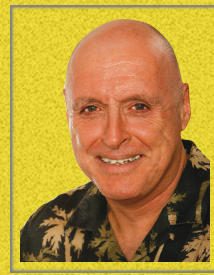


THE EXTRA POINT

BY JERRY ROBERTS



71 Extroverts and Introverts – Part 1

Are you an extrovert or introvert and what has that got to do with your career? I'm Jerry Roberts and today we talk about a personality issue that confuses most people. That's right now, on The Extra Point.

Right up front let me admit that I am an introvert. Now you may say, "Wait a second here, you were on the radio for years, doing crazy stuff and having fun." That's true, but that was J.Q. Fanihi and he was an extrovert. He said things I would never say.

JQ could walk into a roomful of strangers and talk to anybody. To this day Jerry Roberts sometimes finds that difficult to do.

Nobody knows for sure how the population breaks down between introverts and extroverts. Some say it's 50-50, and I've also heard there's two extroverts for every introvert.

Actually, there's a third category, ambivert, and that's for people who exhibit the behavior of both. In my opinion we're all a combination of the two, depending on what we're doing, who we're with, and the circumstances.

That said, we'll lean more in one direction than the other. If you're unsure which you are, ask your friends and family. You should get a consensus from them.

Let's talk about introverts today. If that's what you are, you probably think things through before you speak, enjoying small groups instead of big ones. You really enjoy one-on-one time with people. You're likely not a big fan of last-minute surprises and may avoid social situations. If you do spend a day or evening with a big crowd, you might need some quiet time alone to get back to normal.

Jennifer Kahnweiler, author of *The Introverted leader*, says introverts don't have to pretend to be an extrovert to succeed. Kahnweiler says,

"Introverted leaders make the best managers for extroverts because they listen."

Whether you're a manager or frontline worker, if you're introverted you should open up the communication channel with your managers, letting them know your work style. That even if you're not a dominating personality like some extroverts are, you'll still produce results for them.

This is important because it's easy for an introvert to get lost in an organization and be drowned out by extroverts who seem to command most of the attention.

Above all, know and believe that being an introvert is not a handicap to career success. Google "famous introverts" and see who shows up.

If you're a manager here's a few tips to take better care of introverted workers:

Respect their need for privacy. Give them time to think things through. Don't push them in public situations. If you want their contribution in a meeting let them go first so they don't sweat the whole time...just make sure they know you'll be calling on them. Finally, don't try to convert them into an extrovert. Just help them along and see where things go.

Tomorrow we talk about those extroverts, like Ray Gibson, Kevin Kerrigan, and Michael Knight. Go for it, fellas.

That's The Extra Point. Get out there and make something good happen today. For 93.3, I'm Jerry Roberts.

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