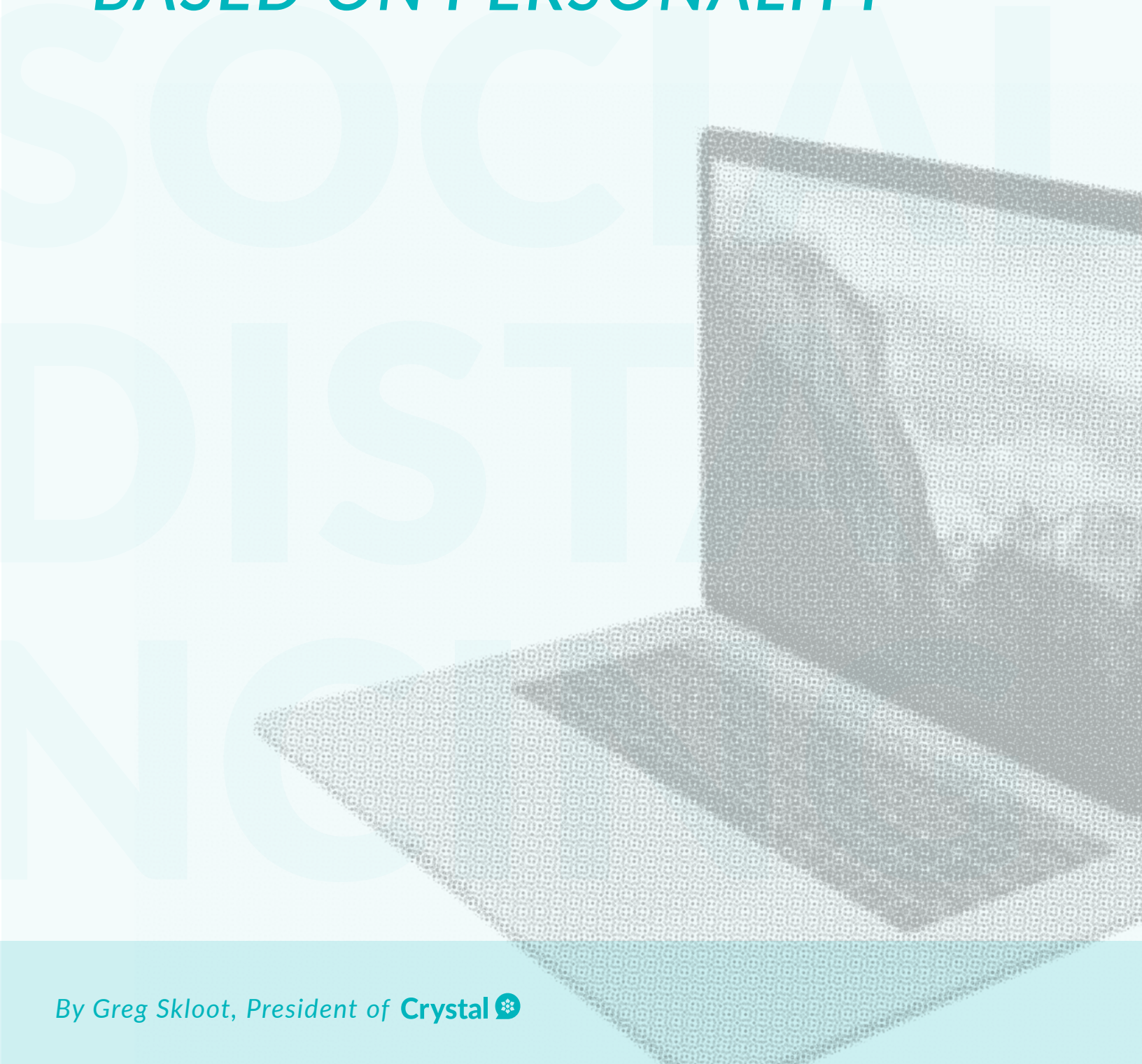


How to effectively cope with isolation

SOCIAL DISTANCING

BASED ON PERSONALITY



By Greg Skloot, President of **Crystal** 

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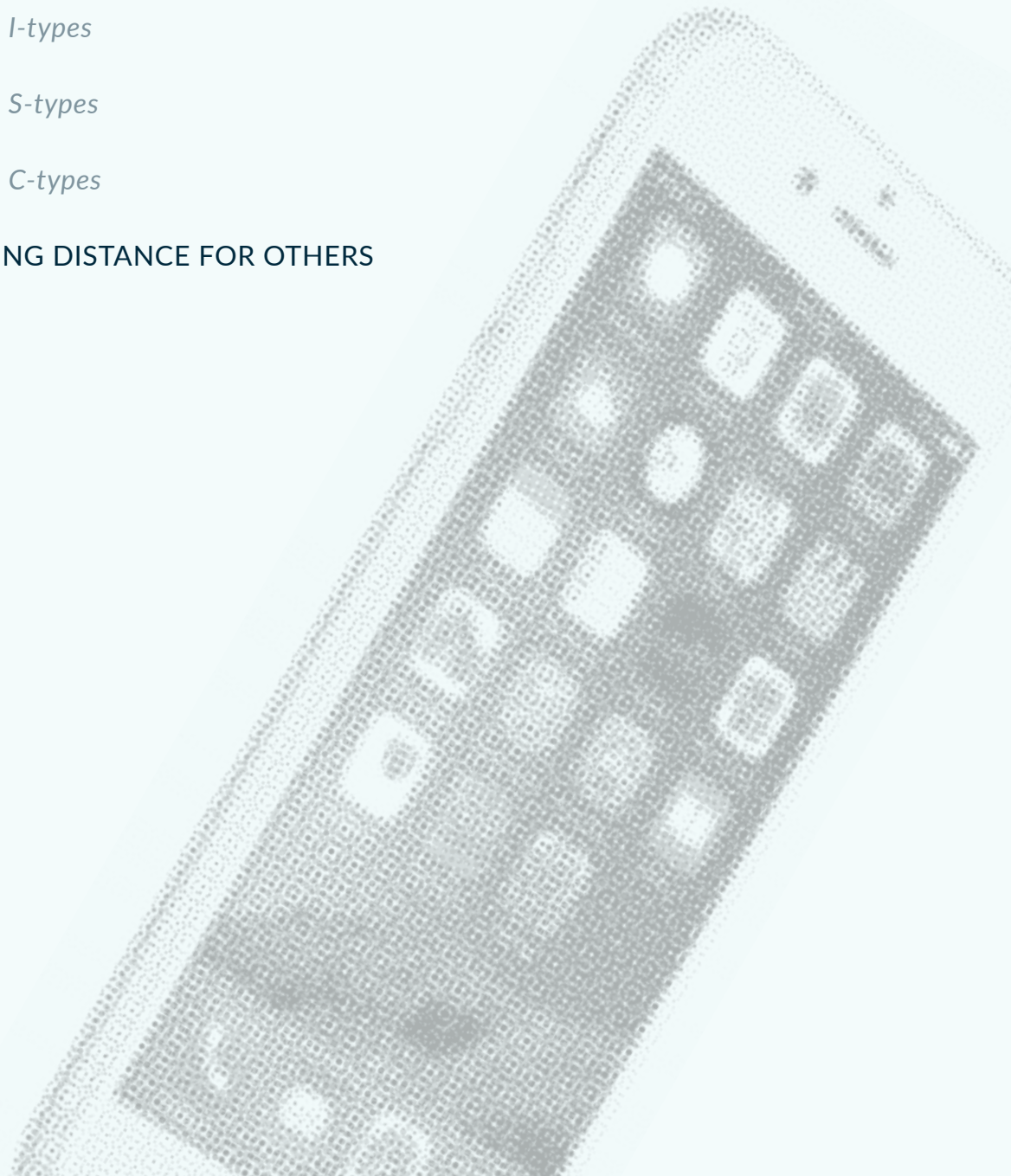
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Build Awareness

SOCIAL DISTANCING

We've all felt the chaos of the past couple of months as the Coronavirus spreads rapidly around the world. Now labeled a Pandemic by the World Health Organization, the Coronavirus has had a major impact, not only on the health of people on a global scale, but on how we function in our world.

In the U.S., the CDC *recommended* that for 8 weeks, starting March 15th, there not be gatherings of more than 50 people in a public space. Around the same time, the White House released a stricter guideline for a period of 15 days, suggesting that people avoid social gatherings "in groups of more than 10 people". The new suggestions seem to be growing more and more narrow, leading many Americans to believe that working from home is likely to be necessary for a period of time.

While it may seem overwhelming, Social Distancing, as health experts are calling it, can have a dramatically positive impact on the spread of the disease, as well as the toll it takes on health care providers. So, even though it may feel stressful, it's important to follow the advice offered to us by health care professionals and minimize contact with other people.

For those of us who are used to socializing, working closely with others, or just generally leaving our houses often, this can cause stress and confusion as we learn to do all of these things from home. However, we can make the best of the situation by learning how to best collaborate with coworkers and cope with isolation based on our different personality types.



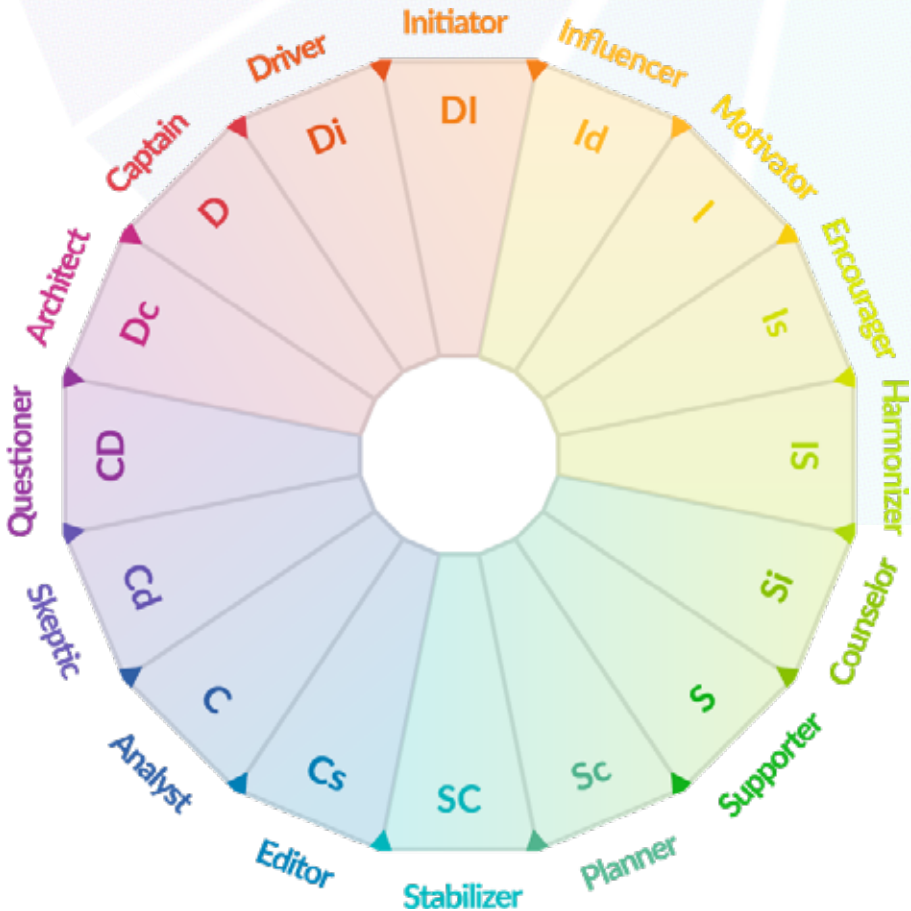
UNDERSTANDING PERSONALITY

Because people are likely to handle social distancing in their own way, it's important to have a better understanding of personality, in order to effectively understand how we can make the most of the situation.

To help discover your own personality type, you can take [a free personality test](#) and share your type with any friends or co-workers you choose. You can also invite others to take the assessment, so you can learn their type to understand them better and help them cope throughout this time.

We like to use a framework called DISC to talk about personality. DISC classifies personalities into a few categories, which we refer to as D (dominance), I (influence), S (steadiness), and C (conscientiousness). Each of us has a primary DISC type in one of these categories and sometimes a secondary DISC type in another. To keep things simple, we separate these into easy-to-remember labels called Archetypes.

You can see them all on this graphic called the Personality Map:



Below is a breakdown of common personality traits within each of the categories in DISC.



D Personality Types: *Captains, Drivers, Initiators, Architects*

- Motivated by control over the future and personal authority
- Tend to prefer instant, concrete results and having an advantage over competition
- Communicate clearly and succinctly

I Personality Types: *Influencer, Motivator, Encourager, Harmonizer*

- Motivated by innovative, unique, creative ideas and excited by the future
- Tend to prefer building new relationships and experiences
- Communicate in a casual, expressive way



S Personality Types: *Counselor, Supporter, Planner, Stabilizer*

- Motivated by peace, safety, and others' wellbeing
- Tend to prefer security, reliability and trust
- Communicate in a friendly and genuine way

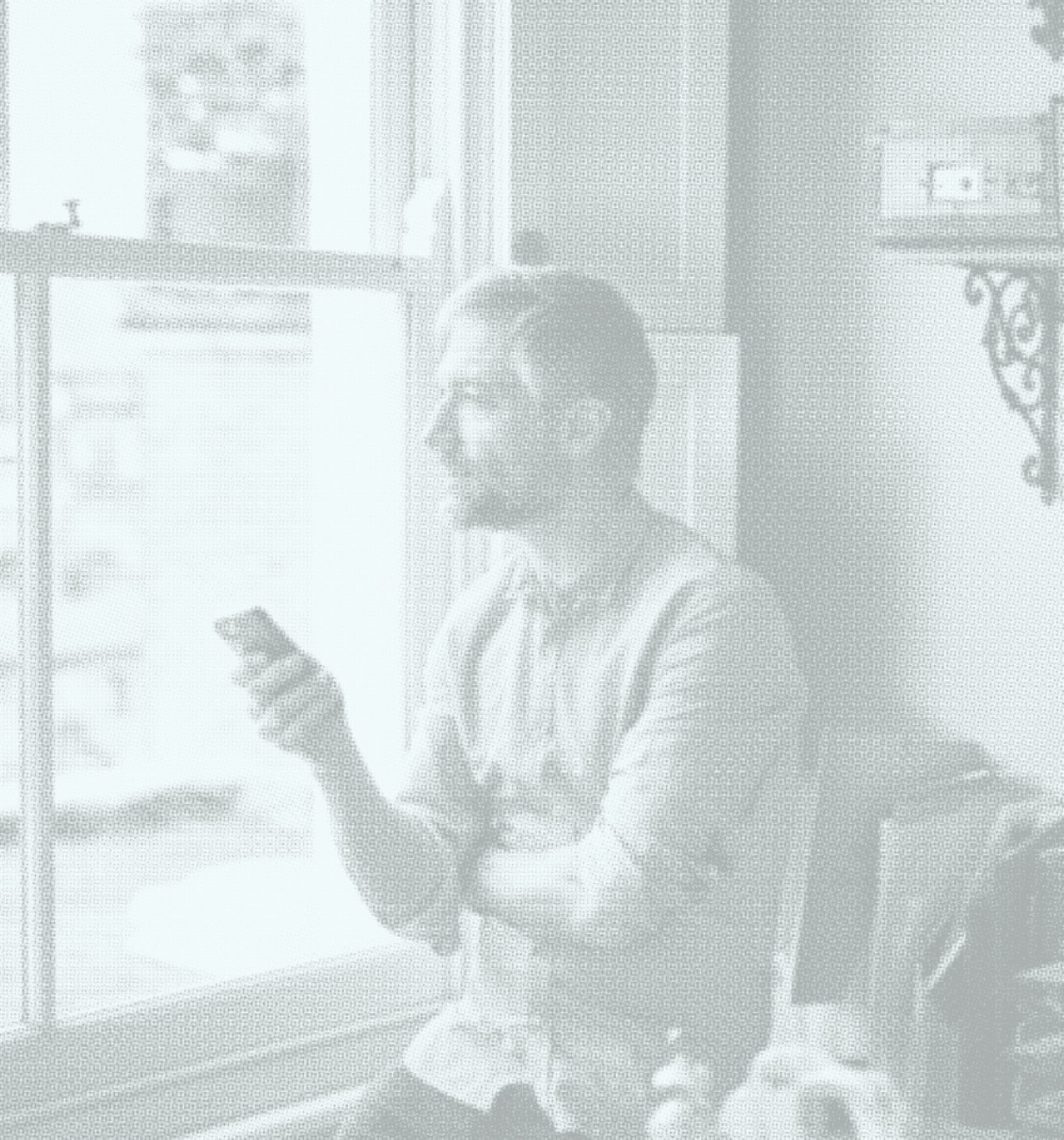
C Personality Types: *Editor, Analyst, Skeptic, Questioner*

- Motivated by logic, information, and problem solving
- Tend to prefer accurate information and quality solutions (quality over quantity)
- Communicate in a business-like, fact-based way



These differences are extremely important for approaching this period of distance. For example, someone who is an outgoing, people-oriented Motivator (I) is less likely to feel comfortable being alone during this time. They may need to find ways to cope with the separation. An introverted Analyst (C), on the other hand, may have an easier time adjusting to the situation.

By understanding personality, you can begin to learn more about how you and your coworkers may process social distancing, as well as what you can all do to help each other.



Social Distancing by Type

D TYPE'S STRENGTHS

Strong, autonomous D-types are likely to enjoy the personal space, at first, since being at home allows them to be even more independent. However, they tend to be naturally extroverted and will quickly grow frustrated at the time they are spending alone, especially if the rest of their team seems to be working less effectively or efficiently. While D-types may have a difficult time during the period of social distancing, they may ultimately learn to be more patient with their team members.

How to Collaborate Remotely with D-types

Because D-types may feel stressed during this time, it's important to not take what they say too personally. When working with D-types, make sure to communicate with clear, direct messages. Avoid muddling your point with unnecessary information or too many details. If needed, get on a call to talk through something or engage in a discussion about an issue. Most importantly, continue working at a solid pace toward your shared goals.

How D-types Can Cope with Isolation

Although being contained in their home is likely to frustrate D-types, there are certain things they can do to make the most of the situation. Here are some tips for D-types during the period of social distancing:

- Go for regular runs or hikes.
- Set a big personal goal, like running in a 5k or marathon, and work toward it gradually.
- Read energizing books on leadership, success, and more.
- Keep up with friends by participating in some sort of shared competition with them, like in video games, when doing physical activity, or starting your own original competition.

Overall, for D-types to ease their tension, they should try to regularly exercise, so they can exert their pent up energy, and find little ways to keep up with others.

I TYPE'S STRENGTHS

Creative, social I-types are likely to have a hard time while distancing themselves from others. They enjoy connecting with others and may feel very disconnected or lonely during this time, since they won't have as many chances to engage with their friends and coworkers. Even though this process may be hard for them, there's a lot that I-types can gain from the experience, like learning to slow down and breathe for a bit.

How to Collaborate Remotely with I-types

In a word, frequently. Because I-types tend to enjoy the chance to socialize when possible, it's important to keep them energized by communicating with them through a video meeting or phone call when possible. This will give them a chance to have a more personal interaction. It's also important to keep the lines of communication very open with I-types during this time, allowing them to share what they are thinking frequently so they feel heard. Try to keep the mood positive and collaborative during this time. Avoid allowing the isolating situation to turn team projects into very individualistic tasks.

How I-types Can Cope with Isolation

Despite the fact that I-types may have a difficult time being home alone for an extended period of time, they can continue to keep up their social life, even when physically distancing themselves. Here are some tips for I-types during this time:

- Host dinners or coffee dates with friends through video chat.
- Find TV shows or movies you and your friends can watch and discuss in the group chat.
- Practice your creative skills like painting, writing, playing music, and more.
- Read a thrilling fiction book or an inspirational nonfiction book.

It's important that I-types find a way to express themselves and keep up with the people they care about so they can find energy while working and socializing from home.



S TYPE'S STRENGTHS

Calm, patient S-types may have mixed feelings about being physically separated from others. They are likely to enjoy the opportunity to spend more time at home or in a comfortable space, but they may have a difficult time being apart from the people they care most about. However, this may be an opportunity for them to learn to be more independent and comfortable working on their own.

How to Collaborate Remotely with S-types

S-types are likely to miss the consistency and comfort of working in-person with colleagues, so it's important to check in with them from time to time, just to make sure they have a chance to voice any concerns or ask any questions. Make an effort to offer to help them with anything they may need. Since S-types also enjoy having opportunities to connect with people on a more personal level, be sure to ask questions about their personal life. If they are having any problems, try to listen like a friend and allow them to vent frustrations. When they have a chance to express their feelings, they are likely to work more happily and productively.

How S-types Can Cope with Isolation

While it may be hard for them to be pulled so quickly out of their routine and away from friends and family, S-types can find little ways to make use of the time they have to themselves. Here are some tips for S-types during this time:

- Talk to close friends on the phone regularly
- Cozy up with a good fiction book or show
- Spend time journaling
- Create a new energizing routine for the time being

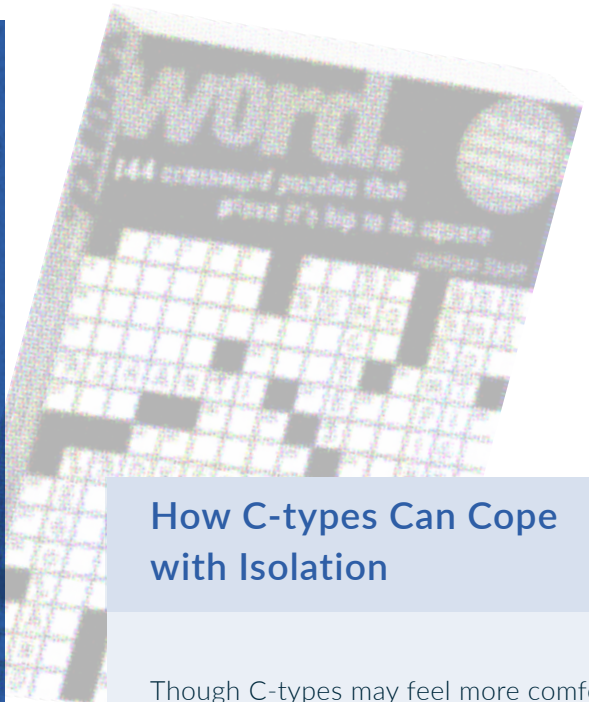
All in all, it's important that S-types are able to maintain their close relationships, while also using this time to connect more deeply with themselves.

C TYPE'S STRENGTHS

Reserved, logical C-types may be most suited to adapt to social distancing. Since they tend to enjoy spending time on their own and working independently from others, they may actually thrive during this time at home. C-types can learn to make the most of their self-reliance throughout this process.

How to Collaborate Remotely with C-types

Since C-types are likely to work well on their own, collaborating effectively with them in a remote-work environment mainly involves giving them the space they need to work productively. Try to conduct most communication through email or instant messaging, rather than through calls or video conferences. When you need to seek advice about or work through a problem with C-types, make sure to include as many relevant details as you can in a written explanation so they have time to really think through the issue and explore different potential solutions. As long as you are able to communicate clearly when needed, while giving them plenty of autonomy, collaborating with C-types should go smoothly during this time.



How C-types Can Cope with Isolation

Though C-types may feel more comfortable than most during a period of social distancing, they can still become bored or frustrated by the lack of the freedom we are all used to having. Here are some tips for them during this time:

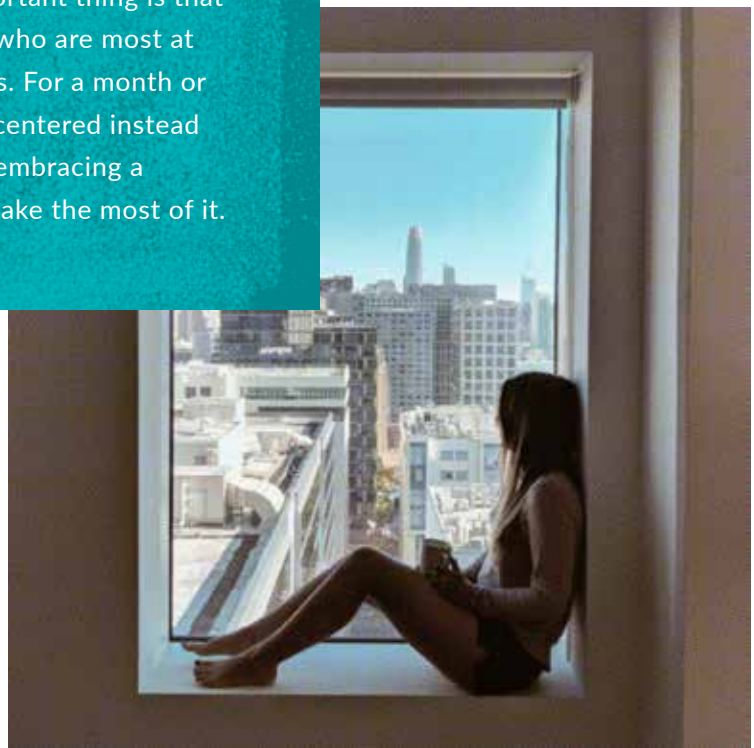
- Explore your passion or hobby more deeply, whether it's coding, astronomy, genealogy, or something else entirely.
- Challenge your mind by solving crossword puzzles, jigsaw puzzles, or by playing sudoku.
- Go camping and enjoy a weekend to yourself outdoors.
- Take online classes to learn a new skill.

For C-types, one of the more important things to do throughout this period of peace is to prepare for going back to regular life at the end of this, especially if they usually commute to work and engage frequently with other people.

SEEKING DISTANCE FOR OTHERS

This period of quarantining, isolating, or social distancing can be stressful for many of us. Fortunately, doing so can prevent many worse outcomes and protect those most vulnerable to the virus from getting really sick. To help ease the frustration or boredom from being based in our homes during this time, it's important to implement a few changes when collaborating with others and practice engaging in activities that excite us, however we can. Check out our [*"Hobbies for Your DISC Type"*](#) blog to discover more ways you may be able to enjoy yourself during this time (though, be sure to focus on the hobbies you can do on your own at this time).

For people who may hope to see tangible results or "proof" that social distancing was worthwhile, remember that if social distancing works, it may seem like it was an overreaction. The important thing is that this process can help protect those who are most at risk for the worst effects of the virus. For a month or two, we need to learn to be others-centered instead of self-centered. We can do this by embracing a period of distance and learning to make the most of it.



Understand anyone's *communication style*

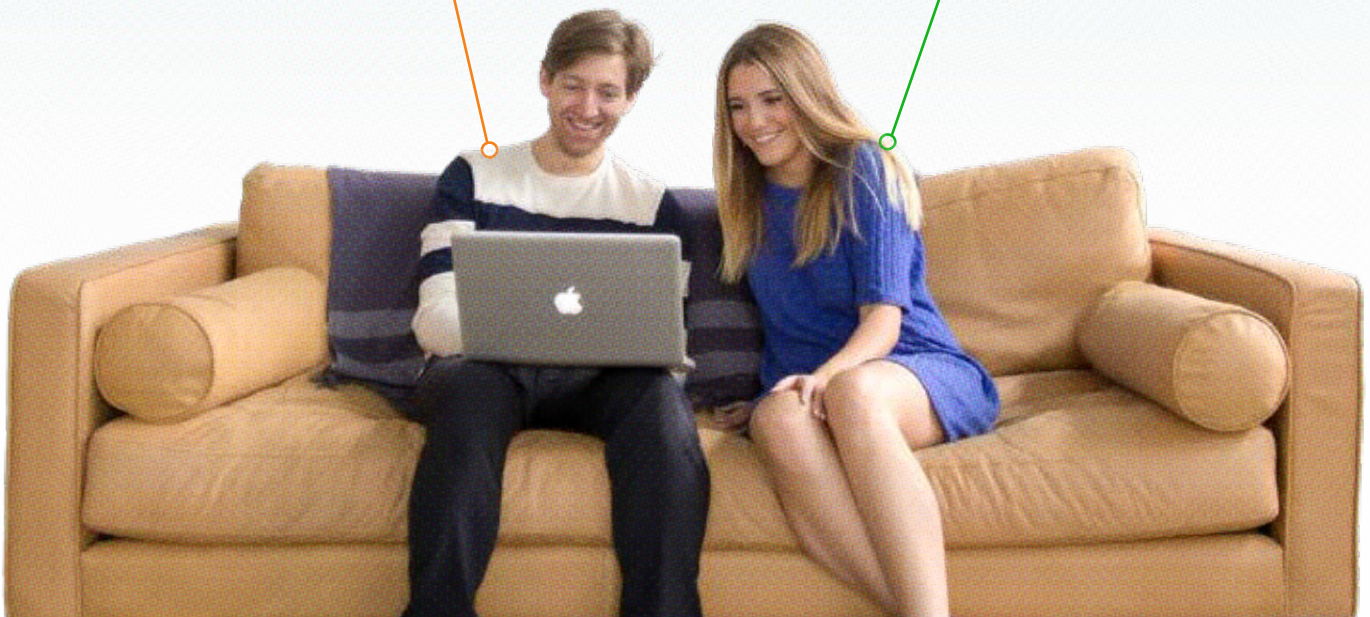
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