Session 51B, Leadership & Development Section Breakfast

Presenters:
Jennifer Barley, PCC
Karen Sullivan, MA, PCC

SOA Antitrust Disclaimer
SOA Presentation Disclaimer
THE
GET REAL: LEADERSHIP
EXPERIENCE
introvert
extrovert
ambivert

all three are equally important
WE ARE TWO LIFE-LOVING, HARD-WORKING RISK-TAKING, HIGH-ENERGIZING LEADERS ON A MISSION.
Very Introverted  Ambivert  Very Extroverted
Not about being shy or outgoing.
Not about social skills.
Not about public speaking skills.
HOW DO YOU RECHARGE YOUR ENERGY?
The first few months of living together didn’t work well because we didn’t know how to care for each other! I would try to give her space by always knocking on her door. She got annoyed because I kept knocking, and wouldn’t let myself in, and I got annoyed when she barged in my room without warning!
Introverts

prefer...

solitude
time to think before speaking or acting
building relationships 1:1

not keen on...

interruptions
big group settings
a lot of noise
who needs them?

people who are proactive
people who take initiative to introduce changes
people who champion new visions
people who promote better strategies

why...

introverts need to understand first respond second
myths
introverts are shy
introverts don't like people
introverts don't like to talk

how...
do you interact with introverts based on these common myths?
How to Care for Introverts

RESPECT
their need for privacy

DON'T
embarass in public

LET THEM
observe situations first

DON'T TRY TO make them extroverts

GIVE 15 MINUTE warning for wrap up

DON'T interrupt them

GIVE THEM TIME to think

TEACH NEW SKILLS privately
Extroverts

prefer

large groups
open floor plans for office space
open door policy

doesn't prefer

being alone too long
not being included
not sharing their opinion
Extroverts

Project

Self confidence
Assertiveness
Social involvement

Clues

Smiles and waves
Strong correlation between extroversion and individualism.
myths

extroverts don't want to be alone
extroverts need to be the center of attention
extroverts enjoy public speaking
extroverts like to talk and can't be silent
extroverts have a lot of energy

how...

do you interact with extroverts based on these common myths?
How to Care for Extroverts

RESPECT their independence

ACCEPT & encourage their enthusiasm

LET THEM shine

THOUGHTFULLY surprise them

UNDERSTAND when they are busy

OFFER them options

ALLOW THEM to explore and talk things out

COMPLIMENT THEM in public
ambivert

- 68% of the population.
- A little bit of both.
- It is about knowing what you need in the moment.
GET REAL: LEADERSHIP

jenn@kickstartyouredge.com
karen@kickstartyouredge.com
www.kickstartyourleadership.com