

# THE DIFFERENCES BETWEEN EXTRAVERTS AND INTROVERTS

Carl Jung believed the preference between Extraversion and Introversion to be the biggest discriminator among people.

Extraverts- who are energized and seduced by the outer world of people, places, and things- influence others quite naturally by engaging with them: talking, networking, and taking action. Quick to disclose plans, values, principles, and even what might seem like rather personal things about themselves, Extraverts often lead others the way they live their own lives.- by putting it all out on Main Street.

Focused on and energized by the external world, Extraverts are generally aware of and drawn to people and groups. Extraverts tend to be open verbal communicators who share more than they withhold.

In American society the number of Introverts and Extraverts are just about tied. At work Extraverts monopolize meetings, wow the opposition with their social skills, and otherwise gain far more attention they are more successful at what they do. Introverts must develop extra coping skills early in life because there will be an inordinate amount of pressure on them to “shape up,” to act like the rest of the world.

It is from their respective behaviors that Introverts and Extraverts draw their energies and strength. And for anyone of either type to operate for too long a period outside their preferred attitude, regardless of how successful one becomes at it, is ultimately bad news.

Extraverts, for example, typically need a great many more overt “strokes” than Introverts. Introverts, in contrast, tend to be suspicious of those same overt “strokes.” Too much affirmation makes the Introvert wonder why so much is needed, while to the Extravert “too much affirmation” is a contradiction in terms.

At work and in life there us something important to understand about Introverts. Unlike Extraverts, who wear their personalities on their sleeves, Introverts often keep their best to them selves. With Extraverts, what you see is what you get. With Introverts, what you see is only a portion of what is really driving their personality.

The richest and most trusted parts of an Introvert’s personality are not necessarily shared with the outside world. It takes time, trust, and special circumstances for them to begin to open up.

What makes this difficult is that our society rewards Extraversion, and the external world rules. Consequently we tend to overlook and undervalue the Introvert’s contribution: depending upon his or her other three preferences, the ability to contribute precision, vision, objectivity, or insight.

The most important thing to remember is that if you are an Introvert, you must demand reflective, contemplative time alone. If you are an Extravert, you must respect others demands for such “quiet time” and make this as integral part of the workday. It’s very important to keep in mind that in most real-life situations, we are not dealing with extremes. That is, Extraverts need to introvert and Introverts need to extravert. And we all will at times do both.