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| **Key Points**  **Not the right way** ⮱  **Need for Introverts** ⮱  **Not Shyness** ⮱  **Zone of stimulation** ⮱  **Extraverts more valuable** ⮱  **Outliers** ⮱  **Ideal student/employee – extravert** ⮱  **Solitude Matters** ⮱  **Man of *Action*/Man of *Contemplation***⮱  **Freedom**  ⮱  **Attitude of Introversion** | **Notes**  Introversion is simply a different way of being social  1/3-1/2 of population are introverts – world needs introverts – loss for colleagues and community  Introverts are not shy – shyness is about the fear of social judgement, it is more about the response to stimulation, including social  Introverts zone of stimulation – most alive in quieter, low key environments  Maximize talents of introverts, find the zone that is right for them – institution including schools are designed for extraverts  Solo flight of thoughts – discouraged to work alone. Workplaces subject to constant noise/gaze.  Passed over for leadership roles – statistical proven introverts create better outcomes as leaders – even students (transformative leaders)  Culturally need better balance between extraversion and introversion in workplace and schools  Solitude increases creativity…for some people it is the air they breath  Best talker = best ideas – zero evidence to support this idea/theory Western societies prefer Man of Action over Man of Contemplation  Allow more freedom for introverts – more likely to come up with unique solutions to problems |
| **Summary**  Stop the madness for constant group work, some of the best creativity/ideas comes from solitude – encourage individual work  Appreciate the uniqueness introverts bring into the workplace/school – STOP underestimating their contribution & value |