



The Wild Introvert

Why Quieter People are also Excellent Leaders

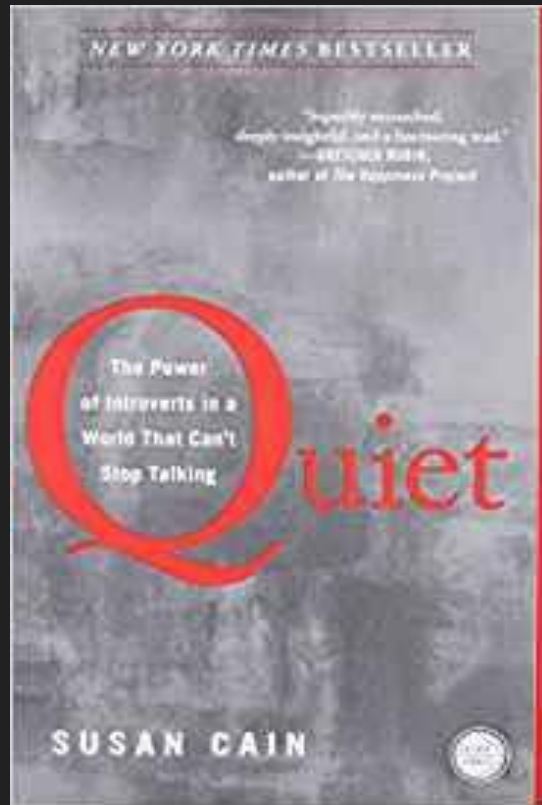
Susan Quinn, Library Director
Ocean County Library, Toms River, NJ

Libraries are full of quieter people who have the potential to be excellent leaders in their organizations.

This webinar will provide an overview of successful leaders past and present who were introverts but also had the wild idea that they could succeed in their chosen professions.

Learn how the introvert's ability to stay calm, organized, determined and focused can lead both them and their teams to success and transformation - and to the top of the organization chart.

Quiet: The Power of Introverts in a World that Can't Stop Talking



Cain, Susan. *Quiet: The Power of Introverts in a World that Can't Stop Talking*. New York: Crown Publishers, 2012

Favorite Quotes

Quiet: The Power of Introverts in a World that Can't Stop Talking

**“Introversion
is a preference for environments
that are not overstimulating
which is different from shyness.”**

Favorite Quotes

Quiet: The Power of Introverts in a World that Can't Stop Talking

“Introverts often work more slowly and deliberately.

**They like to focus on one task at a time
and have mighty powers of concentration.**

**They're relatively immune to the lures
of wealth and fame.”**

Favorite Quotes

Quiet: The Power of Introverts in a World that Can't Stop Talking

**“They listen more than they talk,
think before they speak,
and often feel as if they express themselves
better in writing than in conversation.**

They tend to dislike conflict.”

Favorite Quotes

Quiet: The Power of Introverts in a World that Can't Stop Talking

Description of Extroverts

**“We also see talkers as leaders.
The more a person talks, the more other group members
direct their attention to him, which means that
he becomes increasingly powerful
as the meeting goes on.”**

Favorite Quotes

Quiet: The Power of Introverts in a World that Can't Stop Talking

“Introverts, in contrast, may have strong social skills and enjoy parties and business meetings, but after a while wish they were home in their pajamas.”

Favorite Quotes

Quiet: The Power of Introverts in a World that Can't Stop Talking

“They prefer to devote their energies to close friends, colleagues, and family.”

**General population
is 65% extrovert**

versus 35% introvert

Cooper, Tom and Deborah Ladd. "Quiet in the Library: Working with Introverted Personalities", Public Library Association: Public Libraries Online, May/June 2015 <http://publiclibrariesonline.org/2015/06/quiet-in-the-library-working-with-introverted-personalities/>



**63% of Librarians
are introverts**

versus 37% extrovert

Cooper, Tom and Deborah Ladd. "Quiet in the Library: Working with Introverted Personalities", Public Library Association: Public Libraries Online, May/June 2015 <http://publiclibrariesonline.org/2015/06/quiet-in-the-library-working-with-introverted-personalities/>

Well, someone has to listen
to the public
and help them discern
the true facts...

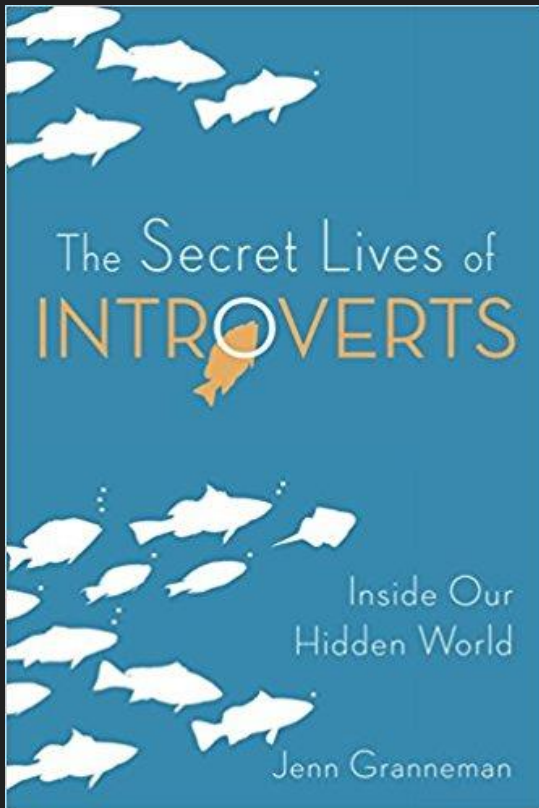
...find accurate answers
to a question...

.... or a solution
to a problem...

...and teach the children
how to read
and listen carefully
to a story.



The Secret Lives of Introverts: Inside Our Hidden World



Granneman, Jenn. *The Secret Lives of Introverts: Inside Our Hidden World*, New York: Skyhorse Publishing, 2017

Key Concepts:

The Secret Lives of Introverts: Inside Our Hidden World

Traits of Introverts:

1. Persistent and stick with problems longer.
2. Work harder on a team.
3. Love learning.
4. Happiest in jobs that are people-centric.
5. Like making a difference in people's lives.
6. Tend not to micromanage.
7. Enjoy jobs where they get to be creative.

Inc.com

“11 Reasons You Should Only Hire Introverts”

Introverts work well in collaborative environments:

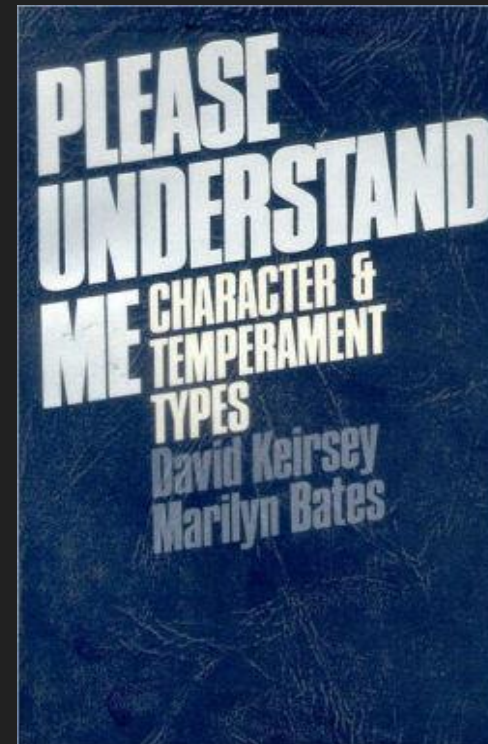
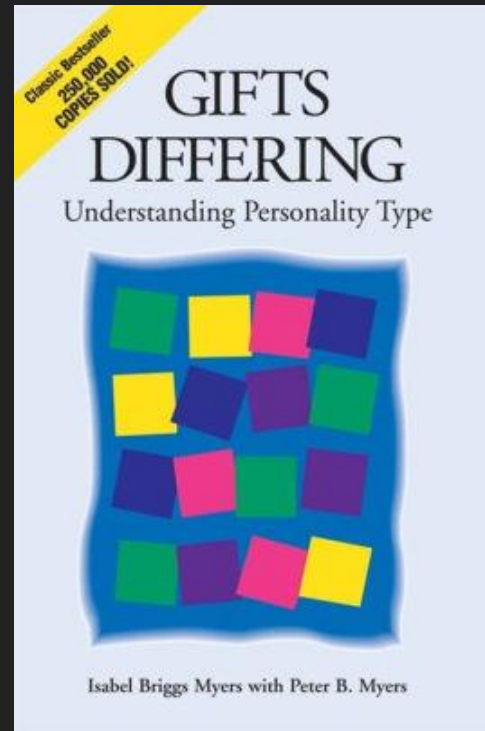
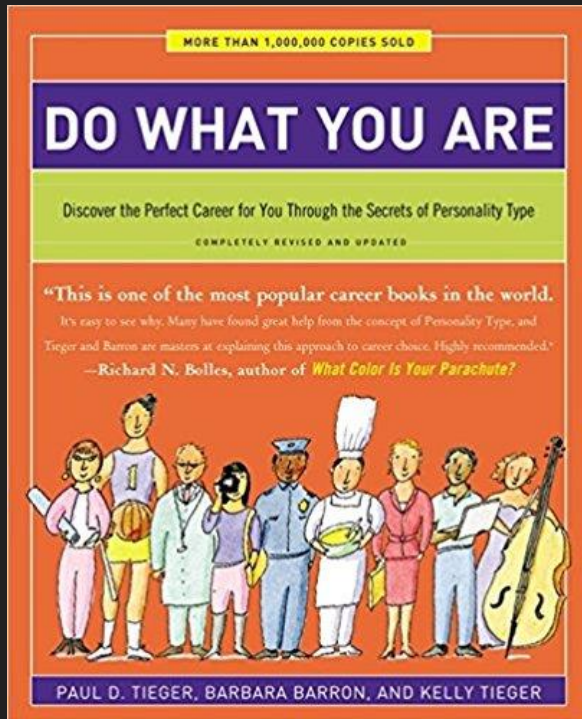
1. Think before they speak.
2. Are quieter.
3. More innovative.
4. Better at selling because they are good listeners.
5. Less political.
6. Make better team members because they share credit.
7. Seldom grandstand and cringe at throwing a hissy-fit in public.
8. Can buckle down and focus on the task at hand.
9. Avoid long meetings.
10. Adapt better to online work... and prefer it.
11. More productive and would rather work than talk.

TRUE...but Introverted library leaders know that in order to thrive in a collaborative work environment they need to take breaks from it too!

- **Eat lunch by themselves in the car.**
- **Go for a walk – preferably alone.**

- **Weed a book shelf that looks messy and needs immediate attention.**
- **Hide in the computer lab when it is vacant to finish working on a presentation.**
- **Find a quiet corner for their work break and immerse themselves in a book.**

Myers-Briggs Personality Types



THE Myers & Briggs FOUNDATION

<http://www.myersbriggs.org/>



Keirsey.com

<https://www.keirsey.com>

Myers-Briggs Personality Types

All types are equal: The goal of knowing about personality type is to understand and appreciate differences between people. As all types are equal, there is no best type.

<http://www.myersbriggs.org/my-mbti-personality-type/mbti-basics/>

Myers-Briggs Personality Types

PERSONALITY TYPES KEY



Extroverts

are energized by people, enjoy a variety of tasks, a quick pace, and are good at multitasking.



Sensors

are realistic people who like to focus on the facts and details, and apply common sense and past experience to come up with practical solutions to problems.



Introverts

often like working alone or in small groups, prefer a more deliberate pace, and like to focus on one task at a time.



Intuitives

prefer to focus on possibilities and the big picture, easily see patterns, value innovation, and seek creative solutions to problems.



Thinkers

tend to make decisions using logical analysis, objectively weigh pros and cons, and value honesty, consistency, and fairness.



Judgers

tend to be organized and prepared, like to make and stick to plans, and are comfortable following most rules.



Feelers

tend to be sensitive and cooperative, and decide based on their own personal values and how others will be affected by their actions.



Perceivers

prefer to keep their options open, like to be able to act spontaneously, and like to be flexible with making plans.

Myers-Briggs Personality Types: The Introverts (I)

- Sensors (S)
- Intuitives (N)
- Thinkers (T)
- Feelers (F)
- Judgers (J)
- Perceivers (P)

ISTJ

ISFJ

INFJ

INTJ

ISTP

ISFP

INFP

INTP

**The most common
Myers-Briggs Personality
Types for Librarians**

**ISTJ: (17% of Librarians)
INTJ: (12% of Librarians)**

Cooper, Tom and Deborah Ladd. "Quiet in the Library: Working with Introverted Personalities", Public Library Association: Public Libraries Online, May/June 2015 <http://publiclibrariesonline.org/2015/06/quiet-in-the-library-working-with-introverted-personalities/>

Did You Know January 2 is World Introvert Day?

You know you are an Introverted Librarian Leader when you are relieved that all the business socializing and fundraising over the holidays is over and you can just go home after work to a cup of hot tea, a good book, and the latest episode of “The Crown” on Netflix...

...and watch Queen Elizabeth II, deal with the Prime Minister of Great Britain, the Country of Great Britain, and the business of Buckingham Palace in London...

...when she would rather spend time at her country estate Balmoral Castle in the highlands of Scotland with her husband, children, grandchildren, corgis and horses.

ISTJ: Guardian/Inspector

- Most common MBTI type of Librarians
- High Level of Integrity
- Practical and Organized
- Analytical and Fact-Minded
- Accurate
- Logical & Fair
- Reliable
- Leaders Devoted to Tradition and Dedicated to Duty



Queen Elizabeth II

More ISTJ: Guardian/Inspector



Thurgood Marshall
Supreme Court Justice



Warren Buffett
Financier



Katniss Everdeen
The Hunger Games

INTJ: Rational/Mastermind

- 2nd most common MBTI type of Librarians
- Observant
- Private
- Confident
- Efficient
- Logical & Strategic
- Excellent Planners
- Prefer to Stay in Background
- Capable and Pragmatic Leaders
Who Excel in Planning & Executing Strategy



Mr. Darcy
From Jane Austen's
Pride and Prejudice

More INTJ: Rational/Mastermind



Bill Gates
Founder Microsoft



Mark Zuckerberg
Founder Facebook



Jane Austen
Author

Myers-Briggs Personality Types: All the Introverted Librarian Leader Types

- ISTJ: Guardian / Inspector (17% of Librarians)
- ISFJ: Guardian / Protector
- ISTP: Artisan / Crafter
- ISFP: Artisan / Composer
- INFP: Idealist / Healer
- INFJ: Idealist / Counselor
- INTP: Rational / Architect
- INTJ: Rational / Mastermind (12% of Librarians)

ISFJ: Guardian/Protector

- Loyal
- Dutiful
- Diligent
- Dependable
- Polite
- Ready to Defend Loved Ones
- Value Being of Service to Others
- Safety & Security is a Priority
- Leaders Who Take Care of Their Team



Louisa May Alcott
Author
Little Women

More ISFJ: Guardian/Protector



Dr. Watson
Sherlock Holmes



Mother Teresa
*Nobel Peace Prize 1979
& Saint of the Catholic Church*



Colin Powell
*United States General
and Statesman*

ISTP: Artisan/Crafter

- Independent
- Curious & Ingenious
- Hard to Get to Know
- Unemotional
- Expert with Tools/Equipment
- Lives by Own Standards & Schedule
- Ignores Things That Don't Interest Them
- Insubordinate to Authority/Confinement
- Fearless Leaders Who Take Risks and Inspire Their Subordinates

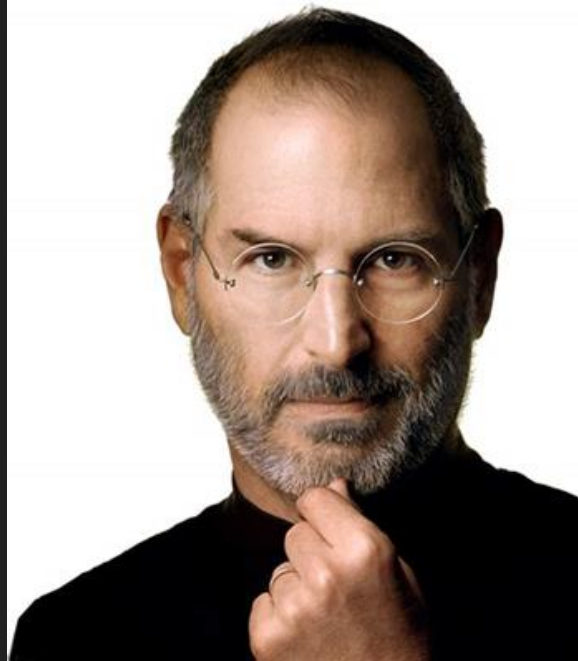


House Cat
Mascot of Libraries
Everywhere

More ISTP: Artisan/Crafter



Catwoman
Batman



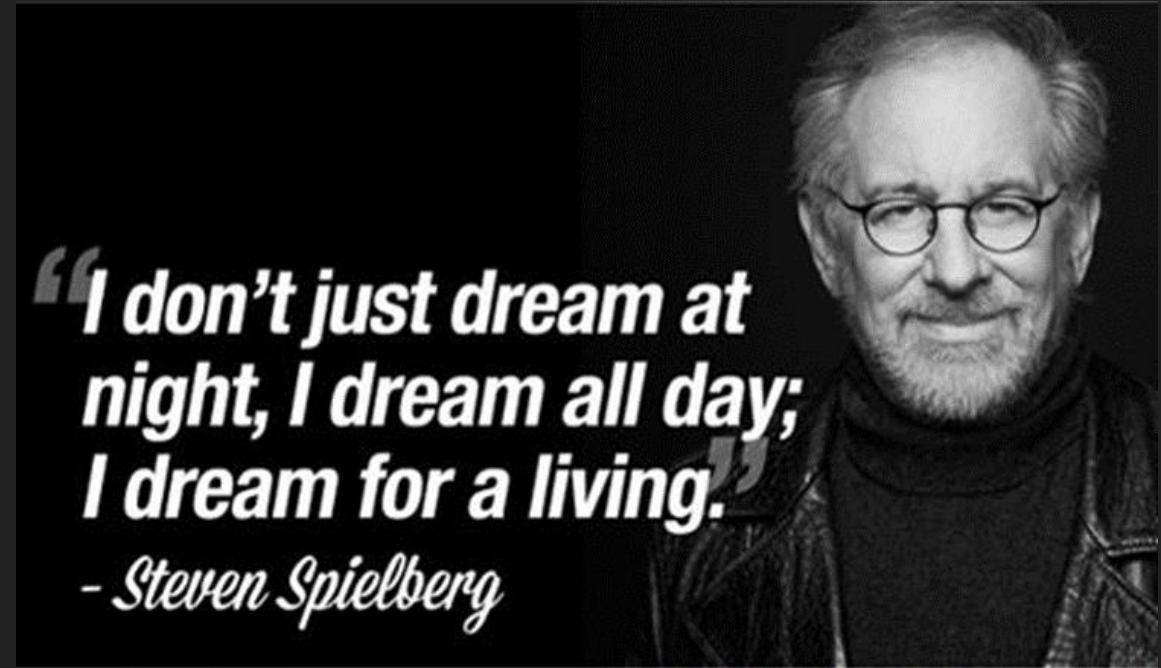
Steve Jobs
Founder Apple Inc.



Michael Jordan
*Captain, Chicago Bulls
Greatest NBA Basketball Player
of All Time*

ISFP: Artisan/Composer

- Creative Artists
- Charming
- Free Spirits
- Compassionate
- Sensitive & Kind
- Adaptable
- Adventurous
- Spend Long Hours Mastering a Skill
- Empathetic Leaders Who Inspire Devotion



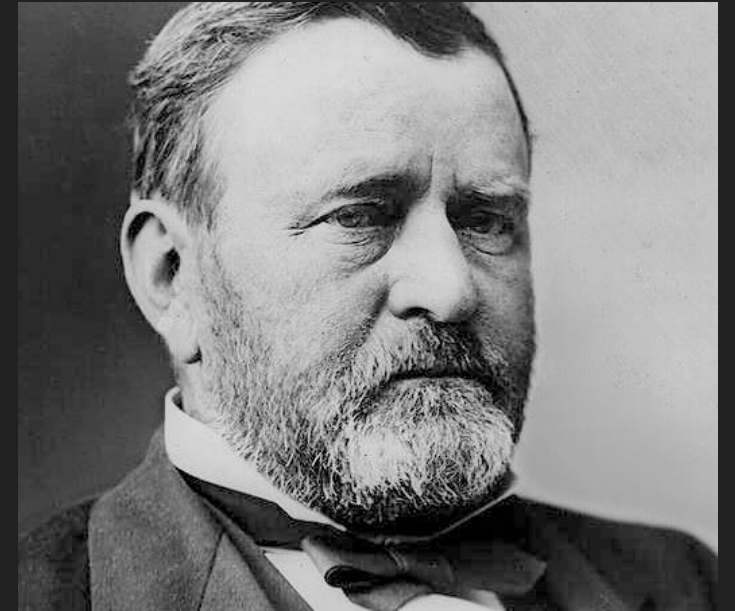
More ISFP: Artisan/Composer



Jacqueline Kennedy Onassis
First Lady of the United States
Book Editor, Doubleday and Viking



J.K. Rowling's
Harry Potter



Ulysses S. Grant
United States President
Commanding General
of the Union Army in the Civil War

INFP: Idealist/Healer

- Serene
- Diplomatic
- Passion to Heal Conflict
- Kind & Caring
- Altruistic
- Shy, Distant or Reserved
- Follows Heart More Than Head
- Idealistic Leaders Who Inspire Others to See Possibilities for the Future



Frodo Baggins
J.R. R. Tolkien's
The Lord of the Rings
(Tolkien was also an INFP)

More INFP: Idealist/Healer



Isabel Myers-Briggs
*American author and co-creator of
the personality inventory
Myers-Briggs Type Indicator (MBTI).*



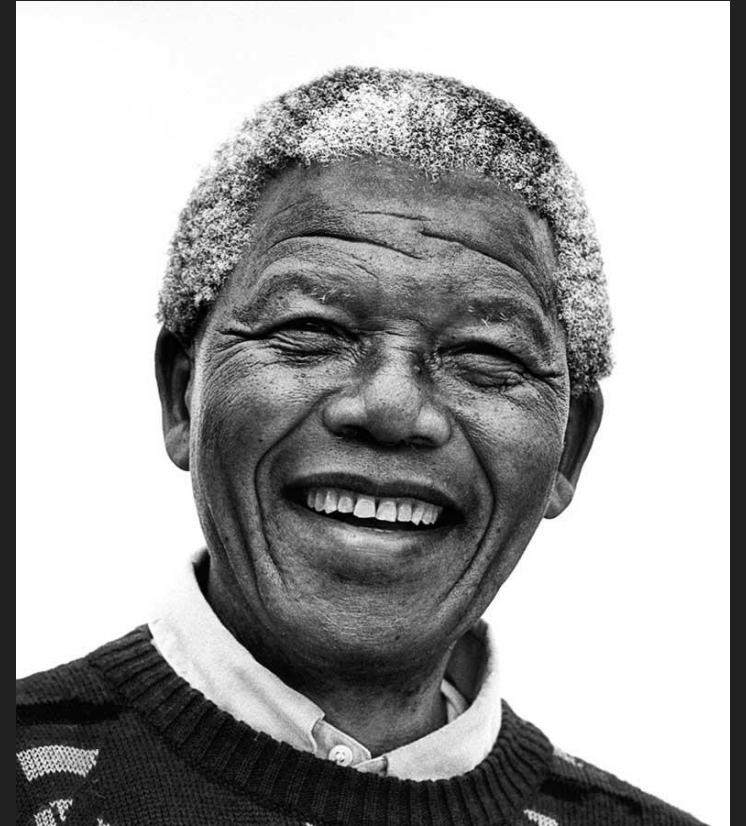
Princess Diana of Wales



Derek Jeter
Captain, New York Yankees

INFJ: Idealist/Counselor

- Idealistic
- Passionate
- Deep Concern for Others
- Sense of Righteousness
- Needs Quiet Time to Re-Charge
- Talent for Written and Spoken Language
- Highly Developed Sense of Integrity
- Passionate Leaders Who Work Tirelessly for Justice



Nelson Mandela
President of South Africa
& Civil Rights Leader
who Fought Apartheid

More INFJ: Idealist/Counselor



Carrie Fisher
Actress & Author



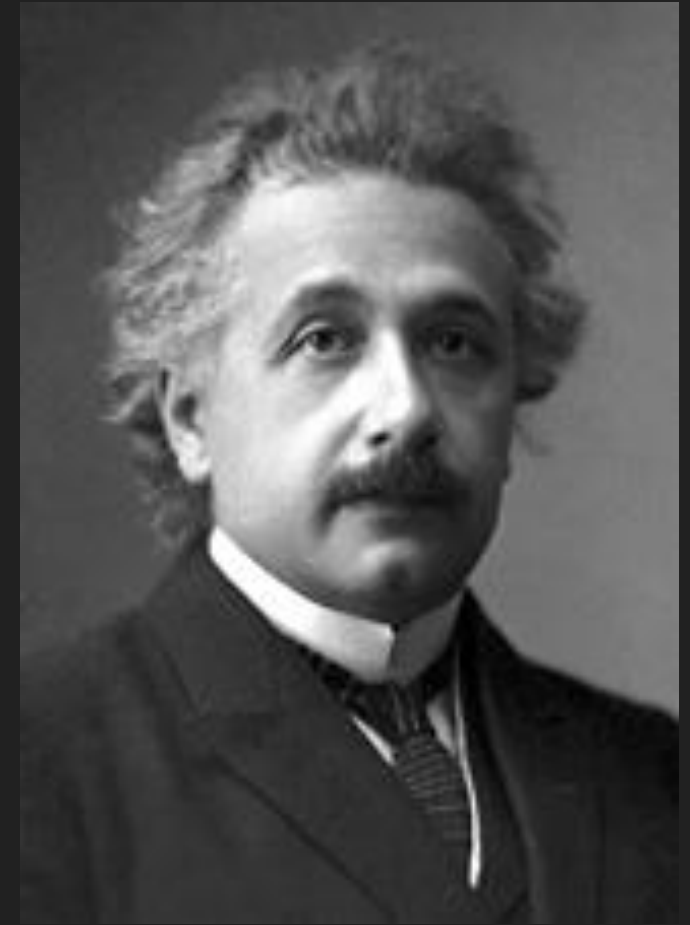
Oprah Winfrey



Atticus Finch
To Kill a Mockingbird

INTP: Rational/Architect

- Thirst for Knowledge
- Detached
- Deep Need to Make Sense of World
- No-Nonsense
- Logical
- Inventors Who Enjoy New Ideas
- Precision in Thought & Speech
- Innovative Leaders who Help People Think Outside the Box



Albert Einstein
Nobel Prize in Physics, 1922

More INTP: Rational/Architect



Marie Curie
Nobel Prize in Chemistry, 1911



Violet Baudelaire
*A Series of
Unfortunate Events*
by Lemony Snicket



Meryl Streep
Academy Award
Winning Actress

**Introverts should aspire to leadership positions
in the library profession...**

**...They make excellent, intelligent and caring leaders
who are highly capable of leading
organizations and people.**

**P.S. Introverts in library leadership
positions sometimes
get their own office...
...with a door!**



Example of a Quiet Introverted Leader in Charge of the Flock



...The oval eyes are the focus of an intelligent expression—an intense gaze, the Border Collie's famous “herding eye,” is a breed hallmark. In motion, they are among the canine kingdom’s most agile, balanced, and tireless citizens.

**American Kennel Club
<http://www.akc.org/dog-breeds/border-collie/>**

Introverted Q&A

1. What is your process of preparing to speak in front of a crowd?

Introverted Q&A

2. How do you decompress at the end of the day when you have really had to be on all day long?

Introverted Q&A

3. How do you create a balance between being an introvert when you are required to do extroverted activities as part of the job?

Introverted Q&A

4. Why is there a perception that introverts don't like people, and how has that had an effect on you as a director?

Introverted Q&A

5. What are the duties or things as an introverted Library Director where you feel you aren't as strong?

Introverted Q&A

6. What advice do you have for introverts in the library profession who want to take a leadership role?

Bibliography

Bookriot, "Myers-Briggs Types of 2012 Fictional Characters"

<https://bookriot.com/2016/01/28/myer-briggs-types-202-fictional-characters/>

James, Geoffrey, "11 Reasons You Should Only Hire Introverts," *Inc.*, December 15, 2017,

<https://www.inc.com/geoffrey-james/11-reasons-to-hire-introverts-not-extraverts.html>

Cooper, Tom and Deborah Ladd. "Quiet in the Library: Working with Introverted Personalities", *Public Library Association: Public Libraries Online*, May/June 2015 <http://publiclibrariesonline.org/2015/06/quiet-in-the-library-working-with-introverted-personalities/>

Cain, Susan. *Quiet: The Power of Introverts in a World that Can't Stop Talking*. New York: Crown Publishers, 2012

Granneman, Jenn. *The Secret Lives of Introverts: Inside Our Hidden World*, New York: Skyhorse Publishing, 2017

Kiersey, David and Bates, Marilyn *Please Understand Me: Character and Temperament Types*, Del Mar, CA: Prometheus Nemesis Book Company. 1984

Kiersey.com <https://www.keirsey.com>

Myers Briggs, Isabel. *Gifts Differing: Understanding Personality Type*, Mountain View, CA: CPP, 1980

The Myers and Briggs Foundation <http://www.myersbriggs.org/>

Tieger, Paul., Barbara Barron, Kelly Tieger, *Do What You Are: Discover the Perfect Career for You Through the Secrets of Personality Type*, New York: Little, Brown and Company, 2014.

Contact Information

Susan Quinn, MLIS, CPM

Library Director

Ocean County Library

101 Washington Street

Toms River, NJ 08753

Email: squinn@theoceancountylibrary.org

Phone: 732-349-6200 ext. 5400

www.theoceancountylibrary.org

THE END