

Estimate: 30% to 50% of the population tend toward introverted traits.

Where do you fall on the spectrum?



▶ **Characteristics of Introverts**

- Low tolerance of stimuli
- Desire to think deeply
- Desire to talk about complex topics
- Love problem solving
- Need time alone to recharge
- Listen and observe intently
- Risk adverse
- Sensitive
- Work well with structured blocks of time
- Not interested in small talk
- Bookish
- Serious
- Contemplative
- Loyal
- Like to work on complex problems
- Enjoy nature

Famous Introverts

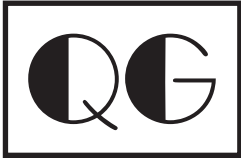
JK Rowling
Mohandas (Mahatma) Gandhi
Hillary Clinton
Warren Buffet
Bill Gates
Eleanor Roosevelt
Charles Darwin
Marie Curie
Thomas Edison

▶ **Characteristics of Extroverts**

- Expressive
- Sociable
- Love to talk
- Energized in groups
- Gregarious
- Excitable
- Dominant, exhibit leadership
- Assertive
- Risk taker
- Alone time drains energy, may cause anxiety
- Outer-directed
- Lighthearted
- Bold
- Comfortable in spotlight
- Persuasive
- Thick-skinned

Famous Extroverts

Steve Jobs
Franklin D. Roosevelt
Bill Clinton
George W. Bush
Margaret Thatcher
Muhammad Ali
Marie Antoinette
Winston Churchill
Oprah Winfrey



How Does an Introvert Work on an Agile Team?

- Help to organize teams
- Self-identify as an introvert
- Develop team charter and work rules
- Virtual collaboration
- Quiet, alone-time to think
- Commons and Caves
- Opportunities for complex, small group conversations
- Focus on risk mitigation
- Creative innovation
- Retrospectives
- Process improvement

▶ **Do not make these assumptions about introverts — they are myths!**

- Shy
- Don't like to talk
- Are afraid to talk
- Are aloof
- Don't have fun
- Are afraid of others
- Don't like others

▶ **Suggested Reading**

- Cain, Susan, *Quiet: The Power of Introverts in a World That Can't Stop Talking*, Crown Publishing Group, 2013.
- Cohen, Seth, *Introvert's Guide to Success in an Extroverted World*, Create Space Independent Publishing Platform, 2015.
- DeMarco, Tom and Lister, Timothy, *Peopleware: Productive Projects and Teams 3rd edition*, Addison-Wesley, 2013.
- Dembling, Sophia, *The Introvert's Way: Living a Quiet Life in a Noisy World*, Penguin Publishing Group, 2012.
- Helgoe, Laurie, *Introvert Power: Why Your Inner Life is Your Hidden Strength*, MIF Books, 2013.
- Wyatt, William, *Introverts Will Rule The World*, Create Space Independent Publishing Platform, 2012.

▶ **Research**

- 1963: The Effect of Group Participation on Brainstorming Effectiveness for 2 Industrial Samples. Dunnette, Marvin D.; Campbell, John; Jaastad, Kay, *Journal of Applied Psychology*, Vol 47(1), February 1963, 30-37. <http://dx.doi.org/10.1037/h0049218>.
- 1987: Tom DeMarco and Timothy Lister, *Coding War Games*.
- 1993: The Role of Deliberate Practice in the Acquisition of Expert Performance, K. Anders. Ericsson, Ralf TH. Krampe, and Clemens Tesch-Romer, *Psychological Review* Vol. 100.

▶ **Social Community of Introverts — Quiet Revolution www.Quietrev.com**

**The most effective collaboration is remote collaboration.
Give people the problem and let them solve it in THEIR best environment.**