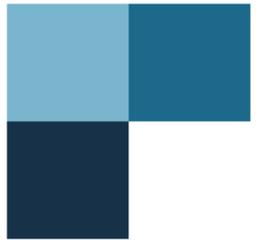


Introverts In An Extrovert World:

Approaches for Engaging
Both E's *And* I's
in Law School and Practice

NALP Conference 2017



What word would you use to describe an EXTROV



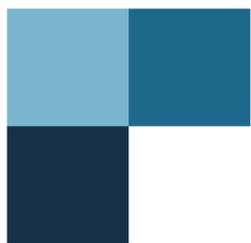
loud
dominant
friendly



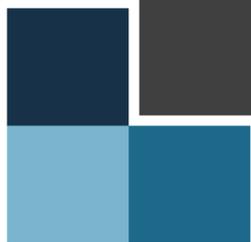
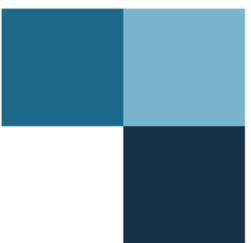
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word(s) would you use to describe an INTRO



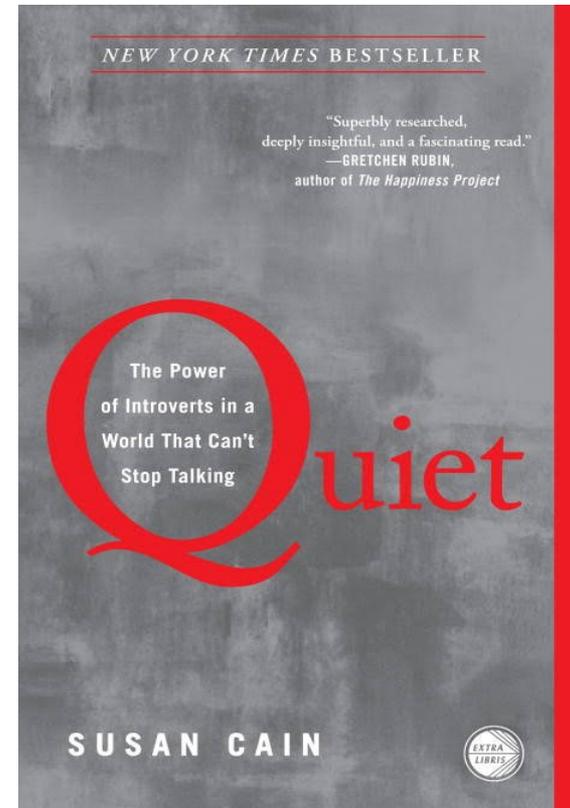
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Agenda

- **Driving forces**
- **Making the case**
- **Second look**
 - Interviewing/Evaluations
 - Organizational Practices
 - Coaching
 - Training/PD
- **Case studies**
- **Wrap up**



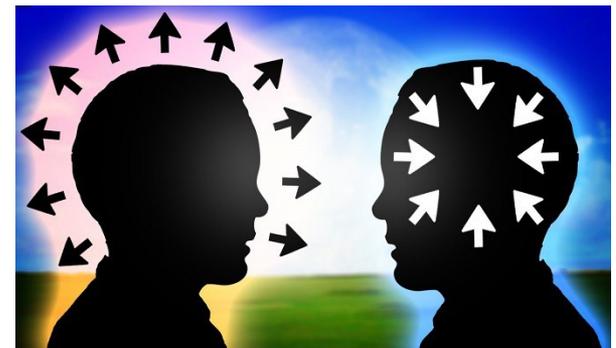
Driving Forces: E vs. I and In Between

- **Extroverts vs. Introverts**
 - How do we recharge?
 - Different levels of arousal / stimulation
- **Culture of Character -> Culture of Personality**
 - The “Extrovert Ideal”
 - Predictors of professional success
 - Faking it
- **Ambiverts**



Making the Case

- **A Different Approach to Solving Clients' Problems**
 - Think, Act, Think vs . Act, Think, Act
 - Heed taking vs. risk-taking
 - Communication styles tailored to message/audience
- **Leadership Succession Planning**
 - Need both E & I's to leverage workforce
- **Productivity & Innovation**
 - Solitude is key



How would you describe yourself?

INTROVERT

AMBIVERT

EXTROVERT

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Second Look: E-Tailored Practices & I-Leveraging Options

- **Interviewing / Evaluations**
- **Coaching for Employment Success**
- **Organizational Practices**
- **Training / Professional Development**



Second Look: Interviewing / Evaluations

- **Candidate preparation**
 - Give candidates the info they need for success
 - Other testing
- **Interviewer preparation**
 - Train your interviewers
- **Review evaluations**
 - Extrovert ideal



Second Look: Coaching for Employment Success

- **Awareness**
 - Students/Attorneys should know their type
 - CSO/Coach should tailor advice to type
- **Free trait theory**
- **Flex coaching style**
 - Interviewing
 - Networking



Second Look: Organizational Practices

- **Physical environment**
- **Meetings: structure & frequency**
- **Decision-making processes**
- **Identify & play to strengths**



Second Look: Training / Professional Development

- **Learning styles**
 - Awareness
 - Structuring trainings (online vs in person)
- **Success factors**
 - Verbal fluency
 - Sociability
- **Business development**



Case Studies

The Ambivert Approach



Recap Takeaways & Questions

- **Self awareness**
- **Striking the balance**
- **Accommodating environments for success**
- **Free trait theory**



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**THANK
YOU!**

