Leave Me Alone.

- leadership tips for introverts -

jamie-schumacher.com
@purenoumena
Leadership tips for introverts

I. Welcome

II. Myths & Stereotypes

III. Things we know.

IV. Items for the Introvert’s Survival Kit

V. How to improve.

VI. Suggestions for the managers in the room.

VII. Changing the context.

VIII. Reflection.

IX. Recommendations
A little about me...

- 1st gen kid...
- The “quiet” one in my family...
- Books, art, math, drama...
- Transplant to MN...
In Minnesota...

- Opened a nonprofit art gallery,
- Fell in love with the nonprofit community!
- University of Minnesota alumni
- West Bank Business Association Director
- Consultant
- … all while pushing against natural inclinations…
Unfortunate truths.
Unfortunate truths.

There are privileges to extroversion

- Extroverts *make more money.* (Forbes)
Unfortunate truths.

There are privileges to extroversion

- Extroverts make more money.
- Are hired more frequently. (Guardian)
Unfortunate truths.

There are privileges to extroversion

- Extroverts make more money.
- Are hired more frequently.
- And will be tapped more often for additional opportunities. (Business Insider)
How do we fix this?

1. Survival
How do we fix this?

- 1. Survival
- 2. Improving / Practicing
How do we fix this?

- 1. Survival

- 2. Improving / practicing

- 3. Changing the patterns
ITEMS FOR AN INTROVERTED LEADER’S SURVIVAL KIT

Introvert Starterpack

- Headphones
- Sunglasses
- "Do Not Disturb" sign
- Blanket
- Cat
- "Hello My Name Is" tag: "Leave Me Alone"
- Woman reading a book
Create a better balance,

Keep better boundaries,

Save your energy reserves.
Get a Private Phone Line.

(Free via google voice, reasonable cost on a family plan.)

Michael Gregory II
Have a place you can work

(that might not actually be your office.)
Develop good reports.

Hello West Bank board,

Reminder, our next board meeting is Thursday, May 16th, at the Cedar - Riverside / West Bank Safety Center. I look forward to seeing you then, if not sooner.

-Jamie

Our next cleanup is THIS THURSDAY (tomorrow or today, depending on when you read this) from 1pm-3pm.

Membership & Engagement

- Membership renewals are coming in really well! We will have an update at next week's board meeting on where we're at numbers-wise.
- Have you renewed? You can do it online easily at: http://www.wbba.thewestbank.org/membership
- Eben, Abdu and I are working on a general WBBA one-pager for businesses that we will then translate.
- The member committee meets Thursday, May 9, 11am, Acadia.

Safety / Livability

- Next cleanup: This Thursday May 9, 1-3pm
- We have been working to address Edna's Park and the maintenance of this space. Progress has been made with the offices for Riverside Plaza and we are working next on additional trash can adoption.
- Lighting specialist working on locations and drafts of the artistic lighting concept.
- Utility box design underway. The prints from the students at Cedar Riverside Community School are GORGEOUS. They will make great designs for the boxes.
Establish clear roles and performance measures.

(For you and staff.)
Set up a review calendar.

With scheduled rate reviews and allocations.
Effective committees
Use e-communication.

The digital wave can be your friend.
Have days with NO meetings

Zero. None. *This impacts your work quality.*
Write it down.
Give Yourself Transition or “Down” Time

Scheduled, untouchable, and daily if possible.
Have a place you can be.
Therapy.

literally
everyone
can benefit
from therapy
caroline smith x dissonance
How to get better.

- Add to and use your toolkit.
How to get better.

- Add to and use your toolkit.
- Connect with like-minded colleagues.
How to get better.

✦ Add to and use your toolkit.

✦ Connect with like-minded colleagues.

✦ Empower staff and advocate for them.
How to get better.

- Add to and use your toolkit.
- Connect with like-minded colleagues.
- Empower staff and advocate for them.
- Practice, practice, practice.

*(like breakout session presentations!)*
GETTING BETTER:
ASSERTING YOURSELF.
Cultivate assertiveness.

❖ You have the right to say “no.”

(or “not right now,” or “later”)
Cultivate assertiveness.

- You have the right to say “no.”
- You have the right to set your own priorities and boundaries.
Cultivate assertiveness.

- You have the right to say “no.”
- You have the right to set your own priorities and boundaries.
- You have the right to respectful dialogue.
TIPS FOR MANAGERS
With your staff…

- Go back to those clear guidelines you set…
With your staff…

- Go back to those clear guidelines you set…
- But be flexible.
With your staff...

- Go back to those clear guidelines you set...
- But be flexible.
- Respect the privacy and individual needs of others
With your staff…

- Go back to those clear guidelines you set…
- But be flexible.
- Respect the privacy and individual needs of others
- Including how they want to be recognized.
With your staff...

- Go back to those clear guidelines you set...
- But be flexible.
- Respect the privacy and individual needs of others
- Including how they want to be recognized.
- And - consider changing the context.
CHANGING THE CONTEXT
Changing the context.

- Shift away from in-person interviews.
Interview Alternatives

- Work simulations
- Cognitive / skills testing
- Work sample review
- Reference reviews
Alternatives also...

- Help prevent like-mindedness hiring / homophily
- Avoids the Halo effect
- Can save time
- Can serve as better indicators of job performance
Changing the context.

- Be open and honest about how you lead.
Changing the context.

- Share your work and thoughts
Changing the context.

- Avoid open office floor-plans
Changing the context.

- Shift the tone
Changing the context.

- Consider your own biases.
MORE TRUTHS.
More truths.

- Introverts network more effectively,
More truths.

- Introverts network more effectively,
- Equally effective in sales positions,
More truths.

- Introverts network more effectively,
- Equally effective in sales positions, *(U. Penn)*
- Good listeners…
More truths.

- Introverts network more effectively,
- Equally effective in sales positions,
- Good listeners,
- Can be more compassionate leaders.
YOUR WORK
What’s a way you can make your work environment more hospitable for everyone that works there?
What’s a way you can make your hiring processes more inclusive?
What's a time you stepped back when you could (or should) have stepped forward.
Further Reading

- Quiet: The Power of Introverts in a World That Can't Stop Talking - Susan Cain
- The Introvert Advantage: How Quiet People Can Thrive in an Extrovert World - Marti Olsen Laney
- The Introverted Leader: Building on Your Quiet Strength - Jennifer B. Kahnweiler
- Introvert Power: Why Your Inner Life Is Your Hidden Strength - Laurie Helgoe Ph.D.
Thank you! Any questions?

Jamie Schumacher
jamie-schumacher.com
@purenoumena

Sri Lanka Red Cross:
http://www.redcross.lk