

Personality Styles Tool

Working on mixed teams can create or exacerbate misunderstandings. Misunderstandings can snowball, and before you know it, productivity and interpersonal trust are damaged. It is important to understand yourself and others in order to cultivate the ability to communicate with presence and compassion. Use this tool to understand some typical differences in the styles of introverts and extroverts.

STYLE	INTROVERT	EXTROVERT
Social	Introverts prefer smaller gatherings where they can partake in conversations that dive deeply into one or two topics. To introverts a few close relationships are more valuable than a gaggle of friends. If put to good effect, this social style can lead to a deep, meaningful, and powerful network of friends and allies.	Extroverts are often referred to as sociable, personable, and charismatic. Social Intelligence is one their core character strengths. Extroverts have something to say to everyone and are at ease in large groups of people and with people they don't know very well. They are comfortable to assume leadership roles and to make their views known.
Communication	Introverts prefer to think before they speak.	Extroverts prefer to think and process out loud.
Working	Introverts feel alive, calm, and energized in environments with low levels of stimulation where deep, focused work takes place. It puts them at an advantage when it comes to creative projects, since solitude is a crucial ingredient of creativity.	Extroverts are able to quickly assess a situation and determine a course of action. This ability makes them very successful in a fast-paced work environment where the ability to "think on your feet" is highly valued. They also have a higher tolerance for taking risks, which can be beneficial in some business circumstances.
Problem Solving	Introverts like to think deeply and for uninterrupted periods of time, and prefer projects that have the potential for depth more than breadth. Given enough time to think about a problem or idea, introverts come back with valuable insights or perspectives others haven't thought of.	Extroverts have the ability to quickly assess information and share their ideas in the moment. They're confident to speak freely and openly, as that's their way of forming their thoughts and opinions. Colleagues can always count on extroverts to have something to say.
Conflict Management	Introverts are not naturally assertive and may have a tendency to shy away from conflict or difficult situations. Yet, introverts often put others at ease by hearing what they have to say and using qualifiers like "This might be a good way to go," rather than forthright statements like "Let's do it this way."	Extroverts have the ability to meet a challenge head on and tend to have very open and direct relationships. They are comfortable speaking their mind in the moment and then moving on to the next task at hand. This earns them a reputation for being a straight shooter. People tend to know where they stand.
Recharging	Introverts embrace quiet and solitude...most often without feeling lonely. Their favorite way to recharge might be to curl up with a good book, go for a long walk, or take some time just for themselves. These conditions will help introverts reach their optimal zone of productivity, creativity, and well-being.	Extroverts thrive in high-energy environments. Multi-sensory experiences quickly replenish their energy tank and create a productive "buzz" state of being. As extroverts draw energy from those around them, they pay them back with their contagious enthusiasm, motivation, and positive outlook.