



# Stress and resilience

## Using the MBTI assessment to help people:

- Understand stress triggers for different personality types
- Build resilience



## Setting the scene for your session

To focus people's minds, ask

- What makes you feel stressed?
- What might cause stress in your team or group?
- How does it affect performance?



# Stress and resilience activity

## Overview

This exercise uses a 'speed-dating' format to get people talking about differences.

## Time

20-30 minutes

## Materials

Flipchart, list of stress-related sample questions (see next page)

## Instructions

- Arrange everyone into two lines – A and B – so they're standing up and facing each other. Make sure you have the same number of people in each line, and each person is directly opposite another person
- Tell everyone it's an activity about stress and it uses the speed-dating format
- Give them the first question (you can write it on the flipchart too)

### Sample questions

- When do you feel most energized at work?
  - What usually makes you feel stressed?
  - How do you usually react to stress?
  - When have you experienced extreme stress?
- Give them two minutes to talk about it with the person opposite
  - After two minutes, ask everyone in line B to move to their right by one person. Line A stands still. The person at the end of line B moves round to the start of line B. Everyone should now be opposite a different person



- Give participants a new stress topic
- Give them two minutes to discuss
- Repeat for as many topics as you have time for

## Debrief

Give participants a few minutes for reflection. Ask them what they think they've learned about themselves, then ask for any observations. It may take some time before participants are ready to share.

### How to do this activity virtually

To use this exercise with virtual or remote groups:

- Give each participant a number
- Share the numbers in the chat box so that participants can refer to them later
- For each round, ask participants to enter a chat room in pairs to discuss the topic
- After two minutes, ask everyone to return to the main chat and give them a new partner
- Share the next topic and ask the participants to go into a new chat room to discuss the topic

To save time, you can plan partners for each topic in advance. Then copy and paste the list of partners into the chat box at the start of each round.





## Stress and resilience resources

### Read this

- [White paper: Well-being in the workplace](#)

### Use these

- [MBTI Stress Heads](#)
- [Quick guide: Raising awareness about stress](#)

Available to buy at [www.themyersbriggs.com](http://www.themyersbriggs.com) or on Elevate®

- [MBTI Stress Management Report](#)  
Help respondents manage stress by exploring their typical stress reactions.
- [MBTI Activity: Applying the Function Lens to Stress](#)