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

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

How common are the MBTI® types that prefer Introversion?

<table>
<thead>
<tr>
<th>MBTI Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>ISTJ</td>
<td>15.9%</td>
</tr>
<tr>
<td>ISTP</td>
<td>9.8%</td>
</tr>
<tr>
<td>ISFJ</td>
<td>8.4%</td>
</tr>
<tr>
<td>ISFP</td>
<td>6.6%</td>
</tr>
<tr>
<td>INFP</td>
<td>6.3%</td>
</tr>
<tr>
<td>INTP</td>
<td>4.8%</td>
</tr>
<tr>
<td>ENFP</td>
<td>2.6%</td>
</tr>
<tr>
<td>ENFJ</td>
<td>2.3%</td>
</tr>
</tbody>
</table>

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).

Some Action steps

Unleashing the power of Introversion

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

1. **If you're an Introvert,** allow yourself time to think. If you're an Extravert, don't expect the best Introvert answer straight away.
2. **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.
3. **Think about how to communicate.** 1:1 may work better than a group. Written information generally works better than spoken communication.
4. **Allow them/allow yourself time alone to recharge your batteries.**
5. **Learn your own preferences and don’t make assumptions** about what other people might prefer.
6. **Don’t interrupt** (it’s just rude).

Introversion in management

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

Top level - Extraversion: 56.8%, Introversion: 43.2%
Senior executives - Extraversion: 58.1%, Introversion: 41.9%
Upper middle managers - Extraversion: 56.8%, Introversion: 43.2%
Middle managers - Extraversion: 56.8%, Introversion: 43.2%
1st level managers - Extraversion: 56.8%, Introversion: 43.2%
UK general population - Extraversion: 43.2%, Introversion: 56.8%

People in the UK report feeling pressure to behave in an Extraverted way.

<table>
<thead>
<tr>
<th>Country</th>
<th>Percentage of top executives and senior leaders who prefer Introversion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Singapore</td>
<td>53%</td>
</tr>
<tr>
<td>Zambia</td>
<td>53%</td>
</tr>
<tr>
<td>Malaysia</td>
<td>51%</td>
</tr>
<tr>
<td>Russia</td>
<td>48%</td>
</tr>
</tbody>
</table>

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%

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

© Copyright 2019 The Myers-Briggs Company and The Myers-Briggs Company Limited. MBTI and The Myers-Briggs Company logo are trademarks or registered trademarks of The Myers & Briggs Foundation in the United States and other countries. Type and Self-Awareness survey, OPP Ltd, 2017. The research was conducted between April and June 2017. Of the 937 respondents, 71% were female, 27% were male, and 2% were transgender/preferred not to disclose. The age range was 14 to 90 years, with a mean age of 45. Respondents knew their reported MBTI® best-fit type.