Quiet: The Power of Introverts in a World That Can’t Stop Talking

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WEBINAR OVERVIEW

• The “Extrovert Ideal”
• Appreciation for introverts
• Wonderful & challenging aspects
• How to thrive as an introvert

“Simplicity is about subtracting the obvious and adding the meaningful.”
– John Maeda
What’s Your Personality Type?

In the 1920s, Swiss psychiatrist Carl Jung wrote that introverts prefer to focus their energy on their inner world, while extroverts orient their energy outward.

Why are some of us introverted?

Here are psychologists’ leading theories:

- We have a preference for less stimulating environments than others.
- We’re less sensitive to the rewards that come with being social.
“The omnipotent belief that the ideal self is gregarious, alpha, and comfortable in the spotlight.”
Data You Can't Afford to Ignore.

- 50% of the U.S. workforce self-identifies as introverts. And 64% of workers believe their organization does not fully harness the talents of the introverted employees.

- 96% of leaders and managers self-identify as extroverts—which means leadership teams are often imbalanced and do not fairly represent a diverse workforce.

- Less than 30% of U.S. workers feel engaged in their jobs—which means that 70% of workers are not working at their maximum potential.

Can you afford to keep underutilizing your most important resource—your people?

The good news is you don’t have to. Organizations like yours are taking easy steps to fix these problems. The Quiet Leadership Institute knows how to help!
HISTORY OF INTROVERSION
Today we know that introverts show more activity in regions of the brain associated with an inward focus:

- Recalling memories
- Problem solving
- Planning for the future
- "Self-talk"

On the other hand, extroverts’ brains light up more in areas linked to sensation-seeking.
Shyness ≠ Introversion

Shyness is related to social anxiety and a fear of being judged.

Introversion is broader

Some introverts can be shy, but others prefer quiet and solitude for reasons that have little to do with concerns about negative evaluations, explains introversion-extroversion researcher John Zelenski, PhD.
Many introverts are:

- Self-sufficient
- Great listeners
- Good at empathizing with others
- Able to maintain close and deep friendships
- Highly focused
“Maybe the mystery of what percent of personality is nature and what percent nurture is less important than the question of how your inborn temperament interacts with the environment and with your own free will.

To what degree is temperament destiny?”
IS IT BETTER TO BE EXTROVERTED?
INTROVERTS ON THE JOB

Nurture Your Needs

The six secrets of successful introverts, according to Susan Cain, author of Quiet: The Power of Introverts in a World That Can’t Stop Talking:

- Serious conversations (less chit chat!)
- Solo time and space to work
- Tons of reading
- Lots of listening
- Mini breaks from groups
- Quiet commitment to your goals

YOU CAN BE A LEADER....

...if you choose an enthusiastic team. Research shows that introverts are better managers than extroverts when the team is proactive.
Ambiverts
People who fall somewhere between introverts and extroverts on the personality spectrum are the most successful salespeople.

STEAL THEIR SECRET:
Aim to strike the right balance between listening and talking.
If you’re ready for more of a challenge, here are a few ways to step outside yourself—without changing who you are:

- Speak up first at a meeting
- Talk to someone on the train or in the waiting room
- Chat up your barista
- Step up to the mic during karaoke

One study found that even people who were reluctant to have a social interaction with a stranger were happier when they smiled, made eye contact and had a quick conversation with the person who sold them their morning coffee. Why? Being social helped them feel like they belonged.

Don’t assume others want to be left alone. In a University of Chicago study, people who were spoken to in a waiting room felt just as positive about the experience as the strangers who initiated the chat.

You might think you’ll feel embarrassed or anxious after acting extroverted, but in a study of 600 people, researchers found that wasn’t the case—the introverts often misjudged how acting extroverted would make them feel.

(Of course, if it doesn’t feel right, stop; and if you need to recharge afterwards, do so!)
To extract the most happiness from your social style:

- Make a lunch date with a close friend
- Look at photos of a time you felt connected to others
- Plan an intimate dinner for your next birthday
- Next time you’re tapped out, take a day off just to dive into a book

In studies, introverts tend to pass up small, immediate rewards in favor of bigger rewards down the line. That’s smart—and not just because of the better payoff. Research shows that anticipating good stuff makes us happy.

Act Out (Once in Awhile)
Psychological research shows that acting outgoing or energetic makes ALL people happier, whether they’re introverted or extroverted.
• *Quiet* people are introverted by nature
• Take time to understand life, are often slow to speak, and do not thrive in loud, busy environments
• Your approach to life brings balance and diversity to an extroverted world
• Your contributions are highly valuable and important
• Be proud if you are an introvert – you are part of a group of excellent history makers!
• Make the best of your introvert nature by following your instincts of listening, thinking, and questioning.
• Use restorative niche opportunities, or create them, to achieve balance

http://www.quietrev.com/
Thank you!

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