

# Understanding and Dealing with Stress

Stress is an often misunderstood and overlooked reality of life, yet studies have shown that it clearly affects our health. The more negative energy one experiences at work or home, the less healthy and happy that person is. Stressed out team members can result in lowered productivity, increased absenteeism and tardiness, high employee turnover, and an unmotivated work environment. Identifying what causes stress for you and knowing how to relieve those stressors is extremely important. Since some stress can be unavoidable, it is also important for a person to know how to recharge their emotional battery. If people do not recharge their batteries, they will usually start to experience health-related issues. The DISC Behavioral Model helps explain what stresses you, how you react to stress, and what specific things you can do to deal with the stress.

## High Compliance Style

Stress Inducers: criticism of work, not understanding how to do something, lack of standards, risky environment, noisy environment, too much people interaction

Stress Indicators: Overly critical of self and others, overly fearful, quiet and not allowing others to know how they feel, guarding information, slow to act, distancing themselves from others, pessimistic, picky, worrisome, fussy, perfectionist, hard-to-please

Stress Relief: "Thinking" and "alone" time spent reflecting on the stressful situation, processing what has happened, and how to deal with it. Meditation may be helpful.

## High Dominance Style

Stress Inducers: being taken advantage of, losing control, being unable to get results, routine work, too many rules, heavily detail-oriented work

Stress Indicators: impatient, angry, quick temper, boredom, insensitive to others, may create fear in others, argumentative, oversteps boundaries, abrasive, controlling, demanding, nervy, egotistical

Stress Relief: "Active" time spent working out frustrations especially with physical exercise, competitive sports either with a team or as an individual, or do-it-yourself home projects.

## High Steadiness Style

Stress Inducers: loss of security, chaos, too much multi-tasking, sudden change, too many interruptions, negative or unsafe environment

Stress Indicators: Possessive, stubborn, extreme resistance to change, holding a grudge, frazzled, non-demonstrative, hesitant, unconcerned, detached, inflexible, tolerates things too long to own detriment, difficulty establishing priorities

Stress Relief: "Down" time like sleeping, reading a book, watching television, gardening, or taking a hot bath. It is important to slow down the chaotic environment.

## High Influencing Style

Stress Inducers: social rejection, loss of acceptance or approval, public reprimands, heavily task-focused work, pessimistic people or negative environment

Stress Indicators: disorganized, overly talkative without purpose, late to meeting or doesn't meet deadlines, takes on too much work, overly optimistic, self-promoting, unrealistic, overly confident, poor listening, flees a conflict, impulsive

Stress Relief: "People" time like socializing with others, talking with friends, going out to lunch, or shopping. Being able to have fun with others and not take life too seriously.

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