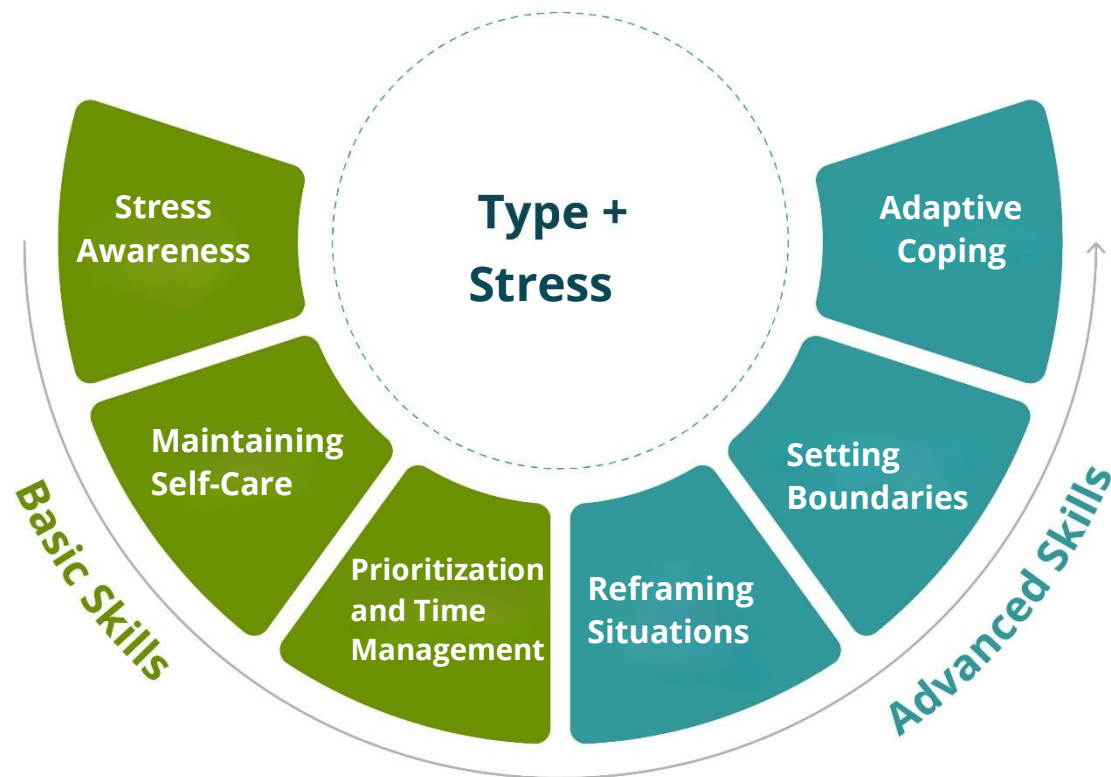


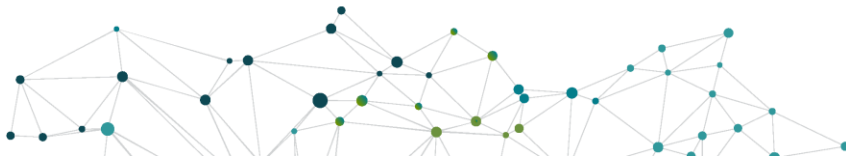


Type + Stress

Definition

Type + Stress combines the knowledge of **MBTI® type preferences** with the **skills** required to manage stress for better performance and well-being.





Type Preferences in Stress

ESTP & ESFP

Favorite:

Extraverted
Sensing (Se)

Fourth:

Introverted
Intuition (Ni)

- **Your stress triggers:** You likely become stressed when forced to theorize about long-term plans or make decisions that close off future options. You may also find it stressful to work in environments that impose strict rules and routine, with little flexibility to work in your own way.
- **Your stress response:** Under everyday stress, you may become hyperactive and impulsive. You may lose your ability to make pragmatic decisions and instead pursue desires of the moment. Under great stress, you may suddenly withdraw and feel overwhelmed by negative possibilities, imagining never-ending doom and gloom but not taking action.

ISTJ & ISFJ

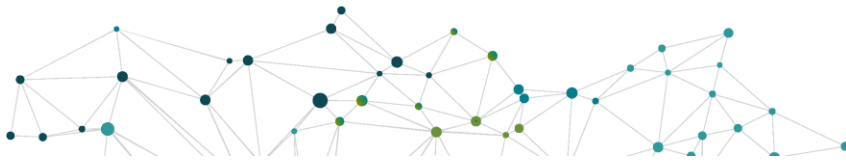
Favorite:

Introverted
Sensing (Si)

Fourth:

Extraverted
Intuition (Ne)

- **Your stress triggers:** You likely become stressed when dealing with sudden changes or last-minute requests, particularly if you feel they are unrealistic or impractical. You may also find it stressful working in a disorganized environment or starting on a new task before completing the previous one.
- **Your stress response:** Under everyday stress, you may become withdrawn, compulsive, or fixated on certain tasks, losing your usual ability to discern relevant from irrelevant facts. Under great stress, you may begin to catastrophize, spinning out of control and imagining worst-case scenarios, or making impulsive decisions before later reversing them.



Type Preferences in Stress

ENTP & ENFP

Favorite:

Extraverted
Intuition (Ne)

Fourth:

Introverted
Sensing (Si)

- **Your stress triggers:** You likely become stressed when unable to pursue your many interests and ideas, instead forced to spend large amounts of time on highly detailed or repetitive work. You may also find it stressful to work in structured environments with lots of rules and routines, making you feel micromanaged.
- **Your stress response:** Under everyday stress, you may become erratic and distractible, jumping from one idea to the next but struggling to see any of them through. Under great stress, you may withdraw from others and begin to obsess over isolated facts and details, including physical symptoms of imagined illnesses.

INTJ & INFJ

Favorite:

Introverted
Intuition (Ni)

Fourth:

Extraverted
Sensing (Se)

- **Your stress triggers:** You likely become stressed when forced to deal with large amounts of factual data or to make changes to your routine and carefully laid plans. You may also find it stressful to work in noisy or chaotic environments, with too much external stimulation and interaction with others.
- **Your stress response:** Under everyday stress, you may become withdrawn and preoccupied with your ideas, no longer able to judge if they are realistic or not. Under great stress, you may obsess over details that previously didn't matter or overindulge in sensory activities such as eating, drinking, exercising, or cleaning.



Type Preferences in Stress

ESTJ & ENTJ

Favorite:

Extraverted
Thinking (Te)

Fourth:

Introverted
Feeling (Fi)

- **Your stress triggers:** You likely become stressed when dealing with incompetent or indecisive people, or when you feel your motives are being unjustly criticized. You may also find it stressful to work in a disorganized, chaotic environment, with constantly changing goals or little control over your schedule.
- **Your stress response:** Under everyday stress, you may become increasingly demanding and critical, making abrupt decisions without any data to back them up. Under great stress, you may suddenly withdraw and become hypersensitive to criticism, feeling overwhelmed, unappreciated, or taken for granted.

ISTP & INTP

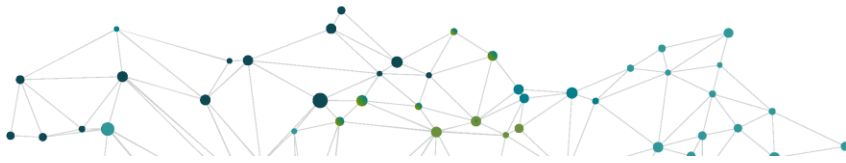
Favorite:

Introverted
Thinking (Ti)

Fourth:

Extraverted
Feeling (Fe)

- **Your stress triggers:** You likely become stressed when dealing with illogical or inflexible people, or when you have too much to do but not enough time to do it right. You may also find it stressful to work in a highly structured, authoritarian environment, or to engage in small talk or office politics.
- **Your stress response:** Under everyday stress, you may become increasingly narrow-minded and rigid, offering biting criticism of others without any evidence to support that criticism. Under great stress, you may display extreme outbursts of emotion and worry about whether you are well-liked by those around you.



Type Preferences in Stress

ESFJ & ENFJ

Favorite:

Extraverted
Feeling (Fe)

Fourth:

Introverted
Thinking (Ti)

- **Your stress triggers:** You likely become stressed when dealing with people who are highly critical and don't seem to respect your values and efforts. You may also find it stressful to work in environments where there is regular or ongoing conflict, with little consideration for people's feelings and needs.
- **Your stress response:** Under everyday stress, you may become increasingly pushy and insistent on achieving harmony, even if this means brushing conflict under the carpet. Under great stress, you may suddenly withdraw and begin to overanalyze, becoming very self-critical and doubting your competence.

ISFP & INFP

Favorite:

Introverted
Feeling (Fi)

Fourth:

Extraverted
Thinking (Te)

- **Your stress triggers:** You likely become stressed when you feel your values are being challenged or disrespected, or when dealing with demanding, aggressive people. You may also find it stressful to work in environments where there is too much noise, stimulation, or structure, leaving you no space for solitude.
- **Your stress response:** Under everyday stress, you may become increasingly self-doubting and insecure, overreacting to perceived slights with little evidence to support this. Under great stress, you may suddenly act in an abrupt, overbearing manner, trying to control those around you but still feeling totally incompetent.



Basic Skills

Skill 1: Stress Awareness

Skill 2: Maintaining Self-Care

Skill 3: Prioritization and Time Management

Skill excellence:

- Recognizes and takes action to manage personal stress triggers
- Recognizes when others are under stress

Skill excellence:

- Consistently engages in healthy behaviors to reduce stress
- Proactively identifies and implements stress management techniques

Skill excellence:

- Breaks larger tasks into manageable, actionable steps
- Avoids overcommitting to tasks

Type in Action

All types can demonstrate awareness of their own and others' stress reactions, taking action to manage triggers. While the signs of stress vary across type, all types must be able to identify initial signs of growing stress and be attuned to their own and others' emotions.

All types can benefit from engaging in proactive behaviors to manage and reduce stress. Yet these behaviors may differ according to type, depending on what they each find most restorative. For example, some types may practice self-care by being active or socializing, whereas others prefer to take time alone and turn inward.

All types can prioritize and manage their tasks effectively, although they may weigh certain factors differently. Likewise, some types may naturally enjoy taking a systematic approach to projects and breaking them down into smaller steps, whereas others prefer a more flexible, emergent approach.



Type Tips for Skill 1: Stress Awareness

**ESTP
&
ESFP**
(Se)

Your focus on the present moment—including body language and facial expressions—is likely an advantage for recognizing your own and others' stress reactions in real time. You probably excel at responding to triggers quickly, taking a pragmatic, proactive approach rather than letting the stress build up. Yet you may miss emotional nuances or alternative solutions if you jump into action too soon. Try to pause, take stock, and think through the best way to address the root cause of the stress.

**ISTJ
&
ISFJ**
(Si)

Your focus on physical sensation and grounded pragmatism is likely an advantage for regulating your stress reactions. You probably excel at identifying triggers—as well as effective responses—based on what has worked or not worked in the past. Yet you may risk overcontrolling your emotions, presenting a calm and composed exterior until in great distress. Try to stop stress in its tracks; ask for help early rather than waiting until you are overwhelmed and emotional.

**ENTP
&
ENFP**
(Ne)

Your focus on future opportunities is likely an advantage for managing everyday stress, allowing you to stay positive and optimistic even in the face of obstacles. Yet you may not realize this fast-paced enthusiasm is spiraling out of control until it's too late, when you have neglected your basic needs and even fallen ill. Try to notice the signs sooner (i.e., if you are becoming rigid and critical or obsessing over minor details). Take action quickly and try to communicate how you are feeling to others, so they can help you recenter.

**INTJ
&
INFJ**
(Ni)

Your focus on underlying meaning is likely an advantage for recognizing and understanding your own and others' stress reactions. You probably excel at identifying patterns in how and why different factors might trigger stress, giving you insight into people's makeup. Yet you may not notice in the moment when you are becoming consumed by your own thoughts and theories. Try to stop rumination in its tracks by redirecting your mind to something else, especially completing a concrete task.



Type Tips for Skill 1: Stress Awareness

ESTJ
&
ENTJ
(Te)

Your focus on task achievement and logical analysis is likely an advantage for managing your stress triggers, allowing you to remain clear-headed even in high-pressure situations. You probably excel at getting the job done even when feeling overwhelmed, and your stress reactions are typically short-lived. Yet you may not be so attuned to recognizing when others are stressed and may struggle to exercise patience and tolerance. Try to think before reacting; re-read your emails before sending to consider how they may be received.

ISTP
&
INTP
(Ti)

Your focus on internal analysis is likely an advantage for managing your stress triggers, allowing you to detach from the situation and identify the most logical response. Your objective, dispassionate demeanor probably persists even when you are experiencing significant stress—yet this may mean you fail to see or understand when others are under stress. Try to factor feelings into your analysis, and demonstrate empathy for others' circumstances more actively.

ESFJ
&
ENFJ
(Fe)

Your focus on open and empathetic communication is likely an advantage for addressing your own and others' stress reactions. You are probably interpersonally sensitive, readily taking action to ensure others' needs are met. Make sure you put some time and energy toward caring for yourself and not just others. Try to notice when you are becoming more insistent on achieving consensus, as a first sign of stress, and factor in some logical analysis now before it becomes too late.

ISFP
&
INFP
(Fi)

Your focus on authenticity and gently supporting others is likely an advantage for recognizing and managing stress reactions. You are likely attuned to your own and others' emotional undercurrents and readily adapt your approach to accommodate others' needs. Make sure you don't overlook your own comfort—yet, at the same time, try not to act on impulse if you feel your values are being challenged. Instead, take a step back to allow the stress to settle, so you can reflect on the best response.



Type Tips for Skill 2: Maintaining Self-Care

**ESTP
&
ESFP**
(Se)

You probably practice self-care by redirecting your energy to physical activities, especially activities you can enjoy with other people and that involve being present in the moment without any worries or inhibitions. To manage stress proactively, connect to nature often, whether by walking, running, riding a bike, or doing something similar. Use positive self-talk and practice breathing exercises to calm yourself down when needed.

**ISTJ
&
ISFJ**
(Si)

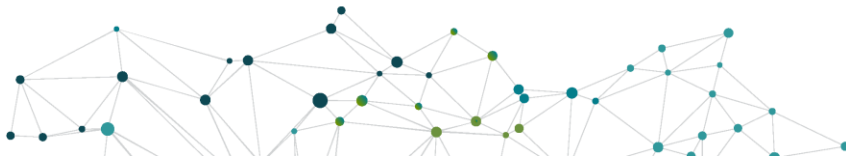
You probably practice self-care by taking time out to focus on something you really enjoy, especially by yourself and without distractions. To manage stress proactively, ensure adequate rest and sleep, and give yourself space from social expectations such as small talk or networking. Don't be afraid to remove yourself from your work environment and ongoing demands when they are causing you stress, even if only briefly.

**ENTP
&
ENFP**
(Ne)

You probably practice self-care by getting involved in something creative, especially activities you can enjoy with other people or where you can explore ideas with others. To manage stress proactively, make sure not to neglect basic needs like eating, sleeping, and exercise. Share your negative thoughts and feelings with someone who you know won't try to minimize them or talk you out of your ideas.

**INTJ
&
INFJ**
(Ni)

You probably practice self-care by exploring creative outlets, particularly ones you can enjoy in a calm, quiet environment, like reading, writing, or crafts. To manage stress proactively, engage in tasks that accomplish something useful, such as fixing or cleaning something. Avoid getting drawn into a cycle of overindulgence followed by harsh self-criticism, and allow yourself small pleasures to make you less vulnerable to excesses when stressed.



Type Tips for Skill 2: Maintaining Self-Care

ESTJ
&
ENTJ
(Te)

You probably practice self-care by organizing your work and life in a logical, task-focused way. To manage stress proactively, draw up a strategy and plan for how you will meet your various commitments. Talk to a trusted person who is not involved in the situation and who can give you a reality check when needed.

ISTP
&
INTP
(Ti)

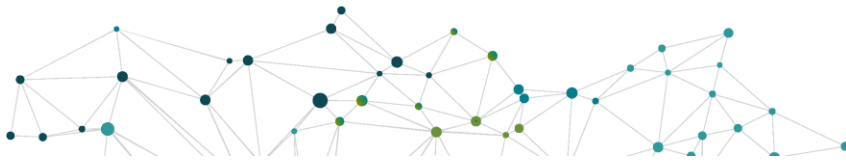
You probably practice self-care by taking time away either to reflect on the issues at hand, or to engage in a calm, peaceful activity like walking or listening to music. To manage stress proactively, take regular breaks to control your levels of interaction and stimulation from the environment. Don't be too hard on yourself if you aren't feeling sociable or convince yourself that this means you aren't likeable.

ESFJ
&
ENFJ
(Fe)

You probably practice self-care by spending time with friends, sharing in a safe environment so you can feel your concerns have been heard and validated. To manage stress proactively, make sure you are getting your own needs met rather than just trying to meet everyone else's. Use positive self-talk and try not to let yourself get drawn into resolving other people's conflicts.

ISFP
&
INFP
(Fi)

You probably practice self-care by seeking solitude, removing yourself from stimulating environments so you can turn inward to reflect. To manage stress proactively, make sure you aren't turning down activities with others that you know would lift your spirits because of your desire to be alone. Talk to a close, trusted friend who shares similar values and experiences, so you can feel your concerns have been heard.



Type Tips for Skill 3: Prioritization and Time Management

ESTP & ESFP (Se)	You likely become stressed when faced with an excessive workload, tight schedules, or rigid deadlines. Try to break large, abstract projects down into smaller, tangible steps that you can tackle more readily, giving you a quick feeling of effectiveness. Look for opportunities to take a flexible approach, but ask for help from others if you are struggling to set priorities and manage your time, rather than just defaulting to what is most urgent or expedient.
ISTJ & ISFJ (Si)	You likely become stressed when faced with grand-scale conceptual projects with no solid evidence base. Try to break these projects down into smaller, practical steps, and focus on finishing each step before you move onto the next, so you can feel you have accomplished something. Allow others to offer concrete help to complete tasks, not just vague promises or intentions; don't let them add to your workload.
ENTP & ENFP (Ne)	You likely become stressed when you have overcommitted yourself to too many ideas and directions, unable to pursue all of them. Try to take a step back to reflect on your priorities, then force yourself to say "no" to anything that isn't important in the grand scheme of things. Where appropriate, delegate so that others can provide tangible help with the smaller, practical steps of executing a project, leaving you to stay excited about the bigger picture.
INTJ & INFJ (Ni)	You likely become stressed when overwhelmed with isolated, detail-focused tasks that defy your big-picture thinking. Take a step back so you can conceptualize your project roadmap and pin down your schedule, understanding each task in the context of the whole. Make sure not to neglect the practical steps, even if these interest you less. Don't refuse help when it's offered, but realize that you may need to accept that others will do things differently from you.



Type Tips for Skill 3: Prioritization and Time Management

ESTJ
&
ENTJ
(Te)

You likely become stressed when afforded little control over your schedule or working rhythm, or when goals and procedures are constantly changing. Try to bring order to the chaos by devising your plan of action, then see it through, following a logical, structured process to accomplish each task. Ask others to let you know their plans as well, so there will be no surprises. You may need to accept that some delegation is necessary if it leaves you free to focus on the key priorities.

ISTP
&
INTP
(Ti)

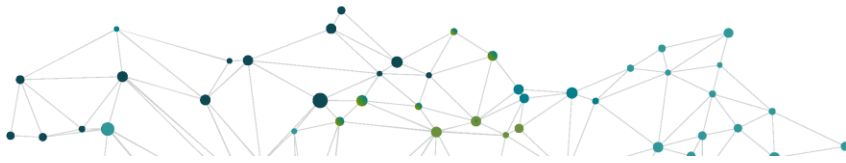
You likely become stressed when not given enough time or space to dissect and analyze each element of a task before deciding the most logical yet flexible way to approach it. Yet you may have to accept that not all your work will be perfect, and others may need to see more structure in your approach. Make sure to prioritize what is most urgent or important, and not just what is most intellectually stimulating.

ESFJ
&
ENFJ
(Fe)

You likely become stressed when you feel you are letting yourself or someone else down by not being able to complete your work to the standard you would like. Don't let this mean that you overcommit to tasks, to avoid disappointing those around you. Make sure to prioritize tasks with important logical ramifications—even if they involve making tough decisions—and not just those that will have immediate benefits for people.

ISFP
&
INFP
(Fi)

You likely become stressed when required to work in a highly structured way, and especially when forced to do something that goes against your values. Try to find room for flexibility, either in how you can break a project down into smaller steps, or in how you accomplish it to fulfill your values. Rather than becoming defensive, allow yourself time to get used to new ways of doing things. Consider if there might be logical factors at play, and if this might contribute to the greater good in the long run.



Advanced Skills

Skill 4: Reframing Situations

Skill excellence:

- Transforms stress response to help boost performance
- Finds growth opportunities in challenges

Skill 5: Setting Boundaries

Skill excellence:

- Spends time and effort on what truly counts
- Maintains clear limits on commitments; knows how and when to say no

Skill 6: Adaptive Coping

Skill excellence:

- Adjusts plans and finds ways to solve problems when things get tough
- Takes care of self while supporting teammates when they're stressed

Type in Action

All types can reframe situations to avoid the trap of negative thinking when under stress. However, different types may find different strategies useful to regain perspective and find opportunities in the challenges.

All types can set appropriate boundaries on their commitments, although they may differ in their opinions on what truly counts. All types would benefit from a more balanced, well-rounded approach.

All types can adapt their approach in order to cope with stress. Different types will vary in their approach to planning and scheduling, but also in their response to teammates who are also experiencing stress.



Type Tips for Skill 4: Reframing Situations

ESTP & ESFP (Se)	When stressed, you may struggle to see the positives, instead only imagining worst-case scenarios. Don't try to think your way out of the problem alone, and don't re-evaluate who you are and what's important to you based on your current, stressed perspective. Instead, talk to a trusted friend to re-ground yourself and find the opportunities for growth you can't see on your own.
ISTJ & ISFJ (Si)	When stressed, you may be tempted to seek evidence that supports your worst fears, causing you to lose your usual grip on what is most probable or realistic. Evaluate your worries with someone you trust; let them help you put things back into perspective, to see that your dire predictions are most likely not justified. Practice staying open to possibilities and alternatives, including positive opportunities for growth.
ENTP & ENFP (Ne)	When stressed, you may bounce back and forth between different solutions to your problems, stalling performance and getting stuck in a negative loop. Talk to someone you trust to help you stop worrying or fixating, but don't take it personally or become petulant if they offer you a reality check. Try to rediscover your usual optimism for the future; look for growth in the challenges by focusing your energy on one thing at a time.
INTJ & INFJ (Ni)	When stressed, you may withdraw from others and persist in trying something that clearly isn't working. Try to accept that there are some things you simply cannot control, and that your high standards may be setting you up for disappointment. Draw on your natural capacity to imagine different possibilities so you can see challenges as opportunities to grow, rather than obstacles to overcome.



Type Tips for Skill 4: Reframing Situations

ESTJ
&
ENTJ
(Te)

When stressed, you may seek to control the situation at the expense of considering others. Try to treat the situation as a problem to be solved; take a step back so you can reframe the issue, analyze the different courses of action, and then refocus with a new perspective. Don't forget your many skills and accomplishments, including your tenacity to meet challenges head on.

ISTP
&
INTP
(Ti)

When stressed, you may withdraw into unproductive analysis paralysis or replay in your mind situations you handled poorly. Speak to a trusted friend to help generate constructive options for moving forward, and to recognize that your negative self-judgements are likely not valid or shared. Remember that you will return to your usual logical self—yet you may also learn something about your emotions and values, which you may not typically experience directly.

ESFJ
&
ENFJ
(Fe)

When stressed, you may become increasingly insistent on achieving harmony, perhaps even forcing a false harmony. Try to take a step back to understand different concerns, including logical factors, before stress takes over. Make sure not to isolate yourself for too long or get stuck in a cycle of over-analyzing. Speak to a trusted friend to regain perspective, manage your expectations of yourself, and then get into useful action.

ISFP
&
INFP
(Fi)

When stressed, you may fall into “black and white” thinking, making harsh moral judgements of situations and people. Rather than acting on impulse, use your passion for the issue to explore different perspectives. Try not to dwell on your perceived failures and inadequacies; remind yourself of all the times you have supported others and made a difference. Although uncomfortable, your self-doubt is what keeps you from becoming arrogant, so it represents an opportunity for growth.



Type Tips for Skill 5: Setting Boundaries

**ESTP
&
ESFP**
(Se)

At your best, you are likely realistic when assessing your capabilities and deciding where to invest your time and effort. Yet, when stressed, you may become increasingly distracted or drawn to dealing with immediate crises at the expense of what really matters. Take a step back to reflect and weigh up your priorities—but don't try to become more like other people by forcing yourself to commit to long-range plans or a strict routine.

**ISTJ
&
ISFJ**
(Si)

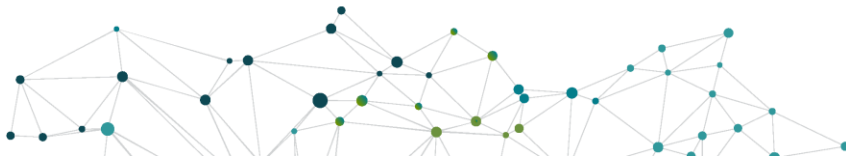
At your best, you are likely conscientious and dependable, working diligently to complete tasks to a high standard. Yet, when stressed, you may begin to overdo your natural style by working harder and harder, wasting time and effort on small details that don't really matter. Remember that you aren't alone—you don't need to take on the entire burden of what needs to be done. Allow yourself to set limits on your commitments, so you don't become overwhelmed with tasks.

**ENTP
&
ENFP**
(Ne)

At your best, you are likely fast-paced and collaborative, contributing your big-picture thinking to multiple projects at a time. Yet, when stressed, you may fail to see when this enthusiasm is spinning out of control, without any follow-through. Don't just work harder and faster—regularly review your commitments to make sure you're spending time only on things that really matter, then say "no" to the rest. If you're ever unsure, seek a reality check from someone who knows you well and has seen you overcommit before.

**INTJ
&
INFJ**
(Ni)

At your best, you are likely insightful and visionary, developing a long-term view to accomplish complex goals. Yet, when stressed, you may insist on doing things your way, losing sight of your dependence on others and spending too much effort making something "perfect" when "good" would suffice. You don't need to do everything yourself; it's okay to ask for help or to be more flexible in your expectations in order to get the job done. Know when to delegate, so you don't overstretch yourself by taking on too much.



Type Tips for Skill 5: Setting Boundaries

ESTJ
&
ENTJ
(Te)

At your best, you are likely task-focused and decisive, quickly identifying the most efficient and logical way to achieve an objective. Yet, when stressed, you may drive through task performance without realizing the impact this has on yourself and others. Don't just take on more work and responsibilities, even if you believe you should. Try to accept that not everything you produce will be perfect; you are human, and therefore not always completely right.

ISTP
&
INTP
(Ti)

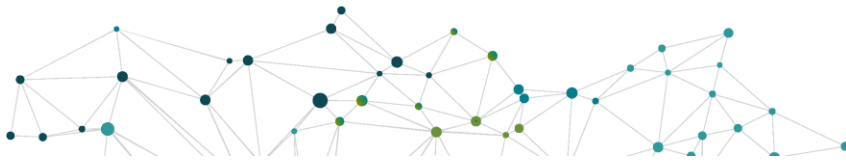
At your best, you are likely reflective and logical, quickly spotting redundancies and inconsistencies to cut to the crux of an issue. Yet, when stressed, you may insist on perfection from yourself and others and spend too much time analyzing without taking any action. Don't just try to "logic" your way out of every problem; instead, accept that some tasks will require a more holistic, action-oriented approach. Set boundaries so you are only spending time on what really matters, not on what is most complex.

ESFJ
&
ENFJ
(Fe)

At your best, you are likely warm and nurturing, eager to support others and meet their needs. Yet, when stressed, you may over-exert yourself, falling into people-pleasing behaviors or taking it upon yourself to resolve people's problems or conflicts. Remember that if you devote too much of your efforts to helping others, you may end up exhausted and resentful. Don't waste energy on situations you cannot "fix"; set boundaries for yourself, then make sure you stick to them.

ISFP
&
INFP
(Fi)

At your best, you are likely values-led and empowering, gently steering towards the right thing. Yet, when stressed, you may retreat from social situations or become a fierce defender of your values against perceived threats. You may even begin to control others, becoming domineering and bossy. Try to moderate your expectations of yourself and others. Don't pressure yourself to socialize; instead, try to rediscover your usual flexibility so you can focus on what really matters and let the rest go.



Type Tips for Skill 6: Adaptive Coping

**ESTP
&
ESFP**
(Se)

An action-oriented realist, you are usually persistent and assertive in the face of challenges. Yet you may become impulsive or expedient when stressed, and impatient with teammates who instead slow down under stress. Avoid making any permanent decisions when in this state; talk to a friend to help you adjust your plans and tackle the problems without closing off your options. Be mindful that not everyone will move at the same pace as you when things get difficult.

**ISTJ
&
ISFJ**
(Si)

A thoughtful realist, you are usually calm and consistent in the face of challenges. Yet you may become dogmatic and closed-minded when stressed and lose your usual tolerance for your teammates' opinions as uncertainty increases. Avoid blaming others or beating yourself up; it's okay to struggle from time to time. Talk to someone you trust to find ideas for how you can adjust your plans and be more adaptable while still getting the work done to a high standard.

**ENTP
&
ENFP**
(Ne)

An action-oriented innovator, you are usually imaginative and creative when finding a path through problems. Yet, when stressed, you may become frivolous and fickle as well as defensive if you feel teammates are being critical of your ideas. Remember that some people may need more detail than you and may become stressed if they don't have it. Try to find the value in developing some plans and routine to deal with deadlines; respect your physical limitations before stress has a chance to escalate.

**INTJ
&
INFJ**
(Ni)

A thoughtful innovator, you are usually open-minded and creative at finding a path through problems. Yet you may become closed-off and arrogant when stressed and fail to see the impact your intense reactions might be having on your teammates. Remember that you don't need to invent a new solution for every problem; an effective, simple solution may already be available if you can stay open to others' suggestions.



Type Tips for Skill 6: Adaptive Coping

ESTJ
&
ENTJ
(Te)

An action-oriented organizer, you are usually goal-driven and determined when things get tough. Yet you may take your frustrations out on teammates, responding to valid personal concerns in an uncooperative, unreasonable way. Try to be more accepting of the irrational, both in yourself and in others. Incorporate this mindset into your problem-solving efforts sooner, so you can adjust your plans quickly without further obstacles.

ISTP
&
INTP
(Ti)

A reflective systematizer, you are usually clear-minded and dispassionate when finding logical solutions to problems. Yet you may experience sudden outbursts of emotions when under great stress, which may be troubling for both you and your teammates. Don't overreact with people who are just trying to help, but also don't let them criticize you too harshly for these reactions. Try to be more tolerant of the illogical, in yourself and in others, and build this into your plans to be able to adjust more flexibly.

ESFJ
&
ENFJ
(Fe)

A people-focused organizer, you are usually warm and decisive, taking action to ensure people's needs are met. Yet you may become intrusive in your desire to help teammates who are experiencing stress, and you may feel neglected or unappreciated if they do not reciprocate the same care. Try to accept that some people may truly not want your help. Focus your efforts on your own problems instead, adopting a more task-focused mindset to adjust your plans before the stress escalates.

ISFP
&
INFP
(Fi)

A values-led supporter, you are usually tolerant and flexible, adapting your approach so you're always doing the right thing. Yet you may become intolerant under stress, passing negative judgements on yourself and teammates. Remember that not everyone has the same values or needs as you. Try to rediscover your usual flexibility—although you may also need to accept some level of planning to navigate the problems effectively.