



BENEFITS TO THE ORGANIZATION FROM INTROVERTED LEADERS

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| 1 | | Calm, reasoned reflection (a.k.a. wisdom) Introverted leaders are naturally prone to slowing things down, not acting impulsively and exercising wisdom in making decisions that will impact the organization. |
| 2 | | Focused attention to complex problems Introverts have the ability to narrow in and focus on problems that need solutions in an increasingly VUCA (volatile, uncertain, complex, ambiguous) world. |
| 3 | | The ability to spot problems (find holes in our thinking or strategy) Introverted leaders tend to be more realistic as opposed to being overly optimistic or idealistic. This makes them very capable of finding flaws in our charismatically inspired dreams and visions that could otherwise end up creating problems in the future. |
| 4 | | Great listening and patience Having less need to control conversations, introverts are naturally good listeners. In addition, being more patient than impulsive, they are less prone to half-listening or listening-to-fix and are great at making employees feel truly heard. |
| 5 | | Thorough planning and organizing Planning and organizing covering all the relevant bases is a strength. Introverted leaders tend to be more adept at making sure that processes are completed at a robust level that will provide the right level of clarity (including the details) for the organization. |
| 6 | | Clear, detailed written communication Careful, thoughtful and precise written communication provides inspiration to the team. |
| 7 | | Creativity Creativity can be higher for people working long hours in isolation rather than in group processes. This explains why many of the most creative breakthroughs often come from more introverted leaders. |