Introverts in Leadership

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Who is in Leadership?

• Statistics show us that although the general population is split about evenly between introverts and extroverts, up to 96% of leaders and managers are extroverted. (Grant, 2019)

• What are introverts and extroverts? The Myers-Briggs Type Personality Indicator Test qualifies introversion and extroversion as ‘different attitudes people use to direct their energy.’ (Farrell, 2017)

• It is not only the understanding of personalities that can help leaders succeed, it can guide the company on how best to train them. (Weistein, 2017)
My Research Results

• My research methods; MBTI test and a questionnaire

• Only one of the five managers who returned the survey identified himself, and also came back from the Meyers-Briggs test, as an introvert. All of the extroverted leaders said they found it easy to speak in groups and that they feel energized after socialization.

• Interestingly enough, the introverted manager also said he felt energized after socialization and found it easy to speak to people he doesn’t know. What does this mean?
Conclusion

• There are many contributing factors to the disparity between personality types in leadership positions.

• Suggestions for managers who want to ‘tap’ this under-utilized resource

• Suggestions for introverts navigating the workplace
References

