

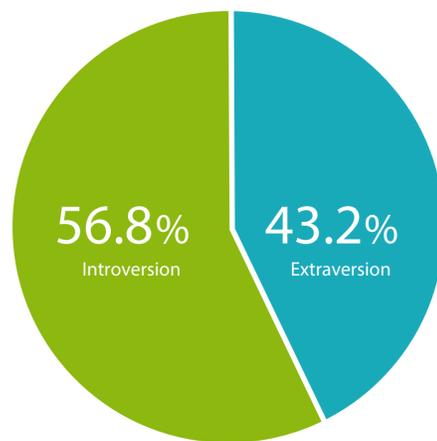
# The power of Introversion

## Why does self-awareness matter?

It's important that leaders be able to represent their followers. So we asked our research teams – **how many leaders around the world prefer Introversion?**

In honor of World Introvert Day (January 2), here's what we found out about introverted leaders around the world:

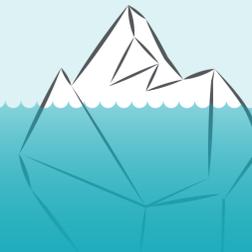
MBTI global sample distribution



### How common are the MBTI\* types that prefer Introversion?

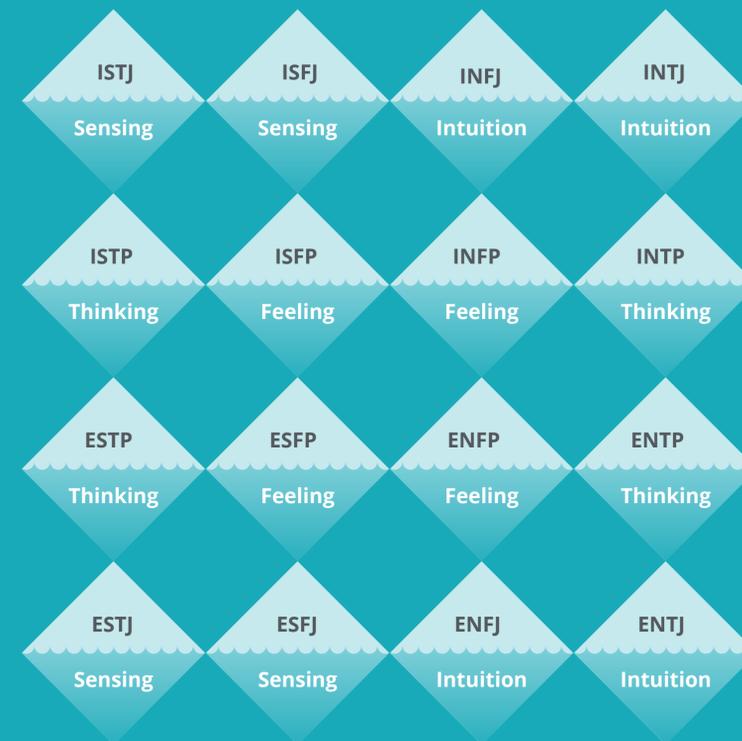


You only **see** and **hear** what an Introvert **does** or **says**...



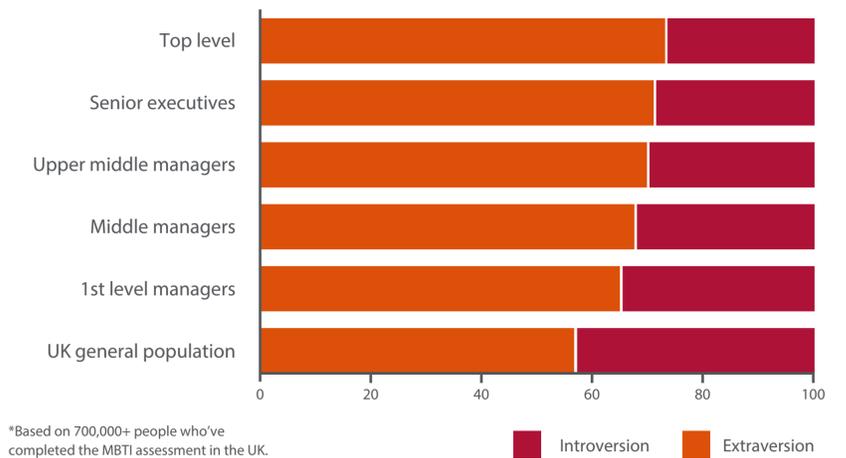
but there's a lot more going on **under the surface**.

Though half of MBTI personality types have "I" at the beginning of their type, **everyone with preferences for Extraversion actually has some part of their personality they introvert!** Here's the part of their personality that each MBTI type introverts (aka what part of their personality is the "iceberg" that you don't see at first because it happens internally).



## Introversion in management

In the UK, on average **28% of top executives and senior leaders prefer Introversion**, compared to 47% of the general population.



**9/10** People in the UK report **feeling pressure to behave in an Extraverted way**

**39%** Percentage of top executives and senior leaders in the US who prefer **Introversion**

Which countries have the **highest** percentage of Introverted top executives and senior managers?

- Singapore **53%**
- Zambia **53%**
- Malaysia **51%**
- Russia **48%**

Which countries have the **lowest** percentage of Introverted top executives and senior managers?

- Finland **23%**
- Turkey **28%**
- Peru **29%**
- Sweden **30%**

## Action steps

### Unleashing the power of Introversion

These tips are especially important for **managers who prefer Extraversion** but have **employees that prefer Introversion**:



If you're an Introvert, **allow yourself time to think**. If you're an Extravert, don't expect the best Introvert answer straight away.



Think about how to communicate. 1:1 may work better than a group. **Written information generally works better** than spoken communication.



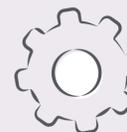
**Don't interrupt** (it's just rude).



When an introvert makes a suggestion – **listen**. They're usually not just suggesting something that's popped into their mind but have spent a long time thinking about the best suggestions and then choosing one to share.



Allow them/allow yourself **time alone to recharge** your batteries.



Learn your own preferences and **don't make assumptions** about what other people might prefer.

Visit the website for more on Introversion and other research areas [www.themyersbriggs.com](http://www.themyersbriggs.com)

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