

# How Does Your Color Respond to Stress and Change?

Each of the Types has certain tendencies when under stress and different degrees of comfort with change. While everyone responds to stress differently, the table below highlights typical responses to change according to your types and some common behaviors under stress.<sup>1</sup>

## **Diplomats** (INFJ, INFP, ENFJ, ENFP)

- Concerned about the impact on people
- Asks “Who”?
- Doesn’t like abrupt change
- Tries too hard for a perfect solution
- May be vague and overlook details
- Can take things personally
- Can become withdrawn and depressed
- Can be emotional

## **Analysts** (INTJ, INTP, ENTJ, ENTP)

- Interested in change models
- Asks “Why?”
- Changes readily
- Focus on concepts and ideas
- Can be indecisive
- Can be critical, aloof, sarcastic
- Can make too many changes
- Resents change without logic

## **Explorers** (ISTP, ISFP, ESTP, ESFP)

- Interested in freedom to act
- Asks “What?”
- Likes change
- Focus on impact, performance
- Rush to oversimplify actions
- Can overlook long range impacts
- Can be scattered or procrastinating
- Resists planned change

## **Sentinels** (ISTJ, ISFJ, ESTJ, ESFJ)

- Interested in concrete results
- Asks “How?”
- Not fond of change
- Too results oriented, impatient
- Can complain or worry
- Can be rigid and critical
- Tries too hard for predictability
- Overly cautious and catastrophic

Stress can be reduced in each of the types by taking a break, getting some physical activity, changing your scenery, talking with supportive friends and taking a break from the problems. The following table outlines some strategies for building self-esteem for each type (these can be especially useful if you have these types on your team.)

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<sup>1</sup> Showing Our True Colors, Mary Miscisin, 2001. and Was that Really Me: How Everyday Stress Brings Out Our Hidden Personality?, Naomi Quenk, 2002

## **Diplomats**

- Validate, notice, pay attention
- Include them
- Minimize conflict with them and others
- Be positive, let them express feelings
- Give the opportunity to share
- Provide freedom to vary their work
- Limit your requests

## **Explorers**

- Let them multi-task
- Don't wait for their full attention
- Give them choices and freedom
- Give them incentives and rewards
- Be consistent
- Provide immediate feedback
- Be confident and move with them!

## **Analysts**

- Provide information and reasoning
- Appreciate their work
- Still waters run deep
- Allow them independence
- Honor their privacy
- Consider their ideas
- Let them demonstrate their competence

## **Sentinels**

- Acknowledge them for their contributions
- Be responsible
- Be consistent
- Show respect
- provide clear expectations
- conserve, be efficient, plan
- encourage them to take care of themselves