

# Quiet Leadership

...and why it works in proactive organisations

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Quiet = Introverted

NOT inaudible!

NOT shy!

NOT lacking in confidence!

Introversion - An inward orientation to life.

# Quiet?

## The statistics...

A study of 914,219 MBTI and other indicators by the CAPT revealed that between 47-55% of people are introverted. \*

Introversion is a  
personality trait,  
NOT a personality flaw!

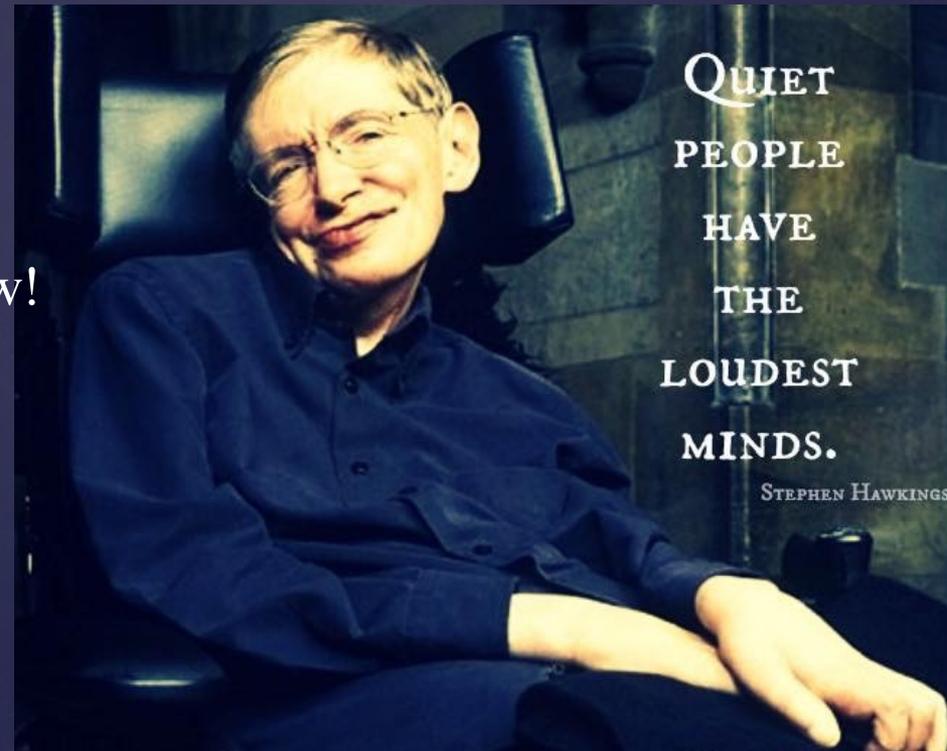
# Introversion

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# Introversion



## The statistics...

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So why is this relevant to you?

Introversion is a personality trait,  
NOT a personality flaw!

# Introversions

Prof Stephen Hawking

Charles Darwin

Elon Musk

Larry Page

Rosa Parks

Mahatma Gandhi

Barack Obama

Marissa Mayer

Hilary Clinton

Eleanor Roosevelt

Dr Seuss

Bill Gates

Abraham Lincoln

Frederick Chopin

Mark Zuckerberg

Warren Buffet

Steven Spielberg

JK Rowling

Steve Wozniak

Al Gore

Sir Isaac Newton

Albert Einstein

Meryl Streep

Prof Stephen Hawking

Charles Darwin

Elon Musk

Larry Page

Rosa Parks

Mahatma Gandhi

••• and YOU!

Marissa Mayer

Barack Obama

Hilary Clinton

Eleanor Roosevelt

Dr Seuss

Bill Gates

Abraham Lincoln

... *probably*

Frederick Chopin

Mark Zuckerberg

Warren Buffet

Steven Spielberg

JK Rowling

Steve Wozniak

Al Gore

Sir Isaac Newton

Albert Einstein

Meryl Streep



About 110,000 results (0.44 seconds)

### Anxious Introvert Jobs

- **Statistician.** Potential job openings—44,000. ...
- **Commercial pilot.** Potential job openings—40,000. ...
- **Technical writer.** Potential job openings—57,000. ...
- **Accountant or auditor.** Potential job openings—1,418,000. ...
- **Medical lab technician** or technologist. ...
- **Aircraft mechanic.** ...
- **Audio engineering technician.** ...
- **Auto mechanic.**

More items...



[56 Best Jobs for Introverts | What Kind of Introvert ... - Trade-Schools.net](https://www.trade-schools.net/articles/best-jobs-for-introverts.asp)

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## Leadership

Embedding the capacity for greatness in the people and practices of an organisation, and decoupling it from the personality of the leader.

Leadership is not a journey to help ourselves rise through the ranks.  
Leadership is a journey to help those around us rise.

# Leadership?



Leadership?

A proactive organisation is one that places greater emphasis on forward-thinking strategic planning as opposed to reactive strategies to deal with problems or to approach opportunities as they arise.

Being proactive offers a business a lot of advantages when approaching business opportunities and managing problems.

# Proactive organisation?



The Starting Point!

Captain David M Rundle OBE

Philip Goymour

My role models

Captain David M Rundle OBE

Philip Goymour

Colin Sanders

Lt Gen Paul Van Riper

# My role models

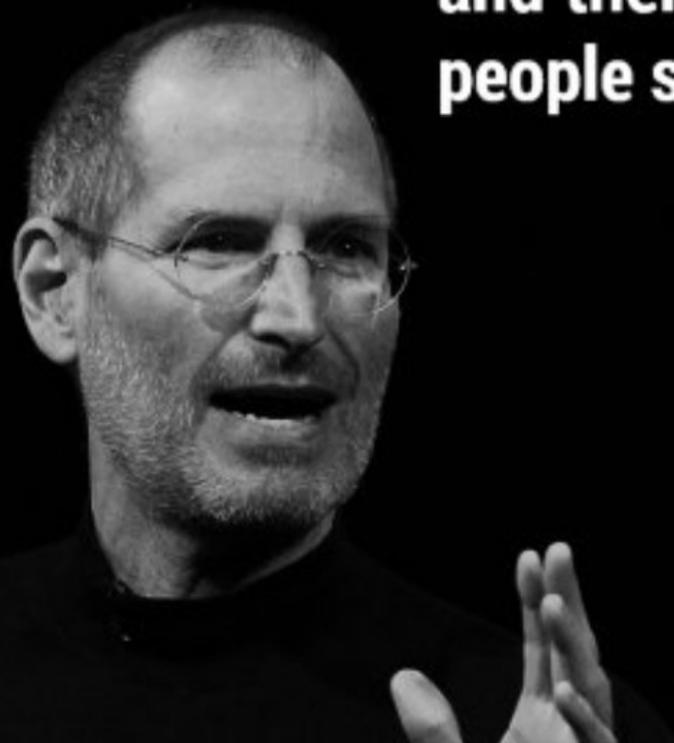




The right qualifications?

**It doesn't make sense to hire smart people and then tell them what to do; we hire smart people so they can tell us what to do.**

**Steve Jobs**



A man with short brown hair and glasses is sitting in a black leather chair. He has a thoughtful expression, with his hand near his chin. The background is a wall with several framed pictures and a shelf with books. One book on the shelf is titled 'The Mind's Eye'.

**Feeling Threatened  
by Other's Success**

A proactive organisation is one that places greater emphasis on forward-thinking strategic planning as opposed to reactive strategies to deal with problems or to approach opportunities as they arise.

So why is this relevant

to your organisation?  
Being proactive offers businesses the opportunity of approaching business opportunities and managing problems.

# Proactive organisation

A proactive organisation is one that places greater emphasis on **forward-thinking strategic planning** as opposed to reactive strategies to deal with problems or to approach opportunities as they arise.

Being proactive offers a business a lot of advantages when approaching business opportunities and managing problems.

# Proactive organisation

Introverted leaders –

- Productivity motivated
- Meaningful connections
- Not easily distracted
- Thorough, not hasty

Extroverted leaders –

- Expression
- Execution
- Multitasking
- Team player

Complementary traits

- Confirmatory bias
- Contrast effect
- **Groupthink**
- First impressions & stereotypes
- Selective attention
- Priming

# Unconscious bias



How about YOU?



**LEADING  
QUESTION**