

The Power of introverts and extroverts

When most people think of extroverts and introverts, they generally understand that extroverts get their energy from social interaction, and introverts recharge with quiet or alone time. But the truth is that understanding only touches on the surface of introverts and extroverts, and their personality traits. Consider these examples for both:

Introverts

- Crave time alone
- Excited by ideas (internal activity)
- Gain energy through inner reflection and solitude
- Feel drained after socialization even if they enjoyed it
- Prefer a few deep relationships instead of many casual ones

Extroverts

- Crave people and activity
- Excited by external activity
- Gain energy from socialization
- Energy is depleted with too much alone time
- May seem always “on the go”
- May come across as confident, friendly and assertive

One’s personality type isn’t absolute; instead, it exists on a spectrum; you can move up and down the spectrum throughout your life or even your day. However, there are real differences in the brains of introverts and extroverts. These differences don’t mean one type is smarter or better; they’re just differences.

- In *Introvert Advantage*, Dr. Marti Laney explains extroverts are less sensitive to dopamine, a chemical in the brain that makes us feel happy when we act quickly, take risks or seek novelty. Therefore, someone who is extroverted needs to talk, move and socialize more than an introvert to feel the pleasant effects of dopamine.
- On the other hand, too much dopamine can overstimulate introverts. So when they read, concentrate or spend time alone thinking, their brains release a brain chemical that’s more subtle than dopamine, making them feel relaxed, alert and content.



We spend the bulk of our days at work. It’s important to know the personality of each member of your team so you can place your employees in the right roles, have appropriate expectations of their actions and needs, and not mistake their natural processing — whether internally or externally — as something it isn’t.

Sources: introvertdear.com*, psych2go.net*, hiresuccess.com.com*, paycor.com*, *Quiet* by Susan Cain, *Introvert Advantage* by Dr. Laney

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