Creating revolutionary healthcare teams

Balancing Introverts, Ambiverts & Extroverts

Price Associates
ALOHA Publishing

*#introvertrevolution*

**An imbalance when things get imbalanced**

**The need for revolution**
the problem of George

- abstraction: treating people like things
- pulling rank: position-only leadership
- flying solo: leading in isolation

learning from history

“those who don’t understand history are destined to repeat it”
-Edmund Burke

leveraging opposites

the nature of the world

the need for balance
imbalanced culture of the West

presenting problem

“the ideas, institutions and interactions that tell a group of people how to think, feel, and act.”
-Markus & Conner

culture

character

charisma

who you are when no one’s looking

a persona you manage
myth

“a false story we tell ourselves to protect us from an uncomfortable truth, to prop up our withering ego, or to remind ourselves how special we are.”

demographic myth

majority of US population

- 57% Introverts
- 43% Extroverts

adjusted

- 2001
- 75-80% Introverts & Ambiverts

- 2021
- 66-75% Extroverts

leadership stereotype in the US

- Extrovert: Ideal 20-25%
- Introvert: 25-33%

shyness myth

shyness = introversion

- Calm Introverts
- Shy (Anxious) Introverts

- Calm Extroverts
- Shy (Anxious) Extroverts

b. carducci (1999)

antisocial myth
**curable myth**

DSM-V Proposal
WHO, ICD-9:
- 301.21 - introverted personality
- 313.22 - introverted disorder of childhood

**leadership myth**

leadership = charisma

**choice myth**

at least 50% and likely more of introverted traits are the result of heredity

-b. little (2014)

-simplified from johnson, weibe, gold, andreason, hichwa, watkins, & ponto (1999)
Who makes the best leaders?

with proactive employees

66-75%

with non-proactive employees

Grant, Gino, Hofmann 2011

I E

Preliminary diagnosis

The impact on yin leaders

Toxicity

Rejection

Marginalized

Misunderstood

Missed opportunities

Shame

Inauthenticity

Takes a toll:
- On our physical health
- On our emotional health
- On our organizations

Strategies for treatment

Path of Cultural Revolution

1. Introvert Movement
2. Civil Rights Movement
3. Crisis
4. Women’s Movement

- Rising Fever
- Symptoms
- Convalescence
- New Normal

“Helping leaders grow and change their world.”

“We all want to change the world.”

Crane Brinton, The Anatomy of Revolution
Introverts Need to Understand

What Introversion Really Is . . .

How to Recover from the Effects of Cultural Bias

high arousal

optimal arousal

introversion

ambiversion?

low arousal

h. eysenck (1967)

Introverts Need to Understand

How to Lead Authentically

With Their Natural Strengths

Introvert Revolution

RESISTANCE: Questioning the bias

DISSONANCE: Seeing the bias

CONFORMITY: Accepting status quo

INTROSPECTION: Rethinking the bias

WHERE ARE YOU?

AUTHENTICITY: Leading as Yourself

1 2 3 4 5
3 Ways to Grow

**Bibliotherapy (Books & Blog)**

**Yin Leader Workshop**

**Whole Person Coaching**

**revolutionary involvement**

**why you should care**

**why extroverts should “get it”**

“You better learn what extroverts do, you better hire some extroverts and tap into both sets of skills in order to have a company that thrives both as in deep thinking and building teams and going out into the world to sell those ideas.”

- Bill Gates (introvert)

**why extroverts should “get it”**

“Justice will not be served until those who are unaffected are as outraged as those who are.”

- Ben Franklin (extrovert)
“The most long-lasting, happy Indo-European cultures have always used two classes to govern themselves—the warrior kings (extroverts) balanced by their royal or priestly advisors (introverts).”

-Dr. Elaine Aron (introvert)

“Why introverts should ‘get it’

The most important kind of freedom is to be what you really are... There can’t be any large-scale revolution until there’s a personal revolution, on an individual level.”

-Jim Morrison (introvert)