

# How introverts and extroverts work better together

Being an introvert/extrovert is not only about *where you get your energy from* but also about *how you handle stimulation*.

Introverts tend to recharge solo and may experience discomfort in large group situations. Extroverts tend to recharge with others and find socialising a source of pleasure.

### Self-awareness over labels

Even with these introvert/extrovert labels, it's important to not make assumptions about how you or others may show up at work.

Traits can be situational rather than fixed to one preference with all people in all places.

### Coach yourself questions

Do I identify more as an introvert or as an extrovert?



How does that show up for me at work?



When am I at my best at work?



### Why it matters



Most of us work in teams where there's likely to be a mix of introverts and extroverts



When introverts and extroverts work together effectively, a better balance is achieved



Supports you in navigating conflict with others who might approach things differently.

### Ideas for action



#### 1. You / Me / We

Identify key categories where your differences show up (*energy, relationships, thinking styles, how you progress projects*) Ask yourself and others:



*What's the benefit of 'you'? (others at their best)*



*What's the benefit of 'me'? (you at your best)*



*What's the benefit of 'we'? (better together)*



#### 2. Notice what works

When you feel like you're working with someone who would prefer you to be more like *them*, add on what they do well to what you do well, to be even better yourself. Ask yourself:



*What can I learn from people who are different to me, and how could that make me even better at what I do?*



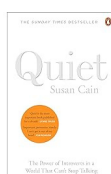
#### 3. Be on the look-out

In squiggly careers, we should share what we know so that everyone can grow. Proactively look for chances to share your introversion / extroversion skills for the benefit of other people.

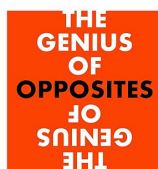


*How can I create a positive bias towards sharing what I know?*

### Recommended resources



**Quiet: The Power of Introverts in a World That Can't Stop Talking**  
Susan Cain



**The Genius of Opposites: How Introverts and Extroverts Achieve Extraordinary Results Together**  
Jennifer B. Kahnweiler PhD



**Building relationships at work**  
A conversation with Thomas Erikson about how we can adapt our approach to work effectively with others on Squiggly Careers #255