



World Introvert Day

The new work world & how to make it work for you

The world of work has changed, with more hybrid working arrangements and remote workers than ever before.

Which should be a dream come true for Introverted types, right? Read on to learn more about those with a preference for Introversion and how they can make the new world of work work best for them.



Introvert

A person oriented primarily toward the inner world. They tend to focus their energy on concepts, ideas, and internal experiences and sensations and are energized by this inner activity.¹

What Introversion is not

Having preferences for Introversion DOES NOT mean that you're shy, socially awkward or quiet.

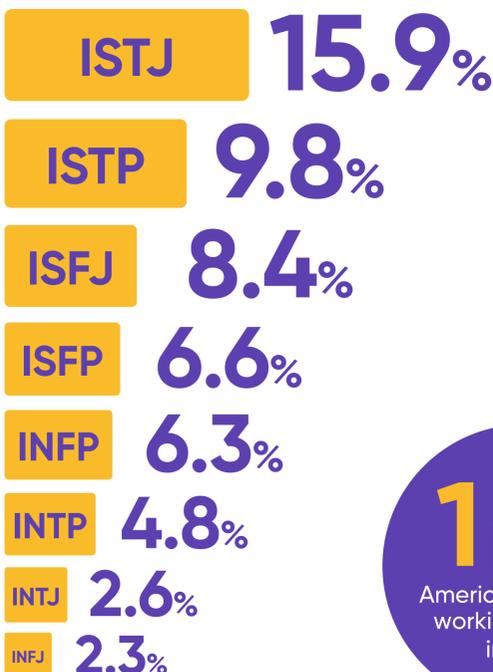
Extravert

A person oriented primarily toward the outer world. They tend to focus their energy on people or objects in their environment and are energized by interacting with people and with the outside world.¹

What Extraversion is not

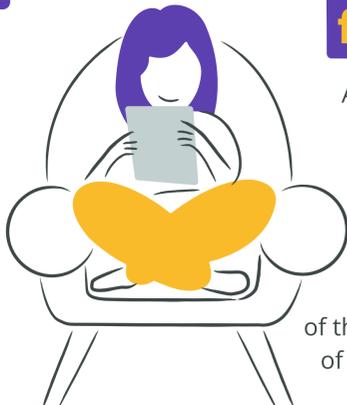
Having preferences for Extraversion DOES NOT mean that you're socially confident, loud or like parties.

MBTI Type Distribution in the Global Sample



Total sample N=16,773

Working from home?



Around the world, more employers are offering flexible schedules or hybrid or remote working options. And while many couldn't work remotely because of their hands-on jobs, a lot of people did transition to working remotely.



MBTI Type and working virtually



The Myers-Briggs Company completed **research** on the impacts of work setting arrangements and training and development preferences. Here's some of what they found:

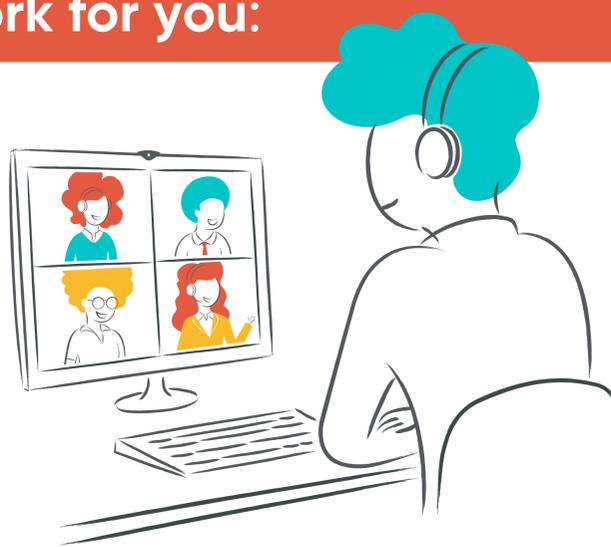
- When working virtually, traditional in-office workers **felt less productive** compared to those who were classified as mobile or virtual workers.
- Traditional, in-office workers **felt less engaged, less well organized, and less able to reach or be reached** by their co-workers compared to mobile and virtual workers.
- Mobile and virtual employees, when working remotely, reported feeling **less lonely and taking fewer breaks from work**.
- Individuals with a preference for Introversion reported **higher levels of enjoying the solitude and being more engaged with their work**.



How to make your remote or hybrid workplace work for you:

Different personality types have different responses to – and needs from – a remote working environment. Use these MBTI® preference tips to improve your well-being and get the best from your virtual workplace.

- 1 Find a place to work that is quiet and as free from distractions as possible. If you need to block out noise, consider using headphones
- 2 Without people around, you could get too absorbed in your work and easily go hours without breaks. Take breaks, have lunch away from your desk, or go outside for a bit if you can.
- 3 Allow yourself time to reflect during the day. Perhaps go for a walk, or just move away from your computer at least once per hour.
- 4 Don't forget to make time to engage and communicate with your colleagues, especially those with Extraversion preferences.



1. MBTI Manual for the Global Step I and Step II Assessments, 4th Ed., 2018