

# Leading doesn't have to be loud

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Why are you here?

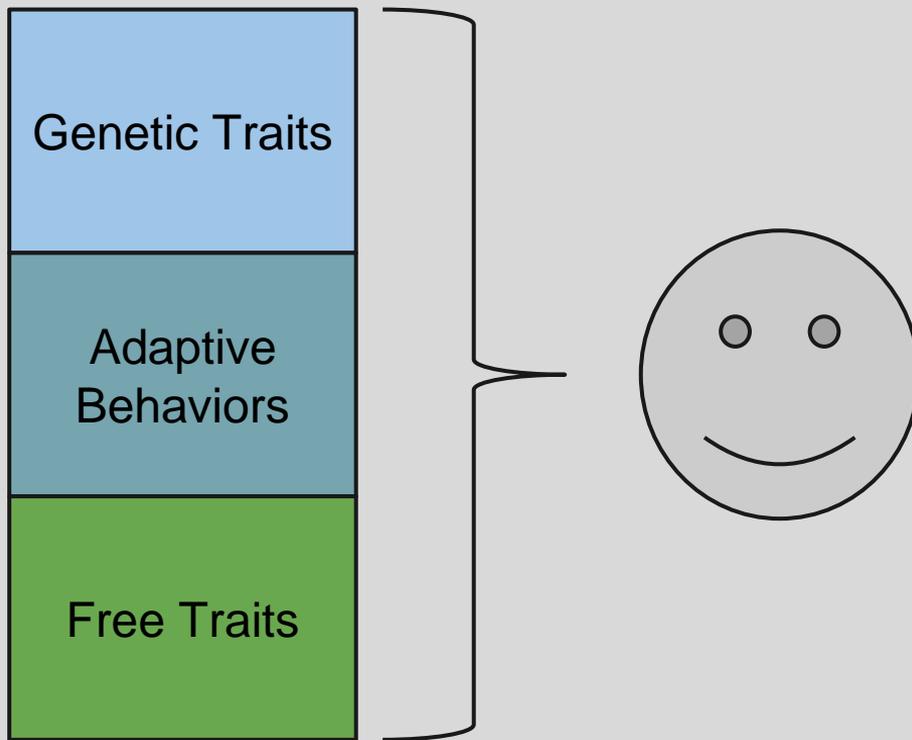
# Why am I here?

I'm an introvert.

I'm interested in introverts as leaders.

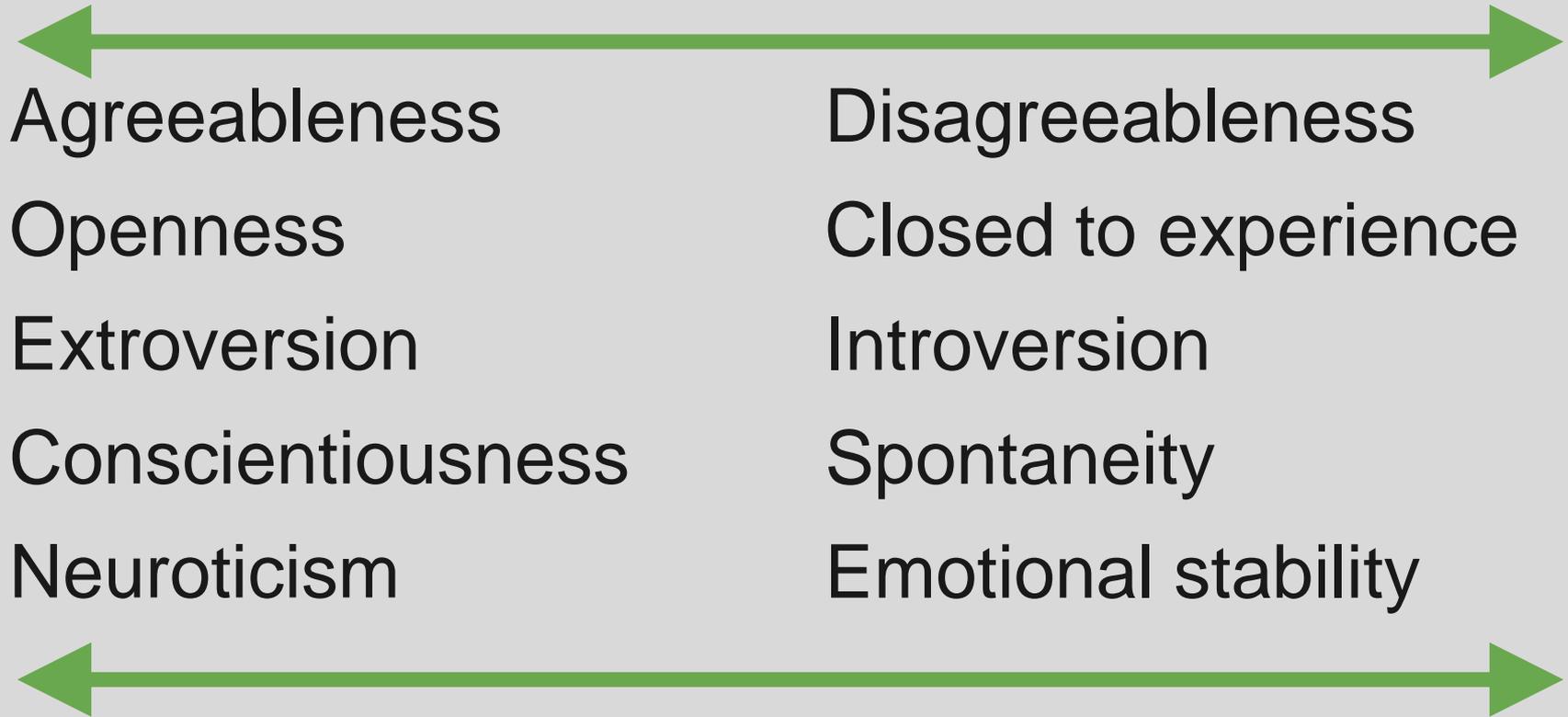
I want to make the workplace better for *all* types of people.

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



# 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

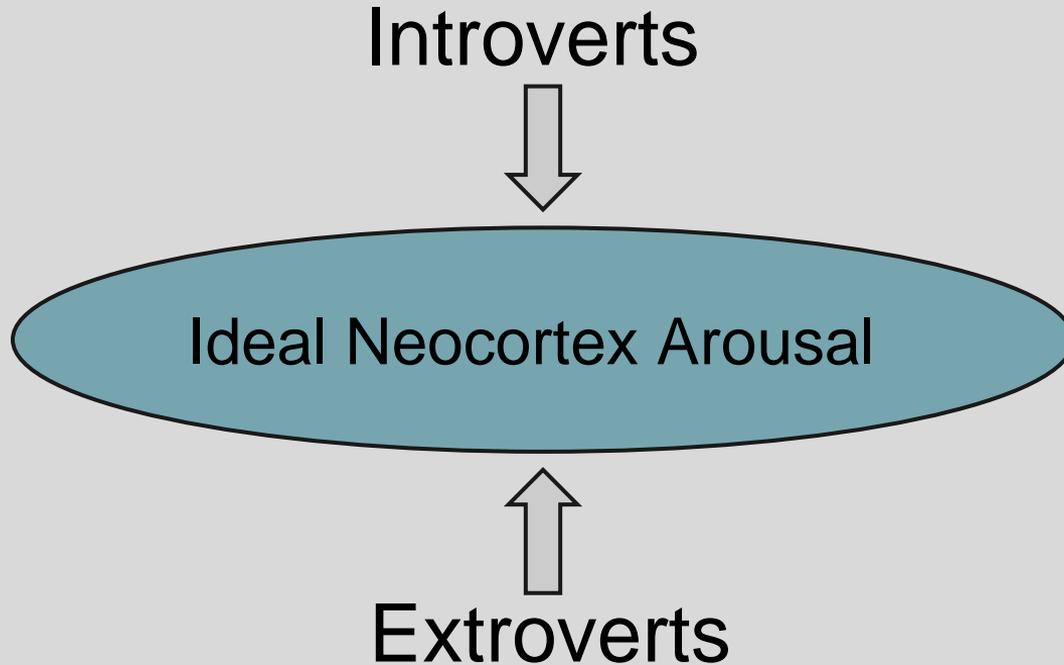
Misanthrope

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.

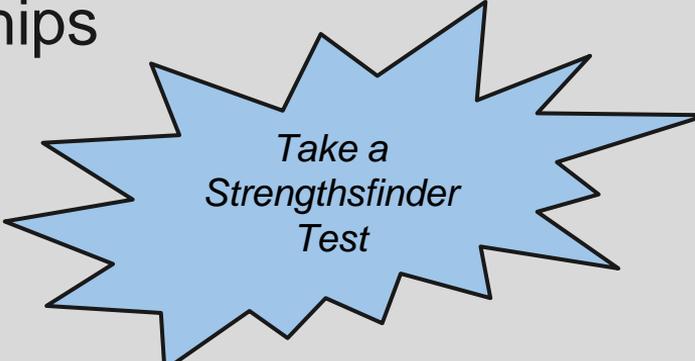
Influence is gained through trust.

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  
Strengthfinder  
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.



# Do the draining stuff first



# Manage your space

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



shhhhhhhhhhhhhhh  
simplynoise.com  
shhhhhhhhhhhhhhh

# Recharge

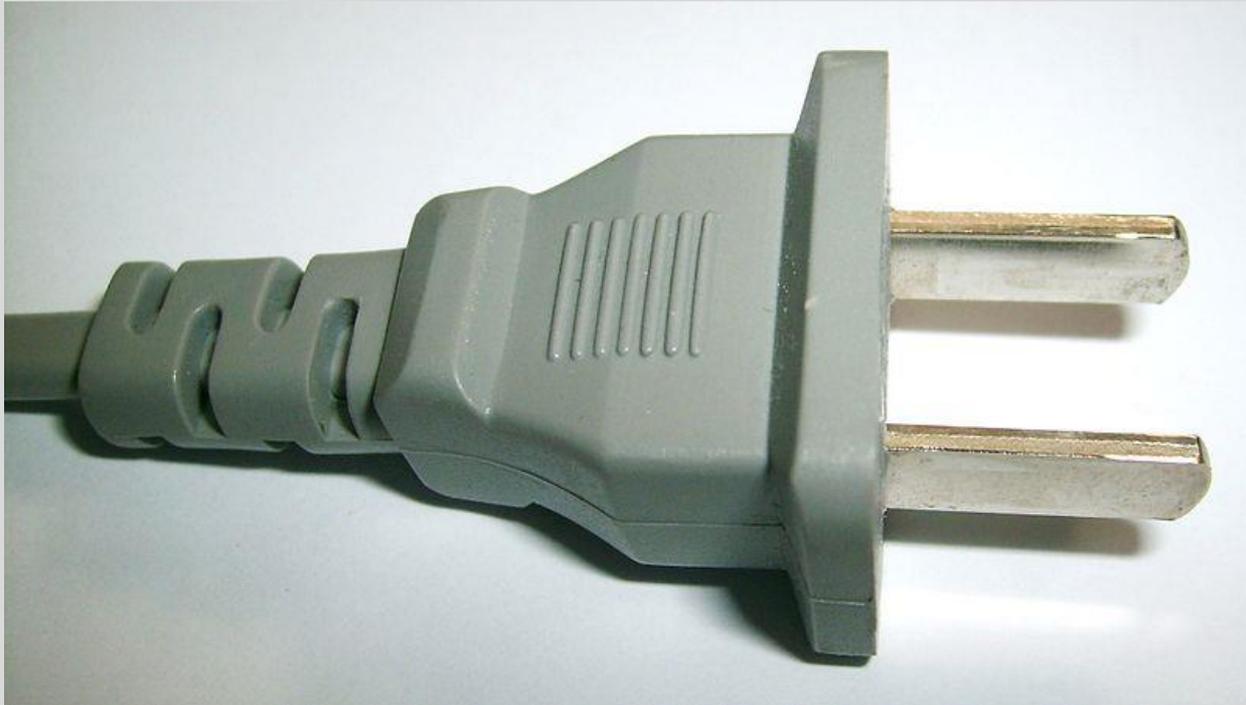
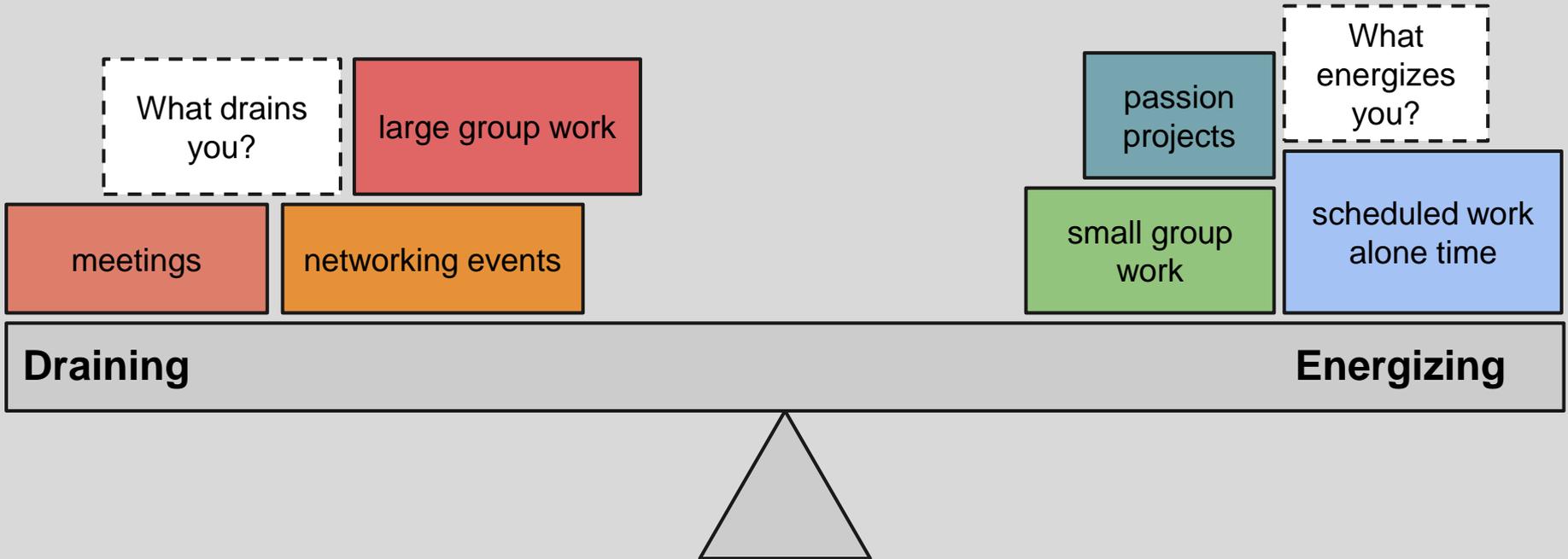


Image courtesy of Maddin the brain CC-BY-SA-3.0 (<http://creativecommons.org/licenses/by-sa/3.0/>), from Wikimedia Commons

# Seek balance



How to play nicely with others

# Use Humor



Image courtesy of [hyperboleandahalf.blogspot.com](http://hyperboleandahalf.blogspot.com)

# Respect your extroverts

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

They think out loud a lot

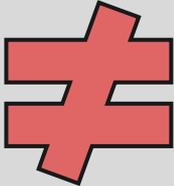
Clarify actions and expectations

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](https://psychologytoday.com/blog/the-introverts-corner)

*Introvert Spring*, [introvertspring.com/](https://introvertspring.com/)

## Video

[Brian Little's TED Talk](#)