Idea: by understanding how introverts and extroverts differ, we can make some adjustments to how we collaborate and in the end make everyone awesome.
Agenda

1. What is Intro- and Extraversion?
2. The science of Introversion
3. Psychological Safety
4. Agile Practices for the Introvert
Carl Gustav Jung
1875-1961, Founder of Analytical Psychology
What is Introversion?
What is Introversion?

A trait; an aspect of personality that is relatively stable over time.
What is Introversion?
What is Introversion?

One of the big five personality traits; CANOE
What is Introversion?
What is Introversion?

NOT shyness! Shyness is a fear of social judgement, often linked to low self-esteem.
Introverts gain energy from spending time alone. Extroverts gain energy from being around other people.
Characteristics of an introvert
Characteristics of an introvert

Prefer spending time alone.
Characteristics of an extrovert

Get energised in large groups of people.
Characteristics of an introvert

Not anti-social, but prefer a close group of friends.
Characteristics of an extrovert

Has a large number of friends and acquaintances.
Characteristics of an introvert

Often very quiet but has a rich inner monologue.
Characteristics of an introvert

Gets drained quite fast from socialising. Prone to suffer from the introvert hang-over.
Characteristics of an introvert

Hates small talk but love deep meaningful conversation.
Characteristics of an introvert

Prefer written communication to verbal.
Characteristics of an extrovert

Thrive in a social or networking environment.
Characteristics of an introvert

Tend to be quiet at meetings and keep their ideas to themselves.
Often very talkative and likes to share their ideas and thoughts.

Characteristics of an extrovert
Characteristics of an introvert

Will seldom make decisions quickly but instead analyse and reflect before deciding.
Often make quick decisions and share "unfinished" thoughts.

Characteristics of an extrovert
Characteristics of an introvert

Can concentrate for long periods of time and are not easily distracted.
Characteristics of an extrovert

Quite easily distracted.
Characteristics of an introvert

Likes to observe and are uninterested in getting attention.
Characteristics of an extrovert

Love to be the center of attention.
Characteristics of an introvert

Often do not like change.
Characteristics of an extrovert

Easily accepts change.
Characteristics of an introvert

Have an eye for detail and are generally good at spotting problems.
Characteristics of an introvert

Generally good listeners
Characteristics of an introvert

Very creative when being alone.
Very creative when being alone.

Characteristics of an extrovert
Poll: How many in here self-identify as an introvert?
30–50% are introverts!
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The science of introversion
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There are four shades of introversion (Cheek)
The science of introversion

1. Social introversion
The science of introversion

2. Thinking introversion
The science of introversion

3. Anxious introversion
The science of introversion

4. Restrained introversion
The science of introversion

They are 'dimensions'.
The science of introversion

Introverts have a less active reward system.
The science of introversion

Introverts have longer pathways in the brain.
The science of introversion

Many introverts are highly sensitive (HSP).
The science of introversion

Situation affects our behaviour but we have a fixed personality.
The science of introversion

We can stretch our personality, but only to a certain extent. Susan Cain calls this the 'rubber band theory' of personality.
Some people are in the middle of the spectrum and are both introvert and extrovert. These people are called ambiverts.
"There is no such thing as a pure introvert or extrovert. Such a person would be in a lunatic asylum."

- Carl Jung
One might state that we are all ambiverts but with a tendency to lean either towards introversion or extroversion.
En buss i brand i Rumänen.

Hela världen lyssnade.

Engelsk hjälper förrorad.

Norr är flyktingen över England.

Buss och godsståg i kollision.

Stora tankstriden söder om Leipzigrad.

Mysk i tyska radio.

Örnsberg.
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Psychological Safety
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Basis for one of the **guiding principles** of Modern Agile (http://modernagile.org)
Psychological Safety

One of the five keys to a successful Google team (Project Aristotle).
Psychological Safety

"A belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes."

- Amy Edmondson, HBS Professor
Psychological Safety

We need to feel safe in order to take risks, speak our mind and be creative.
Psychological Safety

We become more open-minded, resilient and motivated when we feel safe.
Psychological Safety

It must be safe to **fail** in order for us to innovate and to dare to experiment...
Psychological Safety

... and through the experiments we learn.
Psychological Safety

When we feel safe, we dare to be ourselves!
Psychological Safety

Even more important for introverts.
How do we foster safety?
How do we foster safety?

1. Frame all work as a learning problem.
How do we foster safety?

2. Acknowledge your own fallibility.
How do we foster safety?

3. Model curiosity.
How do we foster safety?

Trust your coworkers and get trust in return.
How do we foster safety?

Do not ever play the blame game.
How do we foster safety?

Get to know each other!
How do we foster safety?

Personal Shields (Derby and Larsen).
How do we foster safety?

Personal Shields (Derby and Larsen).
How do we foster safety?

Skills

Name

Personal Shields (Derby and Larsen)
How do we foster safety?

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Personal Shields (Derby and Larsen)
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"Laters"
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Agile practices for introverts
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**Teamsizes**: Favor smaller (4-5 people).
Agile practices for introverts

Speaking at meetings? Small spontaneous meetings are better than large planned ones.
Colocation favours both introverts and extroverts.
Agile practices for introverts

Brainstorming; Introverts are more creative on their own. Take advantage of this.
Agile practices for introverts

Retrospects; Gathering data in writing beforehand favours introverts.
Agile practices for introverts

Pair Programming; Introverts favour one-on-one communication, but remember to take restorative breaks.
Agile practices for introverts

Mob Programming is a software development approach where the whole team works on the same thing, at the same time, in the same space, and at the same computer.
Agile practices for introverts

Mob Programming; Actually works very well. Easy to take important breaks.
Agile practices for introverts

Open Office; Extremely bad for introverts! Especially Hot Desking.
Agile practices for introverts

Introverts need something called **restorative niches** where they can regain energy.
Summary
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• Our brains actually differ.

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• Get to know each other, favour small team size and do mob programming.
Summary

- Intro/Extraversion is a personality trait that cannot be "removed".

- Our brains actually differ.

- Sometimes introverts need to be by themselves to regain energy. Let them!

- We all need psychological safety.

- Get to know each other, favour small team size and do mob programming.

- Introverts require restorative niches. NO hot-desking!
Further Reading

- Quiet: The Power of Introverts in a World that Can't Stop Talking - Susan Cain
- The Secret Lives if Introverts - Jenn Granneman
- Mob Programming for the Introverted - Aaron Griffith
  (https://www.agilealliance.org/resources/experience-reports/mob-programming-for-the-introverted/)
Thank You!
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