

Human Personality and Stress: It's Management

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Abstract: The process of change and innovation often new and increased pressures on the people involved. Stress must be understood as a state of tension experienced by individuals facing extraordinary demands, constraints, or opportunities. Stress may be referred to an unpleasant state of emotional, physiological arousal that people experience in situation that they perceive as dangerous or threatening to their well-being. The word stress means different things people. Some define stress as events or situations that cause them to feel tension, pressure, or negative emotions such as anxiety and anger. Others views stress as the response to these situations. These responses include physiological changes- such as increased heart rate and muscle tension as well as emotional and behavioral changes. However, most psychologists regard stress as process involving a person's interpretation and response to threatening event.

I. INTRODUCTION

Everyone is confused many times about where stress actually comes from with actually bad consequences affecting our health, happiness and our ability to handle change. We live in an age of stress. Each day at work and at home as we struggle and take care of basics, constant stress significantly affects our ability to lead healthy and happy lives. No only does stress damage our physical and emotional well-being but our relationship and productivity suffer as well.

We may feel stress when we are busy, have important deadlines to meet, or have too little time to finish all of our tasks. Often people experience stress because of problems at work or in social relationships, such as poor evaluation by a supervisor or and argument with a friend. Some people may be particularly vulnerable to stress in situations involving threat of failure or personal humiliations. Other have fears of objects or things associated with physical threat-such as illness, storms, or flying in an airplane and become stress when they encounter or think about these perceived threats. Major life events, such as the death of a loved one, can cause severe stress.

Stress can be both positive and negative effects. Stress is normal, adaption reaction to threat. It signals danger and prepares us to take defensive action. Fear of things pose realistic threats motivates us to deal with or avoid them. Stress also motivates us to achieve our goals. Although stress may be hinder performance on difficult tasks, moderate stress seems to improve motivation and performance on less complex tasks. In personal relationships stress often leads to less cooperation and more suggestion.

Any look towards your career future in today's dynamics times must include awareness that stress is something you, as

well as other, are sure to encounter. Stressors are the wide variety of things that cause stress for individuals. Some stressors can traced directly to what people experience in the workplace, where as other derive from non work and personal factors. Work stressors without doubt, work can be stressful and demands and disrupt one's work-life balance.

Life Stressors a less obvious, though important source stress for people at work is the spillover effect that result when forces in their personal life "spill over" to affect them at work. Such life stressors as family event (e.g. the birth of new child), economic difficulties (e.g. the sudden loss of big investment), and personal affairs (e.g. separation or divorce) can call be extremely stressful. Since it is often difficult to completely separate work and non work lives, life stressors can affect the way people and behave on their jobs as well as their personal lives.

Another set of stressors includes factors, such as individual needs, capabilities and personality. Stress can reach a destructive state more quickly, for example when experienced by highly emotional people or by those with low self-esteem. People who perceive a good fit between job requirement and personal skills seem to have a higher tolerance for stress than do those who feel less competent as a result of a person-job mismatch. Basic aspects of personality are also important. The achievement orientation, impatience and perfectionism of individual with type A personalities, for example often create stress for them in work setting that others find relatively stress-free.

II. DEFINITION OF STRESS

Stress is excitement, feeling of anxiety, and physical tension that occurs when the demands placed on an individual are thought to exceed his ability to cop. This most common view of stress is often called distress or negative stress.

The physical or psychological demands from the environment that cause this condition are called stressors. (Hellriegel and Slocum, 2004)

It is defined by Ganster and Murphy (2000) as a form of 'strain' provoked in response to situational demands labeled 'stressors' which occur when jobs are simultaneously high in demands and low in control.

Stress (psychology), an unpleasant state of emotional and physiological arousal that people experience in situation that they perceive as dangerous or threatening to their well-being. (Auerbach et al, 2007/2008).

From the above definitions of the term stress, stress means different things to different people. From a lay person's perspective, stress can be described as feeling tense, anxious, or worried. The term stress itself has been defined in literally hundreds of ways.

Stress is most widely defined as the body's response to external events that somehow upset one's internal balance or make a person feel threatened. From a biological point of view the effects of stress can be positive, neutral or negative. Stress has many forms and impacts people of all ages. It is impossible to predict the stress levels for an individual. Still children, teens, working parents and seniors are among the groups that confront most stress factors related to life transitions.

III. FIGHT & FLIGHT RESPONSE

We generally use the word "stress" when we feel that everything seems to have become too much, we are overloaded and wonder whether we really can cope with the pressure placed upon us. The way you respond to a challenge may also be a type of stress. Part of your response to a challenge is physiological and affects your physical state. When faced with a challenge or threat, your body activates resources to protect you to either away as fast you can or fight.

In terms of the fight response, while male aggression appears to be regulated by androgen hormones, such as testosterone, and linked to sympathetic reactivity and hostility, female aggression appears to be more cerebral in nature- moderated by social circumstances, learning, culture and situation- and in animals "confined to situations requiring, write researchers.

In terms of flight, feeling too readily at any sign of danger would put a female's offspring at risk, a response that might reduce her reproductive success in evolutionary terms. Consistent with this idea studies in rats suggest there may be physiological response to stress that inhibits flight.

This response is the release of the hormones oxytocin, which enhances relaxation, reduces fearfulness and decreases the stress responses typical to the fight-or-flight response.

IV. STRESS & HEALTH

As we all know, stress can impact person's health. It is a potential source of persons' frustration, which can harm the body's physiological and psychological well-being time. Health problems associated with stress include heart attacks, strokes, hypertension, migraine, headache, ulcers substance abuse, overeating, depression and muscle aches etc.

Stress prevention is the first-line strategy in the battle against stress. It involves taking action to keep stress from reaching destructive levels in the first place. Work and life stressors must be recognized before one can take action to prevent their occurrence or to minimize their adverse impacts. Family problems may be partially relieved by a change of work schedule; simply knowing that your supervisor understands

your situation may help to reduce the anxiety caused by pressing family concerns.

Once stress has reached a destructive point, special techniques of stress management can be implemented. This begins with the recognition of stress symptoms and continues with actions to maintain a positive performance edge. The term wellness is increasingly used these days. Personal wellness involves the pursuit of one's job and career goals with the support of a personal health promotion program. The concept recognizes individual responsibility to enhance and maintain wellness through a disciplined approach to physical and mental health. It requires attention to such factors as smoking, weight, diet, alcohol use, and physical fitness.

How does stress affect in change environment?

- Stress emerges when people experience tensions caused by extraordinary demands, constraints, or opportunities in their jobs.
- Work-related stressors arise from such things as excessive task demands; interpersonal problems, unclear roles, ethical dilemmas, career disappointment.
- Non-work stress can spill over to affect people at work; non-work stressors may be traced to family situations, economic difficulties, and personal problems.
- Personal stressors derive from personality type, needs and values; they can influence how stressful different situations become for different people.
- Stress can be managed by prevention- such as making adjustment in work and non-work factors; it can also be dealt with through personal wellness-taking steps to maintain in healthy body and mind capable of better with standing stressful situations.

Hard work, constant demands, and intense competition and stressful and unhealthy for some people, yet others stay healthy and even thrive in demanding situations. These differences in responses are enhanced when there is an existing medical condition. For example diabetics, show a dangerous increase in blood sugar when stressed, but other diabetics do not (Stabler 1987). Some people are susceptible to all types of health problems but others rarely get sick. Even when there is a life-threatening disease, people with similar medical conditions can respond in dramatically different ways to their medical treatment. There is something about certain individuals that protects their health.

In the 1940s, Fraz Alexander, a leading proponent of psychometric medicine, described the cases of two middle-aged women with breast cancer. Two years after their mastectomies Ginny was dying but Celia was back to her job with new responsibilities. Alexander could not find a biological explanation for the different outcomes- the case histories and tumors had been similar. So, he looked for personality differences. He found that Ginny was so brave and repeatedly asserted that she was going to get well, but she seemed unable

to face her disease or her feelings about losing her breast. Celia, on the other hand, was neither excessively optimistic nor full of despair. She admitted that losing a breast was hard and tried find how she could adjust (Alexander, 1950).

Are psychological factors possibly relevant to health? A Yale study administrated psychological questionnaires to fifty-two women with breast cancer and then followed them for two years (Jensen, 1987). The spread of cancer was greater among women who had repressed personality, felt hopeless, and seemed unable to express negative emotions. As we will see, there are various reasons why this might be case.

We have all heard about hard-working executives who drop dead while relatively young- in their forties and fifties. On the other hand, many people of prominence have led very demanding and productive lives well beyond age seventy. For example, Eleanor Roosevelt and Benjamin Franklin made major contributions to world affairs late in life. Could it be that this commitment a better world was relevant to their health? Katharine Hepburn, Vladimir Horowitz, Pablo Casals, and many other artists acted, played, and painted well into old age. Not only could such performers continue working late in life, but they retained that joyful enthusiasm that audiences find so appealing. Biologist Jonas Salk, pediatrician Benjamin Spock, anthropologist Margaret Mead, and many other scientists contributed important ideas at an old age.

People's capacities do not necessarily decline. Personality and health researchers have providing increasing evidence that those who live to a healthy old age differ in systematic ways from those who die prematurely. The longevity of extraordinary individuals like Katharine Hepburn and Benjamin Franklin was not in itself scientific proof. However, such personalities provide insights into the findings that's emerge form scientific research.

V. WHY PEOPLE EXPERIENCE STRESS

Stress is a natural, physical response to our perceptions of stimulus purpose: our need to protect ourselves and the innate 'flight or fight' aspect of our nervous system. When we were battling survival, stress is what released the adrenaline that let us fight. So although most of us don't have to battle our way into the office each morning, the response to stimuli and the stress that results still exist.

We all feel stressed from time to time. It's all part of the emotional ups and down of life. Stress has many sources it can come form our environment, from our body, or our own thoughts and how we view the world around us. It is very natural to feel stressed around moment of pressure such as exam time, presentation in conference, but we are physiologically designed to deal with stress and react to it.

The most stressful events for adults involve major life changes such as death of spouse or family member, divorce, imprisonment, losing one's job, and major personal disability or illness. Sometimes, apparently positive events can have

stressful components. For example, a woman gets a job promotion may receive a higher salary and greater prestige, but she may also feel stress from supervising co-workers who were once peers. Getting married is usually considered a positive experience, but planning the wedding, and dealing with family members.

Much of the stress in our lives results from having to deal with hassles pertaining to same hassles every day. Examples of daily hassles include living in a noisy neighborhood, commuting to work in heavy traffic, disliking one's fellow workers, worrying about owing money, waiting in a long line, and misplacing or losing things. When taken individually, these hassles may feel like only minor irritants, but cumulatively, over time, they can cause significant stress. The amount of exposure people have daily hassles is strongly related to their daily mood.

Everyone feels stressed at times. But there are times in our lives when we feel particularly overwhelming with tension. And during them we can feel really awful and have highly unpleasant stress symptoms to deal with. We live in very uncertain and dangerous times and so it is entirely unstable that many adults are feeling extremely anxious.

We feel stress when we do not define what is truly most important to us our priority or priorities and focus our attention on what is most meaningful and worth to us. We set unrealistic expectation on ourselves and others by expecting ourselves or others to do actions that are not truly most important or highest in our priority and thereby feel we betray ourselves. And when we are not able to fulfill our expectation, we become disappoint and feel stress.

VI. PERSONALITY PREDISPOSITION & EXPERIENCED STRESS

Researches indicates that those who seem to effectively handle (what to ordinary persons might seem like) a high level of stress, posses one or more of the personality predisposition of high tolerance for ambiguity, internal locus of control and self-esteem. A high tolerance for ambiguity allows individual to experience very little anguish while operating under conditions of insufficient information or in an uncertain environment. People with an internal locus of control also handle stress well in control of the situation, rather than feeling controlled by the situation they are in. This makes it possible for them to manage their environmental stress without experiencing its noxious effects. Those with high self-esteem also handle stress with ease since a high self-concept and confidence in their abilities allows them to develop positive attitude towards the management of stress and enables them to deal with stressful situations with calmness and clear thinking. The more successfully one handles a stressful situations without panicking or getting overwhelmed by it, the more confidently with the individual face further stressful situations. Thus, it is possible to raise one's capacity to handle stress with successive situations.

A personality characteristic that induces stress is the Type A (versus the Type B) trait. The nature of Type A person is to engage in several simultaneous, parallel (rather than sequential) activities with heightened sense of urgency (in contrast to the Type B individual who takes things easy). These characteristics, in combination with the fact that the Type A individual is also competitive in nature, accounts for the fact that the Type A person is likely to impose a lot of self-induced stress on himself. However, as discussed by Friedman and Roseman (1974), it is only the Type A, who experience adverse health effects such as heart attacks. We might conjecture that the Type A who has one or more of the predispositions of high tolerance for ambiguity, high internal locus of control, and high self-esteem, will not actually experience undue stress though the individual might seem as if he or she is adding self-imposed stresses, especially when compared to the Type B personality. Thus certain personality predispositions have an impact on stress and how it is handled by the individuals.

Stress Level	Low Stress	Optimum Stress	High Stress
Reactions	Boredom/Apathy	High Energy	Exhaustion
Behaviors	Low motivation Careless mistakes Psychological-withdrawal Physical-withdrawal Inactivity	High motivation Heightened Perception High-involvement	Exhaustion Anxiety Nervousness Indecisiveness Bad Judgment
Performance	Low Performance	High-Performance	Poor Performance

Stress is reality of our everyday life. There are both eustress and distresses that come from our work and non-work lives. The stresses and strains in one domain is carried over to the other. Thus, if one experienced much distress at work, that stress will be carried over to the home which will heighten the sense of awareness of even small distress experienced in the family sphere. For example, if an employee had a nasty argument with his supervisors at work which induced a lot of stress, he might find even the normal crying of his child at home that evening to be extremely noxious and stressful to bear. Like wise, stresses experienced at home or with friends or from other non-work facets can be carried over to the workplace which might heighten and compound the stresses experienced at work.

VII. STRESS MANAGEMENT

Stress is a factor that everybody has to contend with on a daily basis both in the work and non-work spheres of life. Bottling up stress only makes the situation explosive at a later stage when one has reached the limit of one’s capacity to endure it. Since the body has only limited capacity to respond to stress, it is important for individuals to optimally ‘manage’ their stress to operate as fully functioning human beings. Fortunately, there are several ways in which stress can be handled so that the dysfunctional consequences of stress are

dissipated. Relaxation, engaging in physical exercise and sports activities, and managing the work-to-home transition are all helpful in combating stress. Most of these techniques are familiar and need no explanation. Managing the work to home transition is, however, a technique most of us do to handle stress and is worth some elaboration.

1. The work-to-home transition strategy

It emphasizes that would be beneficial to psychologically shift gears from the stressful work situation to a relaxed evening at home in the family environment as one reaches the end of the workday. That is, instead of carrying the pressures of the work to the home, the suggestion is to start the unwinding process during the last hour or of the work day and enter the home in a relaxed and peaceful frame of mind. If one is preoccupied with pressures of the workday at home, one precludes relaxed interactions with one’s family at home.

The technique to be followed is this. During the 30 to 60 minutes of work time, attend to more routine and less pressure inducing types of work. For instance, during the last hour, or so one can review the day’s activities list and priorities the activities that need to be attended to the next day, and thus table all the unfinished business. This is possible and feasible to do at managerial levels where a lot of paper work is handled. However, this is quite contrary to what most of us do. We usually try to handle the most complex and knotty problems as we reach the end of the day. When we can no longer stay in the office; we take our paper work home and constantly preoccupied with work-related problems with no time to devote to family. To experience a good life, happiness should be experienced in both the career and the family facets of one’s life. The work-to-home transition technique will help us to slowly unwind even before we quit the workplace. To completely unwind, it is advisable to take some personal time before heading home and exercises, swim, play tennis, or jog. This puts the careerist in a family-oriented, relaxed frame mind, thus giving quality time to all in the family. Recreation and relaxation also increase the productivity of individual at work.

2. Learning to manage job stress

The good thing is to know about job stress that you can learn to manage it so that it does not become a serious problem. Job stress is emerging when you don’t have good communication, interpersonal relation, and don’t have supportive colleagues. It is a routine problem. But not so big, that’s why it is really important to improve your interpersonal and communication skill to reduce stress in your relationships.

3. Physical exercise

Besides improving your physical fitness level, exercise can also help to reduce your stress level. There are several reasons for why exercise can help you better deal with stress as well. Exercise can lead to a release of endorphins, or feel-good chemicals into bloodstream. These chemicals have the effect of relaxing the body and are associated with feelings of

pleasure. People who exercise regularly are proven to have lower anxiety and depression rates than people who don't.

4. Mindfulness-based stress reduction program

One such program, mindfulness-based stress reduction, has solid track record. Pioneered by Jon Kabat-Zinn, PhD. Over 30 years ago, MBSR is derivative of mindfulness, a technique that's been practiced by Buddhists and meditation practitioners for thousands of years. To practice mindfulness means to be non-judgmentally aware of what is going on in the present moment. It is both a secular meditation practice and a way of life that requires no prior meditation experience. Mindfulness-based stress reduction is designed specifically to deal with health-related and quality of life issues.

5. Diagnosis of stress

The diagnosis of stress depends on many factors and is complex, say experts. A wide range of approaches to stress diagnosis have been used by health care professionals, such as the use of questionnaires, biochemical measures, and physiological techniques. Experts add that the majorities of these methods are subject to experimental error and should be viewed with caution. The most practicable way to diagnose stress and its effects on a person is through a comprehensive, stress-oriented, face-to-face interview.

6. Meditation

The most widely practice is transcendental meditation, or TM. Its originator, Maharishi Mahesh yogi, defines TM as turning the attention toward the subtler levels of thought until the mind transcends the experiences of the subtlest state of thoughts and arrives at the source of thought. The basic procedure used in TM is simple, but the effects claimed for it are extensive. One simply sits comfortably with closed eyes and engages in the repetition of a special sound (mantra) for about 20 minutes twice a day. Studies indicate that TM practices are associated with reduced heart rate, lowered oxygen consumptions, and decreased blood pressures.

7. Biofeedback

Biofeedback is a technique in which people learn voluntary control of stress-related physiological responses, such as skin temperature, muscle tension, blood pressure, and heart rate. Normally, people cannot control these responses voluntarily. In biofeedback training, people are connected to an instrument or machine that measures a particular physiological response, such as heart rate, and feeds and that measurement back to them in an understandable way.

8. Relaxation Training

The purpose of this approach is to reduce a person's arousal level and bring about a calmer state of affairs, both psychologically and physiologically. Psychologically, successful relaxation results in enhanced feelings of well-being, peacefulness and calm, a clear sense of being in control, and reduction in tension and anxiety; physiologically,

decreases in blood pressure, respiration, and heart rate should take place. Relaxation techniques include breathing exercises, autogenic training, which combines elements of muscle relaxation and meditation; and a variety of mental relaxation strategies, including imagery and visualization.

9. Cognitive Techniques

The basic rationale for some individual approaches to stress management, known collectively as cognitive techniques, is that person's response to stressors is mediated by cognitive processes, or thoughts. The underlying assumption of these techniques is that people's thoughts, in the form of expectations, beliefs, and assumptions, are labels they apply to situations, and these labels elicit emotional responses to the situation. Thus, for example, if an individual labels the loss of promotion a catastrophe, the stress response is to the label, not the situation. Cognitive techniques of stress management focus on changing labels or cognitions so that people appraise situations differently. This reappraisal typically centers on removing cognitive distortions such as magnifying (not getting the promotion is the end of the world for me), over-generalizing (not getting promoted means my career is over; I'll never be promoted in any job anywhere), and personalization (since I did not get the promotion it's clear that I'm a terrible person). All cognitive techniques have a similar objective: to help people gain more control over their reactions to stressors by modifying their cognitions.

VIII. SUMMARY

The word stress means different things to different people. People have different kind of situation they have to face, so there are no same problems at that same to people so it depends on a person how they deal with these situations. People have different kind of responses towards stress it called fight and flight responses. People may feel stress when something happen all of sudden in their life which they never imagine or plan for like, death of love one, loss in running business, divorce to spouse, financial loss and many more. All these kind of stress situations put person under stress. It depends on situation how they make balance between mind and stress. Stress does affect health emotionally and physically. Psychologist, cardiologist mention, there are two types of personalities of stress, one who feel low level of stress call Type B and second who take high level of stress call Type A personalities. But if there is optimum level of stress it effect in good sense on your job performance. When stress starts disturbing a lot, then it is time to manage proper stress level. We have to manage stress with proper techniques like work to home techniques, relaxation training, meditation and just few techniques which make your mind and heart healthy.

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