

HARNESS THE STRENGTHS OF AN INTROVERT

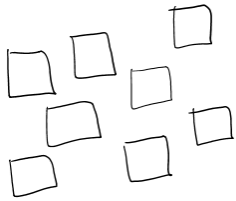
Introverts can bring a lot to a group. Here are some of the strengths you might harness:

- * Seeing the **deep insight**
- * **Synthesizing** disparate ideas
- * Willingness to **listen** before speaking
- * Detailed **observation**

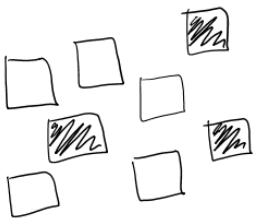
SEEING THE DEEP INSIGHT

Why is an idea a good idea? What assumptions have you made in developing your idea? How might we build solutions around those new insights?

Step 1: Brainstorm as usual



Step 2: Pick 1 idea each



Step 3: For each idea, ask "what about this is important?" at least 3 times. Then, ask why each of your answers are important at least twice.



Step 4: Choose one of the insights in the last row and brainstorm new



THE WILLOW TREE

What: Build insights by asking "and why is that interesting?"

Why (introvert): The focus this technique leads to allows an Introvert to contribute more fruitfully. They're great at seeing assumptions, and asking "why."

Why (group): It forces the group to continue to refine their insights and re-visit the define stage.

SYNTHESIZING DISPARATE IDEAS

When an introvert isn't vocally participating in a brainstorm, it's likely because he/she is looking for and finding connections between ideas.

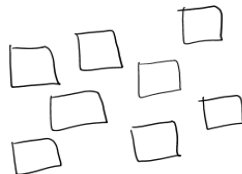
REORDERING THE CHAOS

What: Each team member individually thinks of ways to categorize the ideas.

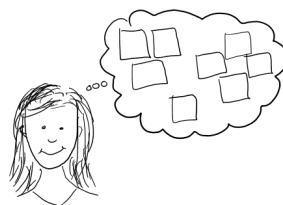
Why (introvert): Introverts are great at finding the order in disorder.

Why (group): Teams often skip the critical step of looking for connections between ideas. This intentionally builds it into the process.

Step 1: Brainstorm as usual.



Step 2: Each team member individually comes up with at least two ways to categorize the ideas.



Step 3: One team member moves the post-its into his/her categorization. Ask, "What does this categorization tell us about a future direction?," "What seems to be missing from the categories we have?"



Step 4: Repeat step 3 with a new team member's categorization until all team members have shared both. How do ideas added in previous steps fit into these new categorizations?

Introverts enjoy sharing their ideas but feel more comfortable in some of these situations:

- * **Time to reflect individually**
- * **Have a clear purpose**
- * **Agency to return to a previous idea or stage**

INCREASE THE COMFORT LEVEL OF AN INTROVERT

INDIVIDUAL TIME FIRST

Because introverts draw their energy from thinking solo, they often come up with their best ideas when they aren't with their group. Brainstorming solo first will allow them to be better contributors later.

DIGISTORM

What: Allow the beginning of the brainstorm to take place online.

Why (introvert): Things can move at any chosen pace, which means an introvert can take their time to consider a variety of ideas.

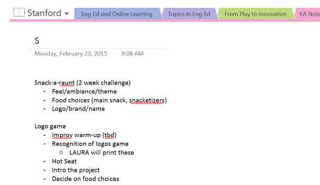
Why (group): Research has shown that brainstorming together online leads to the greatest quantity and quality of ideas.

There are some great online brainstorming tools. Have you tried...

* Padlet?

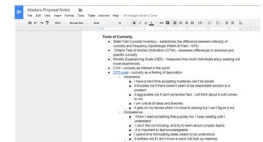


* OneNote?

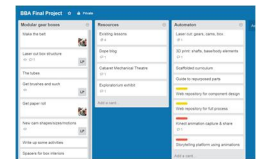


IMPORTANT NOTE: This doesn't replace in-person group time. It precedes it.

* Google Docs?



* Trello?



UNDERSTAND YOUR PURPOSE

When an introvert has a clear purpose, it frees up some of their cognition to reflect, rather than continuously pushing forward. It also helps to empower quiet introverts to assert themselves.

To begin...

- Idea Generator
- Idea Generator
- Flipper
- Elaborator

Brainstorming...



3 minutes later...

- Elaborator
- Idea Generator
- Idea Generator
- Flipper

Rock and Role

What: Only two members of the team are generating new ideas while the others are building off of the generators ideas.

Why (introvert): Sometimes, it's nice to take a break from generating ideas but still be in the action.

Why (group): Every idea gets more attention. And, every voice gets more air time.