



## ~The Dynamic Introvert ~ Discussion Questions

*Below are examples of questions that you can use in your book club, meet-up group or classroom.*

### CHAPTER 1 -- INTROVERT'S ARE QUIET LEADERS

- What does leadership mean to you?
- Do you think leaders are born or are they “made”?
- Can you think of a time in your life when being an introvert proved to be an advantage?
- How has our understanding of and beliefs about leadership changed in the past 50 years?
- What is conscious introversion?
- What are some of the strengths that introverts bring to their role as leaders?
- How can introverts find the “courage” to stand up and speak out when necessary?

### CHAPTER 2 -- THE POWER OF INTROVERTED LEADERS

- What are some outdated beliefs about the leadership potential of introverts?
- What did Professor Adam Grant and his colleagues discover about personality type and leadership effectiveness?
- What is a role model? In what way are role models important for leaders?
- Who are your role models? What have you learned from them?
- What does “finding your voice” mean in terms of leadership?
- Which parts of *The Dynamic Introvert* resonated most strongly with you? Were there parts you disagreed with—and why?

### CHAPTER 3 – THE ENERGY EQUATION

- Why is personal energy management important for introverts?
- How does a typical introvert like to recharge?
- What do you do to manage your energy?
- What are some unique challenges that introverts have when it comes to managing their personal energy?

- What happens when we overextend or let our “batteries” run down? Are there consequences for our health?
- Why is it important for leaders to understand and manage their energy?

## **CHAPTER 4 – PERSONAL BRANDING AND SELF PROMOTION FOR INTROVERTS**

- What does “your brand is your reputation” mean?
- What is charisma and why are leaders expected to be charismatic?
- What role does charisma play in leadership? Can introverts be charismatic?
- What is networking and why is it an important leadership skill?
- List 5 things that you can do to prepare for your next networking event?
- What is the difference between a mentor and a coach?

## **CHAPTER 5 – THE INTROVERTED LEADER ADVANTAGE**

- Why should organizations recognize, develop and promote introverts?
- Describe the introverted leader advantage according to Professor Adam Grant.
- Explain what “employee engagement” means and why it is important for organizations to engage introverts.
- What does “organizational culture” mean and what type of culture would attract introverts?
- What is “onboarding” and how can organizations ensure their onboarding programs reflect the needs of introverts?
- Identify 3 group techniques that make it possible for participants to pause and think before they speak.
- How can diversity programs be expanded to help all employees understand and accept the different personality types?

## **CHAPTER 6 – YOUR PERSONAL LEADERSHIP DEVELOPMENT PLAN**

- What are the 5 elements of a Personal Leadership Development Plan (PLDP)?
- What are three additional things that you could include in your PLDP?
- How does self-awareness contribute to being an authentic leader?
- Explain why “taking time for quiet reflection” is an important leadership skill.

## **CHAPTER 7 – THE QUIET REVOLUTION HAS BEGUN**

- Discuss the benefits of belonging to a community of introverts.
- Susan Cain calls for a Quiet Revolution. Would you like to see this kind of a movement take place, and if so, what is the #1 change you’d like to see happen?