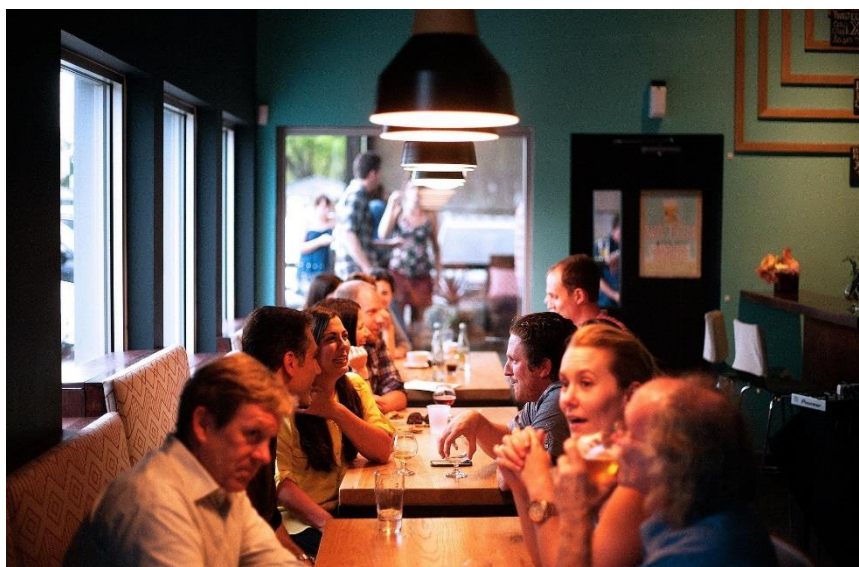


INTROVERTS AND EXTROVERTS

Part 1 – Lead-in

Ex.1 Discuss these questions.

1. Describe the pictures shown on the right. Which place do you prefer to spend your leisure time?
2. Can you describe a typical introvert and extrovert?
3. Who do you think it's easier to cooperate with - an introvert or an extrovert?



Part 2 – Listening, Speaking & Vocabulary

Link: https://www.youtube.com/watch?v=RywKyMbA_cw

Ex. 2.1 Watch a short video about introverts and extroverts. During watching try to answer the following questions.

1. What stereotypes can be found in understanding who an introvert and extrovert really is?
2. Do you agree with the statement that *'being an introvert is usually seen as negative thing while being an extrovert is usually seen as positive'*?
3. What is a temperament? Can you change it?
4. What actually introversion and extroversion is?
5. Is it true that introverts don't like being in the external world and extroverts can't think deeply and contemplate complex ideas?
6. What kind of problems can introverts and extroverts have?
7. Is it possible to have both introvert and extrovert traits?
8. How important is it to figure out where you fall on the introvert-extrovert scale?

Introverts and extroverts - Transcript

More and more people are becoming **familiar with** these terms. However, **familiarity** does not equal a correct understanding of what the words really mean. Most of the instances I hear 'introvert' and 'extrovert' used in conversation, it is used in this sort of connotation:

Introvert is **equated with** someone who is shy, quiet and antisocial. These are the **awkward** people that don't know how to **interact with** other humans and frankly don't want to. Basically, they're **hermits**. Alternatively, extrovert is equated with a person who is outgoing, friendly and energetic. These would be the normal social people that we all want to **hang out with**.

Being an introvert is usually **seen as** a negative thing while being an extrovert is usually seen as positive. Does this sound familiar? Is this what you think introvert and extrovert mean? If it is, then stop. Just stop. Seriously, it's not even **close to** the right definition. Now you might be saying, but Audrey if that's not what introvert and extrovert mean, then what do they mean? Well, sit back and relax because I'm going to **give** you a quick **rundown**.

Introversion and extroversion are two opposite temperaments or **inner** characteristics. A temperament is not something you can change about yourself, but it is **certainly** something that you can **learn about** and work with. Introversion and extroversion specifically **deal with** how an individual gains and loses energy. What gets you pumped up and ready to **conquer** all the problems in your path and what lowers you into more of a brain-dead fog.

Introverts gain energy from their internal world. This just mean that they enjoy deep thinking, **contemplating** new ideas and **reflecting upon** their experiences. By spending time in this internal world of ideas, an introvert **recharges their energy**. However, when an introvert journeys into the external world of people and places, they lose energy. All the activity can easily **overstimulate** an introvert. However, this doesn't mean that the introvert doesn't like the external world. It just **tires** them **out** after a while.

Extroverts are the exact opposite. If left alone to only their thoughts and internal world, they will find their energy **draining away**. However, socializing and exploring the world around them can refuel them and **give** them a serious **boost**. This does not mean that extroverts can't think deeply and contemplate complex ideas. It just means that **afterwards** they will need a bit of a nap or a serious head of socializing.

Another major **misconception on** the topic of introverts and extroverts is the idea that you must be **completely** one or the other. This simply isn't true. Introversion and extroversion is not black or white. There is a grey area, a big grey area. Think of it as more of a scale with introversion on one side and extroversion on the other. A person can **fall** anywhere **on the scale** - whether it is in one of the extremes or somewhere **in the middle**. There is actually a term for the people that fall dead centre on the introvert-extrovert scale called ambiverts. They're just individuals that have several qualities from both introversion and extroversion. **Figuring out** where you fall on the introvert-extrovert scale can be **extremely** helpful when trying to understand your **unique** qualities and **quirks**.

I would suggest a bit of self-reflection to figure out where you fall on the scale. Now that you know what introvert and extrovert really mean, you can **hopefully** understand your friends, family and even yourself a bit better. Be aware and be **considerate of** the different ways people function. And seriously, can we stop thinking all introverts are antisocial yeah ... Did we **clear** that **up**? Good. Now go forth and be a considerate human being.

Prepositions

Ex. 2.2 Fill in the gaps with appropriate prepositions.

1. Being a quiet person is usually equated **WITH** shyness.
2. Everybody should be considerate **OF** other people's feelings.
3. Can you figure **OUT** where you fall **ON** the scale with introversion on one side and extroversion on the other?
4. Let's clear that problem **UP**, shall we?
5. Yesterday her children tired her **OUT**.
6. There was a coffee table **IN** the middle **OF** the living room.
7. Why do you avoid interacting **WITH** your boss?
8. You should reflect **UPON / ON** your behaviour and attitude towards her.
9. I wanted to face my opponent, but in the end my courage drained **AWAY**.
10. We've been trying to solve this problem for hours, but unfortunately we're not even close **TO** the solution.
11. Some people claim that maths and science are more important than music and art. It's a common misconception **ON/ABOUT** education.
12. Sit **BACK** and relax, I will do all the household chores.
13. It's good to learn **ABOUT / OF** ourselves as much as possible. Then, it might be easier for us to understand our needs.
14. She had to deal **WITH** many problems when her husband passed away.
15. In my free time I like hanging **OUT** with my friends.
16. Are you familiar **WITH** current company policy?
17. Being a leader is often seen **AS** a positive aspect.

Word formation

Ex. 2.3 Complete the sentences by forming a suitable word from the words in CAPITALS.

1. You've been **extremely** (EXTREME) helpful to me. I'm very grateful for your help.
2. Her **familiarity** (FAMILIAR) with art is impressive.
3. I'm overworked so it would be good to **recharge** (CHARGE) my batteries.
4. Too much time spent in a group of people can easily **overstimulate** (STIMULATE) an introvert.
5. After a serious car accident she became a **completely** (COMPLETE) different person.
6. It is **certainly** (CERTAIN) true that he cheated in an exam. There are some proof.
7. She **hopefully** (HOPE) asked if he agreed with her.
8. We went to the cinema. **Afterwards** (AFTER), we went to the restaurant to grab something to eat.

Synonyms

Ex. 2.4 Write synonyms for the given words and expressions. Use words from the box.

awkward	give sb a quick rundown (on sth)	inner (characteristics)
conquer (problems)	give sb a (serious) boost	unique (qualities)
quirk	hermit	contemplate (new ideas)

- a) exceptional – **unique (qualities)**
- b) outline something briefly – **give sb a quick rundown**
- c) eccentricity, peculiarity, oddity – **quirk**
- d) encourage, spur, stimulate – **give sb a (serious) boost**
- e) embarrassed, inhibited, self-conscious – **awkward**
- f) intrinsic, inborn – **inner (characteristics)**
- g) manage, handle, overcome – **conquer (problems)**
- h) consider deeply – **contemplate (new ideas)**
- i) recluse, loner – **hermit**

Part 3 - Reading

Ex. 3 Read the article to learn out more about introverts and extroverts. Answer the questions below.

1. What are the threats and opportunities of having different personalities at work?
2. What powers extroverts and introverts?
3. What do extroverts and introverts enjoy doing?
4. What can be stressful for employees according to Nick Arvanitis? What is imperative to do in such a situation?
5. How introverts and extroverts see themselves according to SEEK research. What are their advantages and disadvantages?
6. What can managers do to enable their workers to perform better instead of seeing the differences between introverts and extroverts?
7. Why is understanding a person's nature so crucial according to Genevieve, a research psychology?
8. In what way can managers provide environment favourable to introverts and extroverts?
9. What can managers do to identify the personalities within their workplace?
10. How can smart managers bring out the best in their workers?

Introverts and extroverts – how to successfully manage the two

Productive workplaces will have a variety of different personalities coming together to get the work done **on a daily basis**.

Diverse ways of learning, thinking and acting help shape great outcomes at work. They can also create situations where conflict can arise. Perhaps one of the most well-known contrasts and opportunities for this conflict is when managing introverts and extroverts together.

It's the difference that make it work

While the extrovert thrives in the hustle and bustle and bouncing of energy off others, the introvert has a well of internal energy that powers them through the day. Some issues can arise when the extrovert, who draws their flame from interaction, can dwarf the introvert or even sap that precious internal energy.

Similarly, extroverts enjoy public speaking, meeting new people and are adept at dealing with interruptions and surprises. Introverts however prefer quiet, solid work and often generate their best ideas after contemplating solo without any interruption.

It can seem like you are managing two very different sides of a see-saw when combining the two. Nick Arvanitis, the Head of Workplace Research and Resources at Beyond Blue explains, 'The root of stress for a worker lies in feeling as though their core skills do not match the working situation. That's why it's imperative to **match** skills, personality and working style appropriately **with** tasks.' The importance then is identifying the strengths within the two parties.

SEEK research has uncovered that self-identified introverts see themselves as workers with 'strong listening skills' (52%), as 'independent workers' (50%) and with the 'ability to focus for long periods of time' (45%) – indicating that a potential powerhouse of productivity awaits the right manager.

Conversely, introverts saw their disadvantages as being **overlooked** in social settings (45%), having difficulty being heard (44%) and **struggling with** group friendships (40%).

By contrast, extroverts self-identified as having strong leadership skills (44%) and social skills (43%) and found it easy to make friends (45%). However, their top three disadvantages were 'being seen by others as an attention-seeker' (41%), 'impulsive' (32%) and less ability to focus (26%).

The keen eye of a good manager can make all the difference

Instead of seeing the differences, it's important for a manager to recognise the simpatico. By tapping into the differences and using them in concert with each other, your office becomes better able to reach team goals. Managers can create an environment that allows for an exchange of values, combining strengths and learning from each other.

James Taylor, who is the Manager of Segment Optimisation at Westpac Australia with a wealth of experience as a graduate recruitment officer says: 'Managers need to firstly understand the natural style and personality of those they work with and to help provide opportunities that they will find **rewarding**, but more importantly, energising and challenging.'

Genevieve Baijan PhD is a research psychologist who has completed a project investigating the science of resilience at the University of Sydney. Genevieve believes understanding a person's nature helps foster strong, capable workers.

'Introverts recharge their 'resource bank' through working independently and having sufficient time alone, so providing an environment which respects this aspect of introverts will help foster resilience. Similarly, extroverts need plenty of opportunity to **engage with** others in their day-to-day work. If they can't do this first thing each day, then carving out a set time where they know they can interact with colleagues should help contribute to maintaining their available coping resources.'

For managers unsure of the kinds of workers they have in their midst, tools are available to help identify the personalities within the workplace.

'Find a good personality profiling tool to help you understand your staff. In my opinion, the best is The Myer Briggs Type Indicator (MBTI) which classifies people into one of 16 types of personality based on a number of factors. One of these factors being whether someone is introverted or extroverted. You'll be surprised at how effective and rewarding to productivity understanding these personality types and bringing them together based on their strengths can be,' shared Taylor.

A balanced approach

Smart managers can bring out the best in their employees. They do so by understanding not only the individuals they work with, but also how to best combine the human resources at hand. By understanding personality, temperament and preferred relationship styles, we can foster a culture where strengths complement to create a stronger, more productive and infinitely more resilient whole.

Reference: <https://insightsresources.seek.com.au/introverts-extroverts-successfully-manage-two>, written by Rebekah Lambert



Glossary:

- ⇒ a **well** of internal energy – studnia wewnętrznej energii
- ⇒ a **see-saw** – huśtawka
- ⇒ **powerhouse** of productivity – potęga wydajności (powerhouse – elektrownia, kopalnia; e.g. powerhouse of knowledge)

Part 4 – Vocabulary

Ex. 4.1 Now take a look at expressions in the article **in blue**. With your partner try to guess their meaning from the context.

Ex. 4.2 Find synonyms for the given words. Match the words from column A with column B.

COLUMN A

1. **j**) arise
2. **g**) the hustle and bustle
3. **b**) indicate
4. **e**) dwarf
5. **h**) sap
6. **c**) outcome
7. **i**) allow for
8. **f**) resilience
9. **d**) foster
10. **a**) tap into

COLUMN B

- a) make use of sth
- b) point out, signify, imply
- c) result, upshot
- d) encourage and support
- e) make sth appear smaller or insignificant
- f) endurance
- g) hurly-burly, hubbub
- h) undermine, weaken
- i) take into consideration
- j) come into existence

Part 5 - Translation

Ex. 5 Translate the sentences using words and expressions from the box:

a wide variety of	appropriately	adept at doing sth	contribute to	thrive
in the midst of	at hand	bring out the best in sb	in concert with	await

1. Wszystkie potrzebne dokumenty masz w zasięgu ręki. – *You've got all the necessary documents at hand.*
2. W domu czekało mnie przyjęcie-niespodzianka. – *Surprise party awaited me at home/at the house.*
3. Jej mąż ujawnił jej najlepsze cechy. – *Her husband brought out the best in her.*
4. Pośród moich przyjaciół czuję się najbardziej komfortowo. – *In the midst of my friends I feel the best.*
5. Peter jest znakomity/doświadczony w radzeniu sobie z konfliktami. – *Peter is adept at dealing with conflicts.*
6. Wszyscy pracownicy przyczynili się do sukcesu naszej firmy. – *All our employees/workers have contributed to our company's success.*
7. Wspólnie z burmistrzem miasta zorganizowaliśmy zbiórkę na cele charytatywne. – *In concert with the mayor we have arranged a charity collection.*
8. Nasz sklep oferuje wielki wybór/wielkie bogactwo towarów. – *Our shop offers a wide variety of goods.*
9. Firma dobrze prosperuje/rozwija się. – *The company is thriving.*
10. W szkole uczniowie muszą zachowywać się odpowiednio/stosownie. – *At school pupils/students must behave appropriately.*

Part 6 – Speaking

Ex. 6 Discuss the following questions with your partner.

1. Is it necessary to have different temperaments in your working environment?
2. Are you more introverted or more extroverted?
3. What kind of problems might appear when we've got different personalities and temperaments in a group/in a team at work?
4. If you could change any aspect of your personality, what would it be?
5. Is your personality suited to your job?
6. What personality traits do you consider important in a good friend / in a good manager?
7. Is it possible to avoid conflicts at work?
8. What do you have to do to achieve your success?
9. What boosts your efficiency at work? And what discourages you at work?
10. What is your attitude towards changes in your life both professional and personal?