

## Hiring choices: extroverts or introverts?

*...successful recruiting means finding a healthy mix of both*

*by Debbie Chester*

Do you hold assumptions about the people you hire? Do you associate extroverted people as being the most successful? Do you think extroverted people make the best employees? After all, extroverts seem to be the most personable and outgoing.

One of the simplest ways to describe a person's personality is to describe them as introverted or extroverted. In addition to this, one of the simplest ways to think about these two personalities is introverts are shy and extroverts are outgoing. But is this true?

### Assumptions...

It is often assumed that extroverted people will excel in a role. Introverted people won't speak up - they may be more reserved, solitary and cautious, and it is for these reasons that introverts may be pushed aside for more extroverted types.

But these assumptions, commonly made within recruiting, can be dangerous. The person who is the loudest isn't necessarily the best person for the job! There's a lot more to introverts and extroverts than being shy and outgoing, and both of these personalities have a lot to offer a potential employer.

### Introverts in the workplace

A common misperception is that introverts are shy. However, a shy person has innate fear of being in a social setting, while introverts just prefer to be alone.

Introverts enjoy being sociable, however, in a bigger group they prefer not to be the centre of attention. Introverts do not lack communication skills – they can be very articulate and engaging.

Introverts prefer to work in quieter environments. But this doesn't necessarily mean they want to work in a private office all day, it just means that they may stay at their desk more and keep to themselves during the workday.

Introverts, although quiet, have just as many ideas, opinions and points to make as the next person—they just need the right moment to present them.




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*Selecting the right person with the right attributes means keeping an eye out for all types of people!*

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## Extroverts in the workplace

Extroverts like talking with colleagues to see how things are going, what others are working on and collaborating on ideas. Extroverts develop their ideas through discussion.

Extroverts like being around other people – it energizes them and increases their productivity.

Extroverts respond quickly to ideas, responsibilities and requests without needing much advanced thinking or planning. They ‘think on their feet’.

Many extroverts look forward to interviews because they enjoy the opportunity to have a conversation. Their downside, however, can be overconfidence in their verbal skills and not taking time to prepare for the interview.

Extroverts enjoy a lot of stimulation and are open to new experiences.

## Finding a balance in your workforce

We are all equipped to be successful in different ways. Both extroverts and introverts have essential attributes that can be utilised in any business environment.

In recruiting, it is therefore wise to remember that no matter what the personality type of the candidate is, it about selecting the right person with the right attributes for the role you are engaging. Look beyond the external traits before making a decision and keep an eye out for all types of people.



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