

The Stress Pages contain written summaries of areas of stress and appropriate actions to prevent stress.

STRESS OF INTERPERSONAL RELATIONS ***

Interpersonal stress involves the areas of Esteem and Acceptance.

When you are feeling stress in this area, we expect that you will begin to:

Become blunt or overly direct with people over little issues.

Turn a cold shoulder to persons who seem to need your approval.

Feel impatient when others try to address a problem in an indirect or diplomatic way.

Keep to yourself or stay on the fringe of the group at lunches, group sessions or social gatherings.

Ignore casual conversation and greetings from others, or not speak until spoken to.

Feel real impatience with group meetings, committee activities or work that involves several persons at once.

When these behaviors occur:

Seek more opportunities to build bridges to individuals and groups and to deal with them in a caring and friendly manner.

Smile, joke and pass the time of day with other people more often.

Practice interacting with others in casual situations in a non-judgmental manner.

Take the time to be an "old softy" on occasion.



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ESTEEM AND ACCEPTANCE NEEDS ***

Interpersonal stress is directly influenced by the Esteem and Acceptance needs. Your needs in these areas are 19 (E) and 11 (A).

Based upon these scores, it is likely that you need:

Straightforward instructions	Freedom from group pressures
Praise that is free of sentiment	Special time to be alone;
Associates who speak up easily	time to be quiet and think
Person who get to the point	Individualized benefits
Direct questions or corrections	A few, close, one-on-one friends

In order to build resistance to, or avoid, stress in this area, we recommend that you:

Identify a person or group that interacts with you in an objective manner and spend more time with that person or group.

Build a hit list of things you know have gone well, and use it to help you gauge your success.

Find opportunities to assess real signs of success and identify areas that you need to improve upon.

Build a relationship with a "coach" who, without being shy about it, can help you evaluate how well you have done in a situation.

Set aside quiet time for yourself every day; you need solitude to recharge.

Take active steps to protect yourself from interruptions when you are working on an important or stressful task.

Allocate at least one weekend a month just to be alone with that one person who is most important to you. The more difficult this is to do, the more important it is.

Prepare yourself for big holidays or hectic social periods by spending more time being quiet and alone.



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Date Printed: 09-21-2000

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STRESS OF DEALING WITH SCHEDULES OR DETAIL

The stress of dealing with details impacts you most in the areas of Structure and Change.

Your reactive scores do not suggest that this is an area of significant concern for you.



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STRUCTURE AND CHANGE NEEDS

Stress from dealing with detail is related to the Structure and Change needs. Your need scores for these are 40 (S) and 49 (C).

Based upon these scores, it is likely that you need:

Freedom from close controls	A minimum of abrupt changes in routine
A minimum of structured routine	Consistently applied policies or rules
Direct access to everyone	Only one or two tasks at a time
Unusual and stimulating tasks	Protection from interruptions
Flexible rules and policies	Predictable schedules and tasks

In order to build resistance to, or avoid, stress in this area, we recommend that you:

Set aside times every week to follow some new interest or satisfy a new curiosity.

Indulge your sense of adventure whenever possible; use vacations or hobbies to try new activities.

Create frequent opportunities to discuss future goals, plans and activities with your family and/or co-workers.

Make schedules that allow you flexibility in executing tasks and plans.

Develop work schedules that allow you to spend significant periods of time on one project without interruption.

Use time management skills, gatekeepers (official or otherwise) or any other means to protect yourself from distractions and disruptions when working on tedious tasks.

Arrange major work schedules in such a manner that you can fit in a few interruptions without getting behind.

Establish routines for the beginning or end of the day, however simple; they will provide background structure when life gets busy.



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STRESS OF HANDLING CONFLICT ***

Stress from conflict involves the areas of Authority and Freedom.

When you are feeling stress in this area, we expect that you will begin to:

- Feel so impatient to say what you are thinking that you do not listen to what the other person is saying.
- Take a stand and get overly intense with others over small or rather insignificant issues.
- Feel impatient with group decision processes or committees when policy is being shaped.
- Be rebellious or unconventional, and resist control by others over insignificant issues.
- Fear the disruptive consequences of a suggestion, and over-react without thinking through the idea.
- Feel that others are getting in your way or exercising too much control over your actions.

When these behaviors occur:

- Seek out the views, needs and goals of others without getting loud or intense with them.
- Listen carefully before reacting to or arguing with ideas presented by others.
- Assume that others are just as interested in solving the problem as you are, and listen to their ideas.
- Practice taking the ideas of others as tentative thoughts and not as attempts to win the argument.
- Work to remain open to possibilities others are raising; look for parts of their ideas that are compatible with your own.



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AUTHORITY AND FREEDOM NEEDS ***

Stress conflict arises in conjunction with the Authority and Freedom needs. Your need scores for these are 74 (A) and 99 (F).

Based upon these scores, it is likely that you need:

Opportunities to debate or argue	Assignments that allow you independence
Directive, face-to-face authority	Opportunities to set your own direction
Opportunity to direct others	Freedom from control by others
Forceful superiors who listen	Opportunities to be unconventional
To be heard by others	Superiors who delegate broadly

In order to build resistance to, or avoid, stress in this area, we recommend that you:

Develop opportunities to join other strong-willed persons in spirited but friendly exchanges about low-threat issues.

Spend more time debating philosophical or meaningful topics with friends who seem to enjoy a good argument.

Try to remind close associates that you need opportunities to discuss issues thoroughly before decisions are made that affect you.

Since you think better when bouncing ideas off others, try to develop a good brainstorming relationship with a co-worker.

Avoid being put on the spot by new suggestions; let those close to you know that you like to think things through before responding.

Develop friendships with persons who understand your need to be independent and who are patient with your non-conforming ways.

Work to develop a clear definition of the concerns and values that you share with those around you.

Look for and remind yourself of the commitment that others have to finding good solutions to common problems.



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STRESS OF MAKING DECISIONS

The stress of making decisions deals with Activity and Thought.

Your reactive scores do not suggest that this is an area of significant concern for you.



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ACTIVITY AND THOUGHT NEEDS

The stress of making decisions is associated with the Activity and Thought scores. Your needs in these areas are 73 (A) and 71 (T).

Based upon these scores, it is likely that you need:

Competitive work and play	Time to think decisions through
Outlets for your enthusiasm	Support from others on decisions
Many definite things to do	Opportunities to talk out worries
Social outlets for your energy	Offers of assistance and help
Physical activities	Cautious decision-making by others

In order to build resistance to, or avoid, stress in this area, we recommend that you:

Work up a good physical activity/exercise program that fits your health and life style.

Take every opportunity to burn energy through action, especially during periods when you must sit through long meetings or do paperwork for long periods.

Develop intermediate goals and targeted progress points for longer projects, and use each milestone to help you see the end approaching.

Spend social time with others who share your level of energy, and do things that let you be active and enthusiastic.

Build life goals and important plans carefully using thorough discussion with those close to you and advice from knowledgeable advisors.

Develop close relations with patient and effective advisors who will reflect on your ideas with you and will help you think carefully about important issues.

Keep abreast of major developments in your work area, so that you are ready to deal with issues when they arise and have a good idea of where to go for assistance or information.

Remind those close to you that you need careful preparation before making a decision, and elicit their support in developing several options to consider.

