

# More than Meets the “I”

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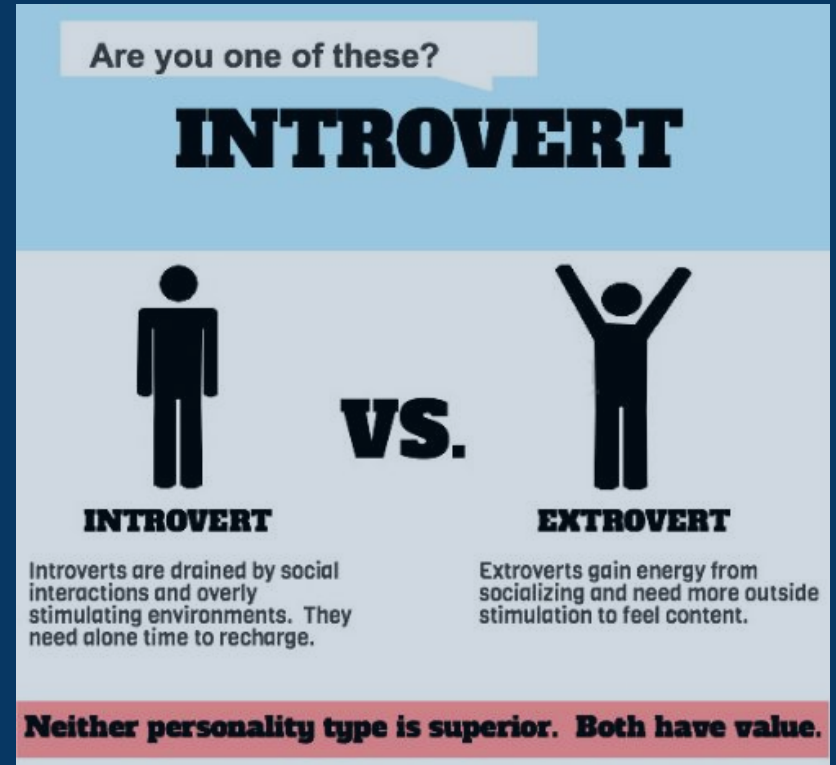
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# Agenda and Goals

- Define the “I”
- Dispel myths about introversion
- Recognize advantages and disadvantages to the personality trait
- Identify strategies
- Narratives
- Activity
- Provide resources for self-assessment and learning



*“Don’t underestimate me because I’m quiet. I know more than I say, think more than I speak and observe more than you know.” ~ Michaela Chung*

How do you define introversion?

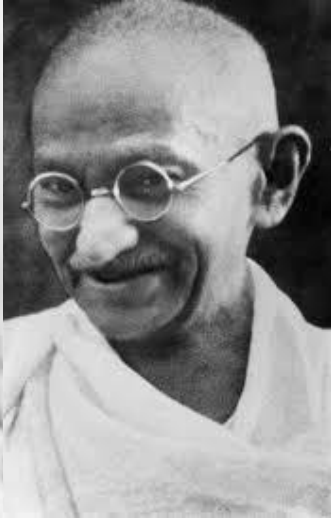
# Myths

- Fast talkers are more competent and likeable than slow ones.
- Introverts can fix their problems by becoming more like an extrovert.
- Introverts are shy.
- Introverts cannot be extroverts.
- Most of the population is extroverted.
- Introverts do not like to lead.

*What might be other myths you heard before?*



# Famous Introverts



# Defining the “I”

“I like getting my energy from dealing with the ideas, pictures, memories, and reactions that are inside my head, in my inner world. I often prefer doing things alone or with one or two people I feel comfortable with. I take time to reflect so that I have a clear idea of what I'll be doing when I decide to act. Ideas are almost solid things for me. Sometimes I like the idea of something better than the real thing.”

- Myers Briggs Type Indicator

“People who prefer quieter, more minimally stimulating environments.”

- Susan Cain, *Quiet* in a *TIME* Q&A

“Tend to recharge by spending time alone. They lose energy from being around people for long periods of time, particularly large crowds”

- Fast Company article, using Carl Jung and other influences, “Are You An Introvert Or An Extrovert? What It Means For Your Career”

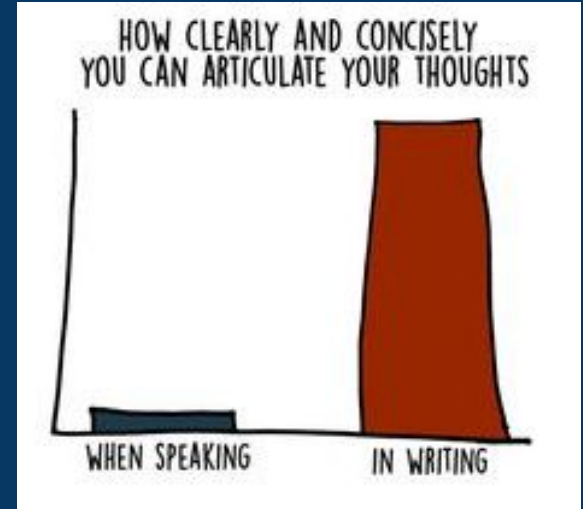
# I might be an introvert if...

- I am seen as "reflective" or "reserved."
- I feel comfortable being alone and like things I can do on my own.
- I prefer to know just a few people well.
- I sometimes spend too much time reflecting and don't move into action quickly enough.
- I sometimes forget to check with the outside world to see if my ideas really fit the experience.

*"Most inventors and engineers I've met are like me. They're shy and they live in their heads. The very best of them are artists. And artists work best alone..." ~ Steve Wozniak*

# What does the “I” look like in the office/workplace?

- Uninterested, aloof
- Anti-social
- Limited verbal contribution during staff meetings
- Declining social activities after hours or leaving early
- Eating alone
- Non-confrontational, easy-going attitude





# Advantages and Disadvantages

## Advantages

- Thorough thinkers
- Manage risks well
- Ability to focus and willingness to explore topics in depth
- Asynchronous communication
- Work well in areas they are passionate about
- Great researchers, writers and strategizers
- Work very well in small groups
- Listen and observe well
- May provide unorthodox perspective
- Exude calmness

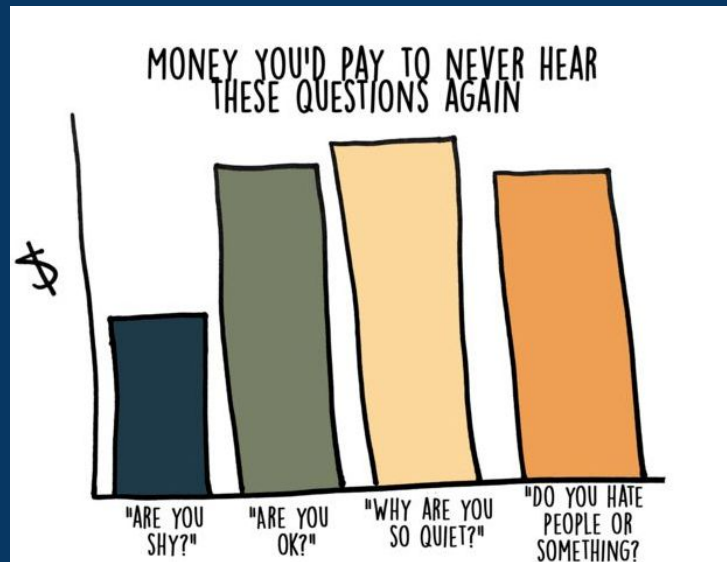
## Disadvantages

- Often passed over for awards, or distinctions and promotion
- May be perceived as uninterested
- May lose the opportunity to contribute to conversation because of the time they need to process
- May prefer to work on one task at a time
- May struggle with voicing ideas in large group setting

# Strategies

## For the “I”

- Understand your need to recharge
- Be proactive in knowing your schedule
- Communicate to your strength (writing)
- Foster a strong relationship with your manager
- Network one-on-one
- Find your area of passion and build on it
- If you fear public speaking, practice in a setting that feels comfortable



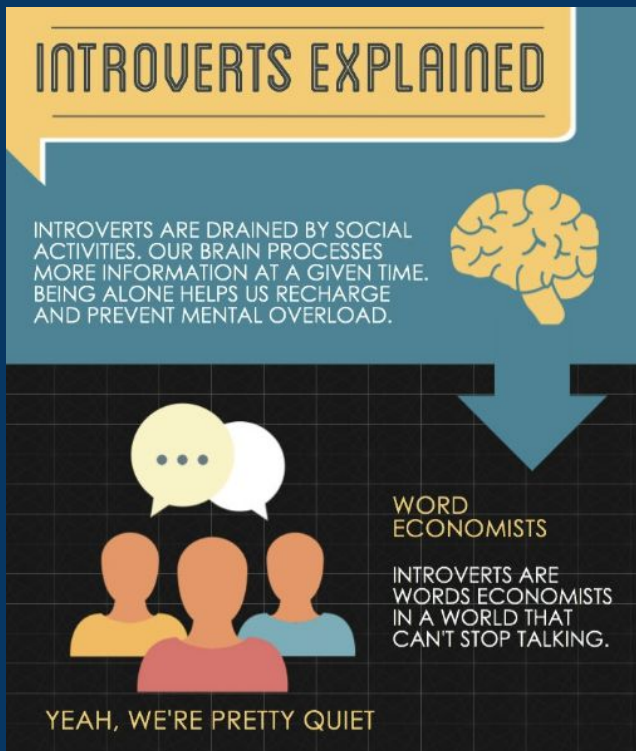
*"In an extroverted society, the difference between an introvert and an extrovert is that an introvert is often unconsciously deemed guilty until proven innocent." ~ Criss Jami*

# Strategies *cont.*

## To Engage the “I”

- Recognize the strengths of the “I”
- Rethink how the job interview is conducted
- Meeting agendas, virtual brainstorming sessions, announce brainstorming sessions in advance
- Cleanse yourself of “introvert bias”
- Push them to brag (a little)
- Give them a chance to shine
- Mentoring programs
- Take the time to look at who has received accolades and ensure all work is honored.
- Allow introverts time to think before they speak.
- Do not assume that alone means “lonely” rather know it is time for the “I” to recharge.
- Provide uninterrupted space for introverts and limit open office plans
- Request that the “I” takes the lead on a project

# Interviews



Tim Brunold, *Dean, USC Admission*

Sarah Esquivel, *Assistant Director, USC Sol Price School of Public Policy*

Chantelle Frazee, *Assistant Principal, Camino Nuevo Charter Academy*

Julie Jhun, *Principal, Camino Nuevo Charter Academy*

Chris Miller, *Assistant Principal, Camino Nuevo Charter Academy*

Tom Studdert, *Vice President of Learning and Development, Discover Org*

# Interviews *cont.*

On admission work...

“Know you’ll be uncomfortable.”

“Playing a role, like an actor”

On being in a leadership role...

- Be aware of politics in the workplace, it present different challenges for an introvert

On challenges...

“I have difficulty networking with large professional groups because I take each relationship with more weight and I cannot quickly traverse large social structures.”

On looking beyond louder voices...

“Effective leadership is harnessing the full-potential out of your team and leaders have to be aware of it.”

On values...

“Introverts are very good at quality control for high-stakes decision-making.”

*“It’s okay to cross the street to avoid making small talk.”*

# Interviews - Extrovert

On being in a leadership role...

- Try to steer clear from open brainstorming.
- If decision making is urgent, giving options is best.
- Making sure there is time for you as a leader to clarify and ask questions.
- “Own self disclosure” to ensure that there is a level of comfort and trust.
- In terms of self promotion for others, framing the conversation as something that worked well and asking for permission to share on their behalf.
- Written communication works well to give the receiver time to process their thoughts.

*“Quiet leadership” is not an oxymoron.*

What would make you  
feel most appreciated?

# Resources

## Books, articles

- Quiet

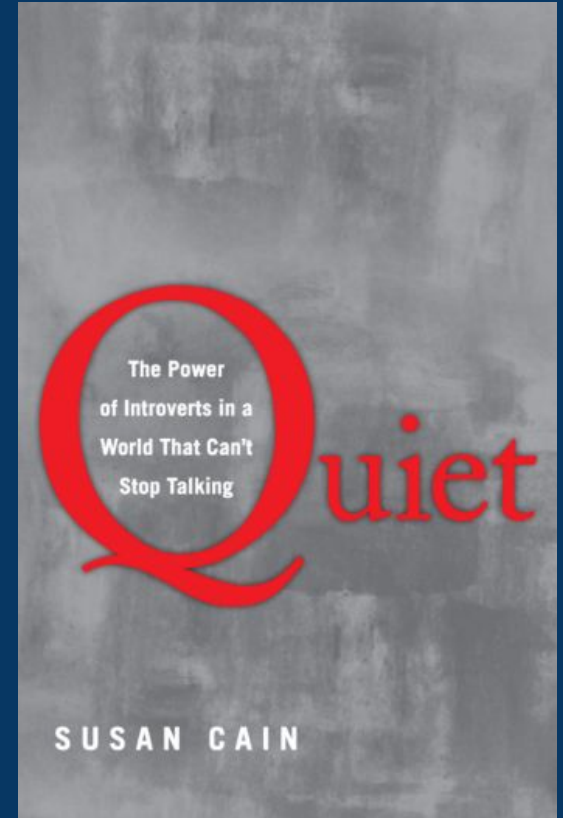
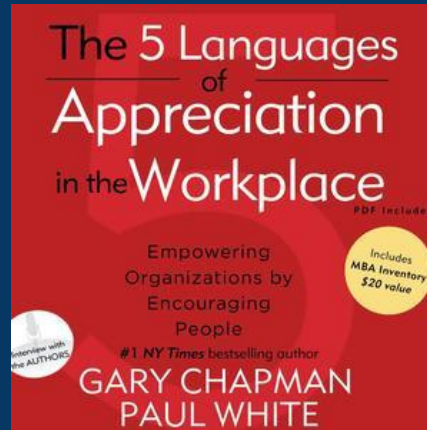
## Personality assessments

- MBTI

## Online forum, extended learning

- Introvert Spring

## Appreciation Language



*"Quiet People Have the Loudest Minds..." ~ Professor Stephen Hawking*



If you have follow up thoughts you'd like to share...

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