



Getting the most out of the
Personal Impact Report

Coping with stress

Practitioner workbook



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Introduction

Why stress?

Disruptive technologies. 'Always-on' culture. Doing more with less. Employee well-being. Virtual workplaces and other far-reaching changes to the way we work...

These are just some of the issues occupying today's leaders. All of them create pressure and stress.

So, building resilience to cope with stress is an ongoing challenge—and it's much more than just learning to cope with a heavy workload.

Working with leaders to better understand their stress reactions, through the lens of MBTI type, helps them become more conscious of these reactions. And this means they're in a better position to cope more effectively with the stressors in their life.

You can use the Personal Impact Report (PIR) to deliver stress and resilience workshops with leaders. Watch the [Coping with stress video](#) to see an expert MBTI practitioner sharing tips on how to use the PIR in this way. Then use the notes in this workbook to lead your own stress and resilience workshops.

Useful tools and resources

■ *Myers-Briggs® App*

As shown in the video, the app has a useful section on stress that can be used as a quick reference for participants to learn more about themselves and those around them.

■ *Maintaining resilience in a virtual world*

This webinar from our Senior Director of Professional Services, Dr Martin Boulton, explores MBTI type and stress in the virtual workforce, including tips for building resilience.

Getting ready

Setting the scene

The activity suggestions (on the next page) assume that participants know their verified type (i.e. they have reached best-fit type) before they attend the session.

So, you need to make sure that all participants have:

- Completed a feedback session (individually or in a group).
- Identified their verified (best-fit) type.

Then:

- Check how recently they completed the MBTI questionnaire and how well they understand their MBTI preferences. A recap may be useful.
- Ask each participant to send you their verified/best-fit type before the session.

Pre-work for participants

To help get participants into the right mindset, we recommend you send them their verified (best-fit) type Personal Impact Reports (PIR) before the session. Invite them to review the *How Stress Impacts You* section in particular, reflecting on the following questions (or substitute your own) as they do so:

- What are your main stress triggers? Which of the stressors in your PIR particularly resonate for you?
- What behavior would others observe in you when you're under pressure or experiencing stress?
- What would be happening for you internally that others would not see?



Workshop activity

Overview

Working with leaders to better understand stress, through the lens of MBTI® type, is a powerful way of helping them become much more conscious of their stress reactions. This puts them in a better position to cope more effectively with the stressors in their work and personal lives.

This activity helps participants to build their awareness of:

- How their personality preferences influence the way they respond when experiencing stress.
- How other people's stress reactions may differ.
- How they can productively manage stress by drawing on the strengths of their personality type.
- How they can support their colleagues to cope with stress.

Time

10 minutes for part 1 and 10-minute debrief.

15 minutes for part 2 and 10-minute debrief.

15 minutes for part 3 and 15-minute debrief.

10 minutes for part 4.

Materials

Personal Impact Report

Action planning worksheet

Myers-Briggs® App for each person.

Participants' access to the app will need to be set up in advance.

Part 1: Instructions

The first part of the activity starts with small group discussions about the characteristics of their types at their best. This serves as an important reminder to people of the strengths they can draw on to take care of themselves when experiencing stress.

- Explain that participants will be discussing, in small groups, examples of how the gifts of their type show up when they're feeling resourceful.
- Ask them to refer to the *Snapshots of the 16 Types* section of their PIR, and read the relevant section for their type.

- Also refer to the *Your Work Style* section and the words used in the *Work Style Highlights* for inspiration.
- Also explain that the next part of the activity will look at what happens when they experience stress. Stay focused on the gifts of their type for this part of the activity.
- Run this exercise in mixed preference groups. This helps people hear some of the diversity in styles during their discussions.
- Assign people to breakout rooms in groups of 3–4. Then open the rooms and confirm timings (10 minutes).

As an alternative, you could run this discussion with groups of people with the same favorite process (previously known as the dominant function). Ask them to pull out similarities to share with the other groups.

Part 1: Debrief

Debrief by asking each group to share some of the differences in styles that they talked about. Get them to share examples of when these characteristics have showed up in their work with each other, their teams, and their stakeholders.

Before the next part of the activity, explain what happens to MBTI types under everyday stress and extreme stress.

Explain that when stimulation goes beyond being helpful for performance, and instead moves us into stress, the best characteristics of our type can become exaggerated and overused. This starts to affect our performance negatively. It also has potentially negative effects on the way we interact with others.

If stress levels then increase until we're under extreme pressure, we can fall into the grip of the fourth (or least favorite) process. This is where we start to behave in an out-of-character manner and things can feel much more difficult to cope with. Our reactions, and what's needed to rebalance, will look and feel different depending on our type.

Part 2: Instructions

- Put participants back in the same groups. Explain that they'll be working with the *How Stress Impacts You* part of their PIR, as well as the Stress section in the app.
- Ask them to talk about what they notice about themselves under everyday stress and more extreme stress. Consider this alongside the information in their PIR (*Stressors* and *Signs of Stress*) and in the Stress section of the app.
- Encourage them to share examples of behaviors others might see in them when they're experiencing stress. Ask them to do this while looking at the *Stressors* and *Signs of Stress* section in their PIR and talking about which ones particularly resonated. They can explore which of the signs they had seen in each other.
- If you're not using the app you can use the standalone Stress Heads along with the PIR. Send each person theirs before the session, with their other pre-work.

Part 2: Debrief

As a debrief, ask each participant to share with their group one sign that would indicate they were experiencing stress. You might also ask what they had each learned, which could help them better adapt their styles to support their teams.

Part 3: Instructions

- For the next part of the activity, split the team into different groups so they have the opportunity to work with different colleagues.
- Explain that they will be discussing coping strategies.
- Ask participants to look at the *Best Ways...to Manage Stress* and *Worst Ways...to Respond to Stress* bullets in their reports and identify those which resonate.
- Invite them to also explore, with each other, productive ways to manage stress and ways they could support each other. Encourage them to draw from their experiences of what has and hasn't worked previously, and to share ideas with each other.
- Also ask them to think about any warning signs of the less helpful ways of responding. This is what they can learn to look out for in each other.

Part 3: Debrief

- For the debrief for this part of the activity, if you're working with a team of leaders, it can be useful to focus on some team action planning. Ask leaders to discuss and capture their responses to the following questions:
 - What are our team commitments to each other in how we offer support to build resilience and cope with stress?
 - What will we do, as a leadership team, to support our teams and the organization?
- You can use a virtual whiteboard and ask leaders to capture their reflections as you facilitate discussion around the above questions (or any others you feel are relevant based on the needs and context of the group).

Part 4: Instructions

- Explain that the purpose of this part of the activity is for each individual to identify some specific actions they're going to take, following the session, to apply their learning.
- This time, they're going to be working individually. Ask participants to identify some specific actions and next steps that they will take individually following the session.
- As they review the *How Stress Impacts You* section of their PIR, they should capture their reflections in the Action Planning Worksheet which accompanies this activity.
- Invite them to consider the coping strategies they're going to try out and also how they can take different styles into account as they seek to support others in effectively managing stress.
- Confirm timings (10 minutes). Suggest that if people prefer, they can go off camera while they complete this task.

Part 4: Debrief

For a final debrief, ask each person to share one action or next step they're going to take following the session.

Post-session

At the end of the session encourage participants, as part of their post-session follow-up, to work on their actions by trying out some of the coping strategies. Referring back to their PIR and reflections can provide a helpful reminder of the insights they can put into practice.

We also recommend sending the team away with copy of the *Who are we? Type Table* as a reminder of the personality types in their team (provided everyone has agreed to this).

Tip

The activity outlined above works well with groups of leaders and leadership teams.

If you're using it with a group who aren't a team, you might want to shift the focus. Help them understand their own and others' stress reactions and coping strategies so they can then apply these insights within their own teams.



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Find out more about:

- Getting the most out of the Personal Impact Report.
- Techniques for managing stress.
- Developing leaders.

Visit our website [themyersbriggs.com](https://www.themyersbriggs.com)