

The Type C Personality in the Workplace

44%

of workers are “job seekers”¹ – employee retention is increasingly difficult

You’ve heard of “Type A” and “Type B,” what is **Type C** personality?

- Excessively conscientious
- Avoids conflict
- Feels powerless
- Carries others’ burdens
- Wants to please others
- Doesn’t set sufficient personal boundaries
- Internalizes difficult emotions
- Constant facade of pleasantness

Many people fall into this “**excessively nice**” category and lack skills to effectively communicate their needs – which can contribute to **burnout at work**. Burnout can lead to a number of issues like job dissatisfaction, mistakes, dysfunctional teams, absenteeism, disease, and resignation.

In a one-hour session, we use authentic scenarios from personal experiences to outline specific, practical communication tools to move away from Type C habits. Learning how to **state needs more clearly, balance workloads better, and improve relationship dynamics** helps to mitigate burnout and benefits everyone in the organization.

Nearly **3 in 5** workers report negative impacts of work-related stress, including **cognitive weariness (36%), emotional exhaustion (32%), and physical fatigue (44%)**²

Dr. Kore Nissenon Glied is a clinical psychologist based in NYC. She worked as an assistant professor of psychology for 15+ years in NYC hospitals including NYU and Mt. Sinai. She maintains a private practice providing evidence-based treatments for anxiety, depression, and stress. She recently worked at Crossover Health, an integrative primary care center affiliated with NBC Comcast Universal. Dr. Glied has published articles in peer-reviewed journals on obsessive compulsive disorder, PTSD, and chronic medical illness. She received her BA from Carleton College and her doctorate in Clinical Psychology from Rutgers University.

Anna White is a former investment executive who spent 20 years working for a range of Wall Street firms in capital markets, private equity, equity research, and asset management. She experienced severe burnout at one point in her career which led to a chronic illness that was difficult to diagnose, treat, and recover from. Type C traits were a significant contributor to her declining health. After leaving corporate life, she founded a specialty care package company, Rest & Heal. She holds a B.S. and M.B.A. in Business Administration from the University of North Carolina at Chapel Hill.



TYPE C TOOLBOX