



STRESS

PERSONALITY INSIGHTS

FOR STRESS

How to cope effectively based on your personality

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DEALING WITH STRESS EFFECTIVELY

According to the *American Institute of Stress*, 48% of Americans feel that stress negatively impacts their personal and professional lives - which is nothing compared to the 77% of people in the U.S. who regularly experience physical symptoms of stress and the 73% who notice psychological impacts. It's like stress is baked into how we all function in our daily lives. When we feel overwhelmed at work or home and notice the real impacts that the frustration has on our lives, many of us often write it off as normal and bottle the tension up, rather than finding real, healthy ways to cope with stress.

However, by doing this, we can really hurt our bodies. For example, prolonged, internalized stress can elevate blood pressure and *increase the chance* of heart attacks and strokes. In other cases, stress can cause insomnia, anxiety, depression, immune deficiencies, and arthritis, just to name a few.

When stress isn't managed properly, it can take an incredibly large toll on our personal and professional lives - and with the amount of stress that most of us face on a daily basis, it's no wonder we see incredible amounts of heart disease and *unhealthy coping behaviors*. Rather than allowing stress to control us, it's important that we understand how we can cope with the frustration we may feel.

We're all stressed out by different things; for example, some people may feel stressed in long-term repetitive routines, while others are likely to feel stress from sudden changes at home or work. This is why it's important to understand what may be causing your stress before you can figure out how to effectively cope with it. The best place to start is by learning more about your personality, so you can understand your natural stressors, coping mechanisms, and energizers.

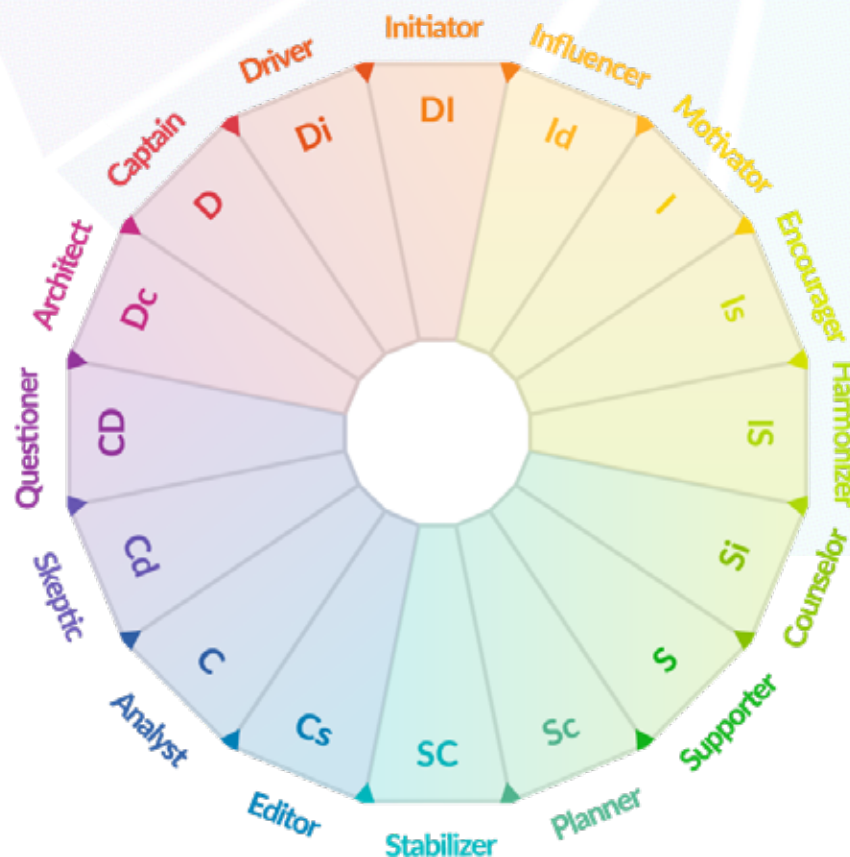


UNDERSTANDING PERSONALITY

In order to effectively address stress, it's important to have a good understanding of who you are and what may be causing your tension. We built our product, Crystal, to enable anyone to identify and understand their personality so they can learn more about themselves. With Crystal, you can take a free personality test to help you learn more about your natural strengths, energizers, communication style, and more. When you have access to insights, provided by tools like Crystal, you can start to consciously implement practices that help address the root of your stress so you can overcome it in the long run.

Without getting too technical, Crystal uses a framework called DISC to classify personalities into a few categories that we refer to as D (dominance), I (influence), S (steadiness), and C (conscientiousness). Each of us has a primary DISC type in one of these categories and sometimes a secondary DISC type in another. To keep things simple, we separate these into easy-to-remember labels called Archetypes.

You can see them all on this graphic called the Personality Map:



Below is a breakdown of common personality traits within each of the categories in DISC.



D Personality Types: *Captains, Drivers, Initiators, Architects*

- Motivated by control over the future and personal authority
- Tend to prefer instant, concrete results and having an advantage over competition
- Communicate clearly and succinctly

I Personality Types: *Influencer, Motivator, Encourager, Harmonizer*

- Motivated by innovative, unique, creative ideas and excited by the future
- Tend to prefer building new relationships and experiences
- Communicate in a casual, expressive way



S Personality Types: *Counselor, Supporter, Planner, Stabilizer*

- Motivated by peace, safety, and others' wellbeing
- Tend to prefer security, reliability and trust
- Communicate in a friendly and genuine way

C Personality Types: *Editor, Analyst, Skeptic, Questioner*

- Motivated by logic, information, and problem solving
- Tend to prefer accurate information and quality solutions (quality over quantity)
- Communicate in a business-like, fact-based way



These differences are extremely important for understanding yourself and learning how to cope with stress. For example, someone who is a warm, people-oriented Supporter (S) is likely to feel stressed in situations that require them to assertively lead a large group of people. A Captain (D), on the other hand, tends to feel fairly comfortable in this position, but may feel stressed when taking on a supporting role in a group.

By knowing your personality type and understanding your natural drainers, you can begin to address your stress effectively.





How D-types handle stress

Focused, assertive D-types tend to stay focused on a goal and may feel stressed when obstacles prevent them from achieving it. For example, if someone begins a lengthy conversation at the wrong time and distracts a D-type from their work, they're likely to feel tense and frustrated.



OTHER EXAMPLES OF STRESSORS FOR D-TYPES INCLUDE...

- Following inflexible rules
- Needing to work in the background
- Others working at a slow pace
- Having little control over their environment

D-TYPES MAY RESPOND TO THIS STRESS BY...

- Working at an intense, frantic, unsustainable pace.
- Using unnecessarily blunt language.
- Pushing others to speak and present their work before they are ready.
- Criticizing someone's work in an overly harsh, negative way.
- Taking control and ownership over a project, signaling a lack of trust in the other person.



To help reduce stress and avoid responses that might only worsen the situation, D-types can try intentionally avoiding major stressors, when possible, or participating in activities that energize or invigorate them. For example, if they're feeling stressed or unmotivated by a lack of healthy competition at work, D-types can try taking on something outside of work that offers this, like joining a sports team. By having access to an activity that energizes them in this way, D-types are likely to cope with the lack of competition at work much more easily.

OTHER EXAMPLES OF ENERGIZERS FOR D-TYPES INCLUDE...

- Climbing the ranks at work
- Achieving measurable goals
- Leading a team
- Working at a fast pace





How I-types handle stress

Optimistic, spontaneous I-types are likely to feel drained by scrutiny and micromanaging. For example, because they tend to value personal freedom, when others pay unnecessarily close attention to I-types' actions or try to assert too much dominance, they are likely to grow frustrated with the situation.



OTHER EXAMPLES OF STRESSORS FOR I-TYPES INCLUDE...

- Spending too much time alone
- Following repetitive schedules
- Feeling stuck in the same place
- Pressure to conform to a specific expectation

D-TYPES MAY RESPOND TO THIS STRESS BY...

- Relying on their own ability to improvise instead of properly preparing.
- Changing their mind too quickly without enough reflection.
- Using humor when conversations require more seriousness.
- Setting overly optimistic expectations.
- Procrastinating with long discussions that do not reach a definitive conclusion.



To cope effectively with the frustration that stressors may bring, I-types should try avoiding stressors, when possible, and participating in activities that energize them, like going on a short trip, for example. Because they thrive when they're able to change up their routine, Spontaneous adventures are likely to help I-types relax in a time of stress, so taking a day or two to get away can help ease their worries in a healthy way.

OTHER EXAMPLES OF ENERGIZERS FOR I-TYPES INCLUDE...

- Going to a fun party
- Expressing themselves artistically
- Meeting up with friends
- Coming up with a big idea to pursue





How S-types handle stress

Loyal, supportive S-types may feel stressed when others lack commitment or stability. For example, because they tend to seek reliable people and environments, S-types may grow frustrated when things are regularly and rapidly changing.



OTHER EXAMPLES OF STRESSORS FOR S-TYPES INCLUDE...

- Competing regularly with others
- Losing trust in their coworkers
- Feeling unappreciated
- Being overlooked by their managers at work

S-TYPES MAY RESPOND TO THIS STRESS BY...

- Skipping over negative feedback that would help the other person improve.
- Being indirect or passive when they need the other person to do something.
- Delaying difficult, but important decisions.
- Allowing other people to take too much control over a situation.
- Accepting too much responsibility without pushing back.



To cope with their stress in a healthy way, S-types should try avoiding stressors, when possible, and participating in energizing behaviors or activities. For example, because S-types love connecting with others, they may enjoy hosting dinner with their closest friends if they're feeling especially stressed out. By taking the time to share with others and cement their relationships, S-types are likely to feel reinvigorated and more relaxed in other aspects of life.

OTHER EXAMPLES OF ENERGIZERS FOR S-TYPES INCLUDE...

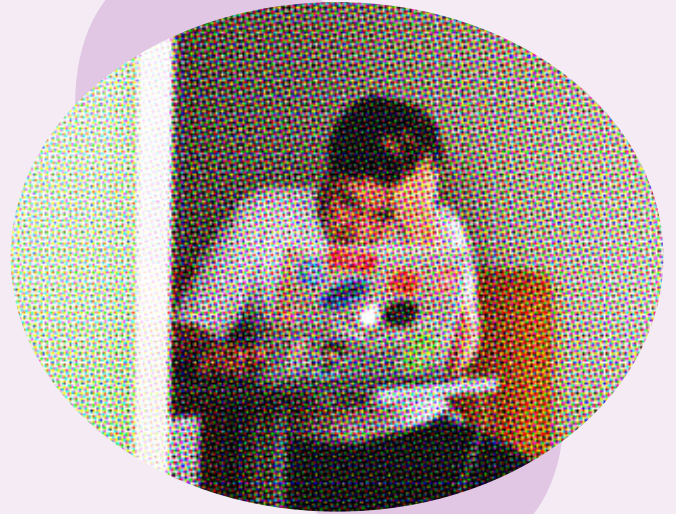
- Finding support and encouragement from others
- Being able to rely on people close to them
- Making a difference in their community
- Feeling loved and cared for





How C-types handle stress

Private, logical C-types are likely to feel stressed by things like crowds and rapid change. They tend to appreciate consistency and meticulousness, especially at work, so they are likely to feel drained when their environment lacks that. For example, C-types may become frustrated if they're pushed to frequently work closely with a team of people, rather than having space to work alone.



OTHER EXAMPLES OF STRESSORS FOR S-TYPES INCLUDE...

- Meeting lots of new people at once
- Receiving unreliable, unproven information
- Experiencing a major or unexpected change
- Making decisions quickly with little information

S-TYPES MAY RESPOND TO THIS STRESS BY...

- Harshly criticizing people who don't meet their standards for quality and accuracy.
- Actively resisting more creative, less systematic approaches to problem-solving.
- Speaking with too much criticism, pessimism, or skepticism.
- Asking too many questions about how someone is working when they need autonomy.
- Speaking with too much criticism, pessimism, or skepticism.



To help them respond to stress in a healthier way, C-types should try avoiding stressors, when possible, and taking up energizing activities where they can. For example, because C-types tend to draw energy from learning, setting aside time to read may be very beneficial to their stress levels. By investing time in growing their knowledge, C-types are likely to feel more relaxed in other aspects of their lives.

OTHER EXAMPLES OF ENERGIZERS FOR C-TYPES INCLUDE...

- Building a trustworthy, organized process
- Feeling secure and protected
- Having plenty of alone time
- Pursuing their hobbies and interests



ADAPT YOUR STYLE

Stress is a normal part of life, but it can have some majorly negative impacts if we don't learn how to cope with it. By making a conscious effort to understand your stressors and deal with them in an effective, healthy way, you can push past stress and feel more comfortable and confident in your own abilities.



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