

This month, I want to focus on some classic personality types. I know we have all heard of them, but I've gained some insight through my time in CAP, and thought I should share.

Introverts vs. Extroverts

What Is an Introvert?*

“An introvert is a person who prefers alone time and minimal social situations. Introverts like smaller or more intimate social events, as larger ones demand more energy. For this reason, introverted people tend to have a small group of close friends. Introverts are often self-aware, contemplative, and considerate because they spend more time alone with their thoughts and practice solitary hobbies.”

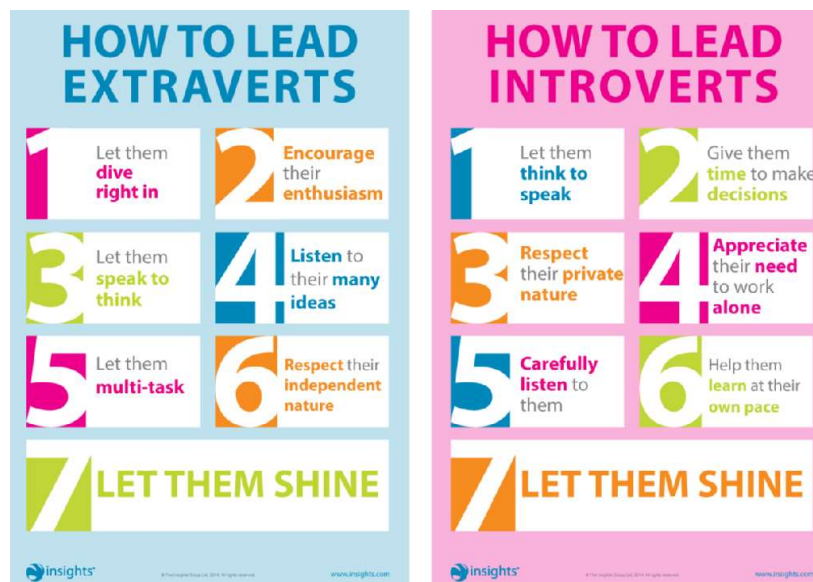
What Is an Extrovert?*

“An extrovert (or extravert) is an outgoing person who thrives in a stimulating environment. Whether at work or doing social activities, extroverts shine in group settings and feel energized by the company of others. Personality traits of extroverts include impulsivity, comfort in social settings, and outgoingness. For extroverts, engaging in social gatherings and being the center of attention brings extroverts joy and validation.”

What Is an Ambivert?*

“An ambivert is someone who displays qualities of both introversion and extroversion. Ambiverts might enjoy a mix of extroversion-introversion preferences, which can mean they experience validation through both alone time and social situations. Both are necessary depending on the person's mood or desires.”

So, what does this mean? This means that we seek energy in different ways. Upon attending Rocky Mountain RSC in 2019, Col Jayson Altieri, (retired) U.S. Army and former Chairman of the BOG (2016-17) spoke to us about the differences between introvert and extrovert. The way he put it absolutely made sense to me. As an introvert, I'm not shy, I don't lack self confidence, I'm not timid, Introvert means I recharge by utilizing quiet time, alone time, “me” time. I recharge this way, and my husband, the extrovert of the two of us, saps it from me, because that's what extroverts do.



*Definitions and graphic are borrowed from Masterclass.com and appfluence.com

Left Brain vs. Right Brain

For most of us, we function out of one side of our brain or the other.

If you are not sure which side you use most here is a quiz that can help you (there are a lot of ads on the side, but only about 20 questions, well worth it if you don't know which you are):

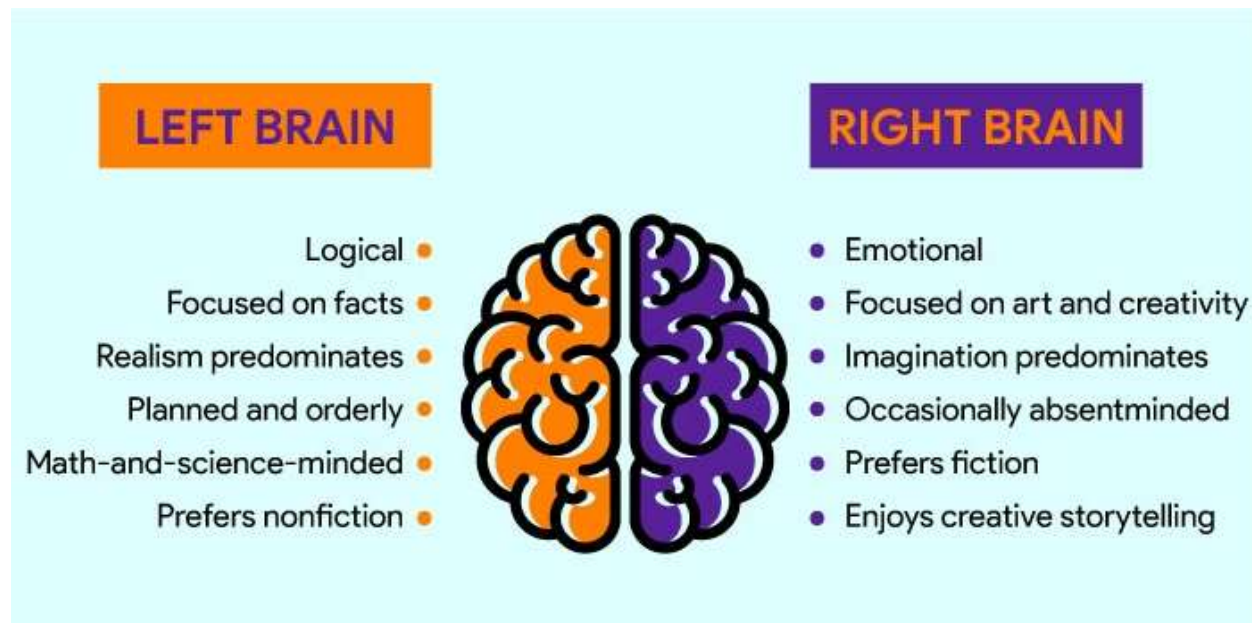
[Left Brain vs. Right Brain Test](#)

Just so you know, I'm not sharing something I wouldn't do myself here are my results.



Many of us left brains look at right brain individuals as flighty and untrainable. Many right brains view left brains as strict and unapproachable. I see myself as unique in that my left brain has had lots of customer service related experience and formal training to see the right brain point of view. I realize that isn't the case for everyone.

Please take the time to know which brain you are speaking out of and carefully consider how it's going to come across before you hit send. It only takes one perceived as ugly email or phone call to run people far from our organization.



Myers-Briggs Type Indicator

According to Myers-Briggs, there are 16 personality types. While there is no right or wrong type it's interesting to see that we are all different. This link: <https://www.humanmetrics.com/personality> (Do not click the first box, it's an ad) will help you identify your type. While most of us don't go around announcing our MBTI, this link will help you to know how to deal with the other types.

Mine is INTJ, as you can see, some of my scores are borderline:

INTJ

Introvert(88%) iNtuitive(3%) Thinking(53%) Judging(44%)

- You have strong preference of Introversion over Extraversion (88%)
- You have marginal or no preference of Intuition over Sensing (3%)
- You have moderate preference of Thinking over Feeling (53%)
- You have moderate preference of Judging over Perceiving (44%)

Enneagram

Another popular personality matrix is the Enneagram, and the last one that I will share with you today.

“The Enneagram is a model of human psychology and personality theory that is based on the idea that each person has a unique and innate personality structure, or "essence," that shapes the way they see the world and themselves.

The word "Enneagram" comes from the Greek words "ennea" meaning "nine" and "grammos" meaning "something written" or "a figure". The Enneagram symbol is composed of a circle with nine equidistant points, each representing one of the nine personality types. Its origin has an ancient history.

These Types are characterized by a unique combination of strengths, weaknesses, unconscious motivations, fears, and triggers that shape their thoughts, feelings, and actions. The Enneagram is not only a tool for understanding ourselves and others, but is also a powerful tool for growth, self-awareness, self-discovery, and spiritual growth. It can help individuals understand their own motivations and behaviors, as well as the motivations and behaviors of others, which can lead to more harmonious relationships, better communication, and more effective problem-solving.”*

*<https://www.integrative9.com/>

I was unable to find a free version of this one that wasn't 500 questions long, but wanted to include it since it is so popular right now.

The point I am trying to make is by looking at these, you can see we are all different. It's really important from a diversity standpoint, to have differences in our organization and structure. Diversity brings with it new ideas, new perspectives, and new ways of thinking. It takes an intentional approach for many to learn how to interact with other types, and there are specific ways to do so. Please take a moment and keep that in mind in your dealings. Members may not be reading you or you them, however, knowing where someone is coming from is imperative to understanding how to interact with them.

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