

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 neglected:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unfriendly environment:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Conflicts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unfair way of treating people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Injustice:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Having to participate in conflicts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unexpected changes:	-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?

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).

Becomes suspicious:	-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
Becomes overly cautious about taking any action:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Bases every action on what has been agreed and avoids risks:	-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
Trusts only logic and sense, but still is afraid of the worst:	-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

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?

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).

Allow enough time to discuss the situation:	-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
Emphasize positiveness in solving the problem:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Make it safe for them to be near you:	-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 space, and time to talk and listen to people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Involve in planning the future:	-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?
