



Myers-Briggs Type Indicator® Stress Management Report

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European Edition

Report prepared for
WEBINAR EXCLUSIVE ENFJ

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Introduction

This report uses your results on the *Myers-Briggs Type Indicator*® (MBTI®) assessment to describe how you are likely to experience and react to stress. It also suggests ways you can manage stress successfully. The MBTI instrument, developed by Isabel Briggs Myers and Katharine Cook Briggs based on Carl Jung's theory of psychological types, has been used for more than 60 years to help people understand their unique personality. For more than 20 years, it has been used to identify and describe the natural stress reactions of the sixteen types.

The personality types described by Myers and Briggs result from natural, healthy differences in the way people's minds work and the way they view themselves and the world. These same natural differences can be observed when people of each of the sixteen types experience and react to stress.

This Report Can Help You

- **Recognize that the ways you behave, react to others, and generally look at life when you are experiencing stress are different than when you are *not* experiencing stress**
- **Become aware of circumstances or events that are likely to trigger your stress reactions**
- **Identify the most and least effective ways for you to deal with stress and your stress reactions**
- **Identify the most and least helpful ways for others to respond to your stress reactions**
- **Learn from your stress experiences and reactions so you can modify them rather than be controlled by them**

Some people are concerned that their stressed, out-of-character behavior indicates that something is seriously wrong with them. If this is true for you, be assured that this report will allay any such fears you may have. Your stress reactions are predictable, natural, and healthy for your personality type, and they are temporary and manageable.

How Your MBTI® Stress Management Report Is Organized

- **Summary of Your MBTI® Results**
- **Your Natural Personality Characteristics**
- **Your Stressed Personality Characteristics**
- **How Your Stressed Personality Is Triggered**
- **Handling Your Stress Reactions**
- **How Others Can Support You When You Are Stressed**
- **Learning from Your Stress Reactions**



Summary of Your MBTI® Results

The MBTI instrument identifies two opposite ways in which people focus their attention, take in information, make decisions, and deal with the outer world. Individuals use all eight of these opposites at least some of the time, but they tend to prefer one element in each pair over the other and to feel most comfortable and energized when they use their preferences. Your four preferences combine and work together to form your natural personality type. The pairs of opposite preferences are shown below, as is the type you have identified as your best-fit type.

Verified Type: ENFJ			
Where you focus your attention	E Extraversion People who prefer Extraversion tend to focus on the outer world of people and activity.	I Introversion People who prefer Introversion tend to focus on the inner world of ideas and impressions.	
The way you take in information	S Sensing People who prefer Sensing tend to take in information through the five senses and focus on the here and now.	N Intuition People who prefer Intuition tend to take in information from patterns and the big picture and focus on future possibilities.	
The way you make decisions	T Thinking People who prefer Thinking tend to make decisions based primarily on logic and on objective analysis of cause and effect.	F Feeling People who prefer Feeling tend to make decisions based primarily on values and on subjective consideration of person-centered concerns.	
How you deal with the outer world	J Judging People who prefer Judging tend to like a planned and organized approach to life and want to have things settled.	P Perceiving People who prefer Perceiving tend to like a flexible and spontaneous approach to life and want to keep their options open.	

The rest of this report is based on the verified type you provided. All of the information about your personality and your way of experiencing, reacting to, and managing your stress therefore reflects your verified type and not your reported type.



Your Natural Personality Characteristics

The parts of your personality type, ENFJ—Extraversion, Intuition, Feeling, and Judging—combine and work together to describe people as shown in the chart below.

What ENFJs Are Usually Like

- Exuberantly optimistic, attentive to their own and others' growth and development
- Drawn to organizing people and activities to implement their most important goals
- Focused on creating and maintaining harmony for individuals and groups
- Sociable and friendly and enjoy connecting people with one another
- Charismatic as leaders, with devoted followers
- Creative and innovative in finding solutions to difficult problems that involve people
- Apt to ignore or minimize negative facts or uncooperative people at times

ENFJs decide when, where, and how to focus their energy by exploring new ideas, possibilities, and innovative approaches that will enable them to enact their most cherished long-term values. These values often center on helping people, groups, and institutions reach their full potential. The impressions they leave with others are shown below.

How Others Describe ENFJs

- Outspoken and honest
- Gregarious, sociable, energized by people
- Devoted to others and their well-being
- Warmly appreciative and loyal to people they care about
- Empathetic, tuned in to feelings and emotional states
- Opinionated, overbearing at times

What Happens When You Experience Stress

Stress drains your energy, causing you to lose confidence in your tried-and-true ways of behaving and solving problems. At first you may try harder and harder to do what has always worked for you, which may lead you to exaggerate your natural personality type. As an ENFJ, you may become increasingly melodramatic, pushy, and judgmental, with no data to back up your judgments. As you continue to lose your connection to your natural, comfortable personality, you may instinctively, without any awareness, adopt a completely different approach, using the very opposite of your usual type preferences. When this happens, you may be described as being “in the grip” of your most inexperienced, childish, negative side. The following pages show how this works for you.



Your Stressed Personality Characteristics

Just as you tend to be most comfortable and energized when you use the four preferences that combine and work together to form your natural personality type, so you are likely to feel uncomfortable, awkward, and unmotivated when you use your four opposite, less experienced, *nonpreferences*. Your four nonpreferences combine and work together to produce the characteristics of your stressed personality type, which for an ENFJ combines Introversion, Sensing, Thinking, and Perceiving—the exact opposite of your natural, comfortable type. When this happens, you are likely to show the reactions listed below.

Signs of Stress in ENFJs

- Being very critical, cutting, sarcastic, aggressive
- Losing compassion; becoming inconsiderate, easily annoyed at people close to them
- Becoming highly self-critical, doubting their own competence
- Obsessing over details, losing things, being absentminded
- Disengaging from others, withdrawing, isolating themselves
- Being depressed, pessimistic
- Having very low energy; being tense, nervous, anxious
- Using logical analysis but reaching illogical conclusions

Many of these characteristics are exaggerations and distortions of the qualities that describe a mature, well-functioning person of your opposite type, ISTP. A well-developed, effective ISTP is described below.

What Your Opposite Type Is Usually Like

- Flexible, adaptable, and tuned in to their immediate environment
- Likely to accept things at face value, rarely making inferences
- Quick to notice and point out logical inconsistencies, contradictions, factual errors, and poor workmanship
- Calm and effective in dealing with urgent, unanticipated problems and dangerous situations
- Efficient in all that they do
- Candid and direct, using as few words as possible
- Sometimes insensitive to, even oblivious of, others' feelings and desires

You can probably see that it would be hard to detect the mature, well-developed, effective qualities of a natural ISTP from the behavior of your stressed, in-the-grip personality.



How Your Stressed Personality Is Triggered

Although there are life conditions that everyone finds to be stressful, the stress responses of some types can be triggered by events and circumstances that a different type may experience as desirable and energizing. As an ENFJ, you probably find one or more of the following to be upsetting or objectionable enough to cause your out-of-character, in-the-grip personality to emerge.

ENFJ Stressors

- Feeling unappreciated, misunderstood, not taken seriously
- Being with highly critical people
- Being chastised, attacked, rejected
- Dealing with others' insensitivity, selfishness
- Having to deal with too many details
- Having too many commitments, too much to do
- Having no control, no options
- Being in a disorganized, chaotic environment
- Coping with people not living up to expectations, ideals, or potential

Stress-Related Cautions for ENFJs

Harmony in the world and in all aspects of life is the overriding objective for ENFJs. They are probably the most likely of the sixteen types to create and bring to fruition grand designs for the betterment of humanity in general, and for the welfare of individuals, groups, and institutions. They can often inspire large numbers of people to join them in achieving their vision of the way the world should be, sometimes founding a movement to accomplish their goals.

ENFJs are highest of the types on measures of appreciating others, taking things on faith, freely expressing themselves, having relationships with others, and being comfortable in social situations. They are lowest of the types on measures of cynicism, expecting others to be hostile or manipulative, and being stubborn. In coping with stress, ENFJs are the highest of the types in exercising.



Handling Your Stress Reactions

Just as each type's stress reactions are triggered by different circumstances and events, so each type typically finds particular ways of handling stress to be quite effective and other ways to be ineffective or to make matters worse.

As an ENFJ, when you are overwhelmed by stress you may find that using one or more of the following suggestions will help you return to your natural, comfortable type.

Best Ways for ENFJs to Manage Stress

- Spend quiet time alone
- Exercise or use energy organizing your environment
- Talk it out with a close, trusted person
- Socialize, be with friends
- Focus on what is good, use positive self-talk, reframe the problem
- Ask for help, join a support group, read self-help books, research the problem
- Reduce your commitments

As an ENFJ, you may find that one or more of the following behaviors hinder your efforts to return to your natural, comfortable type and may even make things worse for you.

Worst Ways for ENFJs to Respond to Stress

- Withdraw for so long that you become depressed
- Refuse to ask for help
- Take on more commitments
- Be in an overstimulating, chaotic environment
- Convince yourself that there is no escape, no solution
- Try to solve the problem by thinking logically about it instead of talking it out with another person

How Others Can Support You When You Are Stressed

People often assume that what helps them when they are stressed will work for everyone. Those who care about you, even when they know you well, may try to alleviate your stress by treating you the way they would like to be treated when they are experiencing stress. Sometimes this approach works—a friend, family member, or colleague may say or do just the right thing to help you get out of your stressed state. But at other times this approach fails—what’s right for one type may well be wrong and unhelpful for another.

You might therefore consider sharing the following list with people close to you, since others can best help you modify your stress and return to your natural, comfortable type through one or more of the suggestions below.

How Others Can Be Most Helpful

- Recognize your feelings, let you vent
- Listen to you, help you stop worrying or fixating on negative realities
- Bring your changed behavior to your attention
- Remind you of your good qualities, your knowledge and skill
- Comfort you and encourage you

Some of the ways in which people may respond to someone else’s stress behavior are likely to be inappropriate for all or most types. Other responses are especially ineffective or detrimental for a particular type. As an ENFJ, you may find one or more of the following approaches that others sometimes use to be unwelcome or even to hinder your return to your natural, comfortable type. You may wish to share the following information, as well as the preceding “helpful” list, with those close to you.

How Others Can Make Things Worse

- Try to be rational and logical with you
- Give you advice, tell you what you should do
- Solve the problem for you
- Ask you a lot of questions
- Demand responses from you

Learning from Your Stress Reactions

Stress is an inevitable, even necessary, part of life. Moderate stress can be energizing and motivating, presenting you with new experiences and challenges, as well as opportunities to do what you already do well with greater skill and enjoyment. Excessive stress can elicit the undesirable, puzzling, in-the-grip reactions typical of your particular personality type, as described in this report. However, you now know that what you find stressful and the ways you react to stress are natural for your type. You may not always be able to control or avoid the stresses in your life and work, but you can learn to deal with them, modify them, and grow from them.

As an ENFJ, you are likely to learn the following:

- You can't solve all the problems in the world
- Some people truly don't want your help
- There's a fine line between being supportive and being intrusive
- Not to waste energy on situations you can't influence
- To factor in logical consequences *before* stress takes over, so you can prepare for possible problems
- When you hear yourself saying "should" more often than usual, you are probably moving into a stressed state
- It is unwise to make permanent decisions or take drastic actions, including writing off friendships and relationships, when you are highly stressed