

# Quiet Leadership

Engaging Introverts in  
EHDI Systems

Tabby Belhorn, Sara Kennedy, Christine Griffin

EHDI, Kansas City, MO

March 10, 2020



# Objectives

- Learn to identify characteristics of introversion and extroversion
- Know where you land on the spectrum
- Learn at least three benefits of having an introvert on your team
- Learn communication strategies & activities to actively engage introverts in group settings

“Give me 36 hours.”

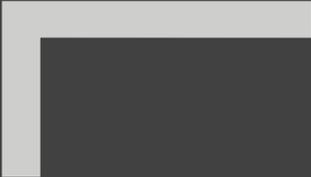
-Sara

“You go first.”

-Christine

“Did I just say something  
really stupid or really  
profound?”

-Tabby



A LITTLE ABOUT US

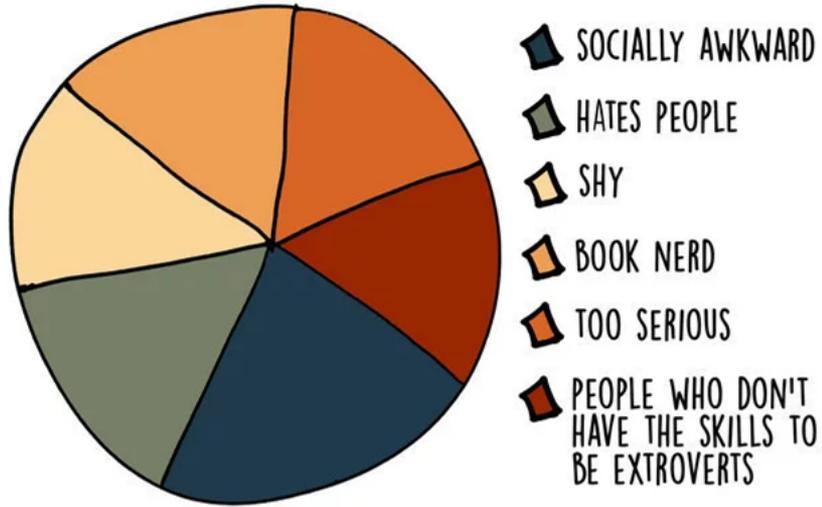




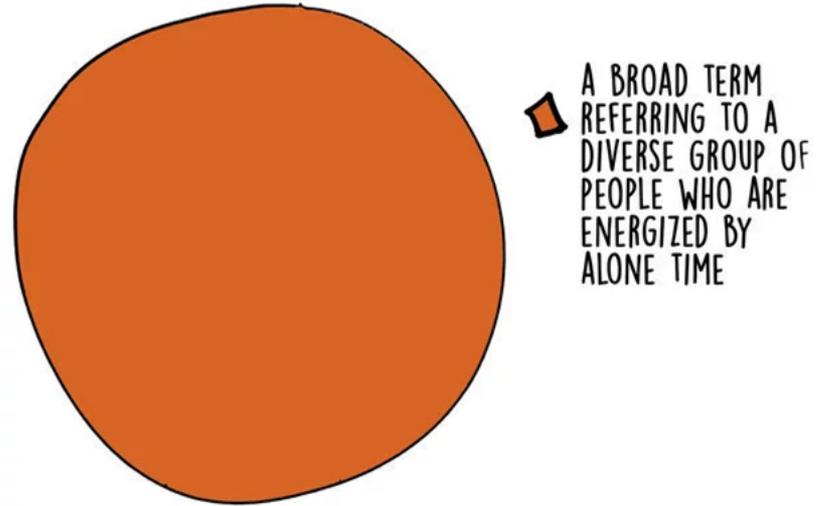
# GROUP ACTIVITY

Getting to know you!

## WHAT PEOPLE THINK "INTROVERTED" MEANS



## WHAT "INTROVERTED" ACTUALLY MEANS



# PERSONALITY TEST

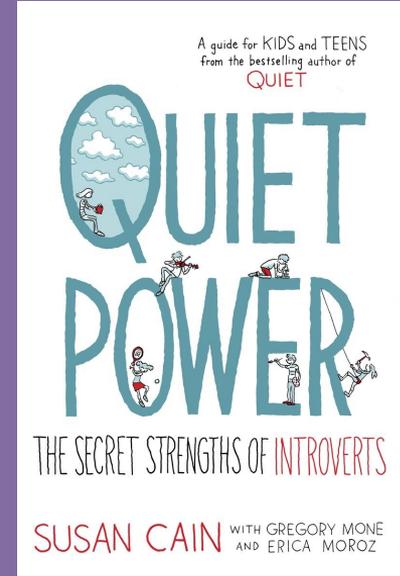
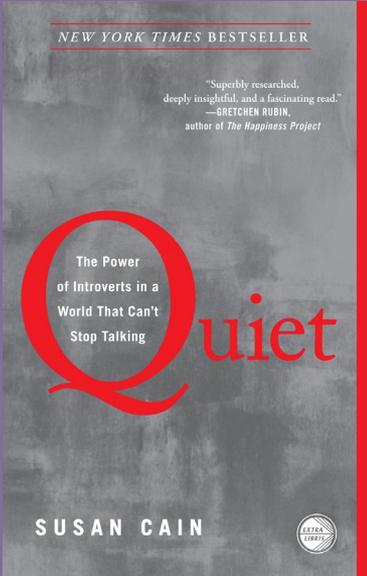
For each question, first decide which answer is best.  
Next, locate on the answer document the row of ovals numbered the same as the question.  
Then, locate the oval in that row lettered the same as your answer.

Use a soft lead pencil to fill in the oval completely.  
Make your marks heavy and black.  
**DO NOT USE INK OR A MECHANICAL PENCIL.**

Mark only one answer to each question. If you change your mind about an answer, erase your first mark thoroughly before marking your new answer. For each question, make certain that you mark in the row of ovals with the same number as the question.

Only responses marked on your answer document will be scored.

Test will be based only on the number of questions you answer correctly during the test. There is no advantage in guessing. IT IS TO YOUR DISADVANTAGE TO GUESS.



# Quiet: *The Power of Introverts in a World that Can't Stop Talking*



**IntroversiOn Or ExtroversiOn:  
It's A Spectrum**

# Introvert vs. Extrovert Characteristics

- Self-sufficient
- Focused
- Good listeners & observant
- Trustworthy
- Committed
- Persistent
- Complex problem solvers
- Private
- Deliberate
- Fewer close friends
- Prefer smaller groups
- Gregarious
- Assertive
- Talkative
- Social/outgoing
- Likes groups, parties, etc.
- Energized by interaction
- Expressive & enthusiastic
- Volunteers personal info
- Distractible
- Has many friends
- Easy to approach

# Navigating Your Introversion

- Free Trait Theory
- Behavioral Leakage
- Self Monitoring (High and Low)





## 8 Introvert Hangover Symptoms and How to Avoid and Relieve Them

[www.Learning-Mind.com](http://www.Learning-Mind.com)

It's All  
About  
Pacing  
Yourself

# Creativity Fuels Meaningful Collaboration

## Deliberate Practice

- Create a space
- Brainstorming



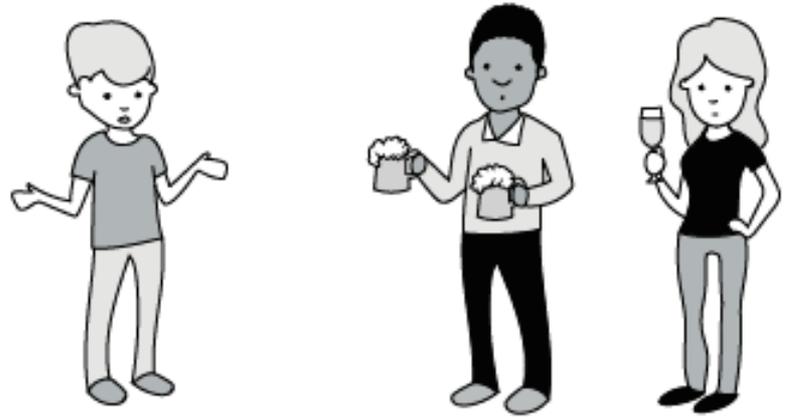
# Partnerships: Working Together

- Communications, supporting/using each other's strengths
- Growth Mindset



# Communicating with Parent Introverts

- Initiate Conversation: Show interest in the parent/baby
- Save the small talk for last
- Give an overview of visit
- Don't rush to fill pauses
- Suggest small groups or "turn and talks"
- Keep inviting
- Questions may come late



WHY WOULD I GO BIG WHEN  
I COULD GO HOME?

@LIZANDMOLLIE

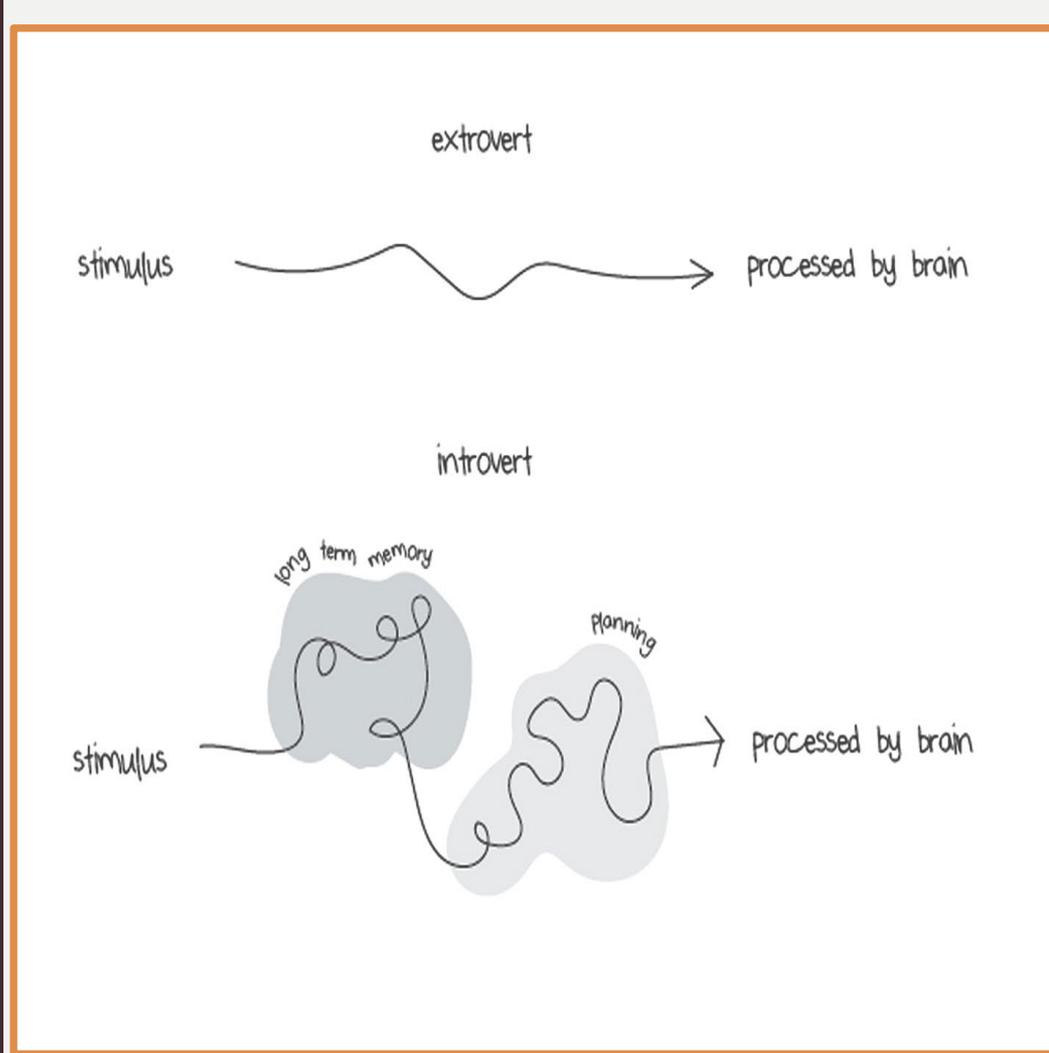
# Engaging Introverts

- Send Agenda ahead of time
- Brainstorming
- Creativity
- Reaching out after a meeting
- Support & Recognize efforts
- Encourage Introverts to take the lead - encourage own research
- Create comfortability (familiar faces and people)
- Get to the point/don't go too long without breaks
- Bonus Round!



# Tips for Introverts to Communicate with Extroverts

- Own your Space
- Grow Security
- Express your Needs
- Accept Discomfort
- Collaborate





Quiet people have the  
loudest minds.  
- Stephen Hawking

# Key Takeaways

## For Introverts to know:

- You are not “less than”
- Your story and opinions are important
- Share your ideas as powerfully as you can
- Give yourself permission to recharge
- Harness your strengths

## For Extroverts to know about Introverts:

- We find our energy from solitude
- We are not shy
- We need space and flexibility
- We don't have low self-esteem
- Value & nurture introverts on your team
- We are deep thinkers but might need your invitation to share

# Resources

Fast Company article:

<https://www.fastcompany.com/3060536/how-ive-learned-to-lead-as-an-introverted-ceo>

TED Talk by Susan Cain:

[https://www.ted.com/talks/susan\\_cain\\_the\\_power\\_of\\_introverts?language=en](https://www.ted.com/talks/susan_cain_the_power_of_introverts?language=en)

Susan Cain's website:

<https://www.quietrev.com/> with links to articles by adults and kids.

16 Personalities Test: <https://www.16personalities.com/>



“One child is given a lightsaber, another a wizard’s education. The trick is not to amass all the different kinds of power available, but to use well the kind you’ve been granted.”

-Cain



**Tabitha Belhorn:**

[tabitha.belhorn@ohiohandsandvoices.org](mailto:tabitha.belhorn@ohiohandsandvoices.org)

Thank  
you!



**Christine Griffin:**

[GBYS@wahandsandvoices.org](mailto:GBYS@wahandsandvoices.org)



**Sara Kennedy:**

[Sara@cohandsandvoices.org](mailto:Sara@cohandsandvoices.org)