

Leading doesn't have to be loud

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Why are you here?

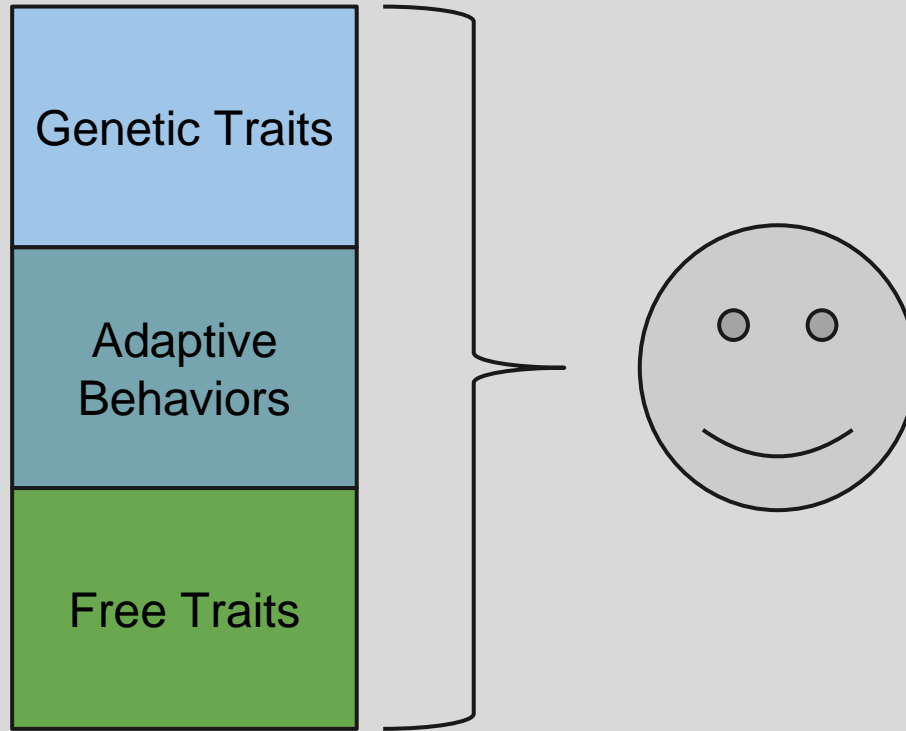
Why am I here?

I'm an introvert.

I'm interested in introverts as leaders.

I want to make the workplace better for *all* types of people.

Let's start with personality



“Every person is, in certain respects like **all** other people, like **some** other people, and like **no** other person.” - Brian Little, author of *Me, Myself, and Us*.

The Big Five Traits



Agreeableness

Disagreeableness

Openness

Closed to experience

Extroversion

Introversion

Conscientiousness

Spontaneity

Neuroticism

Emotional stability



Three Things to Remember

1. Introversion is just one of the Big Five traits.
2. Each trait is on a continuum.
3. You can act “out of character” to achieve a goal.

The myth of the introvert

You're an introvert?!

Bookish

Shy

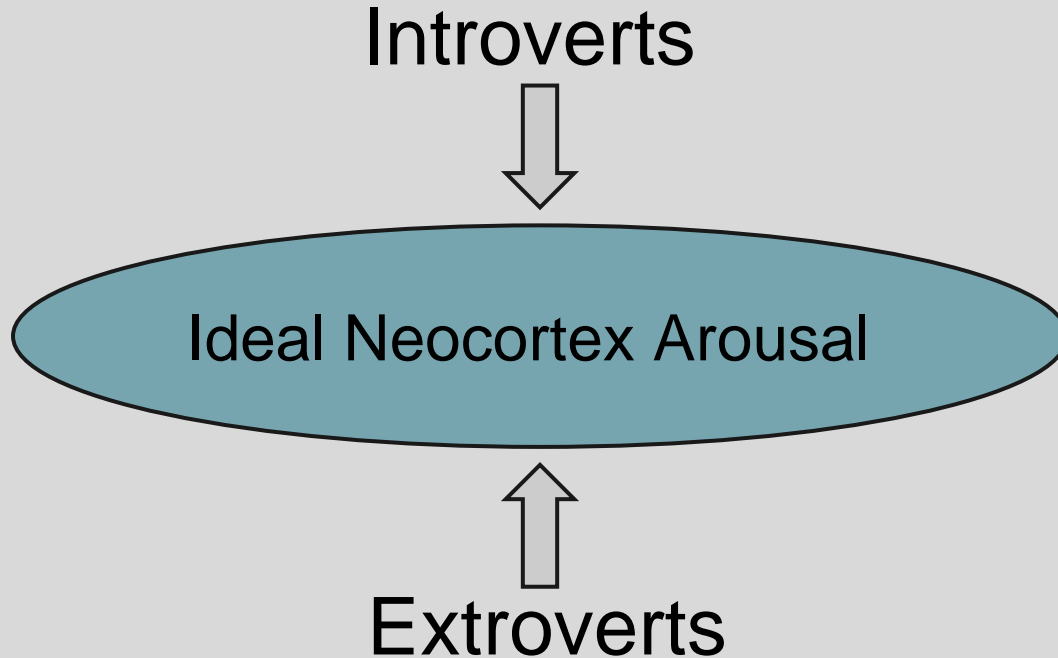
Misanthrope

Awkward

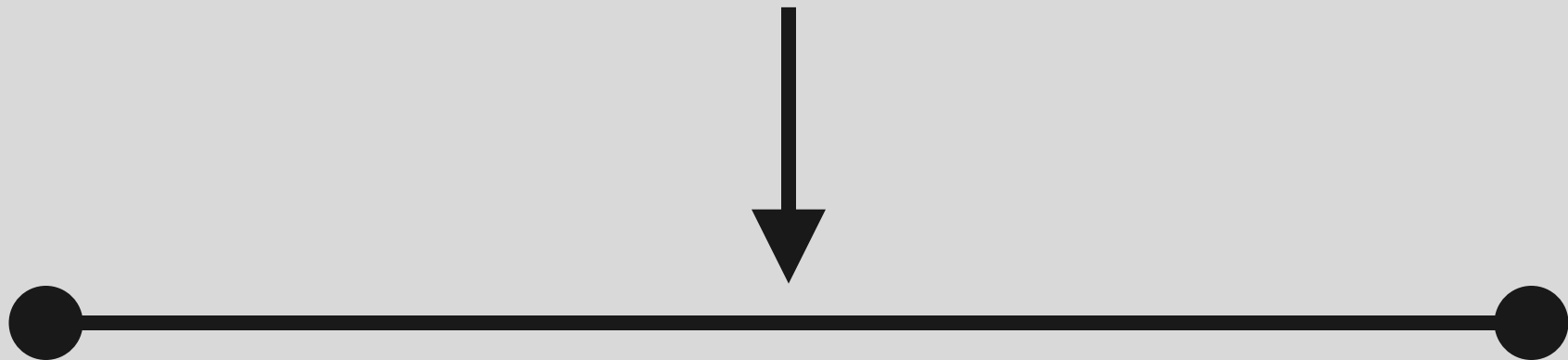
Boring

An introvert is someone who is **over-stimulated easily**, and who needs lower levels of stimulation in order to **recharge**.

The Biology of Introverts



Oh, and there are ambiverts



Introverts as leaders

Famous Introvert Leaders

- Warren Buffett
- Marissa Mayer
- Barack Obama
- Mark Zuckerberg
- Bill Gates
- Abraham Lincoln
- Eleanor Roosevelt
- Mahatma Gandhi
- Laura Bush
- Rosa Parks
- Albert Einstein

You are already a leader*

*or you're well on your way

Leadership is gained through influence, not position or title.


Influence is gained through trust.

You have more influence than you think.

Start from your strengths

What are you already good at?

- ★ Learning
- ★ Writing
- ★ Listening
- ★ Mediating
- ★ Communicating
- ★ Planning
- ★ Building relationships
- ★ Creating



Take a
Strengthsfinder
Test

Next, get out of your head

How will you?

**Level
UP**

Lead a
project

Present a
session

Organize
a potluck

Write a
blog

Start a
book club

Tweet

Manage your energy at work

Be authentic

Faking it will eventually drain your energy and your credibility.



Image courtesy of thatsabigif.blogspot.com/

Do the draining stuff first



Manage your space

"Hello, this is the
Introvert Hotline.
Please reach me via
email."



shhhhhhhhhhhhhhh
simplynoise.com
shhhhhhhhhhhhhhh

Recharge

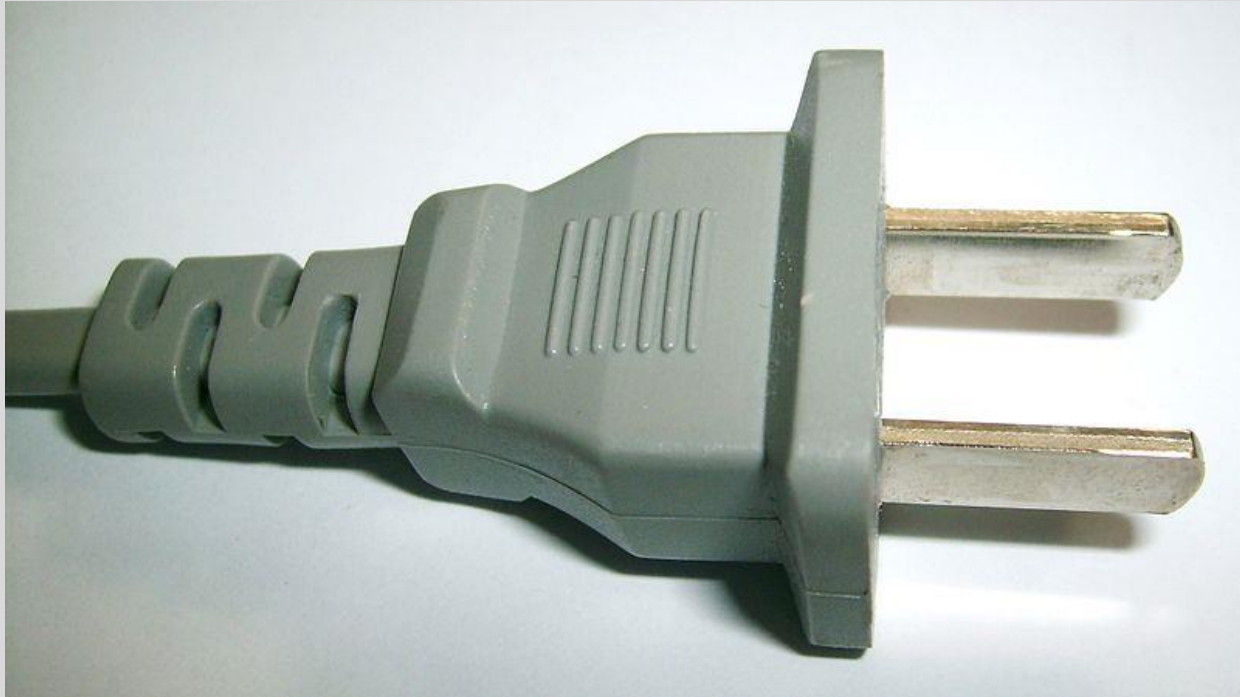
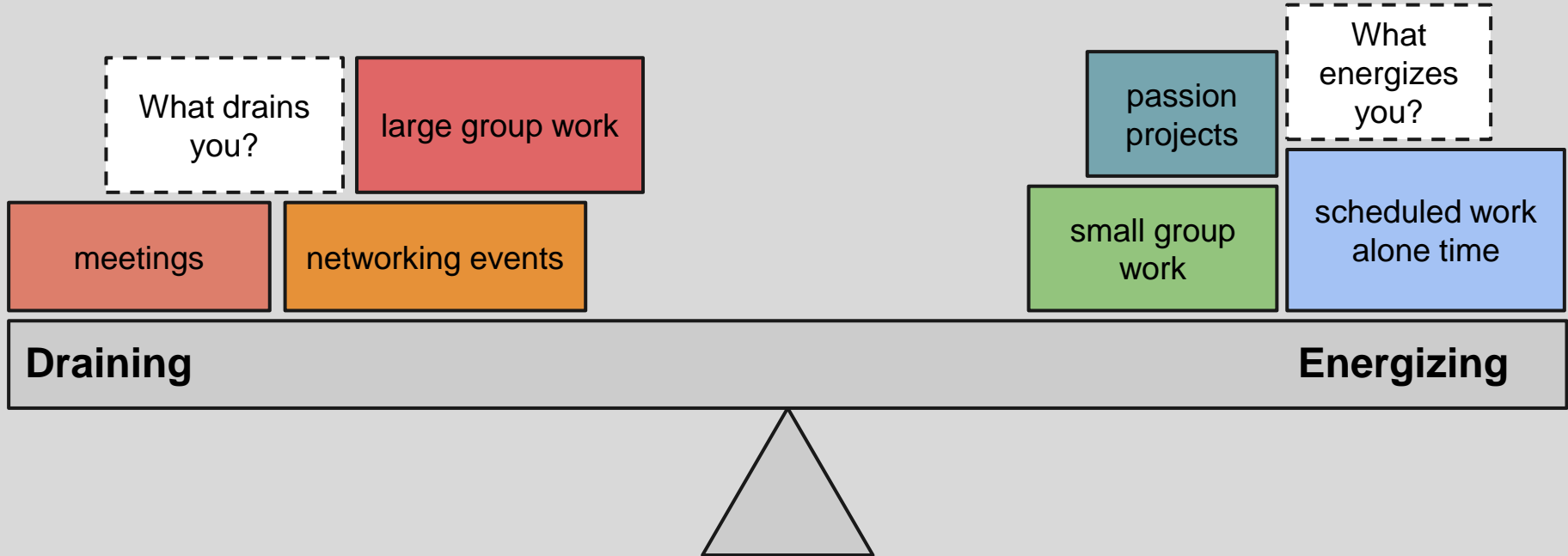


Image courtesy of Maddin the brain CC-BY-SA-3.0 (<http://creativecommons.org/licenses/by-sa/3.0/>), from Wikimedia Commons

Seek balance



How to play nicely with others

Use Humor



Image courtesy of hyperboleandahalf.blogspot.com

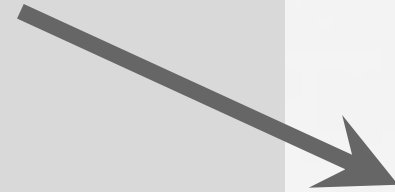
Respect your extroverts

They are not doing “that thing” just to annoy you


They think out loud a lot

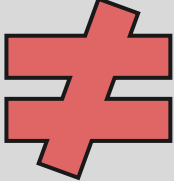
Clarify actions and expectations

Advocate for your needs



Put relationships in perspective

Networking  Relationships

Work life  Home life

Make meetings better for everyone

Send agendas
ahead of time

Solicit written and
verbal feedback

Avoid forcing snap
decisions



Image courtesy of <http://sha3teely.com/>

Summary and other stuff

You CAN be a quiet leader

Leadership comes from trust, not a title.

Know what you need...
but don't be bound by labels.

Put thoughts into action.

Resources for Introverts

Books

Quiet: The Power of Introverts in a World that Can't Stop Talking, by Susan Cain

Me, Myself, and Us: The Science of Personality and the Art of Well-Being, by Brian R. Little

Blogs

The Introvert's Corner, psychologytoday.com/blog/the-introverts-corner

Introvert Spring, introvertspring.com/

Video

[Brian Little's TED Talk](#)