

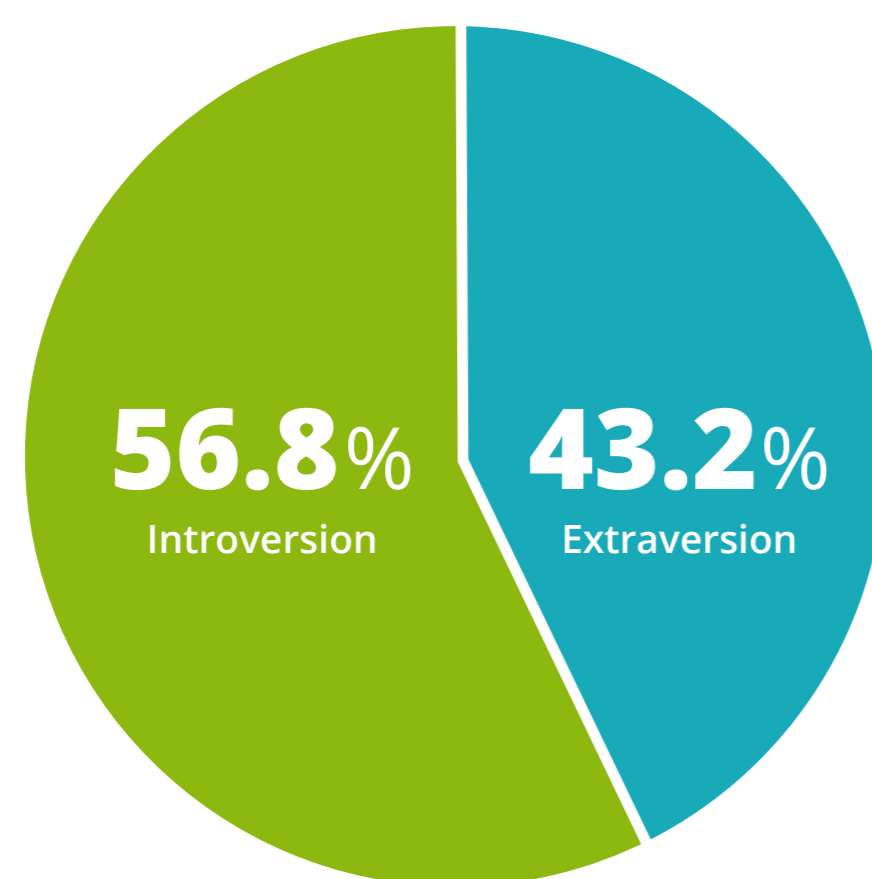
The power of Introversion

Why does self-awareness matter?

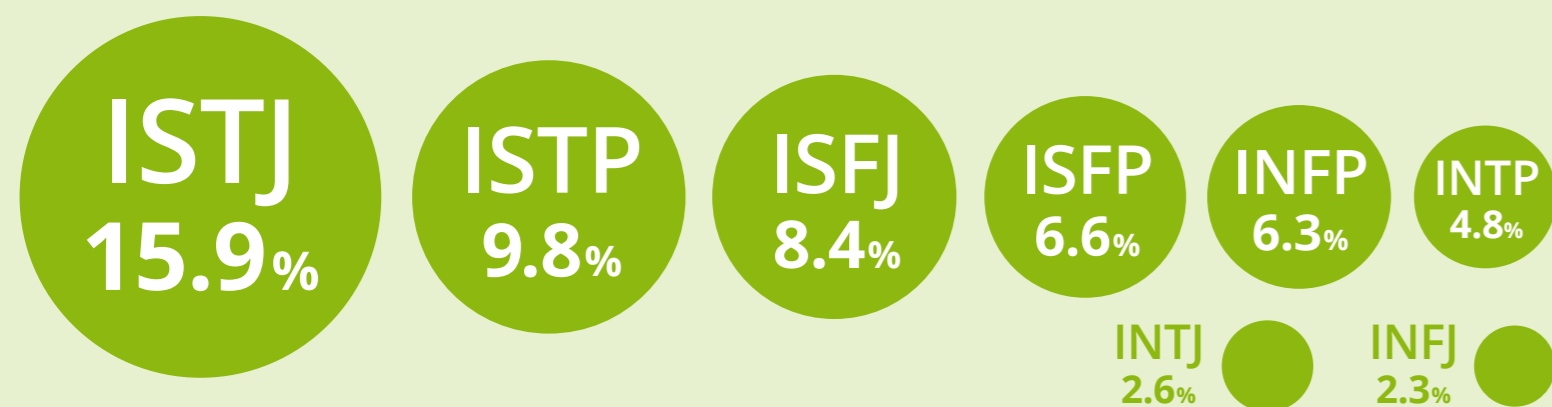
It's important that leaders be able to represent their followers. So we asked our research teams – **how many leaders around the world prefer Introversion?**

In honor of World Introvert Day (January 2), here's what we found out about introverted leaders around the world:

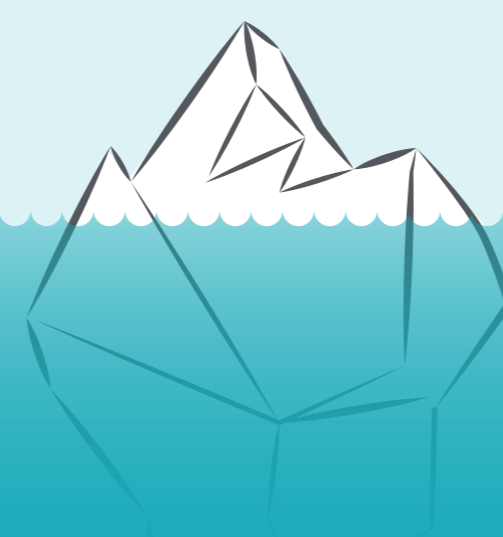
MBTI global sample distribution



How common are the MBTI® types that prefer Introversion?

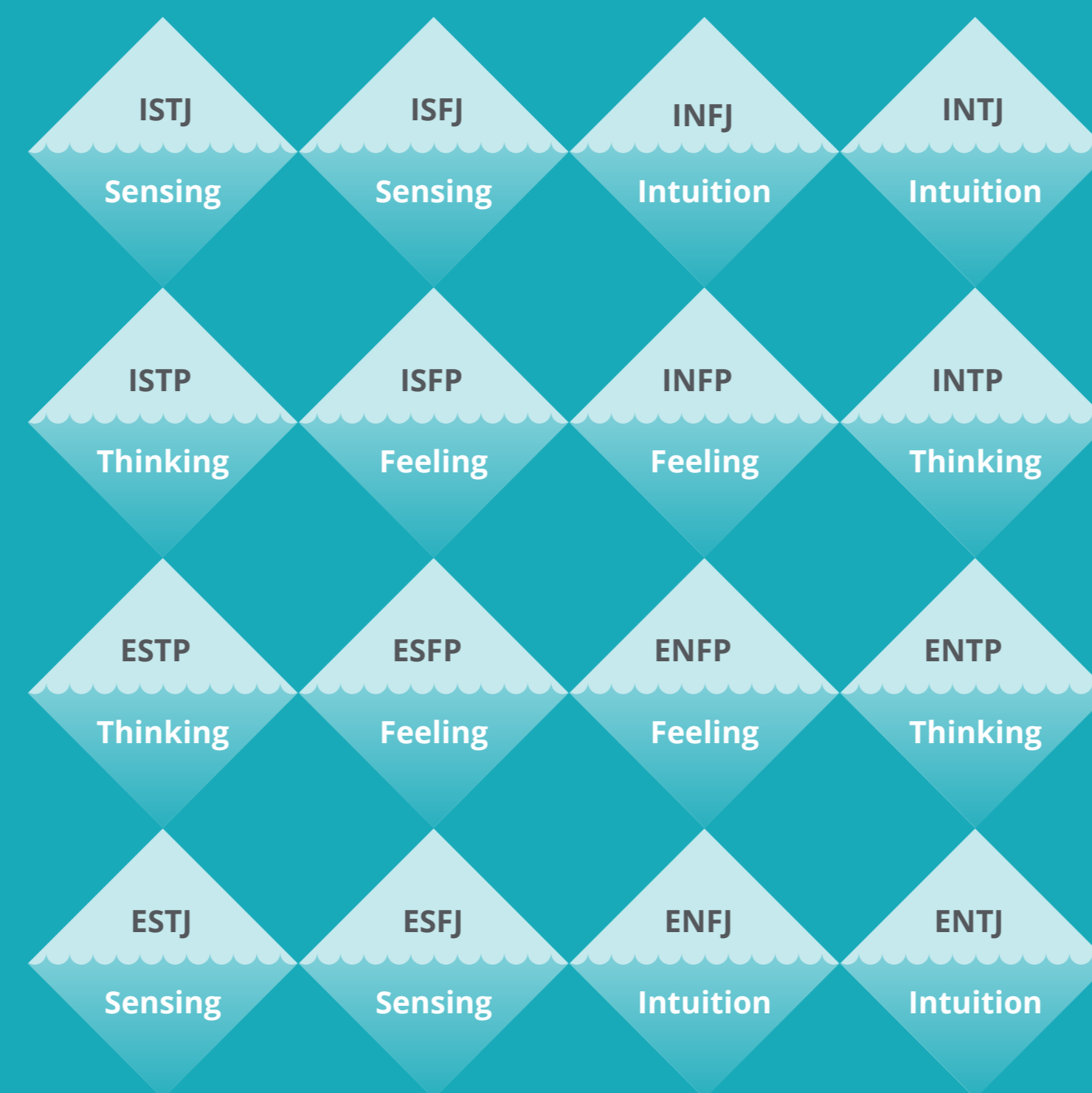


You only **see** and **hear** what an Introvert **does** or **says**...



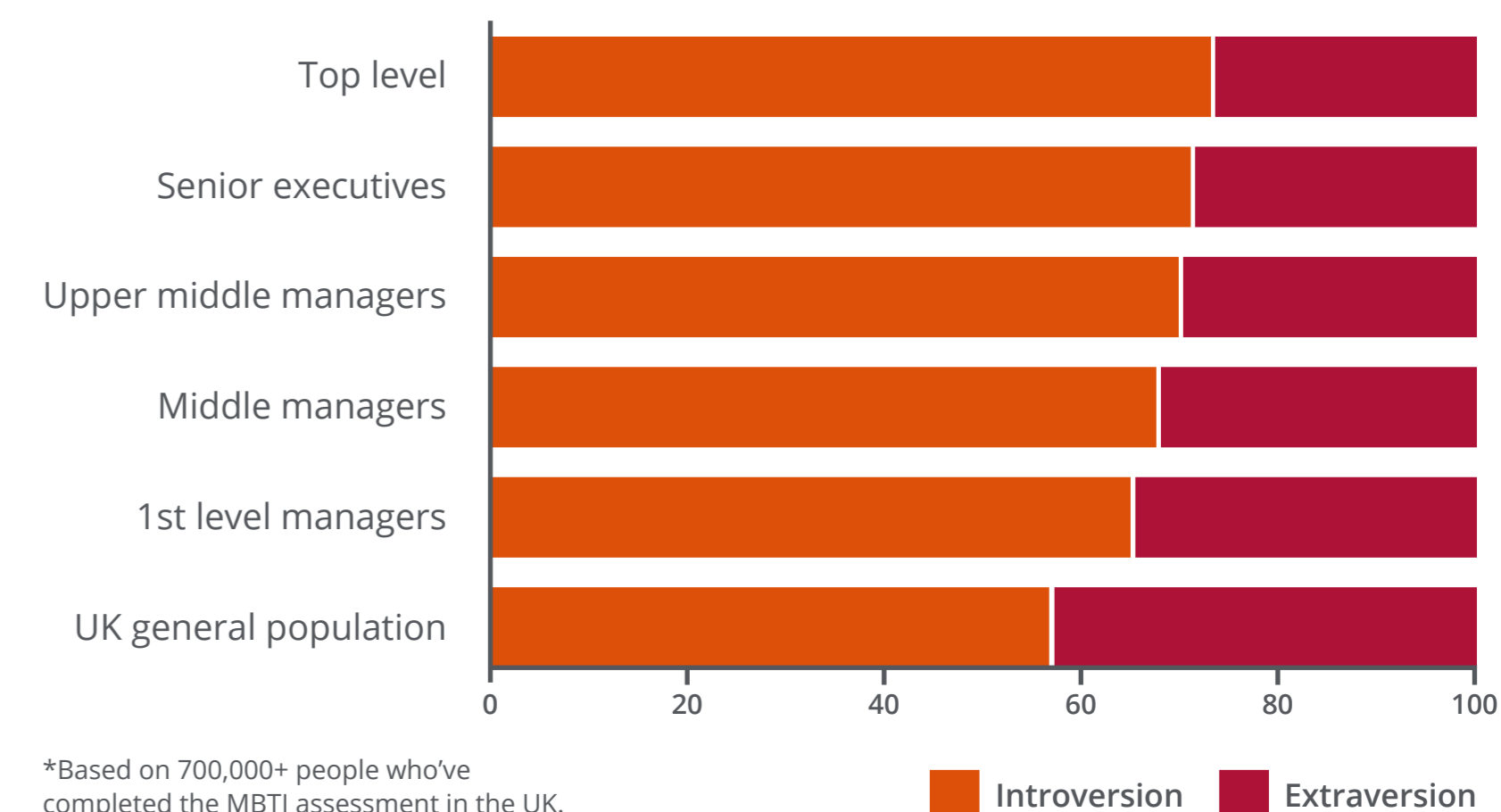
but there's a lot more going on **under the surface**.

Though half of MBTI personality types have "I" at the beginning of their type, **everyone with preferences for Extraversion actually has some part of their personality they introvert!** Here's the part of their personality that each MBTI type introverts (aka what part of their personality is the "iceberg" that you don't see at first because it happens internally).



Introversion in management

In the UK, on average **28% of top executives and senior leaders prefer Introversion**, compared to 47% of the general population.



*Based on 700,000+ people who've completed the MBTI assessment in the UK.

9/10 People in the UK report **feeling pressure to behave in an Extraverted way**

39% Percentage of top executives and senior leaders in the US who prefer **Introversion**

Which countries have the **highest** percentage of Introverted top executives and senior managers?

- Singapore **53%**
- Zambia **53%**
- Malaysia **51%**
- Russia **48%**

Which countries have the **lowest** percentage of Introverted top executives and senior managers?

- Finland **23%**
- Turkey **28%**
- Peru **29%**
- Sweden **30%**

Action steps

Unleashing the power of Introversion

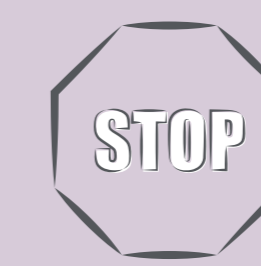
These tips are especially important for **managers who prefer Extraversion** but have **employees that prefer Introversion**:



If you're an Introvert, **allow yourself time to think**. If you're an Extravert, don't expect the best Introvert answer straight away.



Think about how to communicate. 1:1 may work better than a group. **Written information generally works better** than spoken communication.



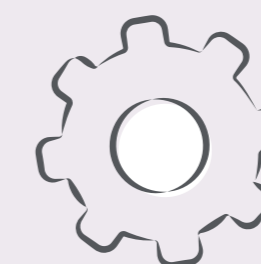
Don't interrupt (it's just rude).



When an introvert makes a suggestion – **listen**. They're usually not just suggesting something that's popped into their mind but have spent a long time thinking about the best suggestions and then choosing one to share.



Allow them/allow yourself **time alone to recharge** your batteries.



Learn your own preferences and **don't make assumptions** about what other people might prefer.

Visit the website for more on Introversion and other research areas www.themyersbriggs.com

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