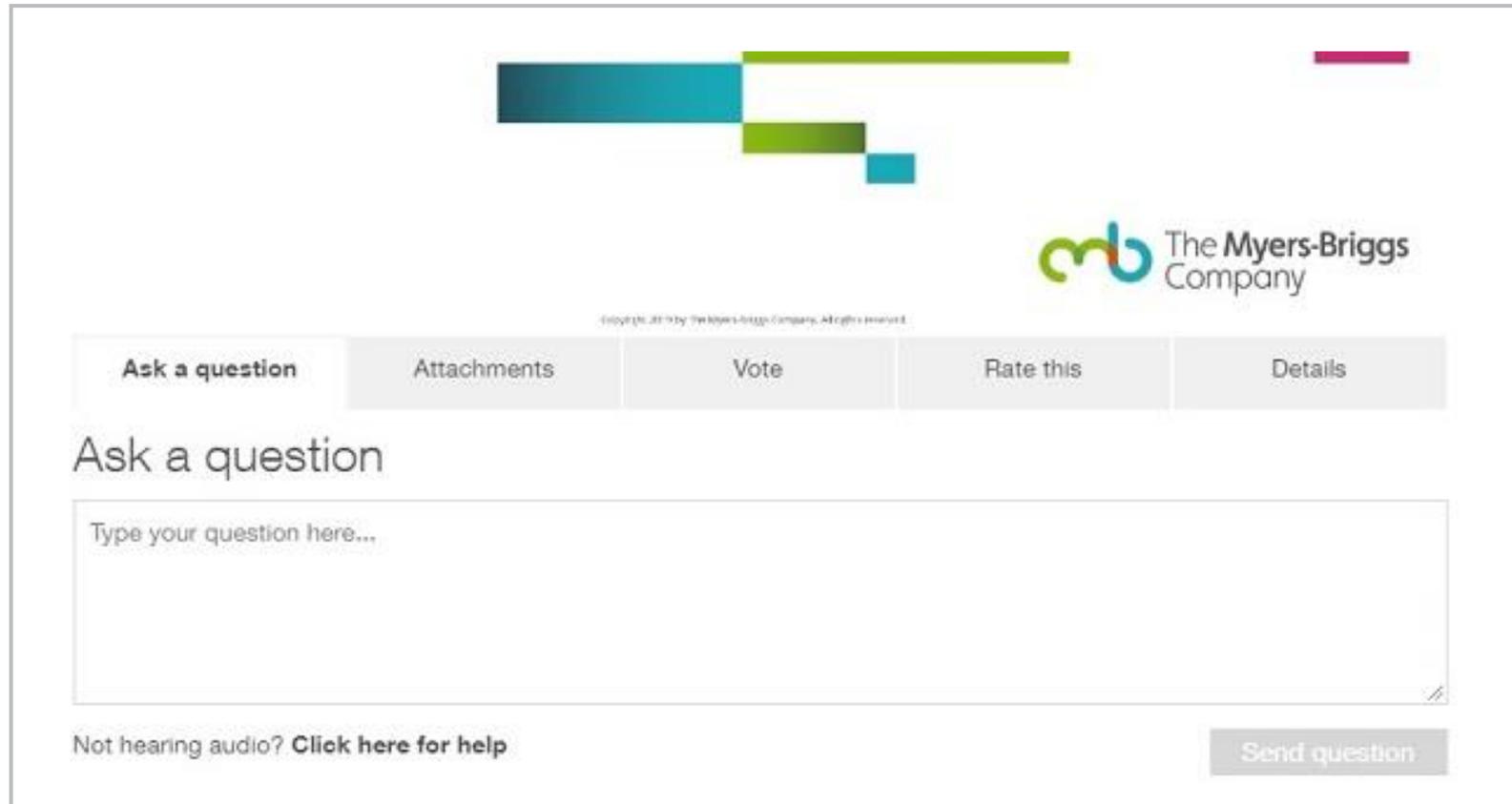




Unleash the power
of **Introversions** in
your team

Interact with us



The screenshot shows a web interface for asking a question. At the top right, there is a navigation menu with a home icon, a search icon, and a user profile icon. Below the navigation is the Myers-Briggs Company logo and the text "The Myers-Briggs Company". A copyright notice "Copyright © 2019 by The Myers-Briggs Company. All rights reserved." is centered below the logo. Below the copyright notice is a horizontal menu with five buttons: "Ask a question" (highlighted), "Attachments", "Vote", "Rate this", and "Details". Below the menu is the heading "Ask a question". Underneath is a large text input field with the placeholder text "Type your question here...". At the bottom left of the input field is a link: "Not hearing audio? [Click here for help](#)". At the bottom right is a "Send question" button.



Our mission is...

...to inspire everyone to lead more successful and fulfilling lives

Our world-leading assessments

MBTI® understand **personality** types

FIRO® improve interpersonal **relations**

TKI® resolve **conflict**

CPI™ inspire **leadership**

Strong give **career** advice to adults

VitaNavis® give **career and education** advice to students



Your presenter – John Hackston

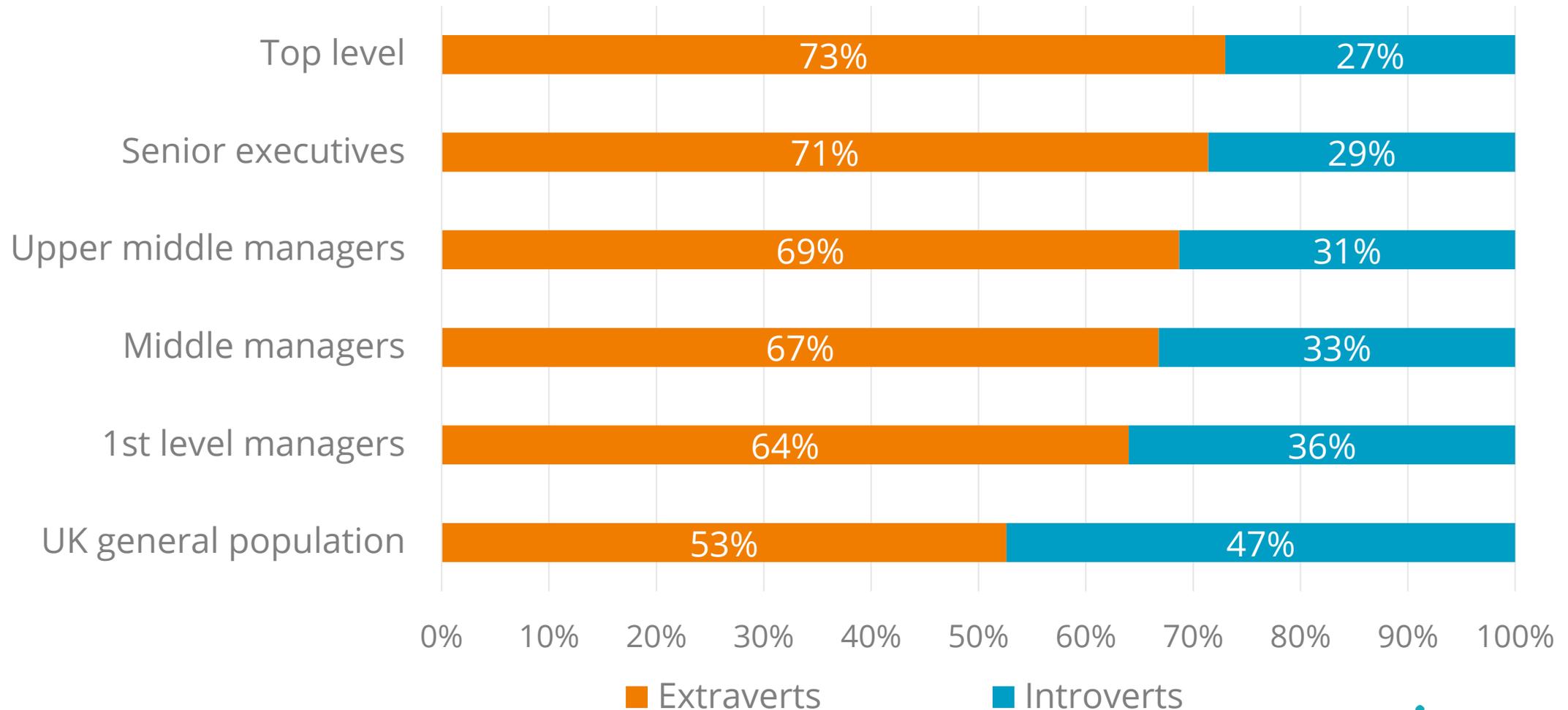
- Head of Thought Leadership, The Myers-Briggs Company
- Chartered Psychologist
- Creating, using and researching psychometric tests and questionnaires for 35 years
- Using our tools – MBTI, FIRO, CPI, TKI – since 1997
- Regular speaker at conferences and author on the psychology scene





Reaching their
full potential

Leaders are more likely to be Extraverts





Why are leaders more likely to be Extraverts?

How can leaders manage and motivate Introverts?



Not fun
No friends
Shy

Distant

Slow on the uptake

People may see
Introversion in a
negative way



Not interested

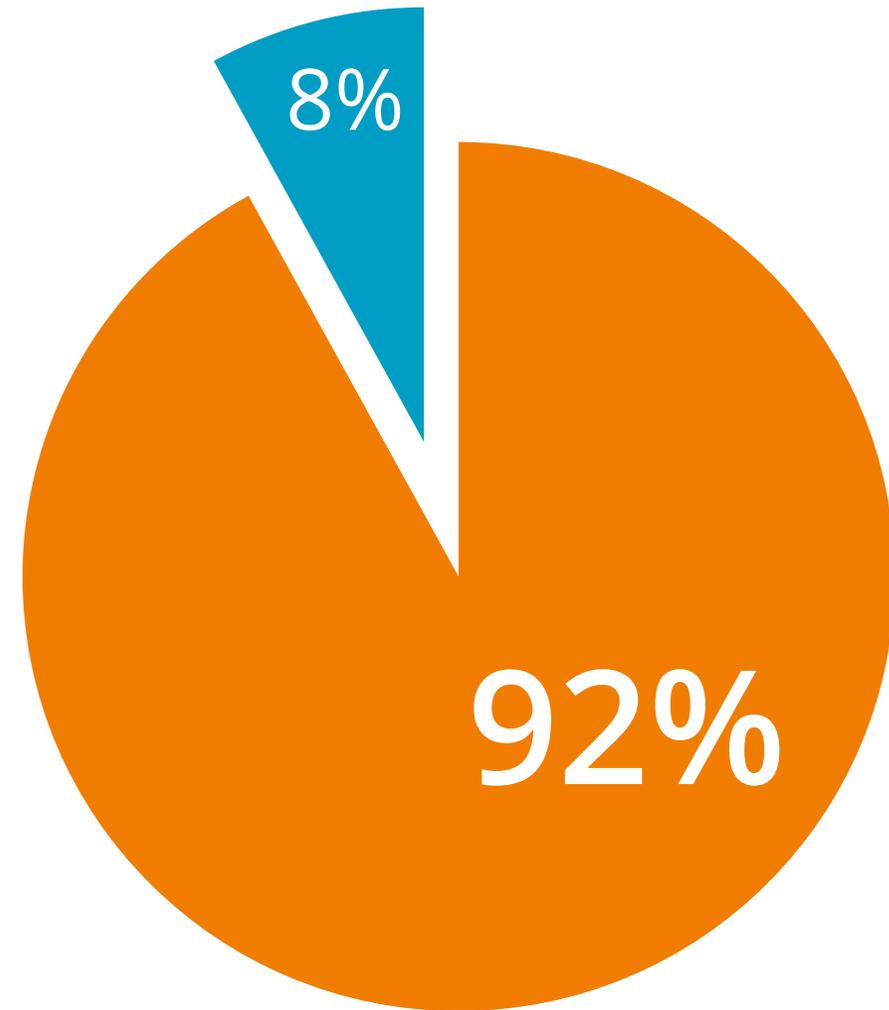
Boring

Lonely

Antisocial

Do you feel more pressure to behave in an **Extraverted** way or an **Introverted** way?

92% of people felt more pressure to behave in an **Extraverted** way



Do diverse teams perform better?

Not necessarily!

Homogeneous teams



May be better at:

- Implementing the already known
- Where set processes exist
- Tasks needing simple responses
- Low to zero uncertainty and ambiguity
- When things are staying the same

Diverse teams



Likely to be better at:

- Innovation, creativity, exploring the new
- Where new processes are needed
- Tasks needing complex responses
- Some uncertainty and ambiguity
- When things are changing

Which is your team environment?

Pros and cons of diverse teams

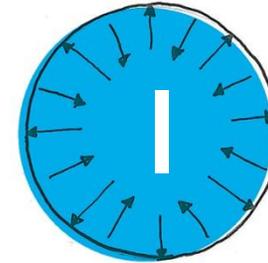
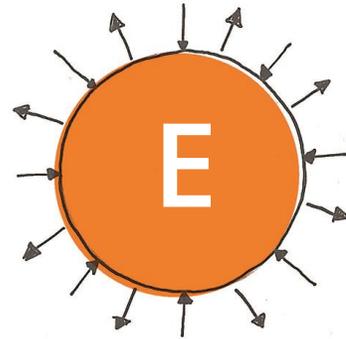
Generally, more diverse teams take **longer to make decisions** but make **better decisions**, but:

- Diverse teams may have more **conflict**
- Teams diverse in terms of Extraversion-Introversion **perform better**

What actually are Extraversion and Introversion? How can we work with both?



What are **Extraversion** and **Introversion**?



Tend to act before thinking
Prefer to take action quickly
Talk things through
Are more expressive when interacting
Gain energy from interaction
Have a breadth of interests

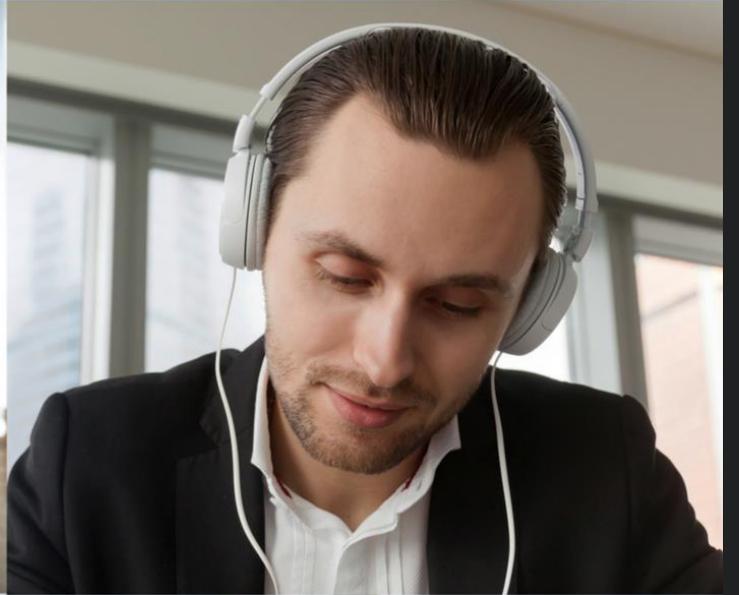
Tend to think before acting
Prefer to spend time on reflection
Think things through
Are more contained when interacting
Gain energy from concentration
Have a depth of interests

A woman with dark hair and glasses, wearing a white shirt and a light-colored cardigan, is shouting into a white and red megaphone. She has her right arm raised, with her hand on the head of a man in a striped sweater who is looking towards her. To the right, a man in a plaid shirt is looking down at his glasses, which he is holding in his hand. In the foreground, a laptop and a glass of water are visible on a table. The background is a blurred office setting with lights and glass partitions.

Extraversion in a meeting?

A woman with long dark hair, wearing a grey top, is seated at a wooden conference table. She has a stressed expression, with her right hand pressed against her forehead. In the background, other meeting participants are visible, some looking bored or tired. A man in a blue shirt is standing near a whiteboard, and another man in a dark suit is sitting at the table with his hand to his face. The setting is a modern office meeting room with a chalkboard and a small potted plant on the table.

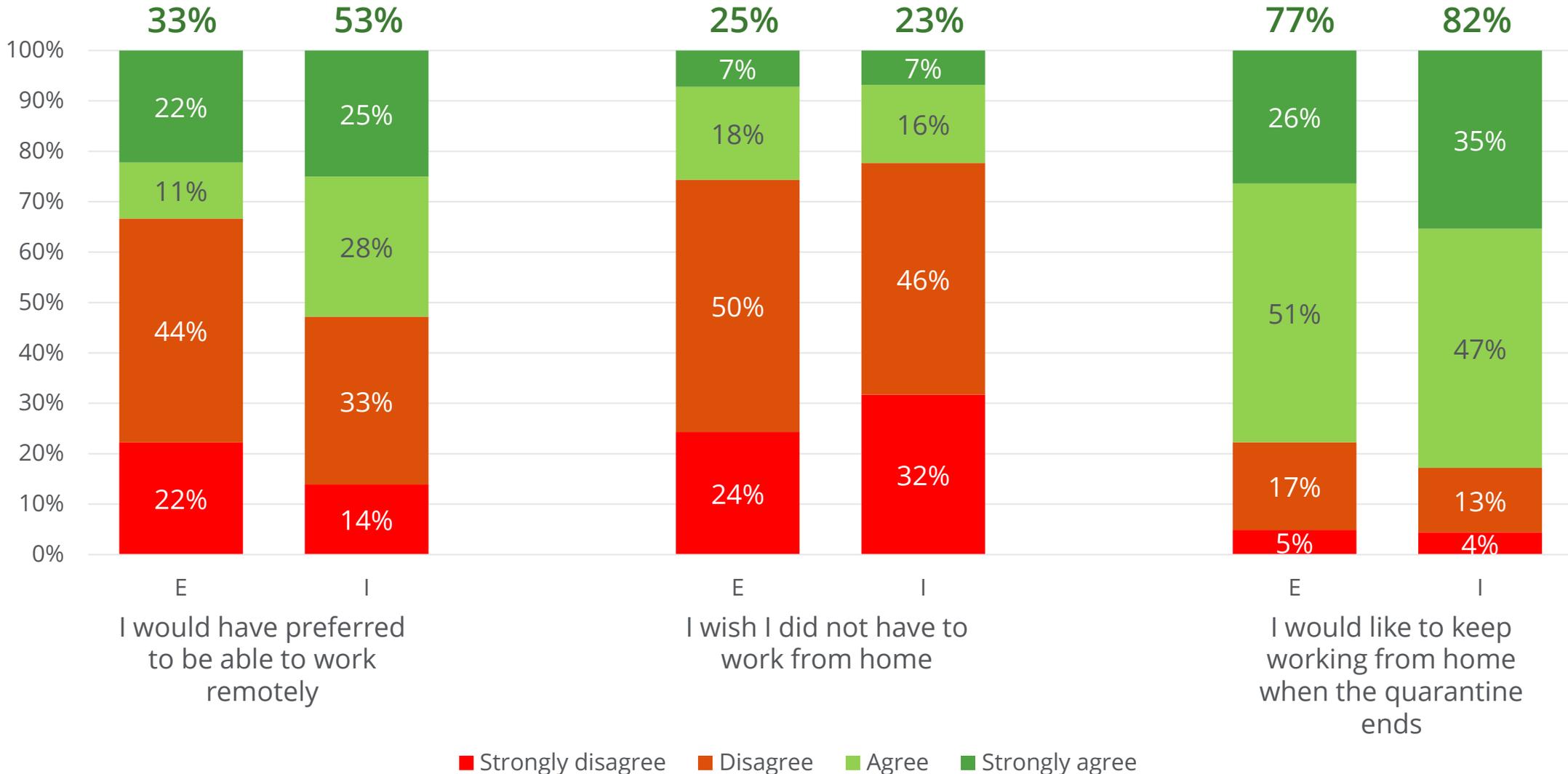
Introversions in a meeting?



E-I and remote team meetings



Extraversion-Introversion and remote working



Stressors: Extraversion-Introversion

Those with **Extraversion** preferences will be **stressed** by:

- Spending too much time alone
- Not enough external stimulation

And in the **current situation**, by:

- Not having people around
- Too quiet
- No stimulation in the home environment
- Not being able to socialize or travel

Those with **Introversion** preferences will be **stressed** by:

- Spending too much time with others
- Too many external distractions

And in the **current situation**, by:

- A noisy environment (kids, housemates)
- Too many online meetings
- Expectation of not needing any contact
- Not able to work from home in future

It's not just Extraversion and Introversion

EXTRAVERSION

INTROVERSION

Where do you get your energy from?

SENSING

INTUITION

What kind of information do you prefer to use?

THINKING

FEELING

What process do you use to make decisions?

JUDGING

PERCEIVING

How do you deal with the world around you?



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We all have an Extraverted side and an Introverted side



Sensing

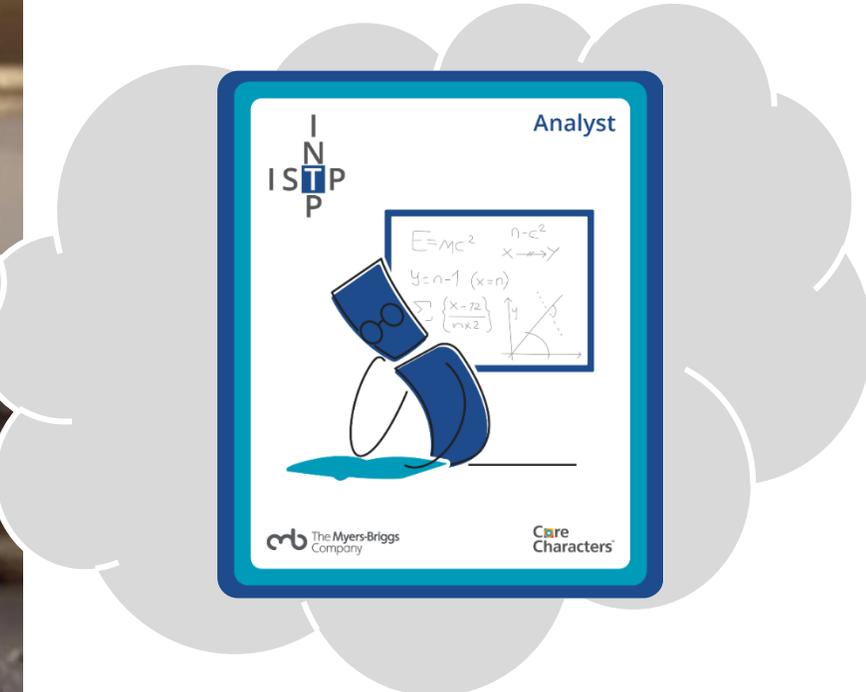
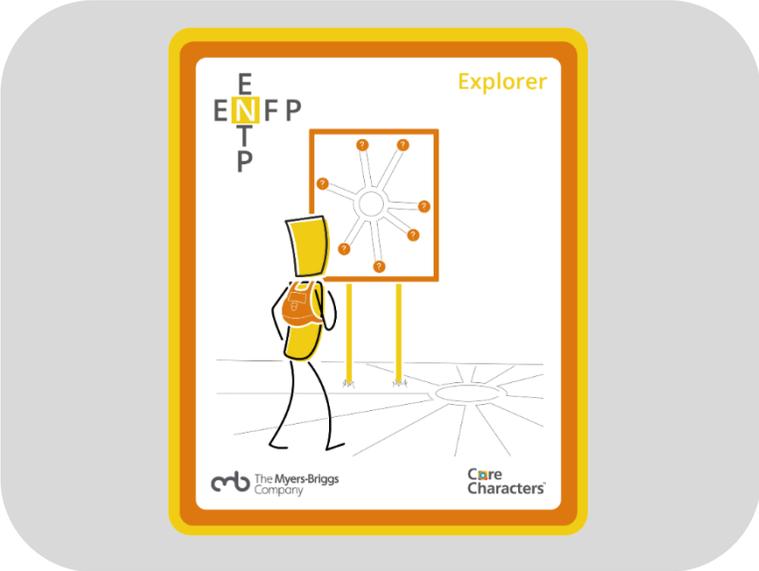
in tuition



Thinking

Feeling

Here's an example—me!



Seven steps to unleashing the power of Introversion



Allow **time** for thinking



Listen; don't dismiss or ignore



Consider **communication** channels



Interruptions, interruptions



"Me time" to **recharge** batteries



We all have an **Introverted side**—and an **Extraverted side**



Think about the **iceberg**...

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



...but there is a lot more
going on under the surface



Next steps...

Flexible partnership

1 Let us do it

We create programs, deliver workshops, provide evaluation and take care of everything



2 Let us work with you

We provide support as collaboration partners in any area you need



3 Let us help you

We provide the training you need to tackle your people and performance challenges



MBTI Insights Virtual Workshop

Workshop features

120-minute virtual session

Arrange a time and date that works for you

Interactive dialogue, exercises, and Q&A

Participants can join individually from their computer or as a group from the same location

Available for groups and teams

Workshop benefits

Confirm participants' best-fit MBTI® type

Increase self-awareness by understanding one's natural source of energy, motivations, frustrations, and blind spots

Apply MBTI® type to appreciate differences in how people communicate and make decisions

Create an individual action plan to leverage learnings



Building Resilience

When you feel stressed, it can get in the way of dealing effectively with life's demands, and it can affect everything you do. Participants gain

- Understanding their personal stress triggers
- Identifying strategies for coping with and reducing stress
- Insights to prepare them to build their resilience at work and home

Managing Change

In this session, participants will explore the process of navigating change by first understanding the role of personality type. Participants gain

- Understanding of personal change style and preferences
- Deeper appreciation for how change can be more successfully navigated through psychological insights
- Actions for increasing one's personal effectiveness during times of change

Enhancing Communication

Effective communication is at the heart of successful teams and thriving organizations. Participants gain

- Understanding of personal communication style and preferences
- Deeper appreciation for diversity of communication styles and preferences
- Actions for increasing one's personal communication effectiveness

MBTI virtual certification

Q1 dates

- 08-10 February
 - 22-24 February
 - 02-04 March
 - 22-24 March
-
- Ask about our in-house courses at a time a date that suits your team



<https://eu.themyersbriggs.com/en/remoteworking-teams>

Developing your virtual workforce

Bringing essential soft skills to your remote employees, teams and leaders





Questions?

Thank you!

www.themyersbriggs.com

