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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 social1/3-1/2 of population are introverts – world needs introverts – loss for colleagues and communityIntroverts are not shy – shyness is about the fear of social judgement, it is more about the response to stimulation, including socialIntroverts zone of stimulation – most alive in quieter, low key environmentsMaximize talents of introverts, find the zone that is right for them – institution including schools are designed for extravertsSolo 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 schoolsSolitude increases creativity…for some people it is the air they breathBest talker = best ideas – zero evidence to support this idea/theory Western societies prefer Man of Action over Man of ContemplationAllow 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 workAppreciate the uniqueness introverts bring into the workplace/school – STOP underestimating their contribution & value |