



Celebrating Introverts in the workplace

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GAME DEVELOPERS CONFERENCE

MARCH 18–22, 2019 | #GDC19

Hello, I'm Cecile



Introvert



CRM Marketing Director



Senior B2C Product Manager

Business Performance Director



Product Manager





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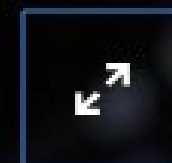


Susan Cain | TED2012

The power of introverts



18:57

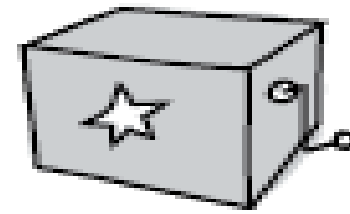


1/3 to 1/2

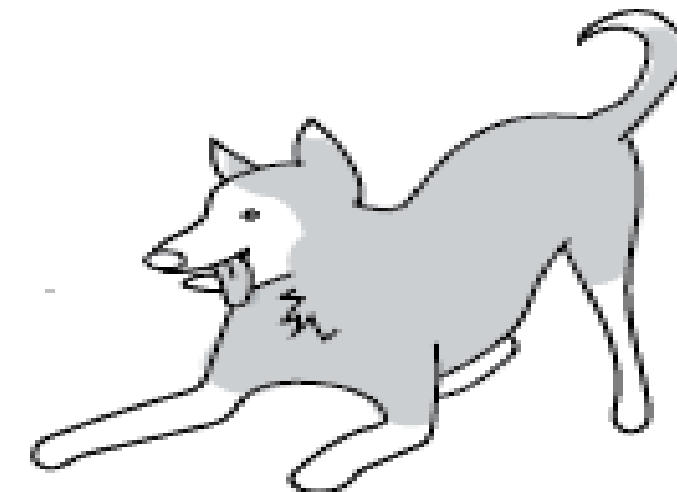
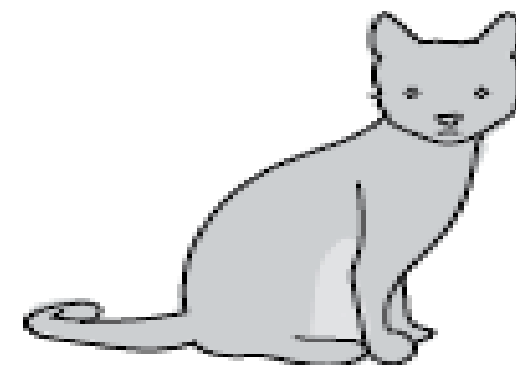
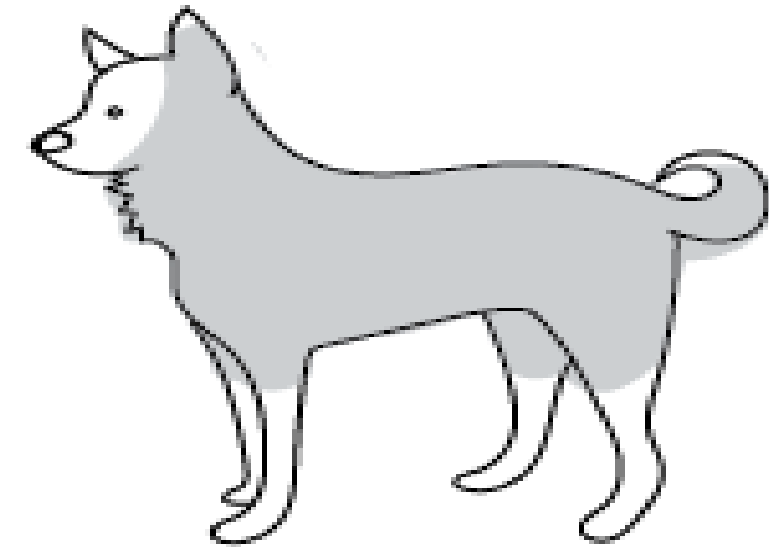
Estimation of population identifying as introverts

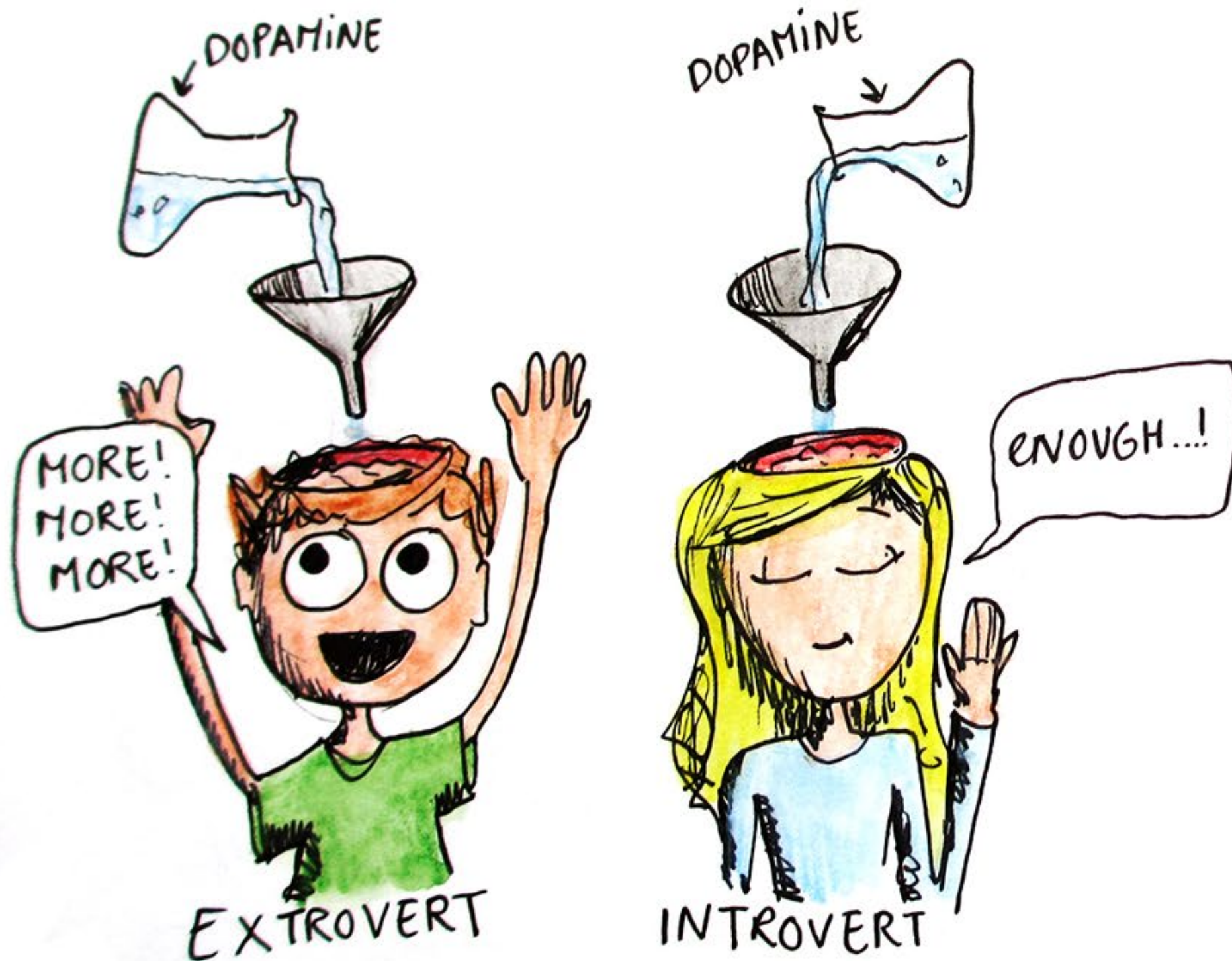
Source: Susan Cain, "Quiet, The Power of Introverts in a World That Can't Stop Talking", 2012

introvert



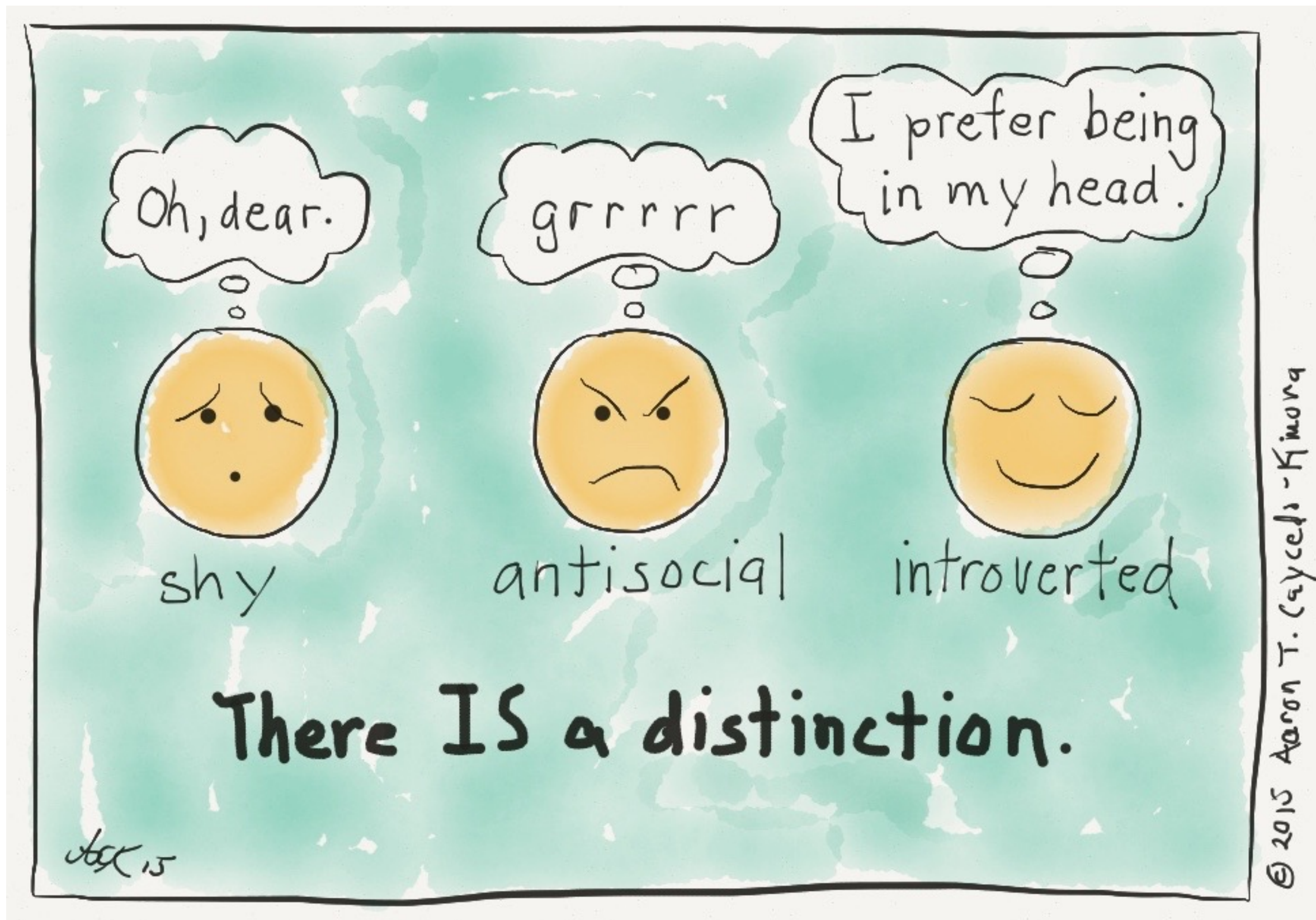
extrovert





EXTROVERTS HAVE A LOW SENSITIVITY TO DOPAMINE, SO REQUIRE LARGE AMOUNTS OF IT, WHILE INTROVERTS ARE HIGHLY SENSITIVE TO DOPAMINE. TOO MUCH OF IT MAKES THEM FEEL OVERSTIMULATED.

Source: The Introvert brain explained, Magical Daydream, 2013

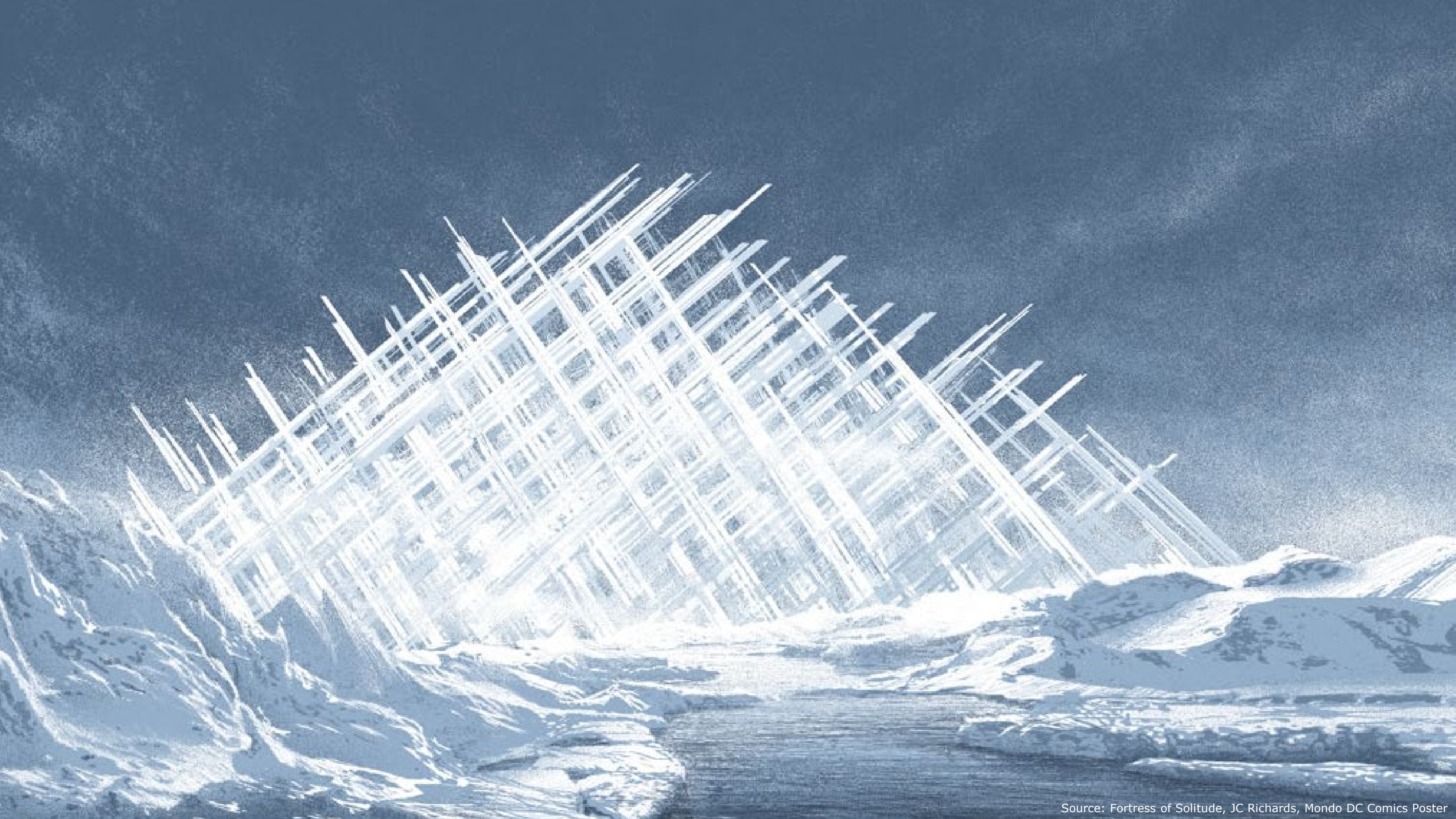










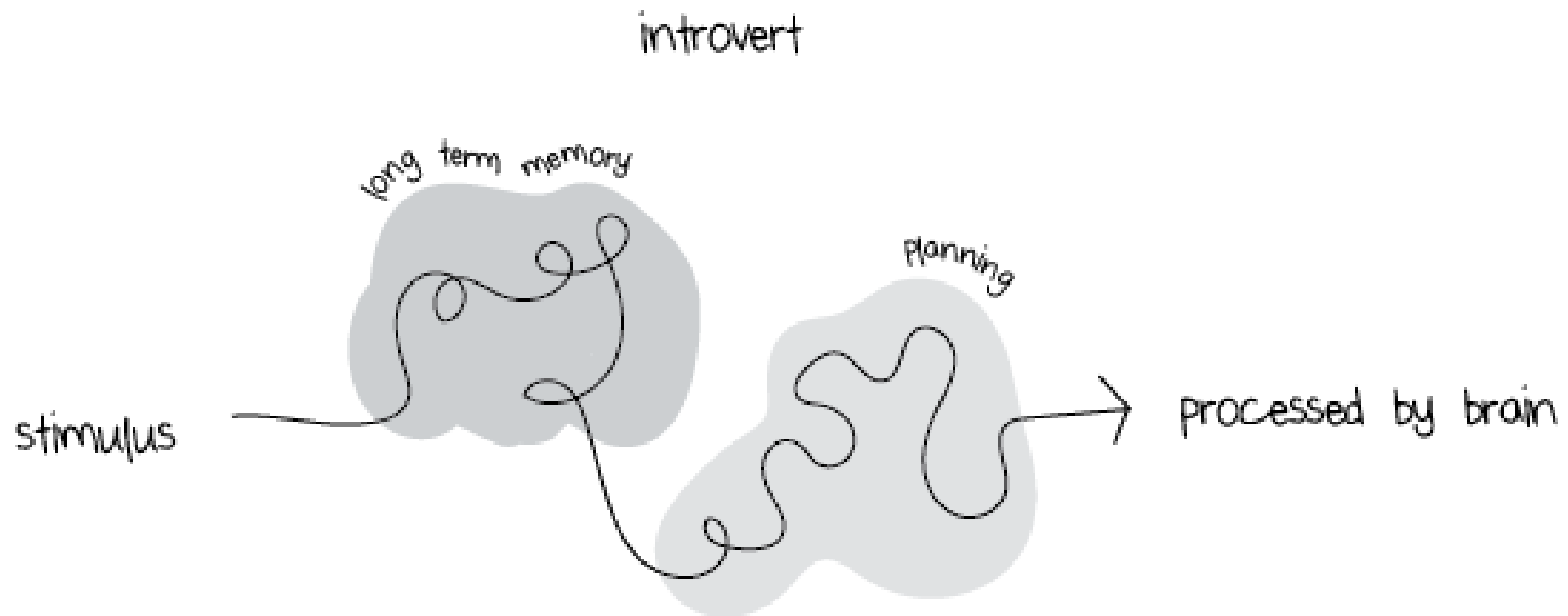
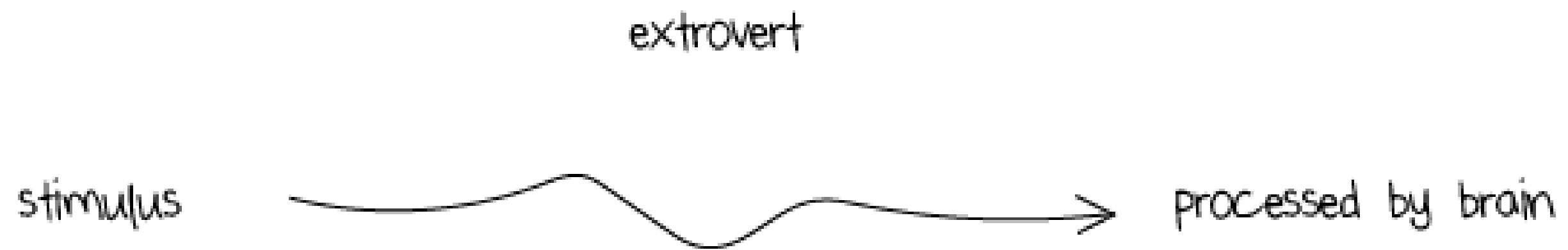


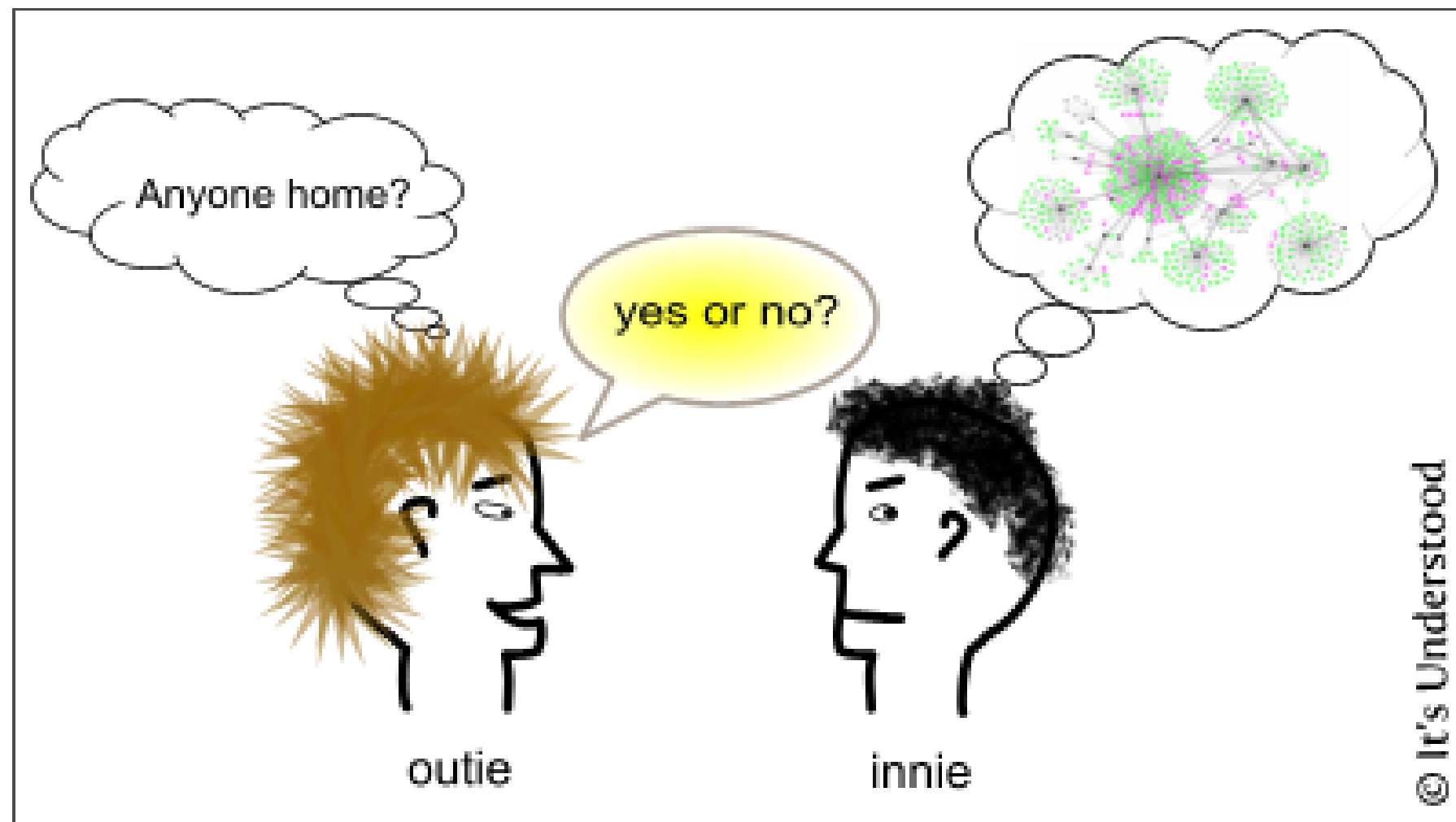


EVERY GROUP PROJECT



VIA 9GAG.COM

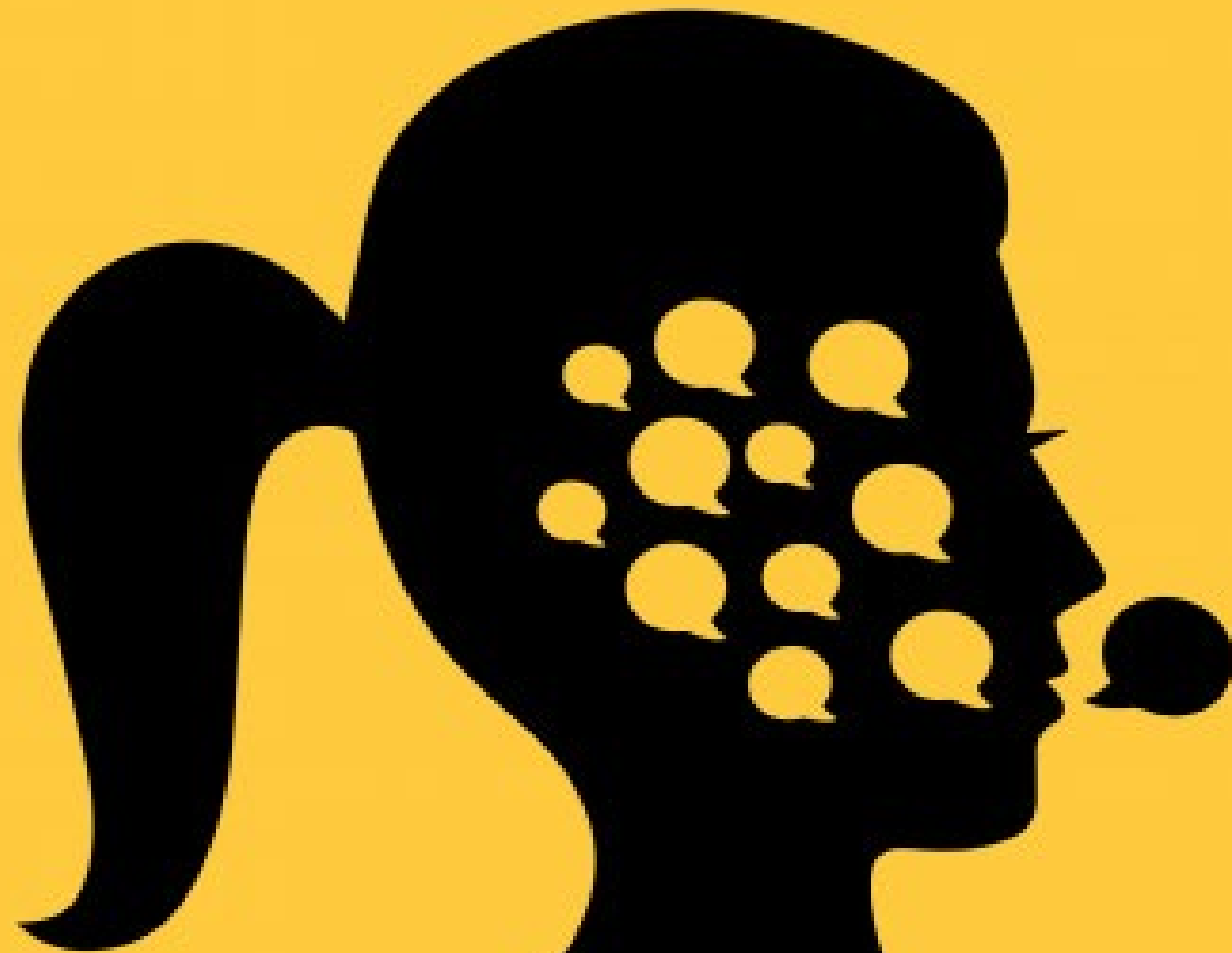




Auguste Rodin, "Le Penseur", 1881-1882, Sculpture (bronze), Musée Rodin, Paris, France







INTROVERT



EXTROVERT



Actress [Emma Thompson](#) during an interview with host [Jay Leno](#) on August 6, 2010

August 06, 2010 Licence

The GDC logo is positioned at the top center of the slide. It consists of the letters "GDC" in a bold, white, sans-serif font. The letters are set against a red, diamond-shaped background that is part of a larger geometric design. The overall background of the slide is a dark blue with various geometric shapes, including lines and diamonds, in a lighter blue and red color scheme.

GDC

3 takeaways

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1/

Go on a journey to the wilderness

2/

Adapt group work to cater for both types of personalities

3/

Introverts: show your inner world



7 ideas to create a better environment for all personality types

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Create awareness with personality tests (e.g. MBTI) – And discuss!

What's Your Personality Type?

Use the questions on the outside of the chart to determine the four letters of your Myers-Briggs type. For each pair of letters, choose the side that seems most natural to you, even if you don't agree with every description.

1. Are you outwardly or inwardly focused? If you:

- Could be described as talkative, outgoing
- Like to be in a fast-paced environment
- Tend to work out ideas with others, think out loud
- Enjoy being the center of attention

then you prefer
E
Extraversion

- Could be described as reserved, private
- Prefer a slower pace with time for contemplation
- Tend to think things through inside your head
- Would rather observe than be the center of attention

then you prefer
I
Introversion

2. How do you prefer to take in information? If you:

- Focus on the reality of how things are
- Pay attention to concrete facts and details
- Prefer ideas that have practical applications
- Like to describe things in a specific, literal way

then you prefer
S
Sensing

- Imagine the possibilities of how things could be
- Notice the big picture, see how everything connects
- Enjoy ideas and concepts for their own sake
- Like to describe things in a figurative, poetic way

then you prefer
N
Intuition

ISTJ

Responsible, sincere, analytical, reserved, realistic, systematic. Hardworking and trustworthy with sound practical judgment.

ISFJ

Warm, considerate, gentle, responsible, pragmatic, thorough. Devoted caretakers who enjoy being helpful to others.

INFJ

Idealistic, organized, insightful, dependable, compassionate, gentle. Seek harmony and cooperation, enjoy intellectual stimulation.

INTJ

Innovative, independent, strategic, logical, reserved, insightful. Driven by their own original ideas to achieve improvements.

ISTP

Action-oriented, logical, analytical, spontaneous, reserved, independent. Enjoy adventure, skilled at understanding how mechanical things work.

ISFP

Gentle, sensitive, nurturing, helpful, flexible, realistic. Seek to create a personal environment that is both beautiful and practical.

INFP

Sensitive, creative, idealistic, perceptive, caring, loyal. Value inner harmony and personal growth, focus on dreams and possibilities.

INTP

Intellectual, logical, precise, reserved, flexible, imaginative. Original thinkers who enjoy speculation and creative problem solving.

ESTP

Outgoing, realistic, action-oriented, curious, versatile, spontaneous. Pragmatic problem solvers and skillful negotiators.

ESFP

Playful, enthusiastic, friendly, spontaneous, tactful, flexible. Have strong common sense, enjoy helping people in tangible ways.

ENFP

Enthusiastic, creative, spontaneous, optimistic, supportive, playful. Value inspiration, enjoy starting new projects, see potential in others.

ENTP

Inventive, enthusiastic, strategic, enterprising, inquisitive, versatile. Enjoy new ideas and challenges, value inspiration.

ESTJ

Efficient, outgoing, analytical, systematic, dependable, realistic. Like to run the show and get things done in an orderly fashion.

ESFJ

Friendly, outgoing, reliable, conscientious, organized, practical. Seek to be helpful and please others, enjoy being active and productive.

ENFJ

Caring, enthusiastic, idealistic, organized, diplomatic, responsible. Skilled communicators who value connection with people.

ENTJ

Strategic, logical, efficient, outgoing, ambitious, independent. Effective organizers of people and long-range planners.

3. How do you prefer to make decisions? If you:

- Make decisions in an impersonal way, using logical reasoning
- Value justice, fairness
- Enjoy finding the flaws in an argument
- Could be described as reasonable, level-headed

then you prefer
T
Thinking

- Base your decisions on personal values and how your actions affect others
- Value harmony, forgiveness
- Like to please others and point out the best in people
- Could be described as warm, empathetic

then you prefer
F
Feeling

4. How do you prefer to live your outer life? If you:

- Prefer to have matters settled
- Think rules and deadlines should be respected
- Prefer to have detailed, step-by-step instructions
- Make plans, want to know what you're getting into

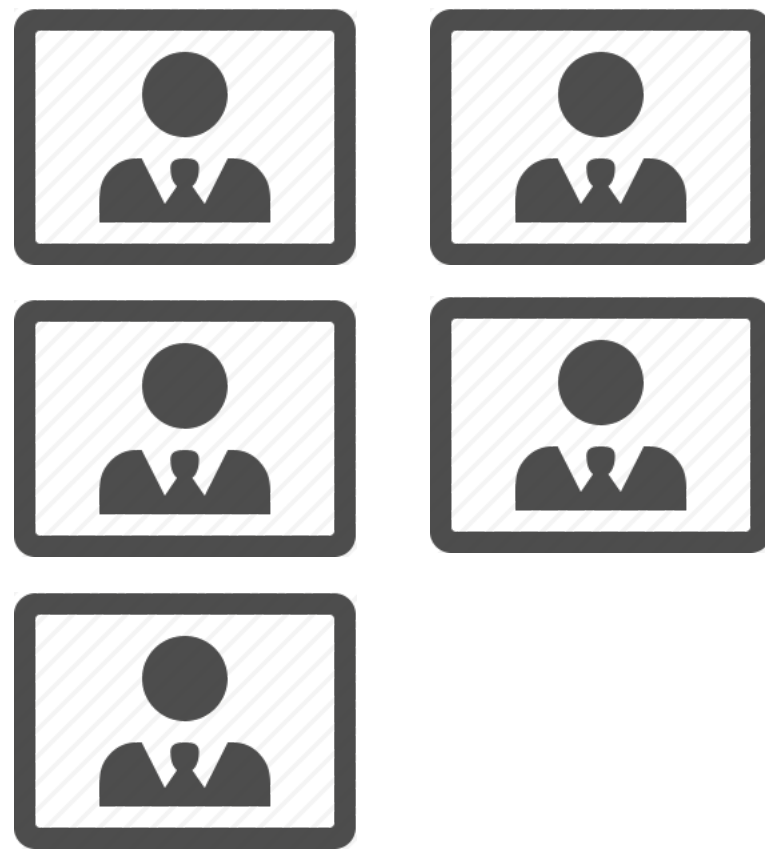
then you prefer
J
Judging

- Prefer to leave your options open
- See rules and deadlines as flexible
- Like to improvise and make things up as you go
- Are spontaneous, enjoy surprises and new situations

then you prefer
P
Perceiving

By Jake Beech - Own work, CC BY-SA 3.0, <https://commons.wikimedia.org/w/index.php?curid=30859659>

Everyone on the same level in video conferences



VS



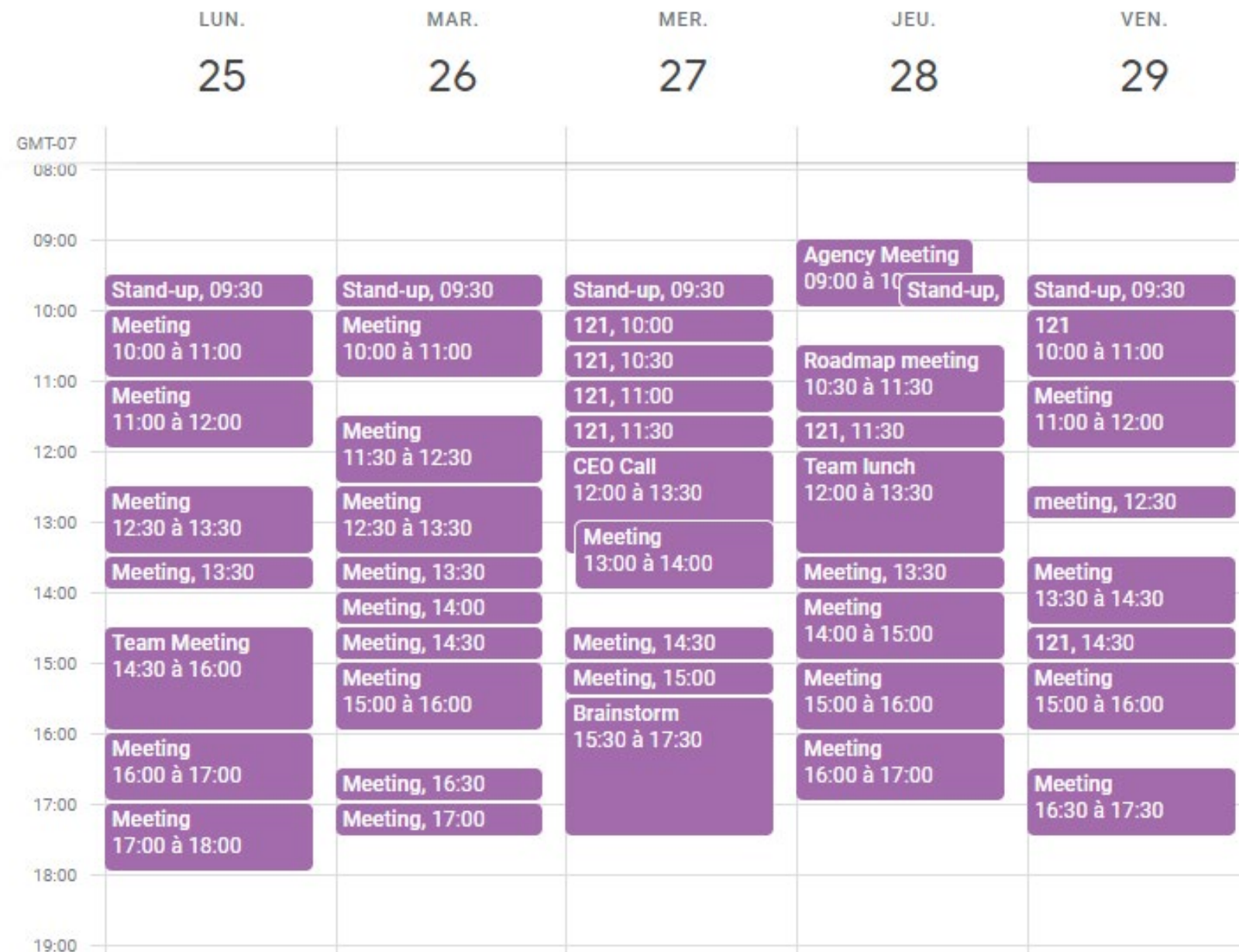
Start brainstorming by letting people write
their own ideas on post-its
Then share



Share agenda / material ahead of meeting,
And start the meeting by asking people what
topics are to be discussed



Say no to back-to-back meetings frenzy



Say yes to Flexibility

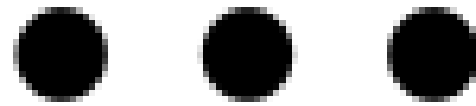


Working remotely



Private workspaces spots

Make time for pauses and silences



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GDC

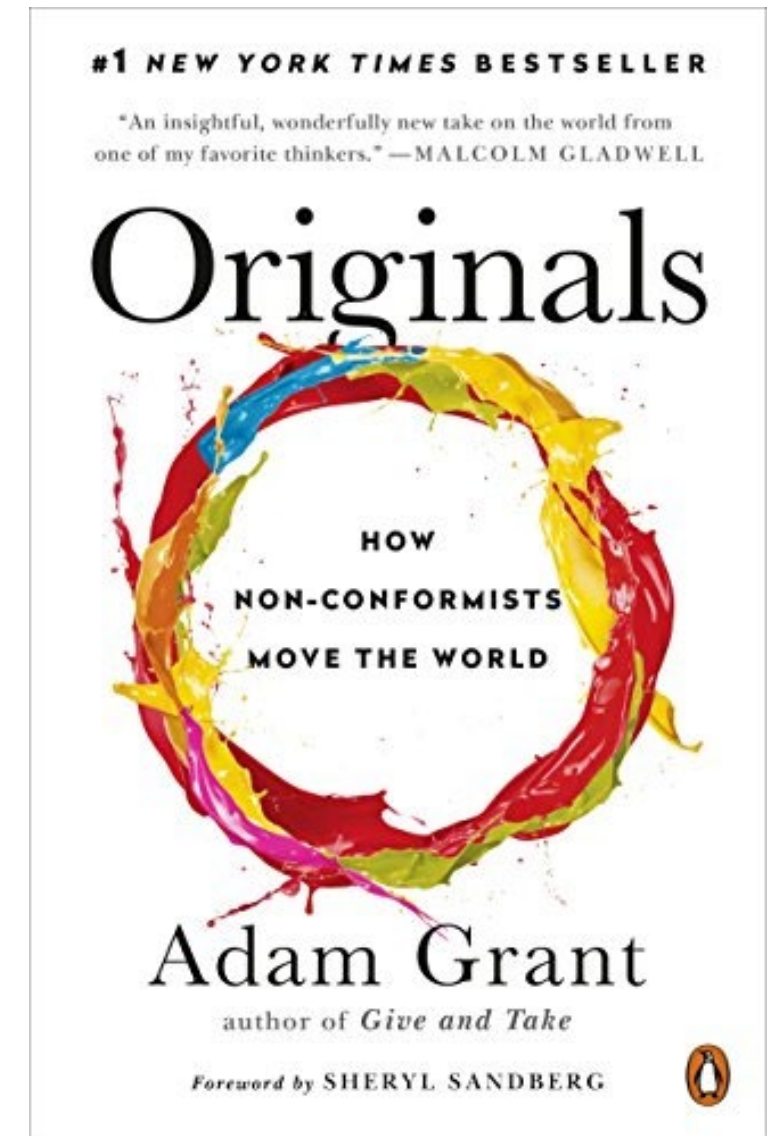
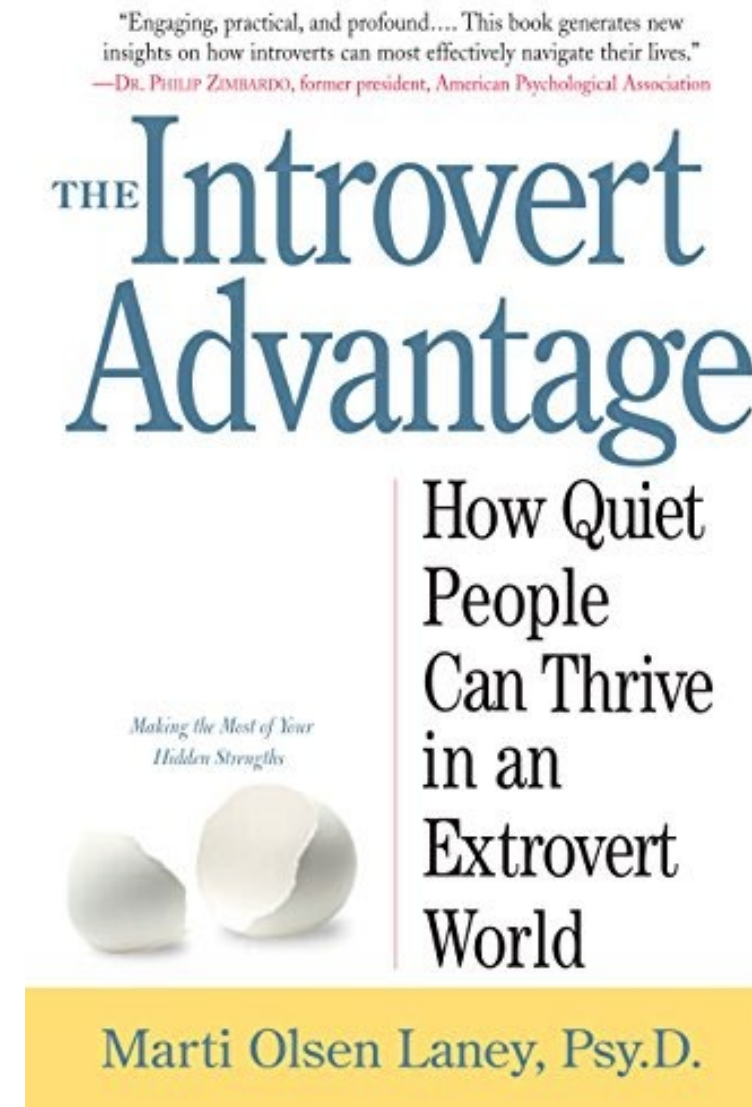
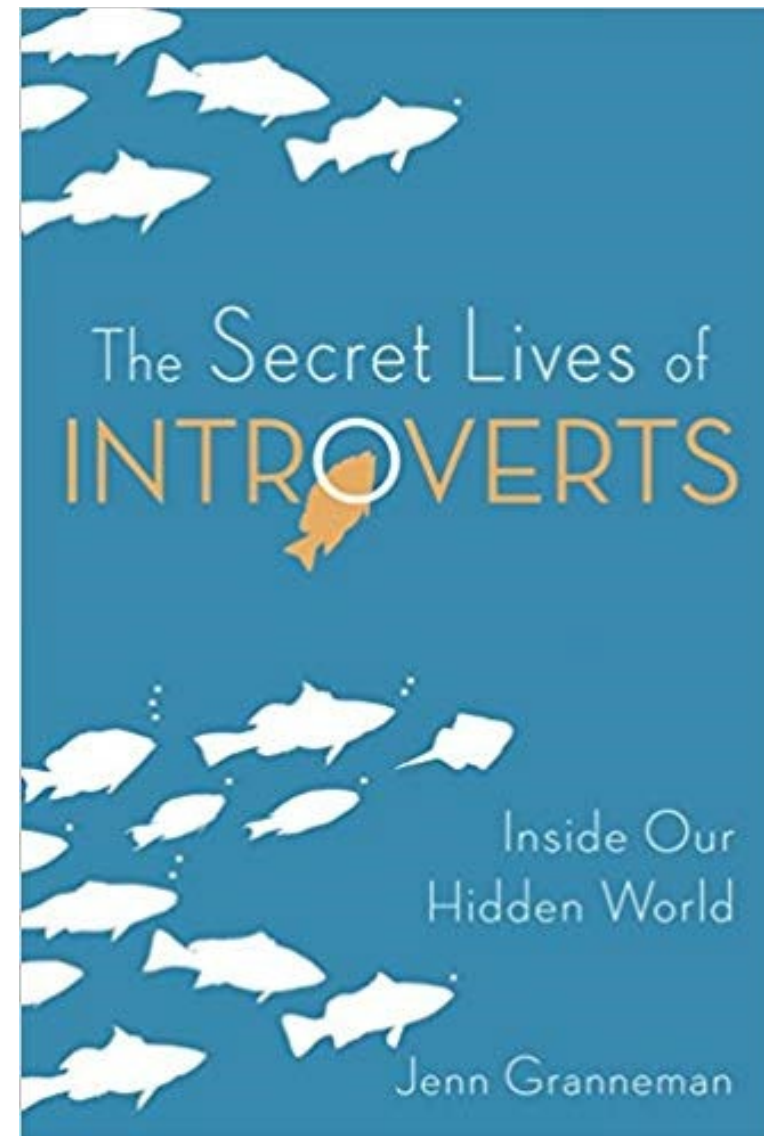
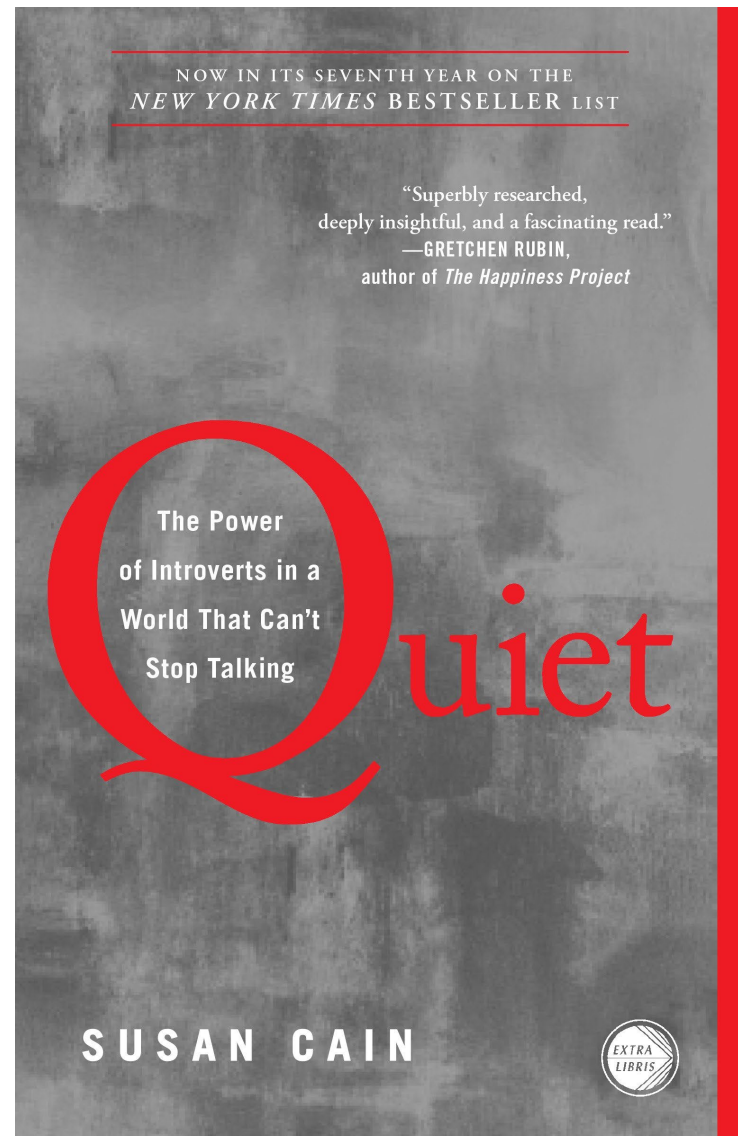
Thank you!

Check out the appendix for
resources to learn more!

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Resources - books



Resources - online

WATCH

Ted 2012	Susan Cain	The Power of Introverts
Ted 2016	Brian Little	Who you are, really? The puzzle of personality
TedxYouth@Bath	Sarah Corbett	Activism needs introverts

BLOG / ARTICLE

Mindler	Sarveet Kaur	Introverts Vs. Extroverts: How Personality Impacts Career Choices
Medium	Larry Kim	Are Ambiverts More Influential & Successful than Extroverts
Quiet Revolution	Liz Fosslien and Mollie West	6 Illustrations That Show What It's Like in an Introvert's Head
Business Insider	Lindsay Dodgson	What everyone gets wrong about introverts
Lifehack	Rebecca Beris	Why Introverts are Introverts? Because their brains are different