

# TRAINING ACTIVITY B-4

## Individual Differences in Teams



All individuals are unique. People learn and are likely to perform at their best in environments where their **individual differences are understood, respected and celebrated** in daily interactions with others.

One way that people differ is in how they prefer to direct their personal energy and attention. This may be described as being *extraverted*, *introverted*, or a combination of both.

After completing the activity on the following page, discuss the following questions:

- How do these E-I preferences manifest during staff discussion meetings or problem-solving sessions?
- How can these preferences be used to help develop positive and resilient team environments?

### **Communication Strategies:**

Introverts communicating with extraverts can:

- Focus on actions over deliberations
- Ask open questions that support sharing ideas
- Be open to sharing ideas spontaneously

Extraverts communicating with introverts can:

- Provide questions for discussion ahead of time so ideas can be thought through in advance
- Allow for airtime in conversation so everyone has an opportunity to share
- Interact in both written and oral formats

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With a colleague or team member, consider your preferences in terms of *Extraversion* or *Introversion*. Check each of the characteristics listed below that best describe you.

## Extraversion (E)

- Like variety and action
- Learn better if given opportunities to talk about the information they are learning
- Demonstrate energy and enthusiasm for activities
- Are stimulated by and respond well to activities in the environment
- Are usually friendly, talkative, and easy to get to know
- Become energized when they interact with others
- May say things before thinking them through
- Have a shorter "wait time" between questions and answers than introverts

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## Introversion (I)

- \_\_\_\_\_ Enjoy individual or small group activities
- \_\_\_\_\_ Are energized by ideas
- \_\_\_\_\_ Carefully form ideas before talking about them
- \_\_\_\_\_ Usually wait for others to make the first move
- \_\_\_\_\_ Like to observe things before trying them
- \_\_\_\_\_ May not initially share their thoughts and feelings with others
- \_\_\_\_\_ Pause before answering questions
- \_\_\_\_\_ May seem reserved and quiet

