



QUIET LEADERSHIP; Not an Oxymoron?

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Hands & Voices Leadership Conference

September 21, 2019 WA DC

A group of colorful 3D human figures holding hands in a circle, representing a group activity. The figures are in various colors: purple, blue, pink, red, orange, yellow, and green. They are all holding hands, with some holding small green objects. The scene is set against a white background with a dark brown L-shaped frame in the corners.

GROUP ACTIVITY

Getting to know you!

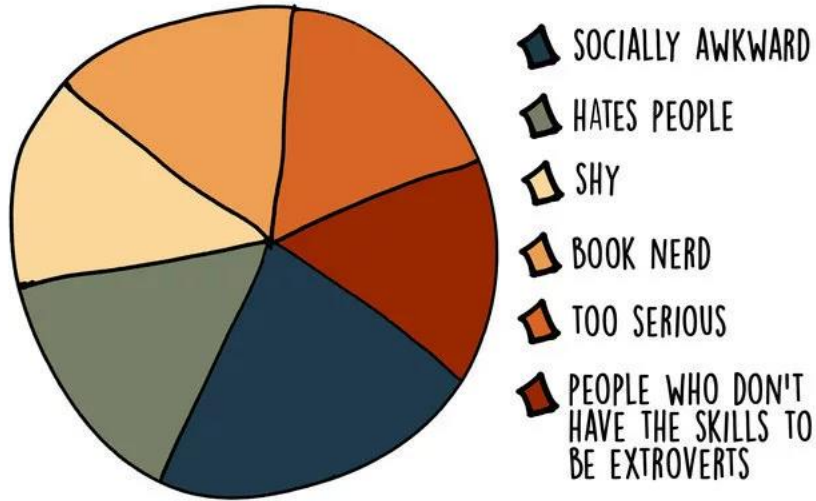


A LITTLE ABOUT US

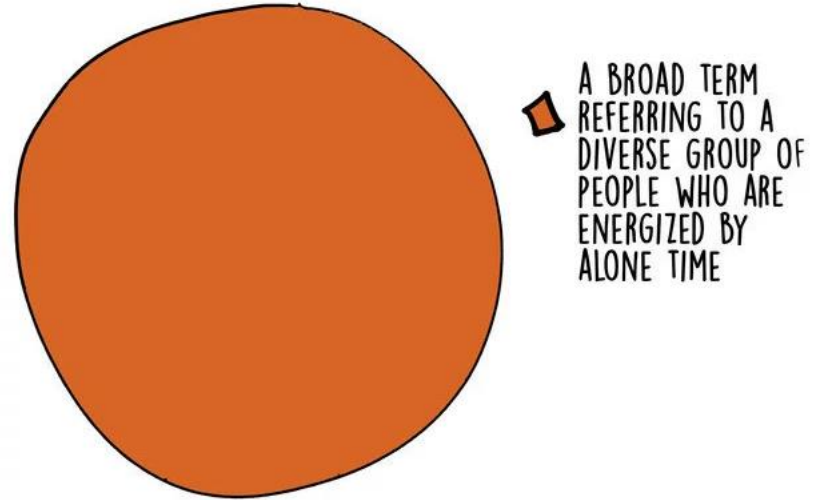
Objectives

- Learn to identify characteristics of introversion and extroversion
- Know where you land on the spectrum
- Learn at least three benefits of having an introvert on your team
- Learn communication strategies and activities to actively engage introverts in a group setting

WHAT PEOPLE THINK "INTROVERTED" MEANS



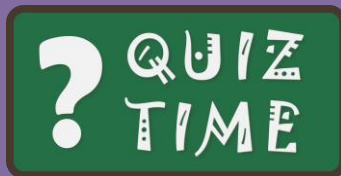
WHAT "INTROVERTED" ACTUALLY MEANS





Only an extrovert would...

Introverts are always...



What is the percentage of top-level execs who are introverts?

40%



GAME TIME:

INTROVERT
OR
EXTROVERT

PERSONALITY TEST

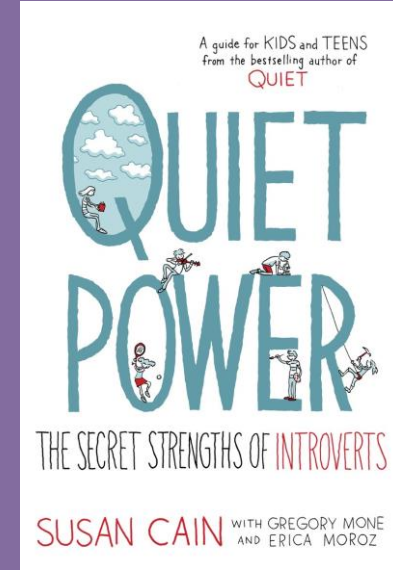
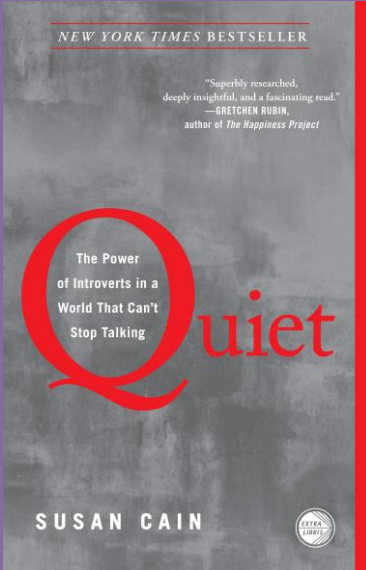
For each question, first decide which answer is best.
Next, locate on the answer document the row of ovals numbered the same as the question.
Then, locate the oval in that row lettered the same as your answer.
Use a soft lead pencil to fill in the oval completely.

Use a soft lead pencil to make your marks heavy and black.
DO NOT USE INK OR A MECHANICAL PENCIL.

Mark only one answer to each question. If you change your mind about an answer, erase your first mark thoroughly before marking your new answer. For each question, make certain that you mark in the row of ovals with the same number as the question.

Only responses marked on your answer document will be scored.

This test will be based only on the number of questions you answer correctly during the test. There is no advantage to guessing. IT IS TO YOUR DISADVANTAGE TO GUESS.

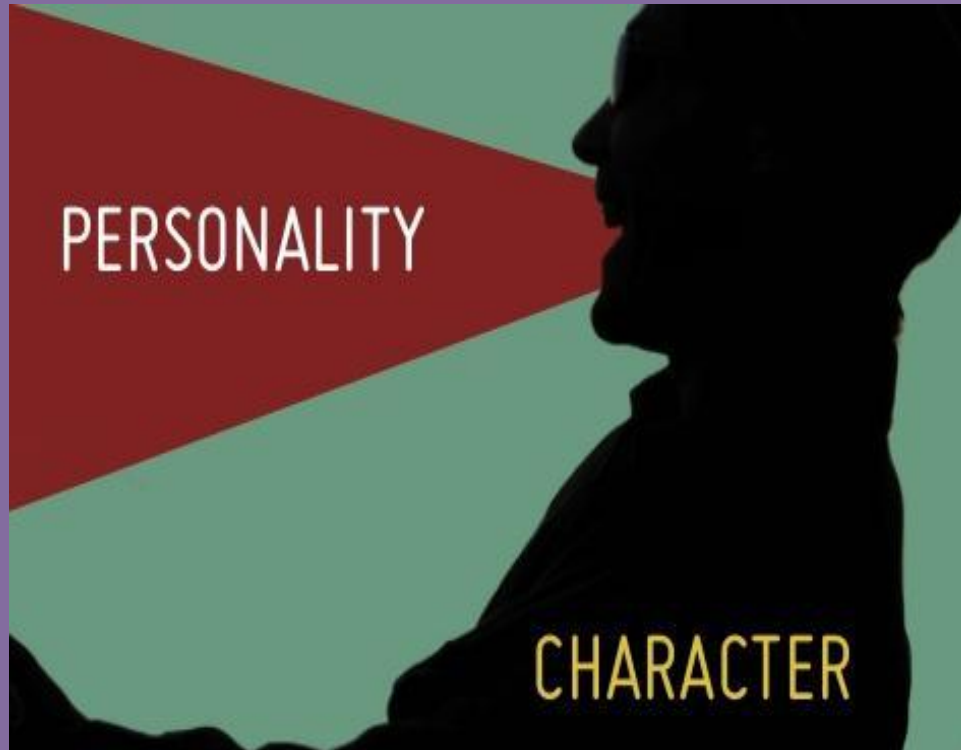


Quiet: *The Power Of Introverts in a World That Can't Stop Talking*

History | Are you feeling Insecure, Fainthearted or Submissive?

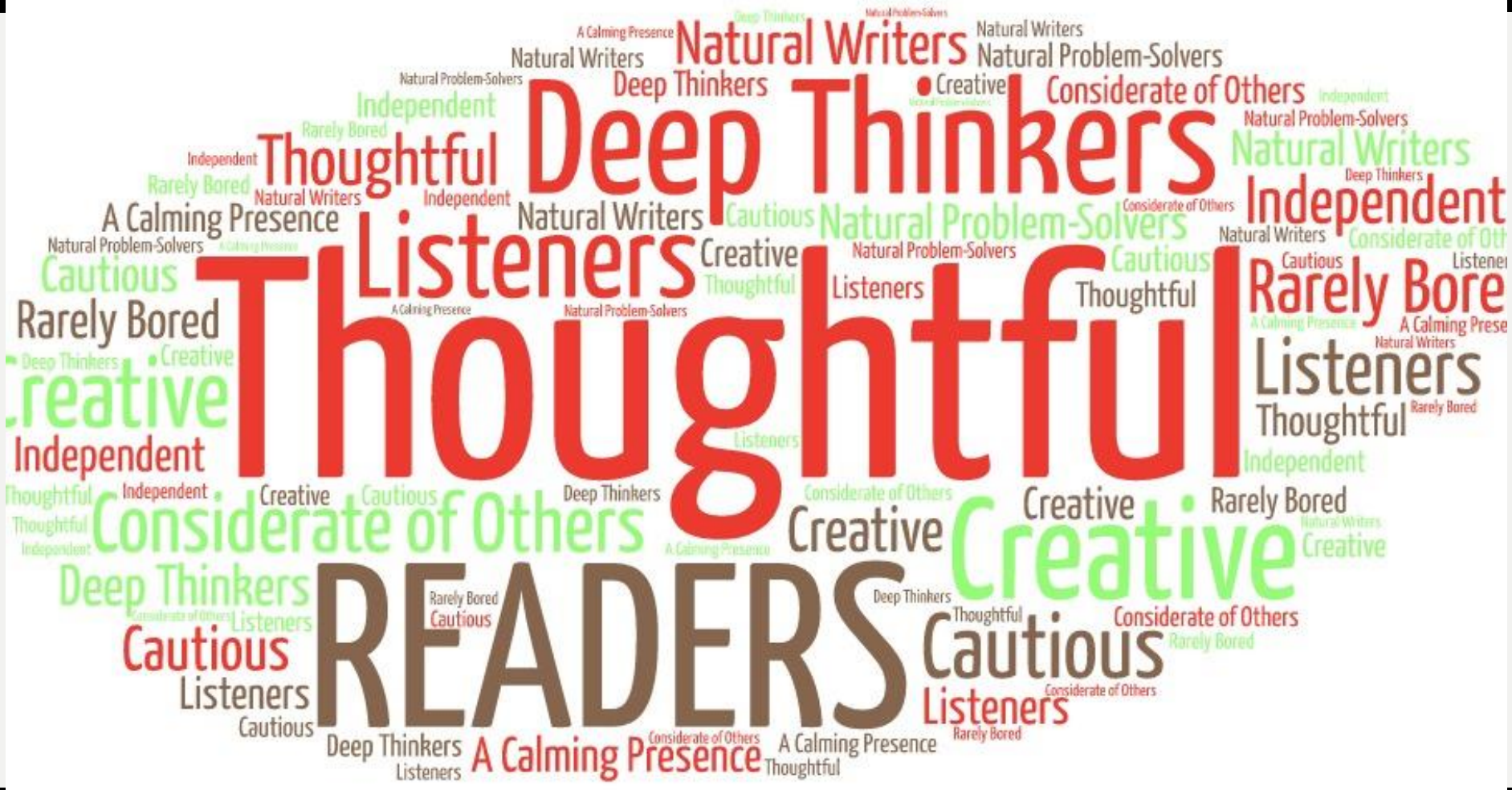
Culture of Character:

Citizenship
Duty
Work
Golden deeds
Honor
Reputation
Morals
Manners
Integrity



Culture of Personality:

Magnetic
Fascinating
Stunning
Attractive
Glowing
Dominant
Forceful
Energetic



Pooh are You?





**Introversion Or Extroversion: It's A
Spectrum**

Navigating Your Introversion

- Free Trait Theory
- Core Personal Projects
- Behavioral Leakage
- Self Monitoring (High and Low)
- Self-Negation
- Pulling in Values
- Restorative Niche
- Free Trait Agreement
- Emotional Labor



Creativity Fuels Meaningful Collaboration

- Deliberate Practice
- Create a space
- Brainstorming



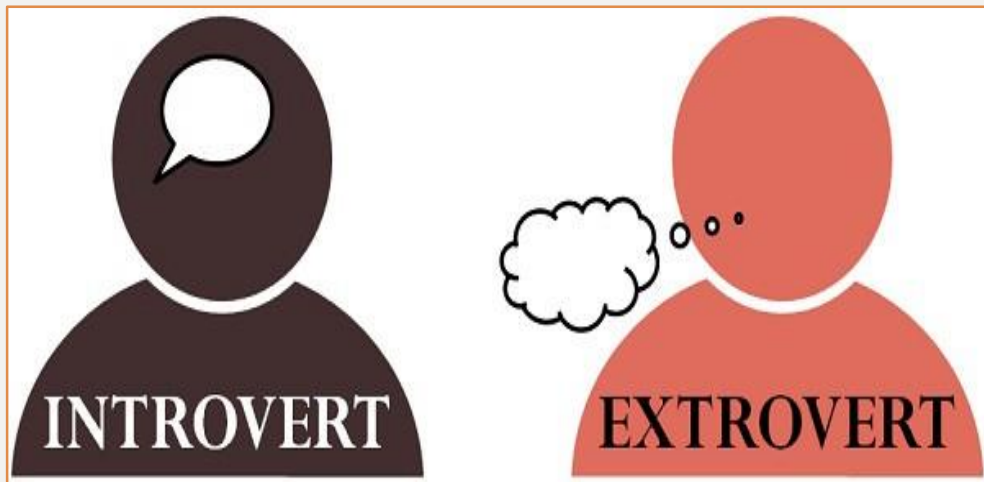
Partnerships: Working Together

- Communications, supporting/using each other's strengths
- Growth Mindset



Who needs an introvert?

- Steve Jobs needed Tim Cook
- Mark Zuckerberg needs Sheryl Sandberg...



Communicating with Introverts

- Initiate Conversation
- Take interest in the person
- Save the small talk for last
- Send Agendas & Questions
- Don't rush to fill pauses
- Suggest small groups or "turn and talks"
- Keep extending invites
- Remember to listen



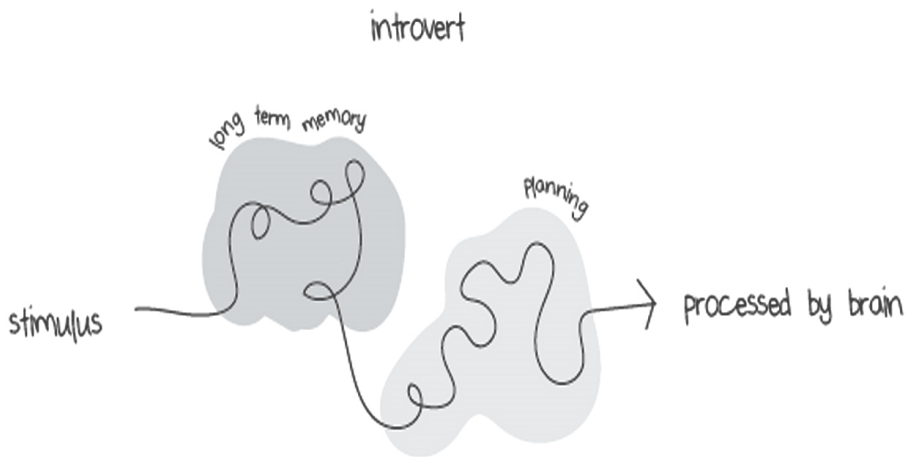
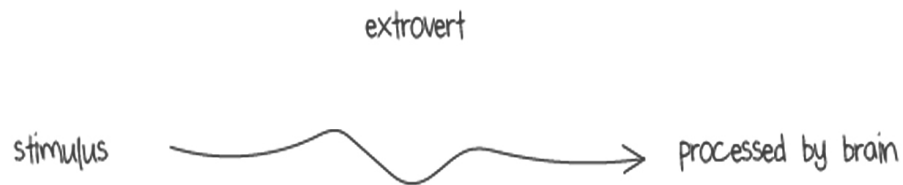
Engaging Introverts

- Agenda
- Brainstorming
- Creativity
- Reaching out after a meeting
- Support & Recognize efforts
- Encourage Introverts to take the lead
- Create comfortability (familiar faces and people)
- Get to the point and don't go too long without breaks
- Bonus Round!



Tips for Introverts to Communicate with Extroverts

- Own your Space
- Grow Security
- Express your Needs
- Accept Discomfort
- Collaborate



Organizational Level

- Meeting Facilitator
 - *Team Communication*
 - *Within staff*
 - *Within Board*
- Roles & Responsibilities: Getting the work done
- Presenting
- Fundraising
- Event Planning & Roles of Staff and Board

Quiet people have the
loudest minds.
- Stephen Hawking

Collaboration with other agencies

- Who's the “face” of your chapter?
- Can you team up?
- Initiating conversations and/or activities
- Introvert Confidence (prevent railroading)
 - Learned skills - Don't be afraid to ruffle feathers
 - Staying center in uncomfortable situations-focus



GBYS & ASTra

- Matching Guides or Advocates to families
- Family and Parent Personality
- Parents not wanting to rock the boat
- Communication Style (no communication doesn't mean families aren't engaged)
- Coordinator to Guide or Advocate
- Team Member Communication
- Developing an IFSP or IEP



Key Takeaways

For Introverts to know about themselves:

- You are not “less than”
- Don’t let others influence you
- Share your ideas as powerfully as you can
- Give yourself permission to recharge
- Harness your strengths

For Extroverts to know about Introverts:

- We find our energy from solitude
- We are not shy
- We need space and flexibility
- We don’t have low self-esteem
- Value and nurture the introverts on your team
- Yes, we do have fun!

I have an Introvert Hangover

I'm totally exhausted, from too much human interaction.

somee cards
user card



It's All
About
Pacing
Yourself



“One child is given a light
saber, another a wizard’s
education. The trick is not to
amass all the different kinds of
power available, but to use well
the kind you’ve been granted.”
-Cain

Resources

Fast Company article:

<https://www.fastcompany.com/3060536/how-ive-learned-to-lead-as-an-introverted-ceo>

TED Talk by Susan Cain:

https://www.ted.com/talks/susan_cain_the_power_of_introverts?language=en

Susan Cain's website:

<https://www.quietrev.com/> with links to articles by adults and kids.

16 Personalities Test: <https://www.16personalities.com/>

Thank
you!

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