The Unicorn in the Room

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Overview

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Purpose

Let’s talk about the external processors and how we can all work together cohesively and harmoniously!
Definitions

Extroversion- the act, state, or habit of being predominantly concerned with and obtaining gratification from what is outside the self

Introversion- the state of or tendency toward being wholly or predominantly concerned with and interested in one's own mental life

Activity!
Perceptions...Positive and Negative

Introverts perceive Extroverts as:

- Lively and enthusiastic
- Bringing great energy to interactions
- Able to keep any conversation going
- Skilled in social situations
- Talking nonstop
- Dominating the group process
- Frequently changing their minds
- Social butterflies who can't just sit down and do their jobs

Extroverts perceive Introverts as:

- Deep thinkers
- Articulate in presenting their ideas
- A calm and calming influence
- Good listeners
- Withholding important information
- Uninvolved
- Unfriendly
- Making minimal contributions to team efforts

https://www.cmcrossroads.com/article/how-introverts-and-extroverts-perceive-each-other
What Are Extroverts and Introverts Really?

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**Extroverts:**

- Networkers
- Cheerleaders
- External processors

**Introverts:**

- Reflective thinkers
- Listening/Guiding Ears
- Internal processors
Working With An Extrovert

Managers:

1. “Dimmer Switch” - Research from Oregon State University’s College of Business
2. Encourage solution-oriented discussion - Provide time/space to allow extroverts to think aloud and discuss ideas/brainstorm
3. Create “idea areas” for your extroverts - Designate certain areas to be “idea areas” for spirited debate to be held. (Best for open office areas)
4. Appreciation - “June 2013 research published in the journal Frontiers in Human Neuroscience found that extroverts weigh external motivational and reward cues more strongly than introverts.”

https://theundercoverrecruiter.com
How Can You Approach the Extrovert(s) in Your Life

- Talk 1-on-1 about needs for both parties
- Follow up privately with feedback
- As external processors, ask questions for clarification
- My personal 3 C’s of Success
  - Communication, Collaboration, Confidence
Reflection/Q&A

Always be yourself unless you can be a unicorn, then always be a unicorn.