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:

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### MBTI global sample distribution

- **Introversion**: 56.8%
- **Extraversion**: 43.2%

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

- **ISTJ**: 15.9%
- **ISTP**: 9.8%
- **ISFJ**: 8.4%
- **ISFP**: 6.6%
- **INFJ**: 6.3%
- **INFP**: 6.3%
- **INTJ**: 4.8%
- **INTP**: 4.8%

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### Action steps

#### Unleashing the power of Introversion

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

- **If you’re an introvert, allow yourself time to think.** Don’t expect the best introvert answer straight away.
- **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.
- **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).
- **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.**

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### Introversion in management

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

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### The Myers-Briggs Company

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