

## Myself and stress

The purpose of this report is to raise your awareness of the factors specific to you that generate, as well as alleviate, excessive stress.

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#SiłaBiznesuToLudzie

## Siła równowagi i dobrostanu

## INTRODUCTION

The phenomenon of stress has always accompanied us, although we define it very differently. In mechanics, stress is defined as the force exerted on an object. If this force (impact) becomes greater or is exerted for longer than the material can withstand, it deforms.

According to the psychological stress theory by R.S. Lazarus and S. Folkman, stress is "a specific relationship between a person and the environment, which is assessed by the person as burdening or exceeding their resources and threatening their well-being".

Our definition of stress is:

*"In a behavioral sense, stress is an external pressure that a person feels that forces them to leave their comfort zone. A certain amount of stress resulting from normal, everyday tasks and responsibilities is natural and a person is able to control and accept it. Exceeding acceptable level of stress on regular basis which we call excessive stress may lead to many negative consequences like reduced motivation, increased fatigue, as well as to professional and other, sometimes very serious, diseases."*

Thanks to the theory and the Extended DISC model we know that people with different behavior profiles react differently to stressful situations. The factors that cause excessive stress are also different so the strategies and actions that relieve the symptoms of excessive stress for given persons should be different.

This report is a supplement to a standard Extended DISC analysis report. You will find here information typical for people with your profile in following aspects:

- causes of stress;
- signs of stress and reactions to stressful situations.

In the last part there are suggestions and tips on efficient support for you from other people in a stressful situation.

We recommend that you familiarize yourself with the above elements and reflect on them. It is a good idea to discuss selected elements of the report with your supervisor, closest colleagues or other people from your environment.

## Situations associated with stress

### Causes of stress

Below you will find a list of various potential causes of stress and how they relate to your Extended DISC profile.

The scores below are shown on a scale from - 5 to 5. Situations/behaviors relevant to your style are on the right side of the scale (closer to 5).

Being put aside:	-5	-4	-3	-2	-1	0	1	2	<b>3</b>	4	5
Lack of accurate information:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	5
Having to participate in conflicts:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	5
Being excluded from communication:	-5	-4	-3	-2	-1	0	1	<b>2</b>	3	4	5
Being forced to follow rules rigidly:	-5	-4	-3	-2	<b>-1</b>	0	1	2	3	4	5
Being forced to participate:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	5
Chaos:	-5	<b>-4</b>	-3	-2	-1	0	1	2	3	4	5
Conflicts:	-5	-4	-3	-2	-1	0	1	<b>2</b>	3	4	5
Having only goals that do not represent any challenge:	-5	-4	-3	-2	-1	0	<b>1</b>	2	3	4	5
Injustice:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	5
Having to assume a role not prepared for:	-5	-4	<b>-3</b>	-2	-1	0	1	2	3	4	5
Lack of clarity about own role and tasks:	-5	-4	<b>-3</b>	-2	-1	0	1	2	3	4	5
Lack of knowledge of facts:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	5
Losing position:	-5	-4	-3	-2	-1	0	1	2	3	<b>4</b>	5
Non-challenging goals:	-5	-4	-3	-2	-1	0	1	2	3	<b>4</b>	5
Unclear responsibilities:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	5
Unfriendly environment:	-5	-4	-3	-2	<b>-1</b>	0	1	2	3	4	5
Unexpected changes:	-5	-4	<b>-3</b>	-2	-1	0	1	2	3	4	5
Unfair way of treating people:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	5
Inability to make decisions:	-5	-4	-3	-2	-1	0	1	2	3	<b>4</b>	5
Inability to influence people:	-5	-4	-3	-2	-1	0	1	2	3	4	<b>5</b>
Unorganized way of working:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	5

Limited room for flexibility:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being neglected:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Having to show emotions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Losing control:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Losing position in the limelight:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Losing freedom:	-5	-4	-3	-2	-1	0	1	2	3	4	5

## Reflections and conclusions

What causes of stress are present in your work situation?

How do you deal with them? Can they be eliminated?

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## Signs of stress

Below you will find a list of behaviors that are the most probable for people with your style in a stressful situation.

The scores below are shown on a scale from - 5 to 5. Situations/behaviors relevant to your style are on the right side of the scale (closer to 5).

Bases every action on what has been agreed and avoids risks:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes distant and aloof:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes impatient and does things even if they are the wrong way:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes inflexible, strict, blunt and demanding:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes more aggressive and pressures for short term results:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes overly cautious about taking any action:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes overly concerned about relationships and looks for attention everywhere:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Always fears the worst:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Wants to take action without being sure what is the best thing to do:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Defends own emotion-based opinions by being ready to challenge anyone:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Doubts everything, is overly considerate and interested in causes and effects:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Is overly interested in the opinions of others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Is too interested in what other people think of him/her:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Bases every action on what is just and fair:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Focuses solely on non-essential details:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes overly concerned about relationships:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Procrastinates and finds excuses:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Has strong emotional opinions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Focuses solely on achieving the goal regardless of the consequences:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes irritated, inflexible, blunt and demanding:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes overly cautious about saying anything:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Becomes impatient:	-5	-4	-3	-2	-1	0	1	2	3	<b>4</b>	5
Becomes very uncompromising expressing opinions very directly:	-5	-4	-3	-2	-1	0	<b>1</b>	2	3	4	5
Becomes suspicious:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	5
Becomes very distant and difficult to approach:	-5	-4	-3	-2	-1	0	<b>1</b>	2	3	4	5
Is not able to control emotions:	-5	-4	-3	-2	-1	0	1	2	3	4	<b>5</b>
Trusts only logic and sense, but still is afraid of the worst:	-5	-4	<b>-3</b>	-2	-1	0	1	2	3	4	5
Stubbornly defends the status quo:	-5	-4	<b>-3</b>	-2	-1	0	1	2	3	4	5
Withdraws, resists, and becomes stubborn:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	5
Questions everything:	-5	-4	-3	<b>-2</b>	-1	0	1	2	3	4	5
Seeks attention everywhere:	-5	-4	-3	-2	-1	0	1	2	3	4	<b>5</b>

## Reflections and conclusions

Which of the above behaviors do you recognize in yourself during stressful situations?

How do these reactions affect your effectiveness in completing tasks?

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## Support in stress

The following list contains suggestions on how to support people with your Extended DISC profile in a stressful situation. You can share these tips with your significant others or give them suggestions on expected behaviors to help you become more effective at your tasks.

The scores below are shown on a scale from - 5 to 5. Situations/behaviors relevant to your style are on the right side of the scale (closer to 5).

Involve in planning the future:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Allow space, and time to talk and listen to people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Allow possibility to talk about the problem from different angles:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Give opportunity to meet people and hear what they say:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Allow possibility to move around:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Exact following of rules and instructions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Put everything in writing:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Go close to him/her:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Emphasize security and continuity:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Allow them to proceed at own pace:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Let them walk out as a winner, but give time to think:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Emphasize positiveness in solving the problem:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Emphasize what can be achieved in solving the problem:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Emphasize good team spirit in solving the problem:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Get closer to them:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Create a predictable, familiar and safe environment:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Make sure all details are covered:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Agree on important goals and how to achieve them:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Make it all sound logical:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Create enthusiasm:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Give time to adjust to changes:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Provide information, feedback and clear instructions:

-5 -4 -3 **-2** -1 0 1 2 3 4 5

Provide an opportunity to operate independently:

-5 -4 -3 -2 -1 0 1 2 3 **4** 5

Give more room to solve the problem independently:

-5 -4 -3 -2 **-1** 0 1 2 3 4 5

Provide with all possible information:

-5 **-4** -3 -2 -1 0 1 2 3 4 5

Allow enough time to discuss the situation:

-5 -4 -3 -2 **-1** 0 1 2 3 4 5

Write down clearly what you expect from this person:

-5 -4 **-3** -2 -1 0 1 2 3 4 5

## Reflections and conclusions

Which of the suggested support options do you find most helpful?

Who should you talk to about the support you expect in stress-related situations?

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