

Alumni Careers Matter

Are you in or are you out?
Introversion and extroversion in the
workplace

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Personality:

'The set of psychological traits and mechanisms within the individual that are organised and relatively enduring and that influence his or her interactions with, and adaptations to, the intrapsychic, physical and social environments'



Blood (lust: lute)



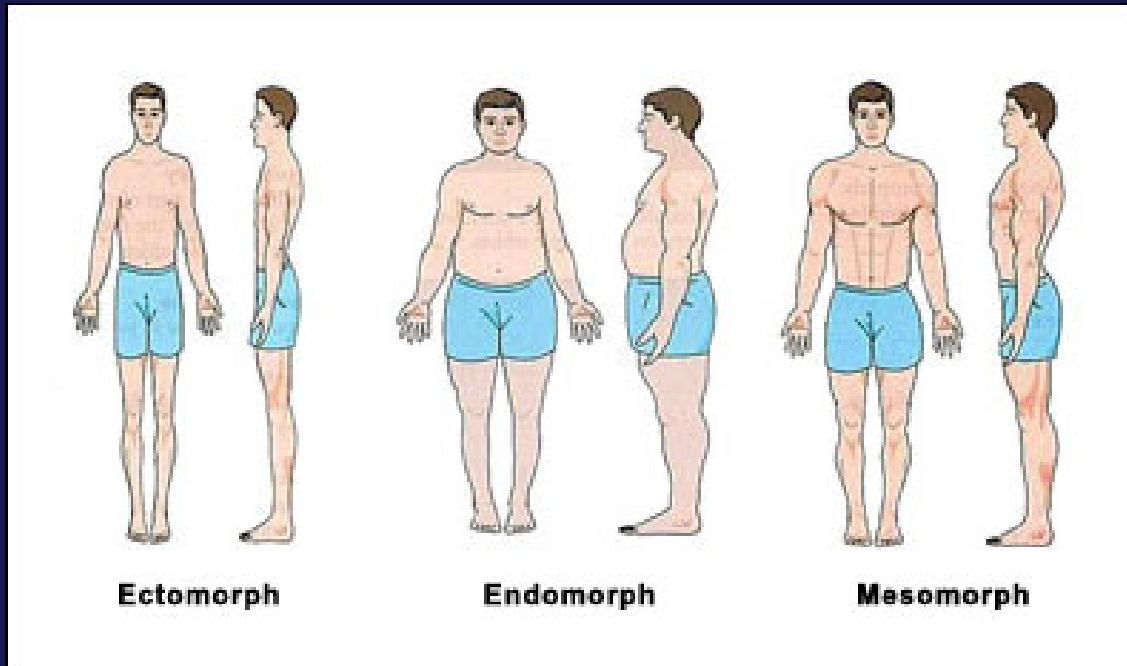
Yellow Bile (Anger)



Mucus (slow response)



Black Bile (depress)



Ectomorph: quiet, fragile, sensitive

Endomorph: relaxed, sociable, tolerant

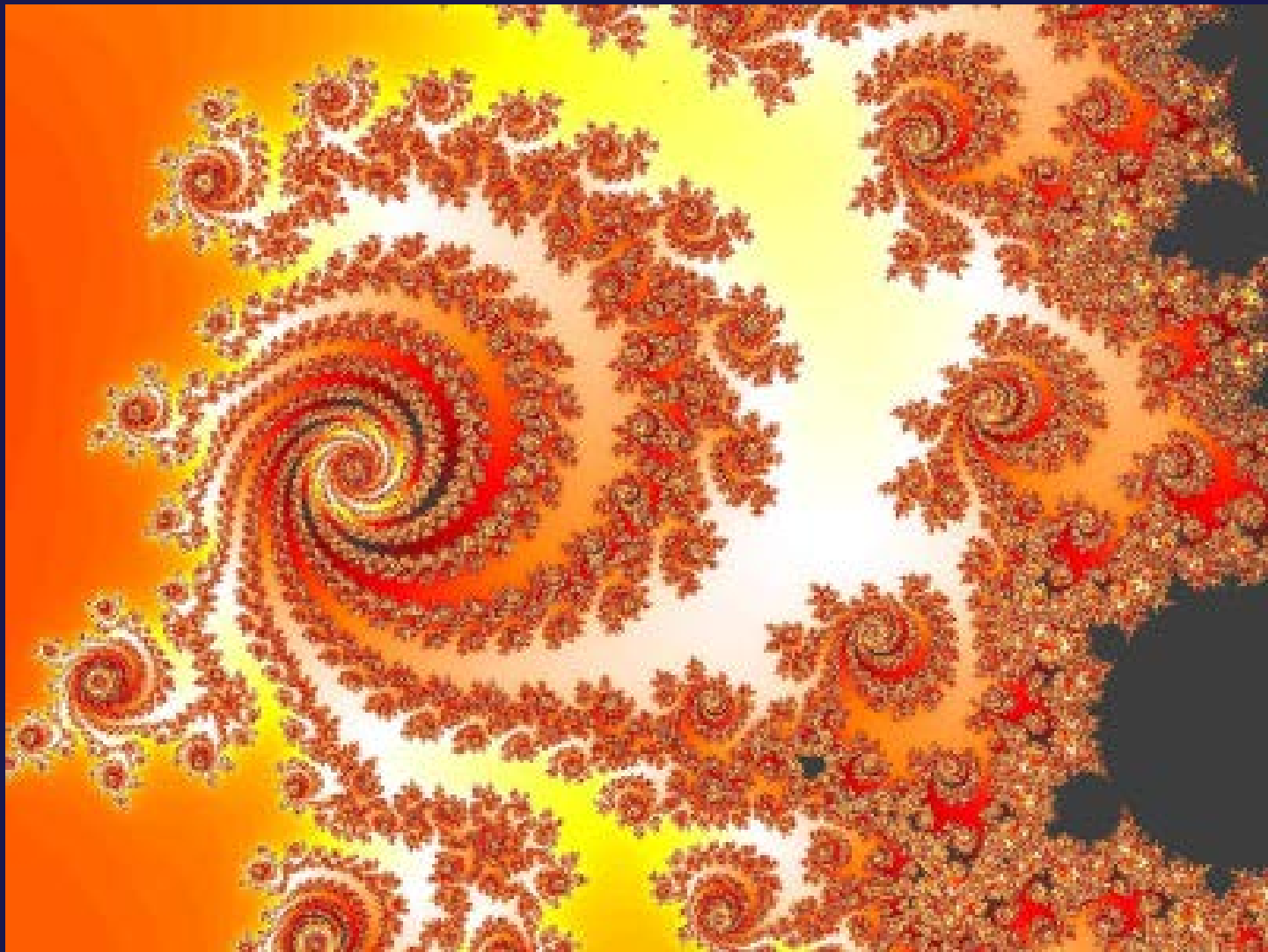
Mesomorph: active, vigorous, combative

Traits are the characteristics by which we differ, a continuous dimension along which individuals vary:

Not at all nervous

Extremely
nervous

They are a person's **average tendencies** (so not 100% of the time)



In fractals, the part represents the whole - just like
in our personality (Nettle, 2007)

The 'Big Five' factors:

O is for openness (to experience)

High O: Curious, willing to consider ideas,
imaginative, creative

Low O: Conventional, traditional, practical



A is for agreeableness

High A: Trusting, helpful, sympathetic, cooperative

Low A: Suspicious, skeptical, irritable



N is for neuroticism

High N: anxious, worried, tense, guilty, vigilant to threats

Low N: stable, calm, even-tempered, less affected by stress



C is for conscientiousness

High C: Organised, self-directed, self-disciplined

Low C: Easily distracted, spontaneous, careless



E is for extroversion

High E: Sociable, dominant, lively,
need to have social stimulation and
people around

Low E (I): Liking for quieter activities,
need time alone, smaller intimate
group of friends





Perceptions of introverts

Quiet	Shy	Insecure	Detached
Awkward	Not team player	Private	Secretive
Stubborn	Standoffish	Antisocial	Boring
Rude	Unfriendly	Distant	Aloof
Slow	Low energy	Spacey	Nerdy
Dull	Sedentary	Self-engrossed	Isolated
Uninteresting	Elusive	Negative	Moody

From Zack (2010) 'Networking for People Who Hate Networking'



Perceptions of extroverts

Noisy	Brash	Egocentric	Loudmouth
Show-off	Confident	Manipulative	Excessive
Self-promoter	Inappropriate	Talkative	Attention grabber
Intrusive	Smoothie	Schmoozer	Gregarious
Annoying	In-your-face	Clueless	Superficial
Shallow	Fake	Nosey	Chatterbox
Cliquey	Self-engrossed	Poor listener	Selfish

From Zack (2010) 'Networking for People Who Hate Networking'

Are they good or bad?

It is your **combination** of the 'big five' that is really key

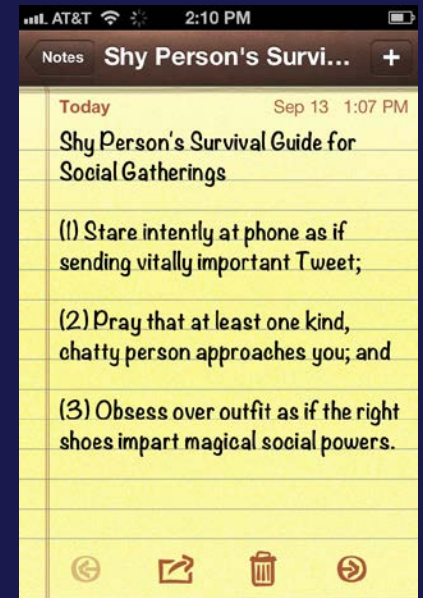
There are problematic aspects of being very high or very low in **any** of the five

The shyness misconception

Shyness is different to introversion; it is self-awareness that makes social interaction painful

Introverts can be shy or not shy, and same for extroverts

Therapies for shyness can be highly effective



The **real** essential difference

Introverts are drained from interaction and need to recharge. They are inwardly stimulated.

Extroverts are recharged by others, by interaction and external stimulation.



Are You an Extrovert, Raising an Introvert?



Your child's not being difficult: Her brain is wired to dislike that loud birthday party.



Remind her that if she's tapped out socializing, she can take a break in the bathroom or by taking a short walk.



Introduce her to new situations and people gradually.



Reward her when she takes a risk.



Don't label her "shy", which is a negative.



Don't take it personally when she needs time alone to recharge.

From: businessinsider.com

Which are you really?

Population ratio estimates vary

1998 MBTI testing proposed 49% E, 51% I

A large number of people fall around the middle
(‘centroverts’ or ‘ambiverts’)

How they affect workplace behaviour

Introverts	Extroverts
Think to talk	Talk to think
Go deep	Go wide
Energize alone	Energize with others
Inner-directed	Outer-directed
Need concentration	Need diversions
Focus on thoughts and ideas	Focus on people and events
Prefer one-on-one	Prefer group discussion

Working with 'the other'



Extroverts process verbally so their first idea may not be their conclusion. Let them process out loud if you can!

Remember their natural instinct is to gain energy from casual conversation

They might share personal information more freely than you do



Introverts need time and thinking space before responding. Give them information in advance if possible.

They can become drained and exhausted even from simple banter, and find it hard to regain focus.

Conferences and business trips can be a draining minefield!

Why do extroverts have voicemail?

- So they never miss a call

Why do introverts have voicemail?

- To never answer the phone



Tips for your own working life

Introverts:

- Don't feel pressured to answer on the spot
- Don't sign up for too much – you'll get drained
- Schedule in alone times to work on tasks
- To network, choose structured events like trainings and classes
- Try not to latch on to one person for safety!

Tips for your own working life

Extroverts:

- Volunteer for social committees when you can and do what you are best at!
- Even when busy, don't forsake the things that recharge you. Keep socialising, doing new activities, and don't screen your calls

To work together best

To aid **brainstorming**, give everyone two minutes first to write down ideas, or give them the topic in advance.

To work together best

Elevator pitches are great for both. Introverts feel prepared, and extroverts stay focused.

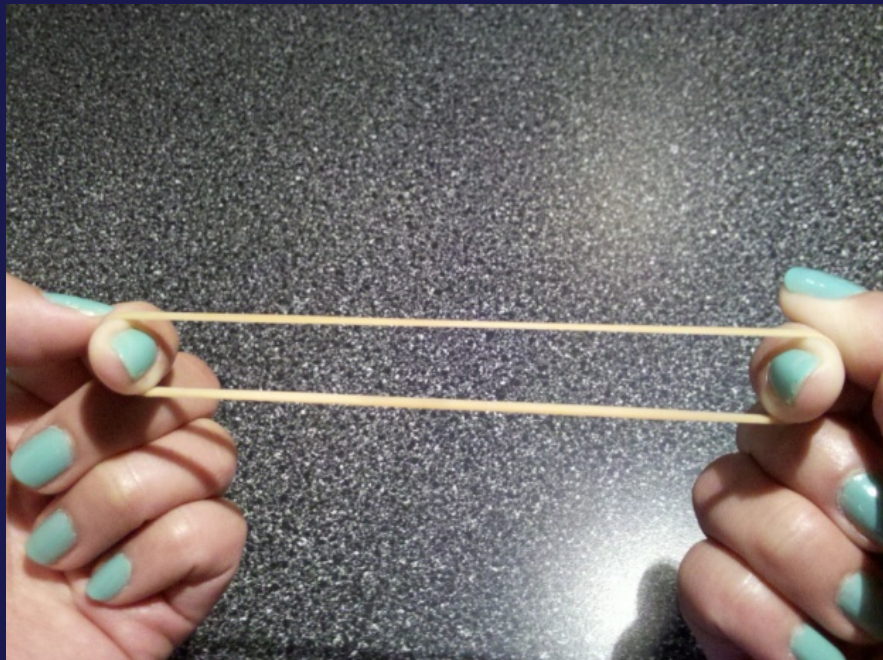


To work together best

Work on treating others how they want to be treated, and not necessarily how you want to be treated.

The big questions: Can we change?

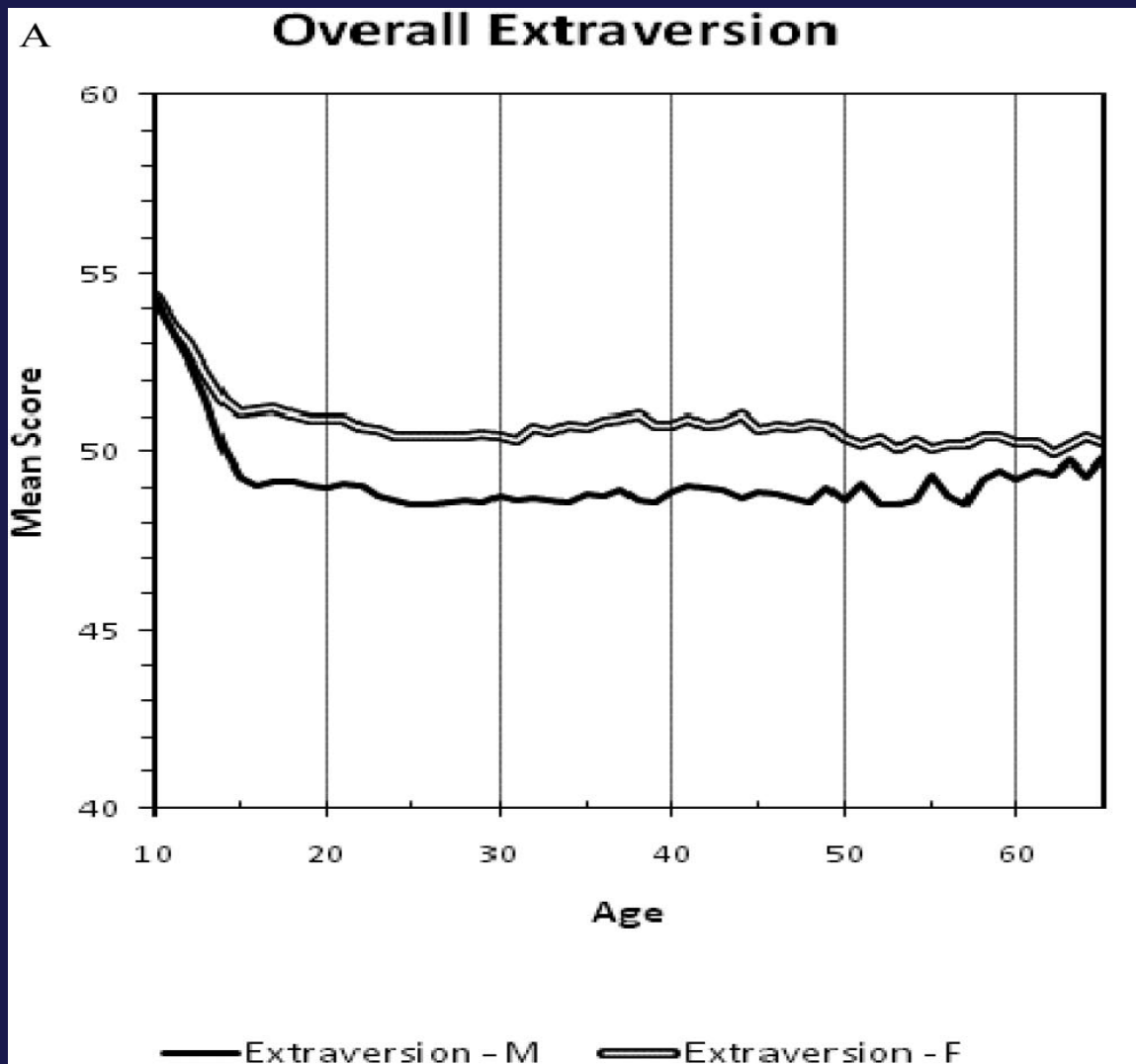
It seems we can change in degree but not in kind – outward behaviours can adapt



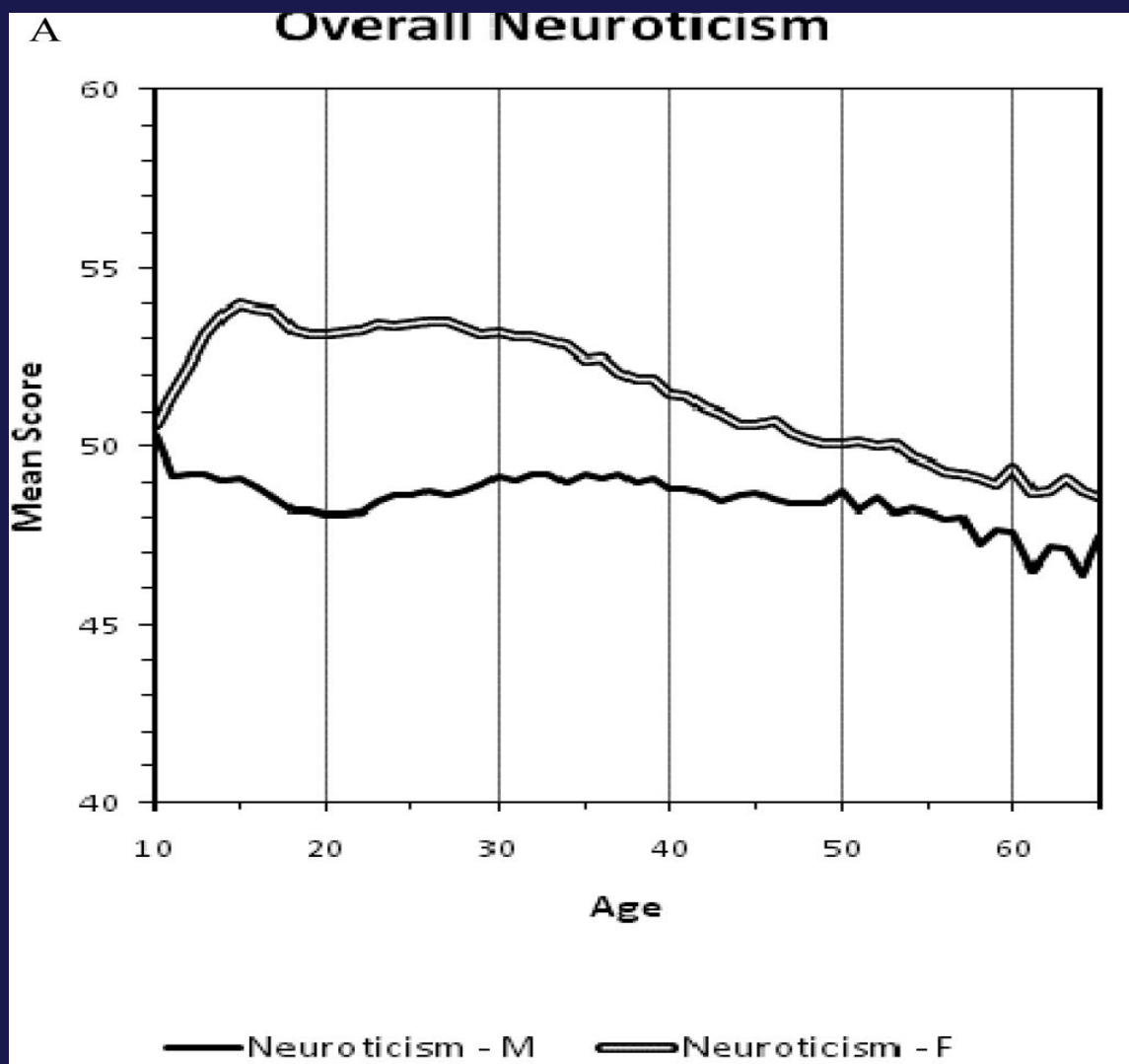
The big questions: Do we change?

A study of over a million children and adults in 2011 compared those of all ages on the big five

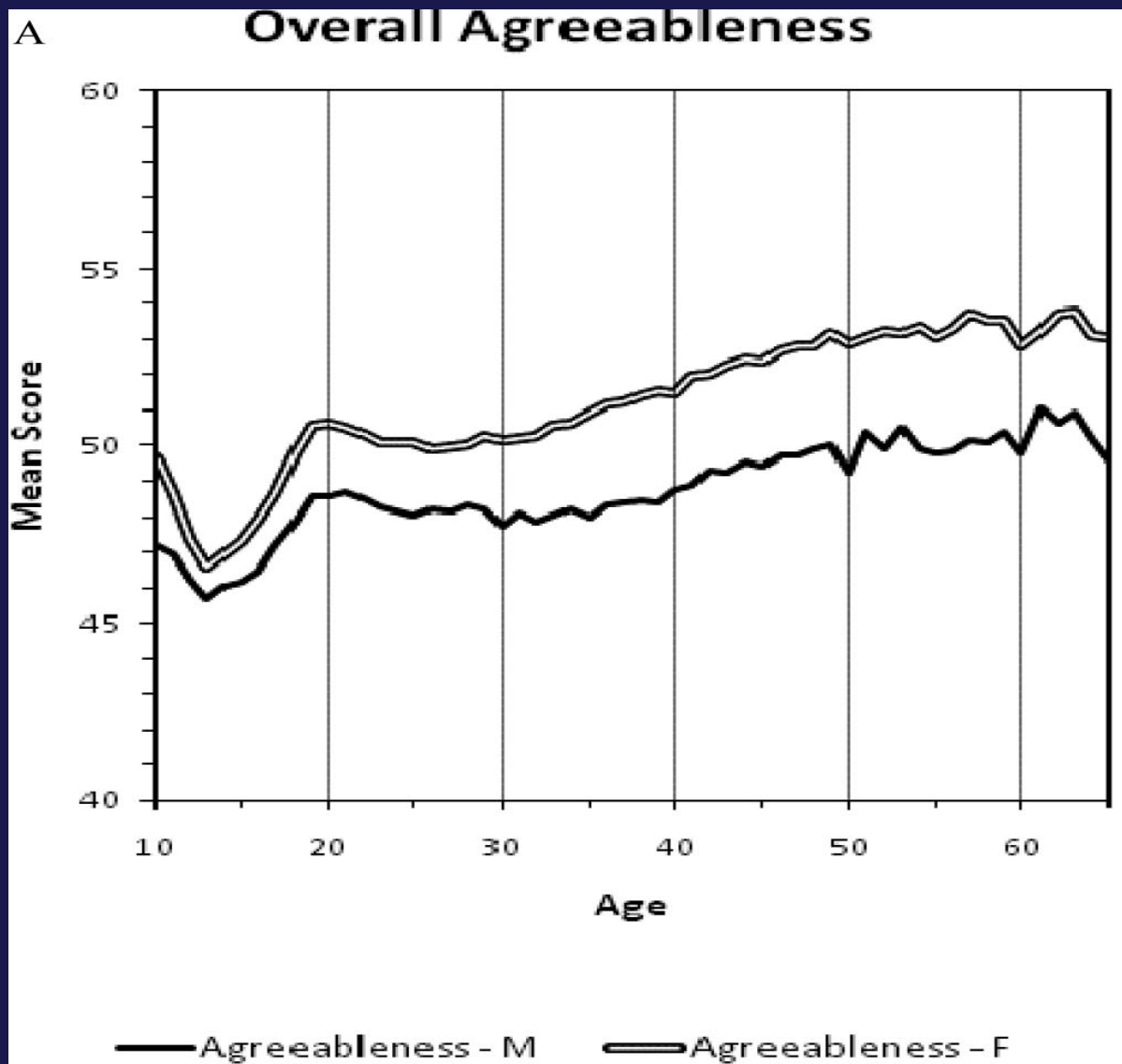
Soto et al.
(2011)



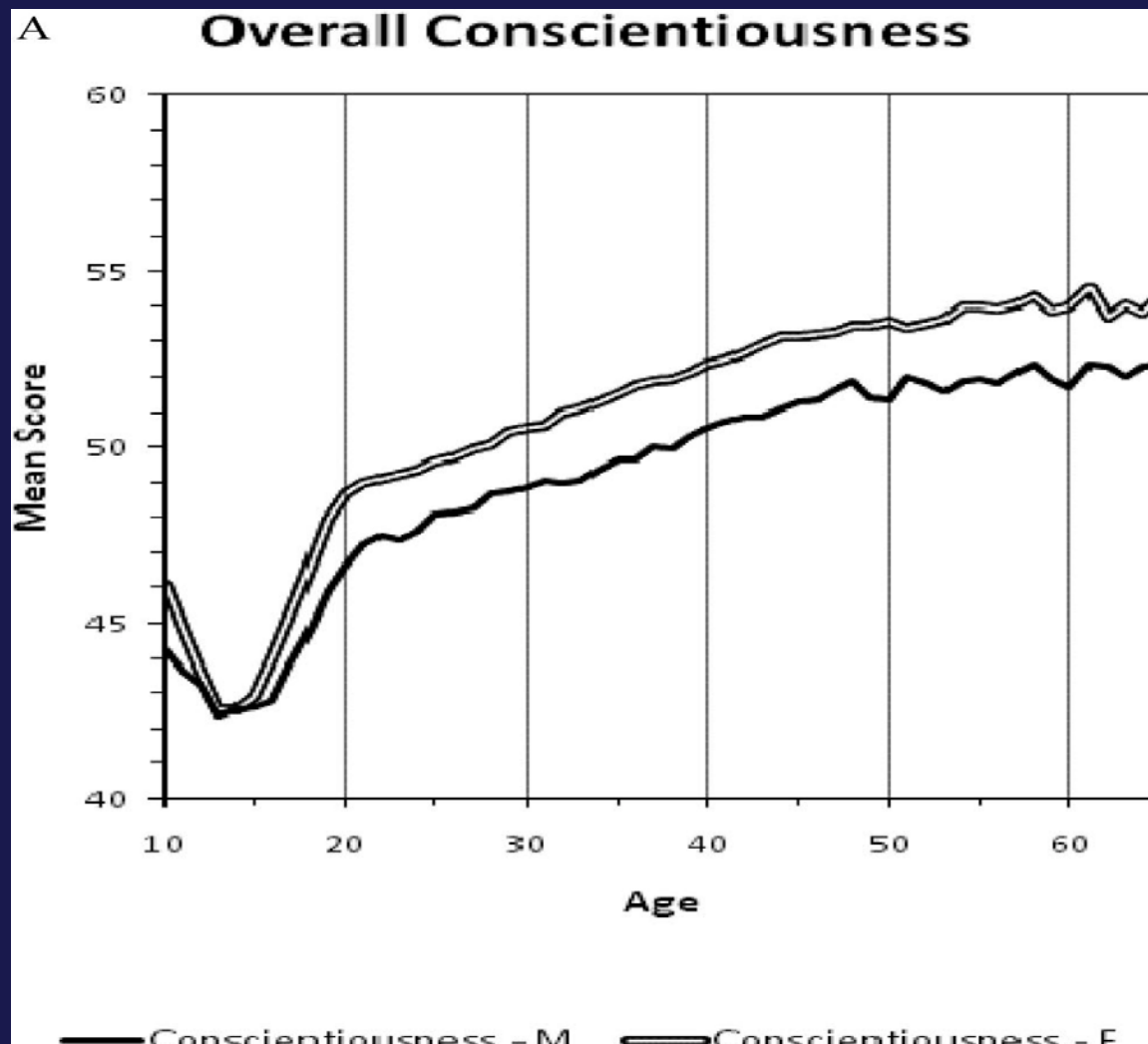
Showed smallest age difference



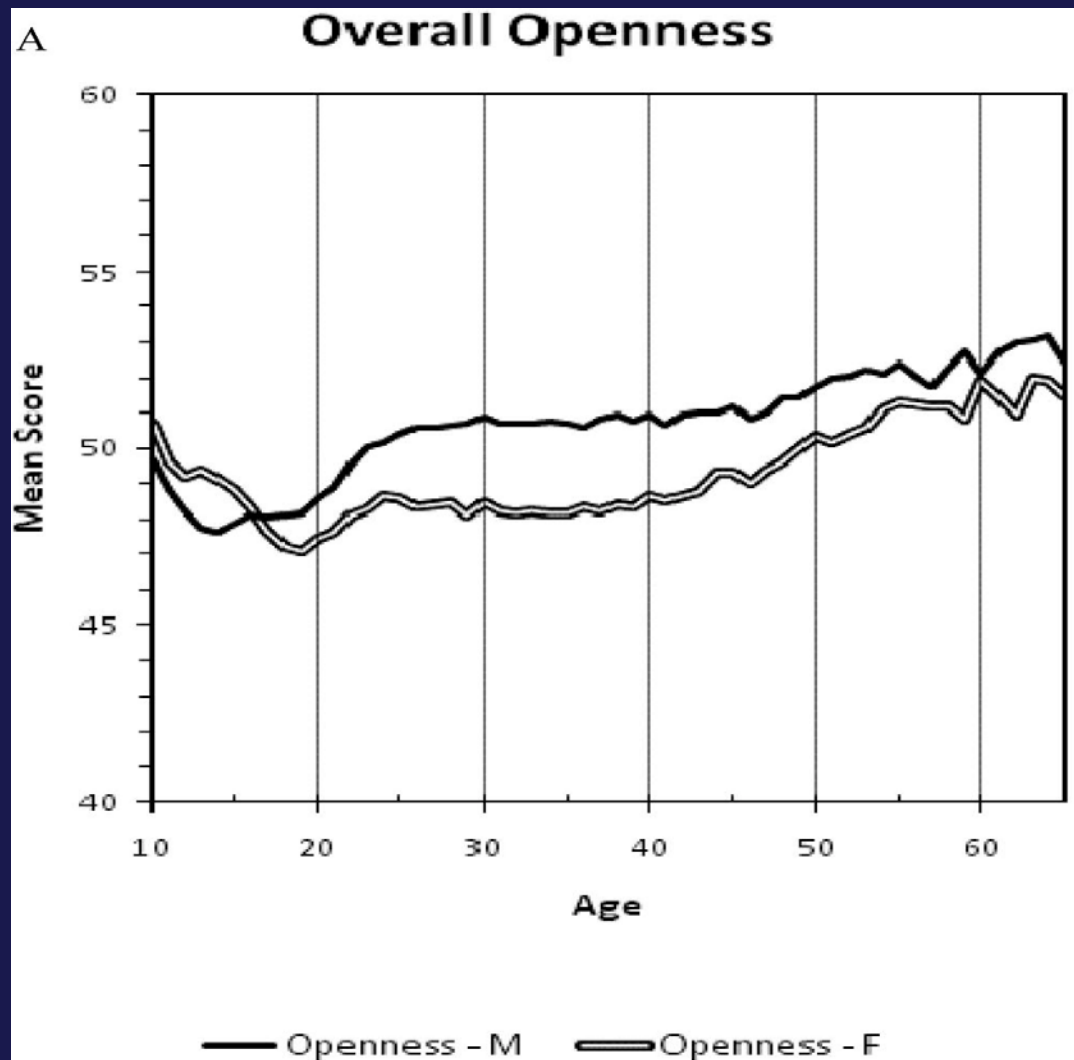
Decreases with age



Increases with age

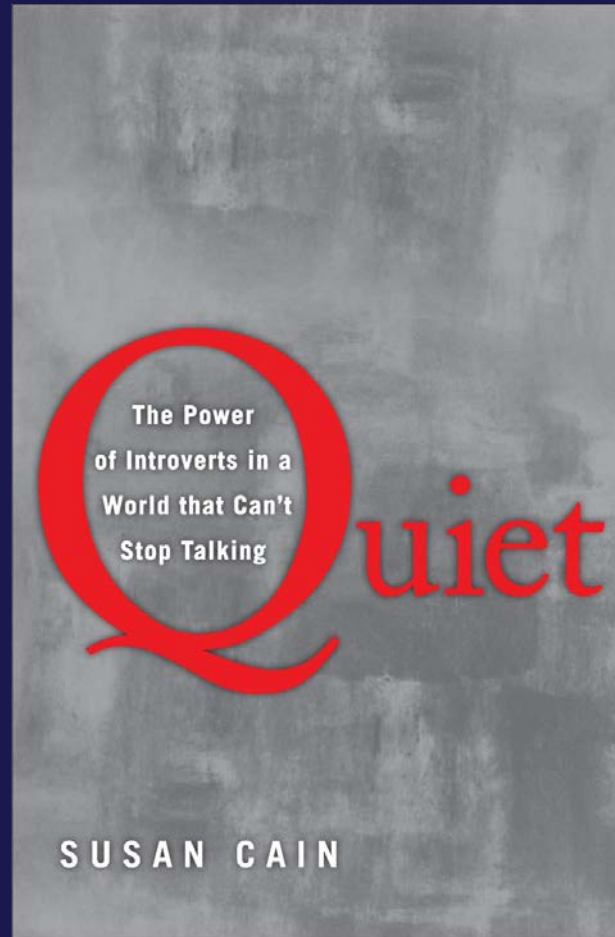


Increases with age



Stable across ages

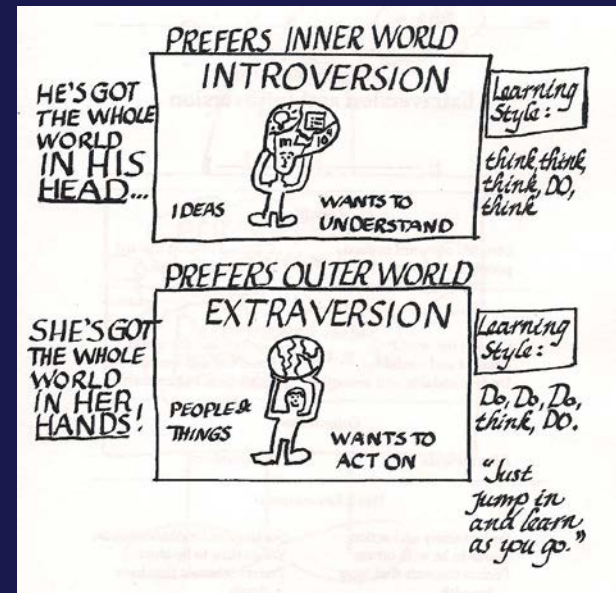
Do we have an '*extrovert ideal*'?



Matching your traits to your career

We can adapt to different work environments
(certainly outwardly)

But ideal is to find a niche where **our traits give us the edge**





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