Stress and the McQuaig Temperament Scales (part 2)

This is the second article in a two-part series which looks at how an individual's underlying temperament impacts their stress levels.

In part one we focused on the Dominant <> Accepting and Sociable <> Analytical scales.

Today we will look at the Relaxed <> Driving and the Compliant <> Independent scales. Common activities that people with different McQuaig traits will find stressful are listed below.

Relaxed > People who are strong on the Relaxed Scale are patient and steady-paced. They will find stress in activities where:

- they are thrown a lot of last-minute surprises
- schedules need to be flexible and the playing field changes constantly
- there are tight deadlines and constant pressure

Driving > People who are strong on the Driving Scale are change agents with a high sense of urgency. They will find stress in activities where:

- the job entails a great deal of routine
- their manager is not open to suggestions for change
- projects have long time lines and they receive little feedback in the short term

Compliant > People who are strong on the Compliant Scale are structured and do things by the book. They will find stress in activities where:

- they are constantly being asked to bend the rules
- unprecedented decisions need to be made
- outside-the-box solutions are expected

Independent > People who are strong on the Independent Scale are self-reliant and unstructured. They will find stress in activities where:

- tasks require a strong focus on detail
- the environment is highly structured and policy-driven
- many approvals are required before moving forward

While a broad range of factors may contribute to an individual's stress levels, important attention needs to be paid to the nature of the work itself. A potentially high performer who is in a role that they are not temperamentally suited for, may feel anxiety, under perform and eventually leave.

Would you like to learn more about your own temperament and how it impacts your stress levels?

For more information contact:

Michael Gravelle, CHRP
Managing Director
The McQuaig Institute®
mgravelle@mcquaig.com
(416) 941-9418, ext. 361
(800) 387-5455, ext. 361

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