

Four Personality Archetypes: Managing Stress

The way we react under stress is unique to our personality and expectations of the environment around us. Here are tips on how to manage your stress and be most effective based on our four personality archetypes.

Red Stress

- **Needs:** Action and a busy schedule, practical solutions, assertive communication, clear-cut situations
- **Under stress:** Becomes impatient, dismissive of others' feelings, verbally domineering, busy for the sake of it
- **Increase effectiveness by:** Slowing down, communicating sensitively, listening
- **How to work with this person when they're stressed:** show concrete benefits, give firm directions, provide action-oriented solutions

Green Stress

- **Needs:** Flexibility, competition, a variety of tasks, group interaction, individual approval, defined authority
- **Under stress:** Becomes distracted and argumentative, disregards the plan, mistrusts others
- **Increase effectiveness by:** Focusing on the details, creating a plan, putting the team first, taking time to listen
- **How to work with this person when they're stressed:** talk out problems face-to-face, personally praise good work

Yellow Stress

- **Needs:** Time alone to concentrate, consistency, detailed directions, systems and processes
- **Under stress:** Resistant to change, overly insistent on rules, reluctant to discuss problems, withdrawn
- **Increase effectiveness by:** Looking for the big picture, adapting plans, engaging with the team, speaking up
- **How to work with this person when they're stressed:** outline rules and defined goals, be cooperative when problem solving

Blue Stress

- **Needs:** Time for reflection, to not feel over-scheduled, outlets for emotion, one-on-one communication
- **Under stress:** Becomes indecisive and overly sensitive, let emotions impair judgement, procrastinates
- **Increase effectiveness by:** Focusing on action, speaking up, communicating facts, making decisions
- **How to work with this person when they're stressed:** suggest instead of demand, use a low-key, personal approach