



## Introduction to Leadership for Introverts

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### WHAT DO WE MEAN BY INTROVERT?

A person who gets their energy by being alone and thinking in isolation. They dislike too much stimulation e.g. bright lights or noise.

### WHAT DO WE MEAN BY EXTROVERT?

A person who gets their energy by socialising and being in other stimulating environments. Note: Being an introvert is different to being shy – shyness is a fear that people are judging you negatively.

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**Did you know...** As leaders, introverts often deliver better results than extroverts? We often make the mistake of thinking that people who are loud and assertive have more confidence and strength. This belief means often the noisiest people become leaders. However, the gifts of introverts are crucial for a healthy organisation and community. Here, we've put together some tips to help introverts develop their own leadership style...

#### 1. LISTEN FIRST

When given a task, introverts tend to listen and reflect first, while extroverts will often talk and take action right away. The world needs both kinds of people, so use your listening skills to hear from others and explore all options before making a decision.

#### 2. EMPATHISE

Introverts often have a lot of empathy, which is a valuable quality for a leader. Use this to try and understand the gifts in your team, and the challenges they face. This can bring them together and create stronger relationships.

#### 3. THINK DEEPLY, ACT WITH PURPOSE

Introverts tend to think deeply before acting. Once ready to act, clear and decisive communication with your team is important: they can help turn your thinking into action and results.

#### 4. TRY A TEAM PERSONALITY TEST

Personality tests can help you learn more about you and your team. Try one of the tests below and then reflect together on how the results might help you improve how you work together.

Myers-Briggs Test: [goo.gl/2TLk25](https://goo.gl/2TLk25)

Free Alternative: [goo.gl/kAdOv](https://goo.gl/kAdOv)

#### 5. FIND THE RIGHT WORKING ENVIRONMENT

If you find it difficult to focus in a noisy workplace, see if you can move to a quieter space. Try repositioning your desk, or even speaking to your team about working from home on some days.

#### 6. BE YOURSELF...

but learn how and when to do something more extroverted e.g. try and give regular group talks to your team so that they feel part of your thought processes.

#### Further reading, and thanks to:

Susan Cain: The Power of Introverts in a World that Can't Stop Talking - [www.quietrev.com](http://www.quietrev.com)