



Being an introvert in a world that celebrates extroverts can be challenging. Quiet sheds light on the differences between these two personality types. Many people believe that to be an achiever or a great leader, you must be bold, action-oriented, outgoing, and aggressive. This book explains why this perspective is flawed, and why introverts may be severely undervalued

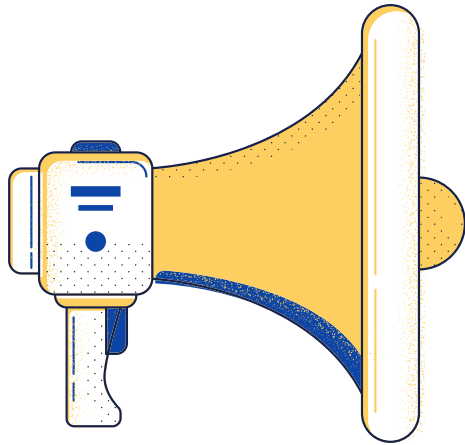
Quiet

The Power of Introvert that can't stop talking ...

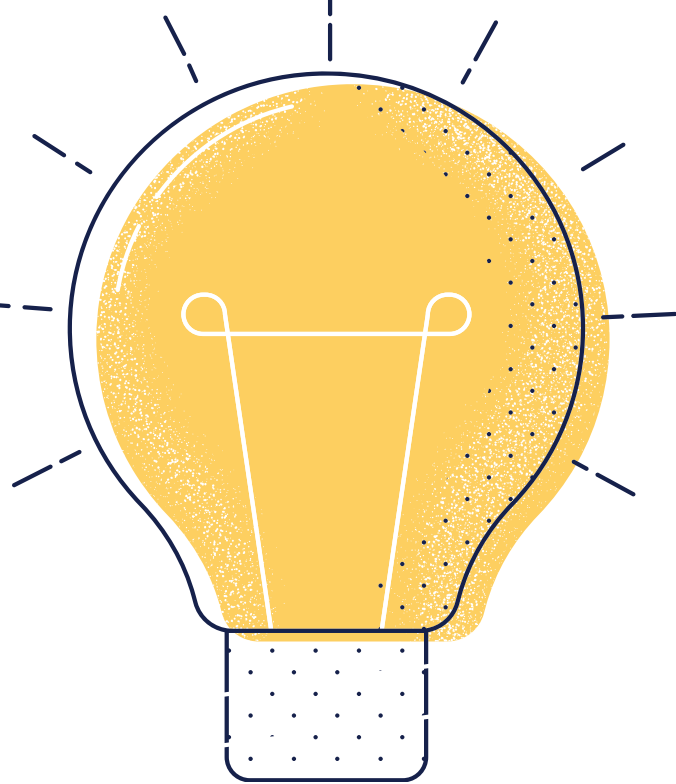
My book summary @yolocalizo

The big idea in this book

In today's world, we have two types of people. Introverts and extroverts. On the surface, society views extroversion as the ideal; they are social, outgoing, and thrive as leaders and in positions of power. On the other hand, introverts are seen as socially awkward, quiet, and shy away from leadership and power. Introverts have many innate strengths that make them great leaders, collaborators, and partners. We need to tap into those strengths to achieve professional and personal success. Introverts do not have to hide. They have attributes and qualities that make them great people and excellent professionals.



Leaders and managers should place introverts on projects that highlight their innate strengths and complement those of their extroverted team members.



Introversion is about how a person responds to **stimulation**, including social stimulation

- Extroverts really crave large amounts of stimulation, whereas introverts feel at their most alive and their most switched-on and their most capable when they're in **quieter, more low-key environments**



INTROVERTS RECHARGE BY BEING ALONE, WHERE THEY CAN FOCUS ON THE TASK AT HAND WITHOUT DISTRACTIONS AND CAN THINK IN SOLITUDE. THEY'RE LIKELY TO BE MOST CREATIVE WHEN ALONE, AND CAN QUICKLY BECOME EXHAUSTED IF THEY'RE IN A NOISY ENVIRONMENT WITH TOO MANY PEOPLE FOR TOO LONG.

EXTROVERTS RECHARGE BY COLLABORATING WITH A GROUP, WHERE THEY CAN BOUNCE IDEAS OFF OF EACH OTHER AND TAP INTO THE SHARED ENERGY OF THE TEAM. THEY GENERALLY PREFER A LOUDER ENVIRONMENT THAT FEELS BUSY, AND DISLIKE NOT HAVING ANYONE AROUND THEM TO EXCHANGE IDEAS WITH



MOST PEOPLE FALL SOMEWHERE ON A SPECTRUM, AND THERE'S EVEN A WORD IT: AMBIVERSION

Introversion and extraversion exist on a spectrum: different people have different preferences and different strengths.

Extraversion

Ambiversion

Introversion



Preference for **more stimulating environments**

Prefer **less stimulating environments**

Tackle jobs quickly and **make quick decisions**

Prefer focusing on **one task at a time** and do so deliberately

Think **out loud and on their feet**

Think before speaking and **listen more than they talk**

Prefer **talking to listening**

Feel they **express themselves better in writing**

Recharge by **socialising**

Recharge by **being alone**

Misunderstanding Introverts

- Introverts are anti-social while extroverts are pro-social
- Introverts are conflict avoider while extroverts are conflict copers
- Introverts are quiet by nature while extroverts are loud by nature
- Introverts are cold and standoffish while extroverts are warm and outgoing





Mastery

Introversions supports solo-practice and the ability to work independently to mastering one's skills.



Creativity & Productivity

Open-concept offices and group-work may hinder rather than promote learning due to over-stimulation.



Leadership

Extroverted leaders are not necessarily more effective than introverted leaders, and may even hinder initiative and organizational development.

The
extrovert
ideal



Key takeaways

My favourite from the book

- Introversion and extroversion are not mutually exclusive.
- Collaboration doesn't always encourage creativity
- Introversion and shyness are not the same thing
- Don't mistake assertiveness or eloquence for good ideas
- Charismatic leadership is a myth
- There is such a thing as social overstimulation and, for introverts, it can be incredibly exhausting. Don't try to force somebody to be what they're not
- Many institutions overestimate the benefits of collaboration, in some cases to the detriment of effective and innovative work in solitude.
- There's zero correlation between being the best talker and having the best ideas.



Key takeaways

My favourite paragraphs from the book

- Spend your free time the way you like, not the way you think you're supposed to
- Don't think of introversion as something that needs to be cured
- We don't need giant personalities to transform companies. We need leaders who build not their own egos but the institutions they run
- There's a word for 'people who are in their heads too much': thinkers.
- If you like to do things in a slow and steady way, don't let others make you feel as if you have to race.
- Choose the right projects. The secret to life is to put yourself in the right lighting. For some, it's a Broadway spotlight; for others, a lamplit desk. Use your natural powers — of persistence, concentration, and insight



FAMOUS INTROVERTS AND QUIET LEADERS



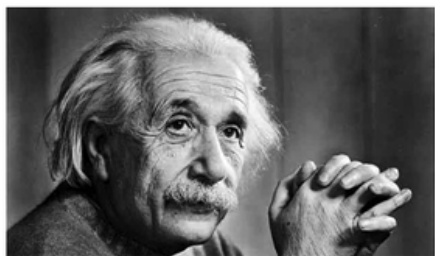
Bill Gates, Found of Microsoft: *“Quiet and bookish, but apparently unfazed by others’ opinions of him: he’s an introvert, but not shy.”*

Mark Zuckerberg, Facebook COO: *“Shy and introverted and he often does not seem very warm to people who don't know him, but he is warm”.*

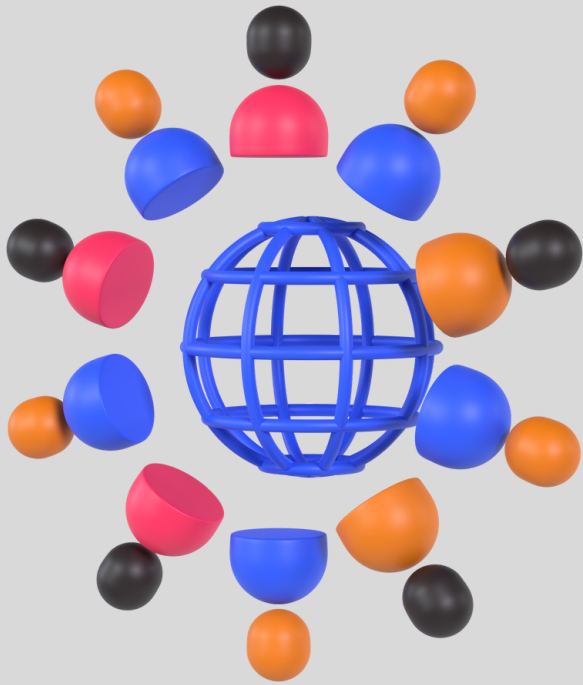


Rosa Park, Civil Rights activist: *“When she died, the flood of obituaries recalled her as soft-spoken, sweet, and small in stature. They said she was ‘timid and shy’ but had ‘the courage of a lion.’ They were full of phrases like ‘radical humility’ and ‘quiet fortitude.’”*

Mahatma Gandhi, leader of the Indian independence movement: *“In a gentle way you can shake the world”.*



Albert Einstein, Physicist: *“The monotony and solitude of a quiet life stimulates the creative mind”.*



Soft Power

Asian-Americans and the Extrovert Ideal

- Chinese high school students tell researchers that they prefer friends who are “humble” and “artistic,” “honest” and “hard-working,” while American high school students seek out the “cheerful,” “enthusiastic,” and “sociable.
- Individuals in Asia see themselves as part of a greater whole—whether family, corporation, or community—and place tremendous value on harmony within their group. Western culture, by contrast, is organized around the individual.
- The cross-cultural psychologist Priscilla Blinco gave Japanese and American first graders an unsolvable puzzle to work on in solitude, without the help of other children or a teacher and compared how long they tried before giving up. The Japanese children spent an average of 13.93 minutes on the puzzle before calling it quits, whereas the American kids spent only 9.47 minutes.



Empowering Introverts in the workplace

- Provide virtual communication and collaboration tools.
- Give introverted employees time and space to think things through
- Switch up the size and structure of team meetings
- Collect important notes and documents in an easily accessible place
- Let the team prepare for meetings in advance
- Understand that an engaged extrovert might look different to an engaged introvert – think about how their behaviors might differ. A quiet employee is not necessarily a disengaged employee



- Both extroverts and introverts have strengths and weaknesses which are fundamental aspects of their personalities. **One is not necessarily stronger or better than the other.**
- Both personality types can **complement or clash with each other** and it is important to consider this dynamic in approaching any situation.
- Many introverts tend to ask themselves “**what’s wrong with me?**” when they lack self-confidence.
- Introverts and extroverts both thrive in situations which **play to their particular set of skills.**

Closing Thoughts