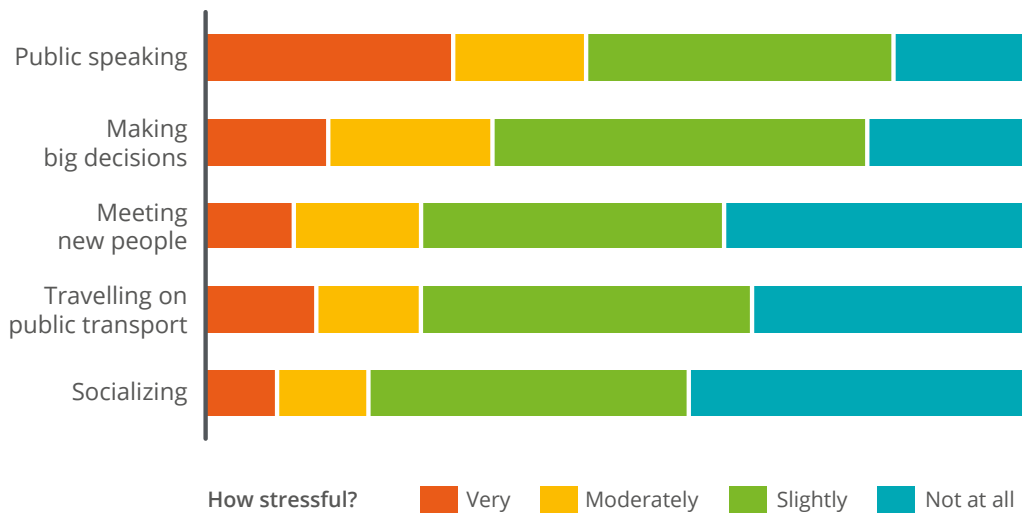
Hans Selye,
biologist

”

What causes **you** stress?



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



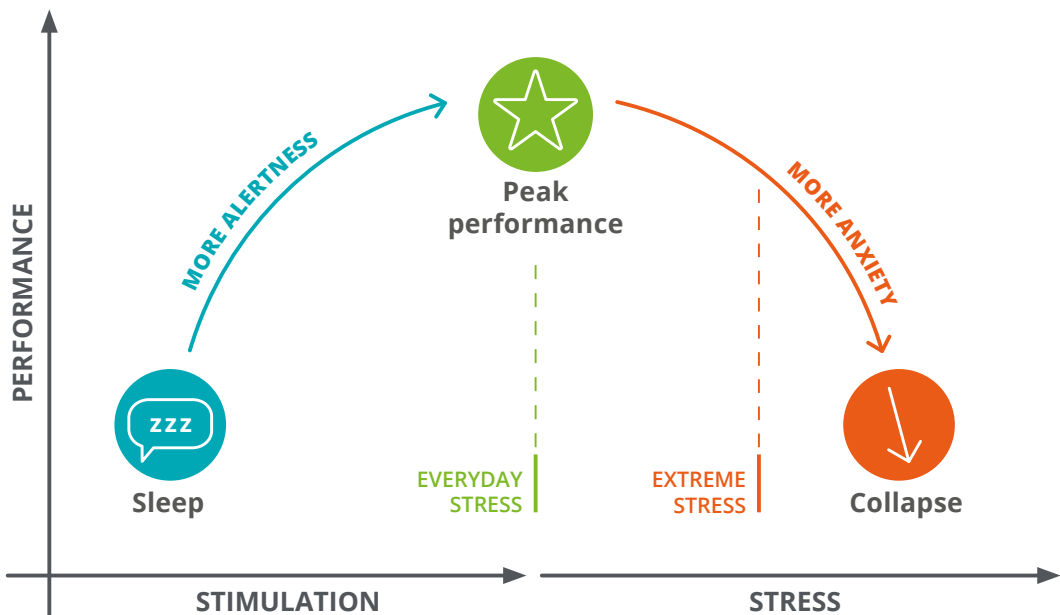
The key to building resilience is to understand and recognize:

- **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.



Which coping **techniques** work **for you**?

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

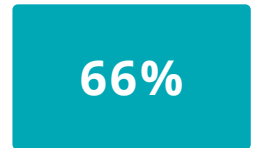
For example, you might find it stressful when you have to meet new people, whereas some other people thrive in such a situation. If different types of people have different causes of stress, it follows that people need different coping techniques.

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.

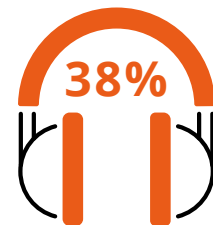
Take a personality assessment, like the MBTI questionnaire.



Watch TV



Browse the web



Listen to music

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



Check our guide to self-awareness and find out more at www.themyersbriggs.com

“ 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



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.

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Labour Force Survey, UK, 2015/2016