



# PEOPLE MANAGEMENT: HOW TO OBTAIN INTROVERTS CONVENIENT AT WORKPLACE

AN OFFICIAL CLIENT UPDATE OF PT HEADHUNTER INDONESIA



Humans are made with two kinds of personality spectrum, introversion and extroversion. Meanwhile some of them can have a mix of it, called ambiversion. According to Harvard Business Review, people with extroverted personality are able to be paid more, promoted faster and able to engage in extroverted activities such as networking and public speaking. Meanwhile, the introverted ones might be exhausted, which makes them become more stressed and need time to recharge their energy.

Based on Caprelli in one of the articles in Forbes, introverted is a personality who needs to view alone time and prefer to socialize in moderation. Mostly, they are calm and often considered a lack of confidence. Meanwhile the extroverts are their counterparts who absorb the energy from their surroundings and are well-known as a talkative person.

So, what kind of treatment could ensure the productivity and efficiency of those kind introverted personalities?

## Effective Communication

People with introverted souls prefer to communicate with messages rather than face-to-face conversations. They love to be invisible and speak quietly. Most of them are also seen by wearing headphones all day long to avoid their colleagues speaking directly with them. For these conditions companies could facilitate them with some communication applications such as slack, discord, trello, messenger, e-mail, and etc. But in some cases, introverted people love to talk on the phone but not for a long period of time. As stated in the People Leaders Article, introverted people focus on one topic and prefer to talk straight to the point. They are also a great active listener rather than extroverted

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people. It would be nice to have introverted people in a team since they don't like to waste their time talking about nonsense.

## Proactive Environment

The most important factor to improve productivity is the environment. Nobel said that by creating a proactive system where people are able to speak up freely, people with introverted personalities could generate their inner power to deliver the best result. It depends on the certain style they find convenient to do their work.

Moreover, introverts usually need extra time to re-check their tasks. Caprelli found out that extroverts and introverts have different performance in the workplace, by creating a proactive and motivational environment, they could cooperate with each other.

Another way to create a proactive environment is to generate one-on-one conversations with introverted people. Introverted people rarely open up to others in crowded situations, with these settings, the company could bring out the introvert's true colors.

## Power Naps

For some people, power nap helps them to refresh their mind, as stated by Deborah Weatherspoon, power nap helps to improve human's memory, enhanced cognitive function and increased creativity. One of the studies suggested that the ideal nap length only took 10 minutes.

Acting as an extrovert during their works, make them feel drained and fatigued. In some cases they want to become professional, but in the other hand it makes the introvert depleting energy resources on their body.

Taking power naps doesn't make someone become unprofessional, since it is done on break-time. By letting the introverted to do power naps, it helps them to recharge their energy after socializing with their colleagues. It also rescues them from burning out and cures them from "extroversion hangovers".

Some advice for introverted workers, they should self-reflect and set boundaries of their limits. There are some tips from Aarons-Mele to adapt with their work environment called "Pace, Place, and Space". Pace means that they can adjust their own work-patterns by themselves, for example, intense meetings in the morning and followed by less interaction with other individuals in the afternoon, vice versa.

Second, there is Place, where they could decorate their own style of place to work. If possible they could go ahead to a nearby cafe or coworking space that could help them to increase their productivity. Some studies also suggest that adjusting lighting also gives an impact for productivity, so it really depends on the

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Third, pace, as everyone could create their personal space by setting limits to communicate with others such as by wearing earphones, and activate the do not disturb mode on your phone during break-time and after office hours.

However, since each company has a different corporate culture, the introvert needs to adapt to that culture. For example in the meeting, the introvert could volunteer themselves to be the first person to speak, so they will be less pressured and become the listener after that - talk early, not too often.

Some introverts are uncomfortable speaking directly because they need to think first before giving an answer, so they could ask permission to answer later. For example "May you give me some time to think? I'll give you the answer as soon as possible".

## Conclusion

Personality is one of factors that could be considered in the organization, but not each human with the same personality could get the same treatment. The main point is to align people inside the organization with its environment.

Companies could build a great environment by considering the communication ways, organization rules and know how to humanize people inside it by understanding their human rights. Those things will help the organization to achieve the purpose and become sustainable.

However, the workers also need to become professional by adapting Pace, Place and Space to their working environment. So it's not just demanding the company to understand the workers needs but also the workers needs to be adaptable with the company's environment.

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