



# Introverts Can Be Great Leaders

Sara Kennedy  
L2L Webinar  
Hands & Voices,  
Colorado Hands & Voices  
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“Give me 36 hours.”

Calling the boss after  
the meeting to process.

“I wish I would have  
said...”

**What motivated me to give this webinar**

A group of colorful 3D human figures holding hands in a circle, representing a group activity. The figures are in various colors: blue, green, yellow, pink, red, and orange. They are holding hands in a circle, with some figures in the foreground and others in the background. The background is a light gray gradient. The text "GROUP ACTIVITY" is overlaid on the center of the image in a large, bold, black font. Below it, the text "Getting to know you!" is overlaid in a smaller, black font. The entire image is framed by a dark blue L-shaped border on the left and bottom sides.

# GROUP ACTIVITY

Getting to know you!



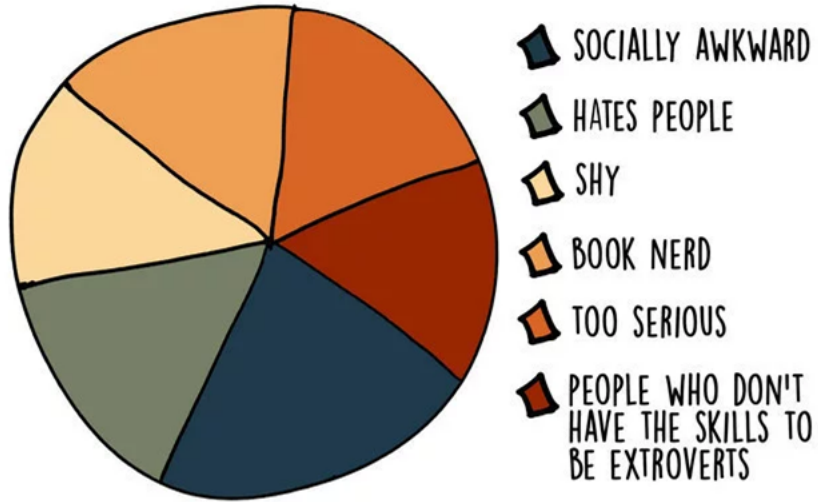
**INTROVERT  
OR  
EXTROVERT?**

# Objectives

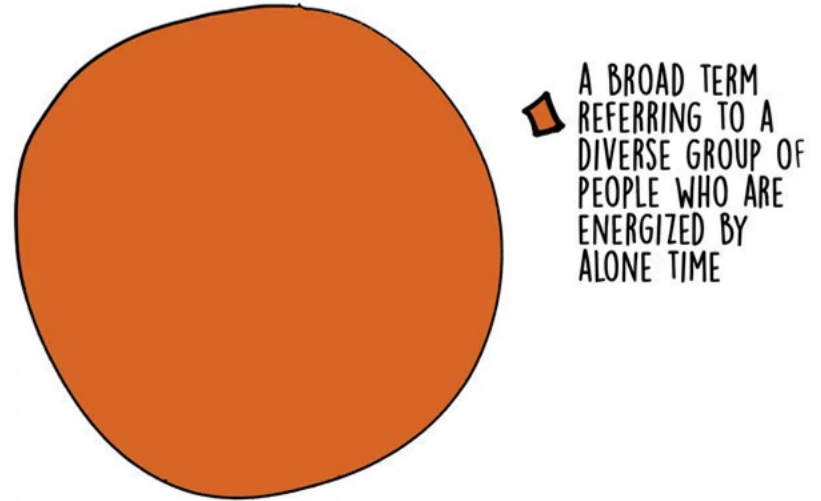


- Recognize and appreciate the characteristics of introversion and extroversion as a spectrum in yourself and others.
- Learn how to engage introverts on your EHDI or P2P support team
- Learn communication strategies to actively engage introverts in a group setting

## WHAT PEOPLE THINK "INTROVERTED" MEANS



## WHAT "INTROVERTED" ACTUALLY MEANS



# PERSONALITY TEST

For each question, first decide which answer is best.  
Next, locate on the answer document the row of ovals numbered the same as the question.  
Then, locate the oval in that row lettered the same as your answer.

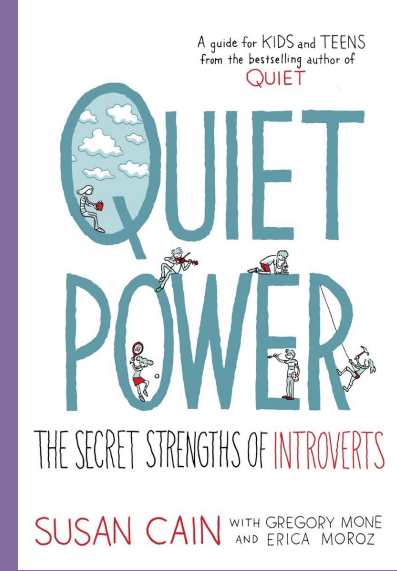
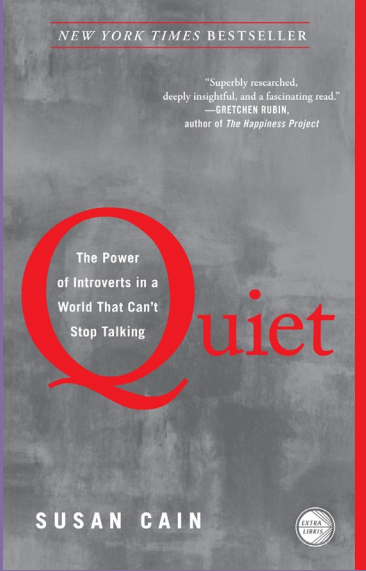
Use a soft lead pencil to fill in the oval completely.  
Make your marks heavy and black.  
**DO NOT USE INK OR A MECHANICAL PENCIL.**

Mark only one answer to each question. If you change your mind about an answer, erase your first mark thoroughly before marking your new answer. For each question, make certain that you mark in the row of ovals with the same number as the question.

Only responses marked on your answer document will be scored.

Test will be based only on the number of questions you answer correctly during the test. There is no advantage to guessing. IT IS TO YOUR DISADVANTAGE TO GUESS.



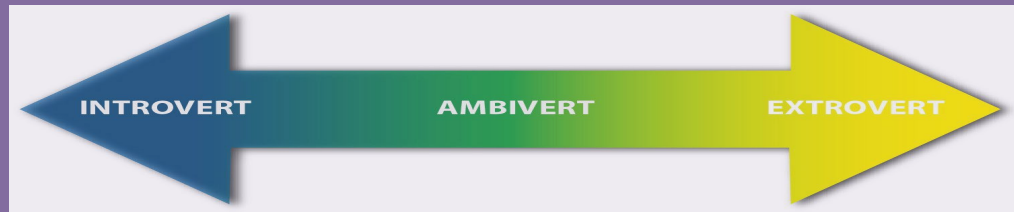


## Quiet: The Power of Introverts in a World that Can't Stop Talking



# Introvert vs. Extrovert Characteristics

- Self-sufficient
- Focused
- Good listeners & observant
- Trustworthy
- Committed
- Persistent
- Complex problem solvers
- Private
- Deliberate
- Fewer close friends
- Prefer smaller groups
- Gregarious
- Assertive
- Talkative
- Social/outgoing
- Likes groups, parties, etc.
- Energized by interaction
- Expressive & enthusiastic
- Volunteers personal information
- Distractible
- Has many friends
- Easy to approach



# Navigating Your Introversion

- Free Trait Theory
- Behavioral Leakage
- Self Monitoring (High and Low)





## 8 Introvert Hangover Symptoms and How to Avoid and Relieve Them

[www.Learning-Mind.com](http://www.Learning-Mind.com)

It's All  
About  
Pacing  
Yourself

# Creativity Fuels Meaningful Collaboration

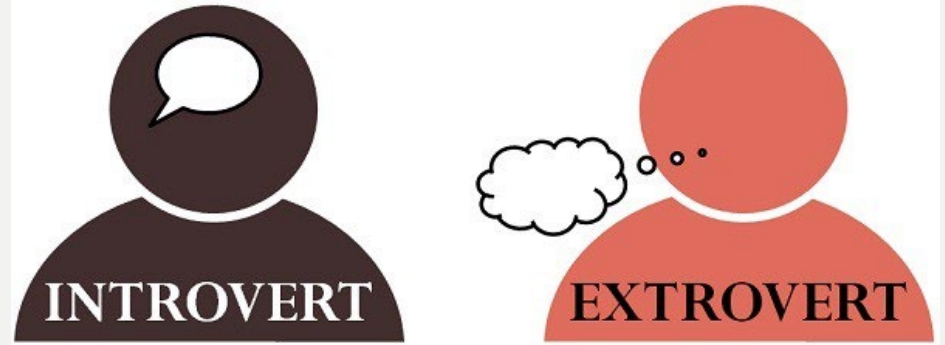
## Deliberate Practice

- Create a space
- Brainstorming



# Partnerships: Working Together

- Authentic communication
- Supporting/using each other's strengths
- Growth Mindset
- Substantive work
- Famous pairs



# Communicating with Parent Introverts

- Initiate Conversation:
  - Show interest in the parent/baby
- Save the small talk for last
- Give an overview of visit
- Don't rush to fill pauses
- Suggest “turn and talks” at workshops
- *Keep inviting*
- Questions may come later



*Ted Lasso* on owner and boss  
**Rebecca Welton: "She's got some fences, alright, but you just gotta hop over 'em."** (television series)

# Engaging Introverts

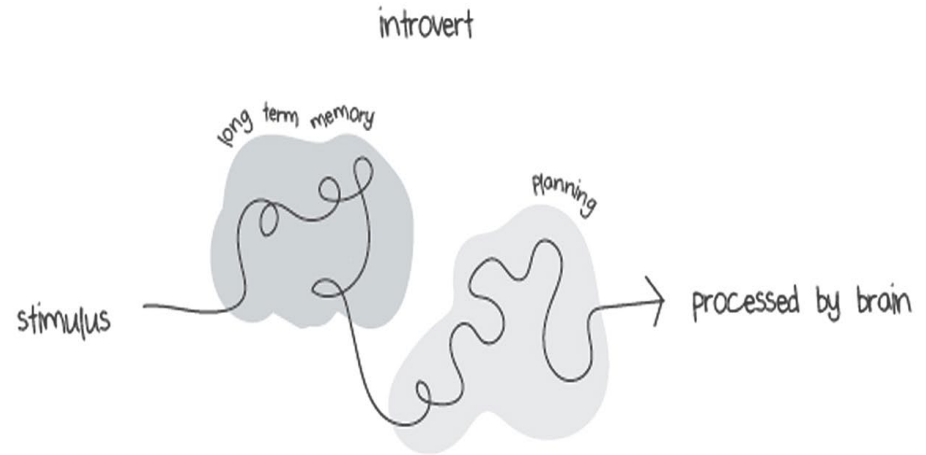
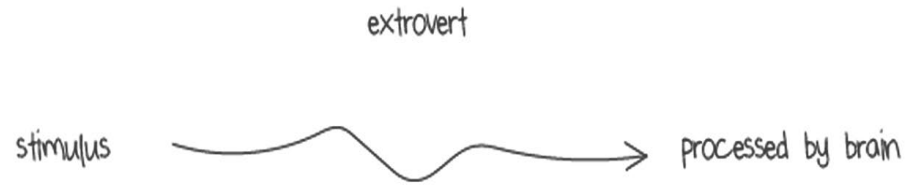


- Send Agenda ahead of time
- Brainstorming
- Creativity
- Reaching out after a meeting
- Support & recognize efforts (with thought)
- Encourage Introverts to take the lead - encourage own research
- Create comfortability (familiar faces and people, routine and ritual for meeting)
- Get to the point, give regular breaks
- Gently persist with those “fences”
- Bonus Round!



# Tips for Introverts to Communicate with Extroverts

- Own your Space
- Grow Security
- Express your Needs
- Accept Discomfort
- Collaborate



# Know thyself, know your employee/boss/stakeholder

## For Introverts to know:

- Not “less than” - different
- Where you get your energy is a personality preference
- Your story and opinions are important
- Share your ideas as powerfully as you can
- Give yourself permission to recharge
- Harness your strengths

## For Extroverts to know about Introverts:

- We find our energy from solitude
- We are not shy or have low self-esteem
- We need processing time, space and flexibility
- Value and nurture the introverts on your team
- We are deep thinkers but might need your invitation ahead of time to share
- We can and will share what we care deeply about and invest in.



Quiet people have the  
loudest minds.  
- Stephen Hawking

# Resources



TED Talk by Susan Cain:

[https://www.ted.com/talks/susan\\_cain\\_the\\_power\\_of\\_introverts?language=en](https://www.ted.com/talks/susan_cain_the_power_of_introverts?language=en)

Susan Cain's website:

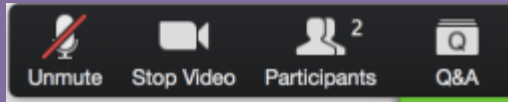
<https://www.quietrev.com/> with links to articles by adults and kids.

16 Personalities Test: <https://www.16personalities.com/>

The Introvert Advantage: How Quiet People Can Thrive in an Extroverted World  
by Marti Laney, Psy.D.

EHDI presentation 2020, H&V Leadership Conference 2019 with Tabby Belhorn/OH H&V and Christine Griffin, WA H&V, pictured

# Stump the Introvert: Q&A

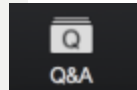


- Type your question or comment in the Q&A box

“With the great problems our organizations face today, we are surely losing out by not tapping into more than half of our population and acknowledging the many gifts of introversion.” -Jennifer B. Kahnweiler

TWEET THIS

SHARE ON FACEBOOK



Q&A





**“One child is given a lightsaber,  
another a wizard’s education.  
The trick is not to amass all the  
different kinds of power available,  
but to use well the kind you’ve  
been granted.”**  
**- Susan Cain, *Quiet***





<https://www.surveymonkey.com/r/L2Lwebinar12092021>

