

PSY 328 Module Three Activity Template

First, read the Shapiro Library article [Introverts, Extroverts, and the Complexities of Team Dynamics](#). Next, complete this template by replacing the bracketed text with the relevant information.

- Describe examples of **observable behaviors** (e.g., communication or working styles) of introverts and extroverts in a workplace or school setting. Your response should be 3 to 5 sentences in length. Include the following in your response:
 - Do you think people can exhibit both introverted and extroverted traits, depending on the situation? Justify your response.

In a workplace or school setting, introverts may prefer to work independently, think before speaking, avoid small talk, and listen attentively. Extroverts may thrive in group settings, be outgoing and sociable, seek external stimuli, and have high levels of energy. It's important to note that these are generalizations and people may exhibit both introverted and extroverted traits. Some individuals may be loud and outgoing at work and then be laid back and enjoy quiet time at home. Some may act quiet in work/school settings and then visit the club often with their large circle of friends as the life of the party.

- Describe the benefits of having introverted or extroverted **managers or teachers**. Your response should be 3 to 5 sentences in length. Include the following in your response:
 - Be sure to list a benefit of having an introverted manager and a benefit of having an extroverted manager.
 - Consider how you would approach building a relationship with a manager or teacher that exhibits different extroversion traits than you do.

Extroverts can be highly effective leaders by having assertiveness, energy, and passion. This is most effective when the team members are positive and looking for guidance. When members are proactive, it is better suited for an introvert to be in charge. They are more likely to listen to concerns and new ideas, whereas extroverted leaders are more likely to feel that their authority is challenged. By approaching the relationship with understanding, open communication, willingness to adapt, you can build a relationship with a manager or teacher that exhibits different traits.

- Describe the benefits of having introverted or extroverted **team members**. Your response should be 3 to 5 sentences in length. Include the following in your response:
 - Be sure to list a benefit of having an introverted team member and a benefit of having an extroverted team member.
 - Consider how you would approach building a relationship with a team member that exhibits different extroversion traits than you do.

The benefits of having an introverted teammate would be: they often excel at critical thinking, problem solving, and research. They are typically good listeners and attentive. They are often self-motivated and can work independently.

The benefits of having an extroverted teammate would be: they excel at communication, networking, building relationships, and are comfortable in fast paced situations.

Building a positive relationship with teammates involves empathy, open communication, willingness to collaborate, and open mindedness.

- Describe how a manager or teacher might engage both introverted and extroverted individuals and **motivate** them on the team or in the classroom. Justify your response. Your response should be 3 to 5 sentences in length.

Teachers can use a portion of class to have students read assignments silently, and then discuss after. This will allow introverted students time to independently read, process the information, and get the courage to speak while the extroverted student is encouraged to be patient and listen to their peers. They could also ask their students if they prefer to write the answer on the board or to speak out loud, giving the student the option to speak or not.

- Describe a benefit of using **emotional intelligence skills** in the workplace or classroom. Your response should be 3 to 5 sentences in length. Consider the following in your response:
 - When would you need to use these skills and why?
 - How do they empower you to navigate stressful situations?
 - How do these skills influence your mindset?

Using emotional intelligence skills in the workplace or classroom can bring multiple benefits including improved communication, better relationships, better decision making, and increased overall well-being. These skills should be used in misunderstandings, conflicts, and during collaboration tasks. In stressful situations, emotional intelligence skills empower you to navigate challenges more effectively by recognizing and managing your emotions, understanding others, and building resilience. These skills can influence your mindset by cultivating self-awareness, promoting self-regulation, and by fostering empathy and social skills.

- Explain how an **increased awareness** of the introversion and extroversion of yourself and others helps you be more effective in the workplace or school setting. Your response should be 3 to 5 sentences in length.

Having an increased awareness of introversion and extraversion, both in yourself and others, can enhance communication, teamwork, leadership, respect, and personal growth in work or school settings. By valuing the diverse perspectives and personalities, you can create a more inclusive, supportive, and effective environment. This leads to a productive environment for collaboration and learning.

References

Gino, F. (2015). Introverts, Extroverts, and the Complexities of Team Dynamics. Harvard Business Review Digital Articles, 2–5.

(Shirayev, E. (2016-09-06). Personality Theories. [[VitalSource Bookshelf version]]. Retrieved from vbk://9781506300795