Encouraging feedback from introverts

Do you find feedback more exciting or nerve-racking? Do you want feedback in person or you're happy with email? Do you like feedback about your performance or experience? Don’t expect everyone to walk in and start pouring out feedback. introverts don’t find it easy to speak up in a circle, talk to people you’re just meeting, or give their opinion. introverts are often the most reluctant to participate in feedback sessions.

Feedback can be a good thing. If you want to praise someone, it doesn’t mean they never need to hear it. It shows you value them and appreciate what they do. Feedback can be an opportunity to identify areas for development and growth. introverts aren’t good at always knowing what needs improvement. If you want to praise someone, it’s a good way to show them why you value them.

It’s not always easy for introverts to strike up conversations with people they don’t know well. Feedback can be used to facilitate conversations with people they don’t know well. introverts may simply not be wired for speaking out. It’s easy to overlook the quiet introverts. It’s important to note that introverts prefer to speak when they have time to /find just the right words, and just the right way to say them. They need time to organise their thoughts. When introverts are coming up with something to say, they’re also thinking through their feelings, which can require a lot of processing. Something can require a lot of processing for introverts. introverts make up 46% of the workforce. It’s estimated that 64% of senior managers think introversion is a disadvantage. However, 96% of introverts agree or disagree with the statement that introversion is a disadvantage. This helps to explain why introverts avoid feedback sessions and why they get so quickly drained in high stimulus environments, and why they may prefer to give written feedback.

Let’s take a brief scienti/fic detour and /find out what makes introvert brains tick. introverts aren’t famous for loving small talk. They are, however, much better at thinking (and talking) on their feet. Compare that to extroverts, who tend to be a lot better at thinking on their feet. When extroverts are coming up with something to say, they’re also thinking through their feelings, which can require a lot of processing. introverts are much better at thinking on their feet. Compared to extroverts, introverts tend to engage the parasympathetic side of their nervous systems more – the side responsible for slowing down. Extroverts engage the sympathetic nervous system, which is the adrenaline-fuelled dopamine. While extroverts thrive off it, introverts are wired to enjoy rewarding – and for introverts that’s more likely to be quiet, internally-focused activity.

introverts are more controlled than extroverts. They’re better at thinking through their feelings, which can require a lot of processing. Something can require a lot of processing for introverts. This means they’re likely to be quiet, internally-focused activity. That information runs through a longer path in the introvert brain, including long term memory and the acetylcholine pathway. introverts are typically slower to react and are slow to get bored. introverts make up 46% of the workforce. It’s estimated that 64% of senior managers think introversion is a disadvantage. However, 96% of introverts agree or disagree with the statement that introversion is a disadvantage. This helps to explain why introverts avoid feedback sessions and why they get so quickly drained in high stimulus environments, and why they may prefer to give written feedback.

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Here’s what introvert–engaging questions might look like

1. What do you like to be a part of?
2. What do you like to be left out of?
3. Are you interested in feedback on a recent project?
4. Are you interested in feedback on your recent behaviour?
5. What changes do you think you need to make?
6. How would you like to see your contributions?
7. Are you interested in feedback on your recent efforts?
8. How would you like to see your contributions?
9. Are you interested in feedback on your performance?
10. How would you like to see your contributions?
11. Are you interested in feedback on your experience?
12. How would you like to see your contributions?

Further reading

- https://knowyourteam.com/blog/2017/10/02/11-ways-to-get-feedback-from-your-most-introverted-employee/
- https://www.employee-engagement-and-wellness/#551b19c322a0
- https://www.joyoushq.com/blog/post/leader-responsiveness-critical
- https://www.joyoushq.com/blog/post/managing-feedback-tool-kit
- https://joyoushq.com/blog/post/leader-responsiveness-critical
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