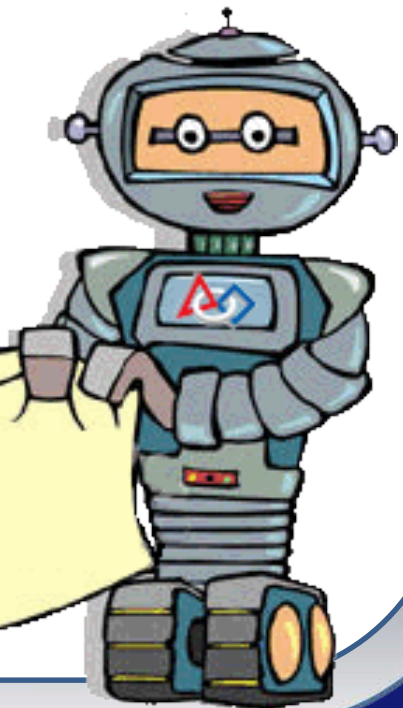
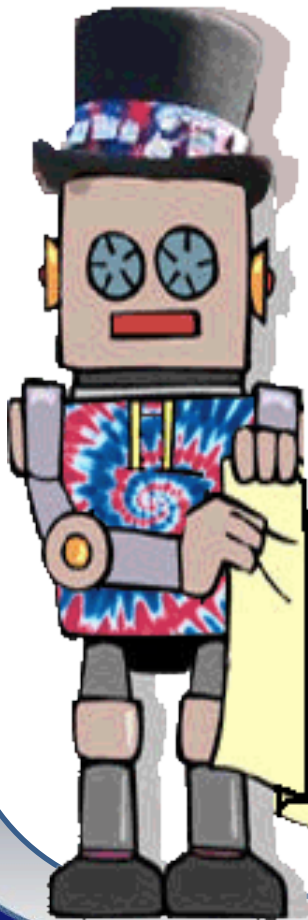


**Yes, There is an “I” in TEAM –
Tips for Integrating
Introverts into
Your *FIRST* Team**



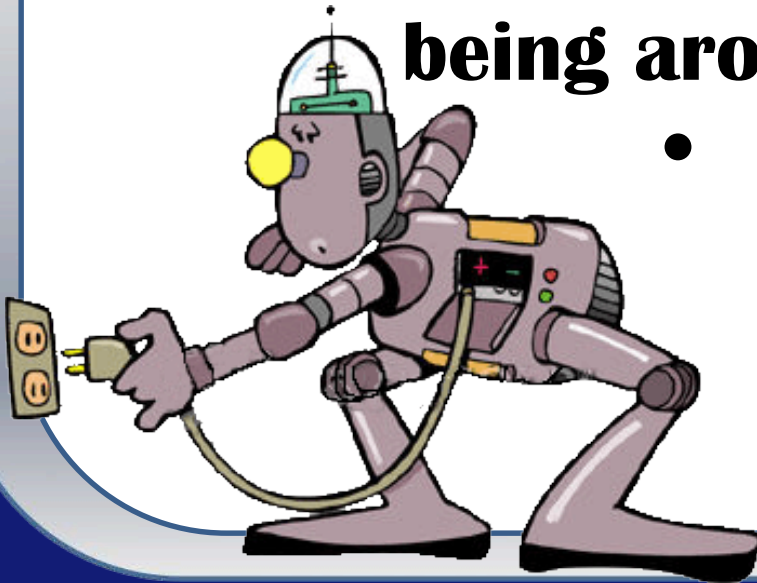
Kathie Kentfield
FIRST Volunteer

Introverts vs. Extroverts

- **Not about being shy**
- **Not about being anti-social**
- **It IS about how we draw our energy and re-charge our batteries**

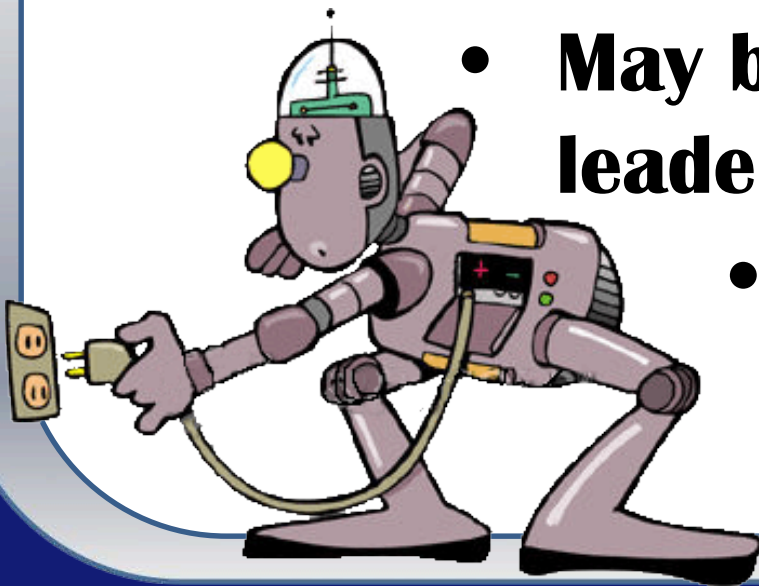
- **Extroverts draw energy from being around people, activities**

- **Introverts recharge their batteries by being alone, thinking about things**



Introverts vs. Extroverts

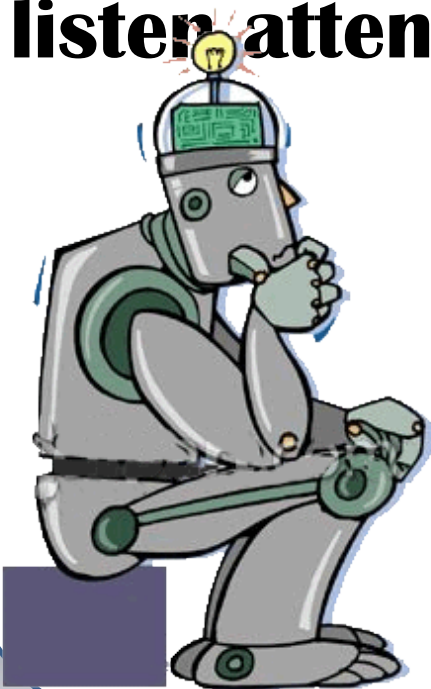
- **Extroverts are outgoing and tend to dominate any social meeting**
- **Extroverts seen as potential leaders**
- **More desirable personality trait**
 - **Introverts seen as loners**
 - **May be overlooked for leadership positions**
- **We may yawn, look away, search for words**



Appreciating Introverts

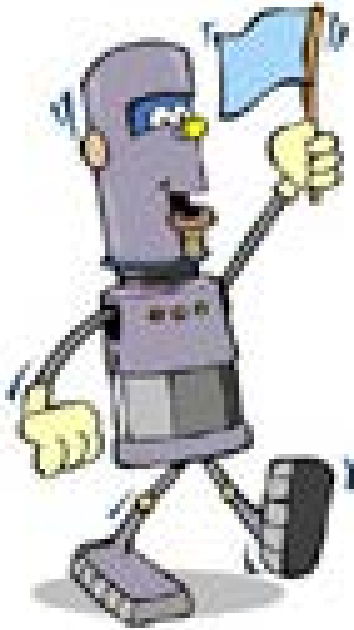
Our Strengths:

Think things through before we speak or act; write well; work independently; listen attentively; good at performing research; we pay high attention to details; able to synthesize information and present ideas; good at planning or organizing; able to meet deadlines



Icebreakers

- **Don't put individual focus on participants**
 - **Provide advance notice about teambuilding activities so everyone can prepare and be comfortable**
 - **Let team members choose what they want to reveal**



Brainstorming

- **Introverts need time to reflect on the game. Consider postponing brainstorming until day after kickoff.**
- **Break the game challenge into different parts – strategy (defensive, offensive), scoring – and use small groups to brainstorm**
- **Assign design brainstorming tasks to pairs of team members**

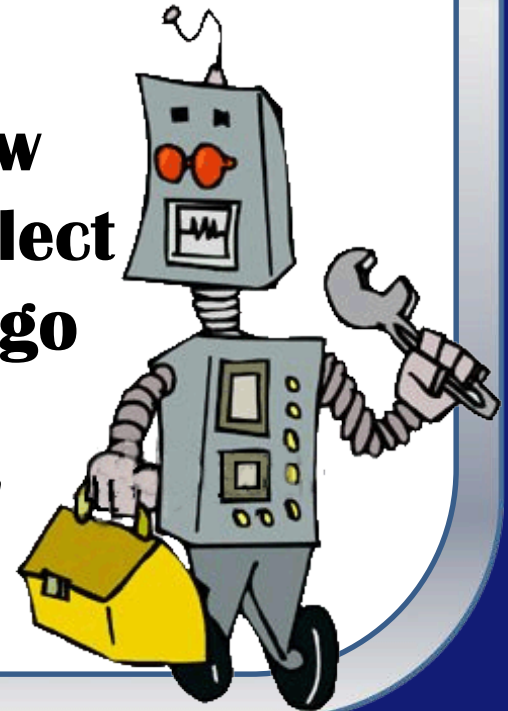


Teambuilding

- **Beware of US culture of Groupthink; there is value to independent research; share results with team**
- **Educate team about personality styles – no “right or wrong” – just different preferences. Do a Myers-Briggs Test if possible. Or do continuum line.**
- **Mix teambuilding activities – provide some large group, some small group (pairs), some independent activities, some physical group activities**

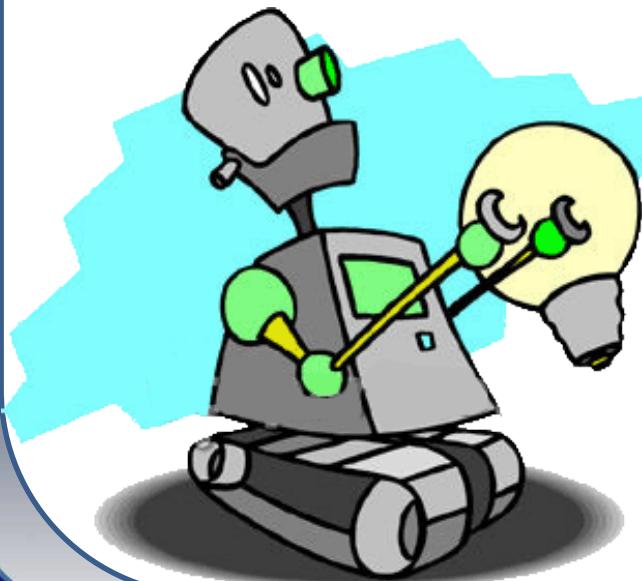
Training

- **When creating training sessions for your team, allow for both hands-on, collaborative learning for your extroverts, and online, or one-on-one training for your introverts.**
- **Offer written questions as a review of the training. Introverts will reflect on what they have learned. Then go over answers at the next meeting, which will make extroverts happy!**



Meetings

- **Provide an agenda in advance**
- **Establish meeting “ground rules” – no interruptions, respect each other’s thoughts**
- **Facilitate so that everyone has an opportunity to share their ideas**



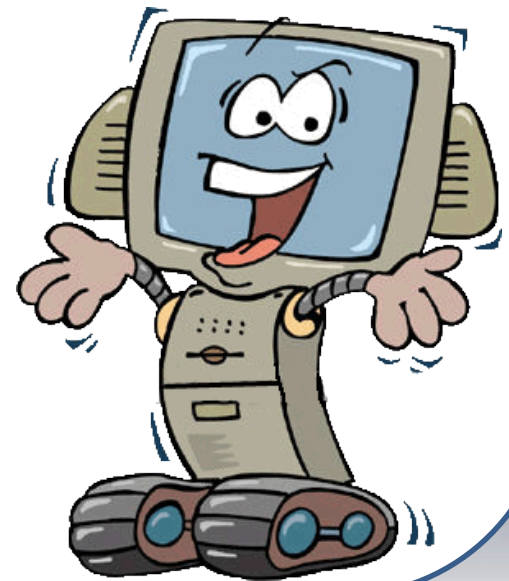
- **Allow for comments to be submitted after a meeting - before a final decision is made**
- **Don't put us on the spot in a meeting.**

Introvert Assignments

- **Ask an introvert to research a topic, then mentor another student or small group**
- **Be the “judge” for CA Award presentation team**
- **May excel at gathering scouting info (extroverts excel at making connections at event)**
- **Other positions: website (not necessarily at other social media forms), archiving/historian, rules person, CAD, programming, writing a blog or newsletter, project manager; travel planning; team’s spokesperson**
- **Mentors/Chaperones might prefer morning team duties vs end of day when they need solitude**

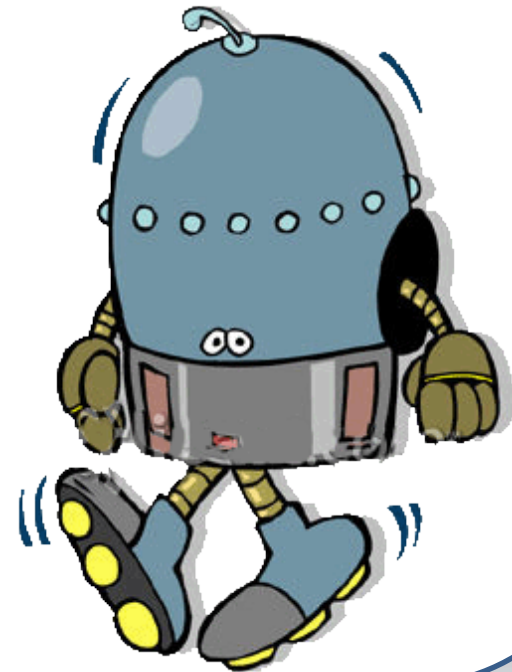
Communications

- **Extroverts may prefer in-person or video conferencing; introverts may prefer e-mails, text messages, online forums**
- **We may take our time before responding when in a conversation with you**
- **Enable small groups or one-on-one conversations to occur**
- **We may not speak often, but our thoughts count, too!**
Please listen!



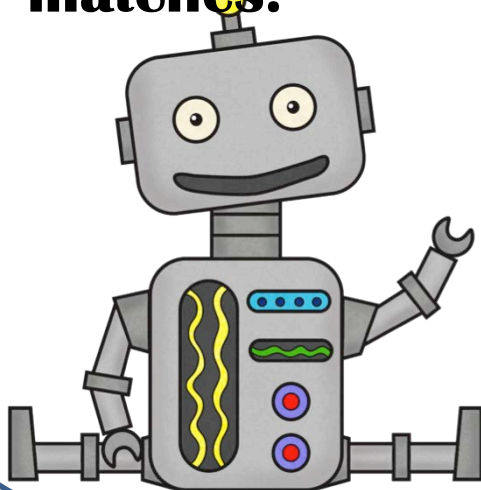
Travel

- **Try to group extroverts and introverts in separate hotel rooms.**
- **Establish a “quiet room” for end-of-day recharging**
- **Introverts will easily incur sensory overload at an event.**
Try to build in some downtime during the day – maybe a “solitude” walk before dinner.
- **Extroverts need varied activities with lots of people to interact with. Take them to the mall! Introverts need some recharging time – maybe a movie or a small game challenge at the hotel for them.**
- **Create a poll to determine favorite end-of-day activities.**



Thoughts for Today

- **Keep in touch virtually via Zoom, etc. Follow up with those who don't attend.**
- **Send out an agenda in advance.**
- **Encourage virtual game nights or movie watch parties.**
- **Schedule virtual robot challenges or review old game matches.**

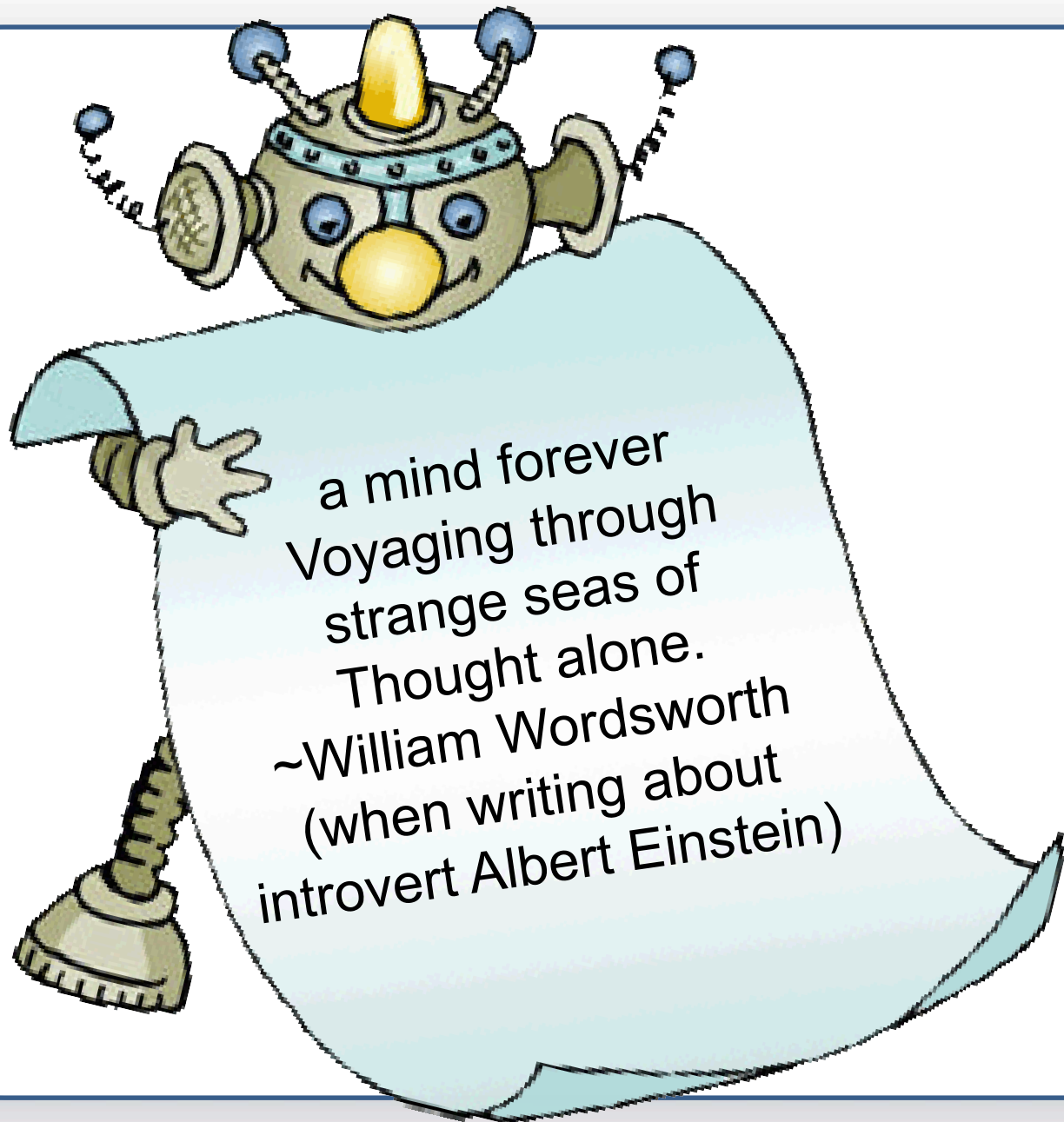


- **Do wellness checks on your team – especially your high school seniors.**



**Questions?
Contact me:**

kentfieldk@gmail.com



a mind forever
Voyaging through
strange seas of
Thought alone.
~William Wordsworth
(when writing about
introvert Albert Einstein)

Resources

- **Self-promotion for Introverts, Nancy Acowitz, 2010, McGraw-Hill**
- **Quiet – The Power of Introverts in a World That Can't Stop Talking, Susan Cain, 2012, Crown Publishers**
- **Caring for Your Introvert - The habits and needs of a little-understood group, Jonathan Rauch, The Atlantic, March 2003.**
<http://www.theatlantic.com/magazine/archive/2003/03/caring-for-your-introvert/302696/>
- **Revenge of the Introvert, Helgoe, L., & Hutson, M. (2010, Revenge of the introvert. Psychology Today, 43, 54-61, 4.**
- **Team Building for Introverts, Life Meets Work (no longer available)**
- **Ten Things Educators Should Know About Introverted Students**
<http://www.lisapetrilli.com/2013/03/25/ten-things-educators-should-know-about-introverted-students/>



Resources

- **Dealing with Different Personalities, Elisa Warner,**
www.idea.org/blog/2005/21/02/dealing-with-different-personalities/
- **The Introvert Advantage, How to Thrive in an Extrovert World**
by Marti Olsen Laney, Worlman Publishing,
2002 <http://work.chron.com/job-training-introverts-2834.html>
- **Susan Cain – Quiet Revolution** <http://quietrev.com>



- **Extroverts vs. introverts: how to get through quarantine and self-isolation**
<http://aleteia.org/2020/04/10/extroverts-vs-introverts-how-to-get-through-quarantine-and-self-isolation>