



Extroverted Leader's Guide

W o r k s h e e t s

Introverts, you may consider sharing this guide and book with your extroverted team leaders. Ours is a collaborative journey.

To those extroverts who have read *The Corporate Introvert*, kudos to you for seeking to understand more about introversion and those you work and live with.

The book includes many tips and strategies to encourage and empower introverts to contribute and work alongside extroverts on productive teams. The following are some key considerations for extroverts who seek to lead this collaborative effort.

1. As mentioned in Chapter 12, the Leadership Gap is growing across corporate America and likely in your organization. A primary solution is offered in the Diversity & Inclusion space. Each workplace should include diversity of thought. Rather than discount the quieter, less confrontational employees, seek to bring them into the discussion. This will certainly provide more creative problem solving, unique solutions, and more balanced decision-making that better matches the various styles of your customers.
2. Chapter 10 discusses the critical relationship between team member and manager. Review this chapter and consider how you can help build alignment and trust.
3. As presented in Chapter 8, engage with introverts and all other meeting participants early and often, including advanced agenda, pre-read, roundtable checks, and sticky note-brainstorming.
4. Work with team members to align on goals and objectives, but support each person's own approach to achieving those goals.

5. Consider hosting a team-building exercise that includes all team members sharing their Myers-Briggs personality test results and/or Gallup/Clifton Strength Finder results. The information can be transformative and the team bonding can be everlasting (see Chapter 15).
6. Support the creation of an Introvert Mentoring Circle in your organization. This group can share stories and strategies to overcome traditional obstacles (see Section II) and rise to the challenges of leadership in your organization. Each chapter and the associated actions and worksheets of *The Corporate Introvert* can serve as a topic for regular Introvert Mentoring Circle meetings. Such a group will help bring the “hidden-half” out of the shadows and into their own.
7. Encourage each team member to learn and embrace their true self. This is the best way to get the most out of everyone. Employees that can champion their own authenticity are happier, more engaging and collaborative, and more confident at work. Turnover is lower and productivity is higher. Review Section I for more background and understanding.

Introverts are not seeking handouts or pity. They are seeking equal opportunities to participate, succeed, and lead. Introverts are learning to stand tall in this challenge, and their leaders are recognizing the opportunity to broaden their perspectives. Be sure your workplace is inclusive and empowers each team member to contribute **THEIR WAY**.