Enhancing Your Academic Coaching: Harnessing the Power of Introverts and Extroverts

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Workshop Objectives

• Describe the attributes of introverts and extroverts
• Identify their own preference for introversion or extroversion
• List strategies for academic success for introverts and extroverts
• Articulate strategies for providing effective mentorship for different types
Workshop Agenda

• Definitions
• Clarifying Preference
• Small Group Cases – clinical, committees, networking
• Discussing Coaching Strategies
• Making a Plan
Quiet Quiz: Are You an Introvert or an Extrovert?

http://www.thepowerofintroverts.com/quiet-quiz-are-you-an-introvert/
Myers Briggs Type Indicator

• Most widely used personality type indicator
• Includes introversion and extraversion dichotomy

Adapted from Niraj Seghal, MD, Assoc Prof UCSF
Preferences Matter

Adapted from Niraj Seghal, MD, Assoc Prof UCSF
MBTI Ground Rules

- Is nonjudgmental
- Indicates preferences, not aptitude or potential
- Sorts instead of measures
- Should not be used as a “label” – self-awareness is the goal!
- Should not be used as an excuse for certain behaviors.

Adapted from Niraj Seghal, MD, Assoc Prof UCSF
## Extraversion - Introversion

<table>
<thead>
<tr>
<th>Extraversion</th>
<th>Introversion</th>
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<tbody>
<tr>
<td>• Being energized through contact with people or</td>
<td>• Being energized through ideas, quiet times, or</td>
</tr>
<tr>
<td>engaging in activities</td>
<td>solitude</td>
</tr>
<tr>
<td>• Direct energy and attention outward</td>
<td>• Direct energy and attention inward</td>
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<tr>
<td>• Learn best via doing/discussing</td>
<td>• Learn best via reflection/mental practice</td>
</tr>
<tr>
<td>• Do-Think-Do</td>
<td>• Think-Do-Think</td>
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</table>
Extraversion - Introversion
Other Influences
Best Fit: What are you?
I/E Activity: Building an Understanding

_Extraversion_  **ENERGY**  _Introversion_

Here’s what we _appreciate_ about our opposites

Here’s what can be a _challenge_ about our opposites

Communication between us could be even better if our opposites could try:
  - Strategy #1: __________
  - Strategy #2: __________
  - Strategy #3: __________
# Extraversion - Introversion

<table>
<thead>
<tr>
<th>“E”</th>
<th>“I”</th>
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<tbody>
<tr>
<td>Focused Outward</td>
<td>Focused Inward</td>
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<tr>
<td>Confident social settings</td>
<td>Subtle and impenetrable</td>
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<tr>
<td>Talk thoughts out</td>
<td>Talks thoughts in</td>
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<tr>
<td>Understandable Accessible</td>
<td>Reflection, questioning</td>
</tr>
<tr>
<td>“Do-think-do”</td>
<td>“Think-do-think”</td>
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</table>
Things to Remember...

✓ Helps you better understand yourself and others
✓ Capitalize on your strengths and the strengths of others
✓ Opportunity to develop your non-dominant preferences
✓ Helps you build better relationships on the job (or at home)
The Career Success PIE

Exposure 60%

Performance 10%

Image 30%

Harvey Coleman in his book *Empowering Yourself, The Organizational Game Revealed*. 
Small Group Case Discussion

• 3 cases
• Each group selects one case
• Discuss for 15 minutes
• Large group debrief
Select ONE Pair of Challenging Scenarios

1: Committee Meetings
- **Facilitator:**
  - Getting the most out of your introverts
- **Participant:**
  - Making sure your voice gets heard

2: Continuity Clinic
- **Introverted resident:**
  - Impact on clinical effectiveness
- **Extraverted resident:**
  - Impact on clinical effectiveness

3: Networking at Conferences
- **Mentor:**
  - Helping your introverted mentee with effective networking
- **Mentee:**
  - Networking at events
Discuss!
Key Points:
Introverts in Committee Meetings

- May need an agenda and reading materials well in advance
  - Preparation is important
- May require the opportunity to contribute after the meeting
- May work better in smaller sub-committees
- Quietness is not:
  - Lack of interest, confidence or knowledge
Key Points:
I:E Preference in Clinic

• Introverts:
  – Recognize the clinic environment
  – Focus on behavior and impact
  – Don’t assume intention

• Extraverts:
  – Recognize the clinic environment
  – Take a time-out
  – Focus on behavior and impact
Key Points:
Networking at Conferences

• Mentees should prepare:
  – A conference agenda
    • Include naps and alone time
  – Simple responses to small talk questions

• Mentors should:
  – Tell your mentee who will be at a meeting and what their back story is, and WHY it is important to meet these particular people
  – Introduce mentee to intimate groups with similar work-related interests
Strategies for Coaching I’s and E’s

• Recognizing a possible role of preference
• Using preference as a framing tool but not as an excuse
• Applying basic feedback tools – impact of behavior not intention
Making things Concrete

• How do you apply preference to your coaching?
  – List at least 3 concrete action items for yourself (5min)
  – Pair share
Please give your feedback!

Thank you!

Questions?
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