

Quiet Changemakers

Introverts in the nonprofit sector

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Introverts get their *energy* from time *alone*.

You might be an introvert if...

- Your mind is directed inward.
- You enjoy socializing in small groups with people you know.
- You prefer email over phone.
- You like getting time to think and observe before contributing.
- You are private.
- You hate big networking events and small talk.
- You don't like interruptions.
- You find yourself going deep into your interests.
- You hold back until a situation is very important.

Introverts often feel *misunderstood* or like people don't know them fully.

Poll question

- Do you identify as an introvert?
 - Yes
 - No
 - I'm not sure
 - I identify both as an introvert and an extrovert
 - I hate labels

Today's topics

1. Building your network
2. Promoting your work
3. Working with others
4. Public speaking
5. Things to watch out for
6. Using your strengths
7. Managing quiet changemakers

Poll question

- Networking
 - Love it
 - Hate it

Building your network

- Focus your energy on deep, strategic connections.
- Discover shared interests.
- Go more than once.
- Volunteer for a role.
- Take time off in lieu.
- Stay in touch with purpose.
- Short emails with easy asks.

Remember:

Half the population *hates networking* just like you.

Poll question

- How do you promote yourself at work?
 - I talk up my work in meetings and around the office
 - I email my boss what I've been up to
 - I let my good work speak for itself

Promoting your work

- Keep a record of achievements and upcoming challenges.
- Share your work in progress.
- Acknowledge others.
- Ask others for help.

Remember:

Sharing your work doesn't have to be bragging.

Poll question

- What's your current work team setup?
 - I have a office with a door!
 - Cubicles
 - Open office
 - I work from home

Working with others

- Spend your first days meeting everyone.
- Don't default to your own type.
- Different, not worse or better.
- Partner for a complete package.
- Learn others' preferences, share your own.
- Aim for contribution by all.
- Ask questions.
- Prepare in advance.

Poll question

- How much do you love public speaking?
 - SO MUCH!!
 - I don't mind it in certain situations.
 - Where's the rock I can hide under?

Public speaking

- Alone, in front of a crowd.
- Treat it like a performance.
- Be who you are, just more of it.
- Focus on what you're passionate about.

Myth:

All introverts hate public speaking.

Watch out for...

- People thinking you're stuck up, angry, bored.
- Waiting for good work to get rewarded.
- Keeping your thinking inside.

Use your strengths

Observe.

Listen.

Think.

Encourage
others.

Build deep
relationships.

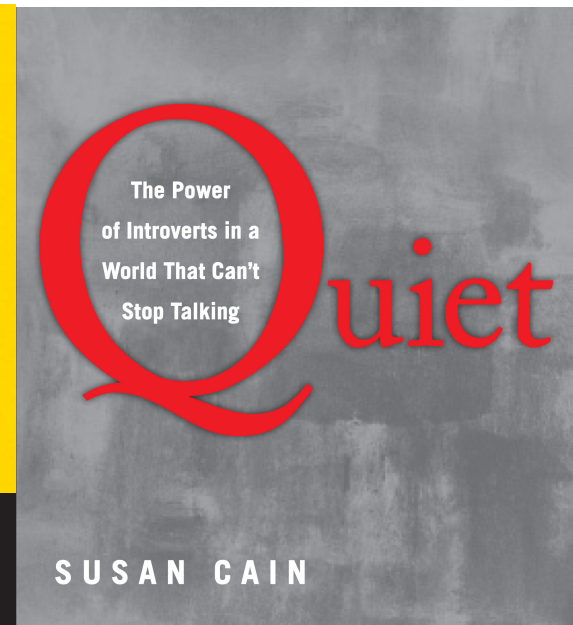
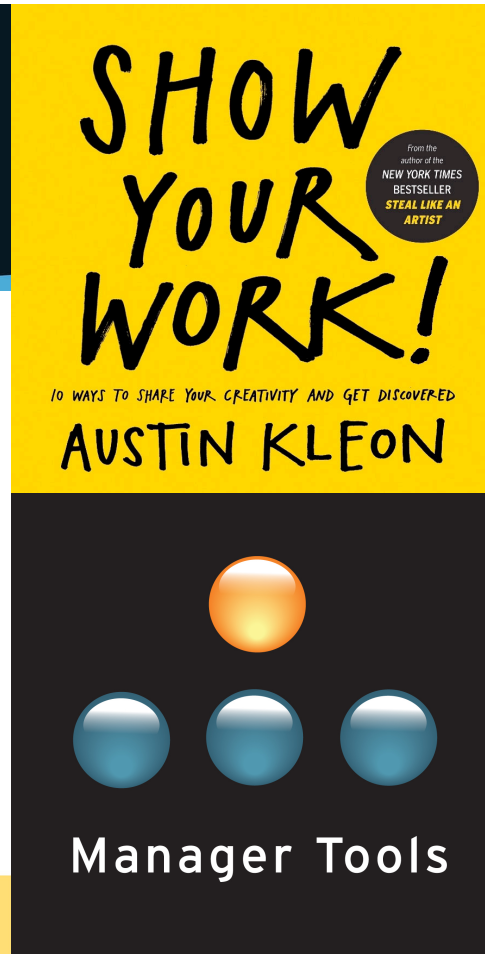
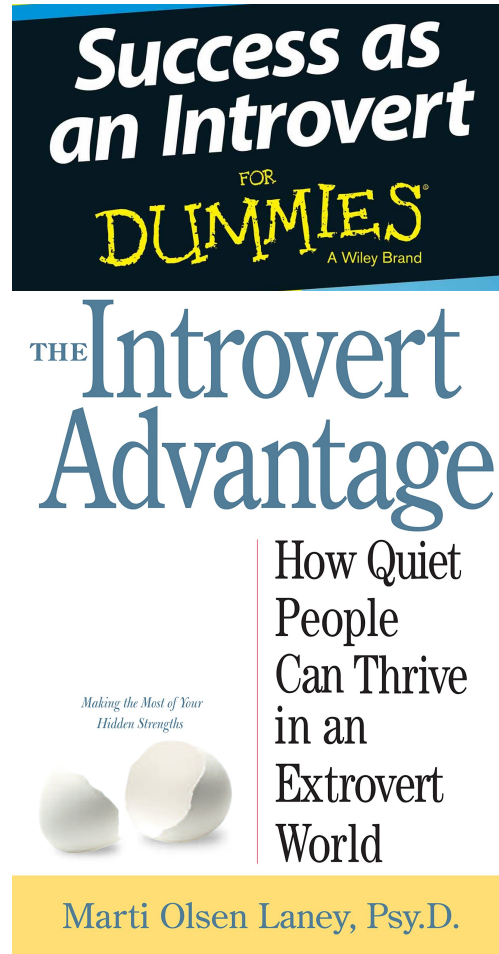
Share your
passion.

Managing quiet changemakers

- Share meeting agendas in advance.
- Have weekly 30min one-to-one with each direct report.
- Subdued praise; feedback in private.
- Time off in lieu for events outside work time.
- Ask staff to write out their thinking.

managing quiet changemakers = *good management*

Resources





Connect

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Facebook group: Quiet Changemaker Project