



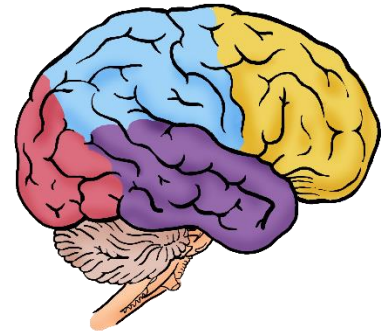
Extroversion, Ambiversion, and Introversion (EAI)

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See Brain References
on website for more
information



You have a whole brain for a reason and need to use it—however, you will find some tasks more energy exhausting than others

There can be a huge difference between what your brain has learned to do well and what it does energy efficiently



Minimize energy exhausting tasks—aim for a 51% match with energy-efficient tasks

**Energy, not time, is the fundamental
currency of high performance**

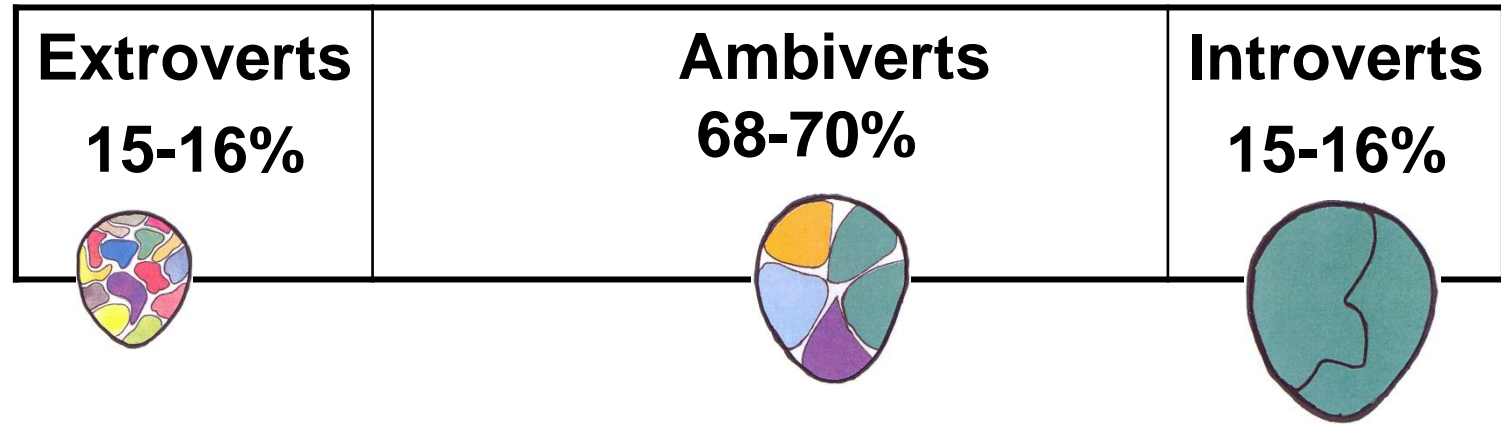
**Managing energy, not time, is
the key to high performance**



—The Power of Full Engagement

**To recharge themselves, individuals need
to recognize the costs of energy-depleting
behaviors and then take responsibility for
changing them, regardless of the
circumstances they're facing**

**—Harvard Business Review 10/07
Manage Your Energy, Not Your Time**

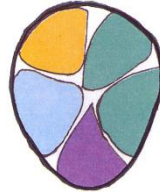


You can move along the continuum to some degree based on the situation, but if you spend large amounts of time away from your innate position it will cost you in energy

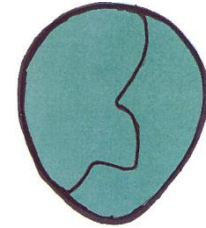
What is your preferred position? You may want to take the EAI assessment on the website to help you identify this



Extroversion



Ambiversion



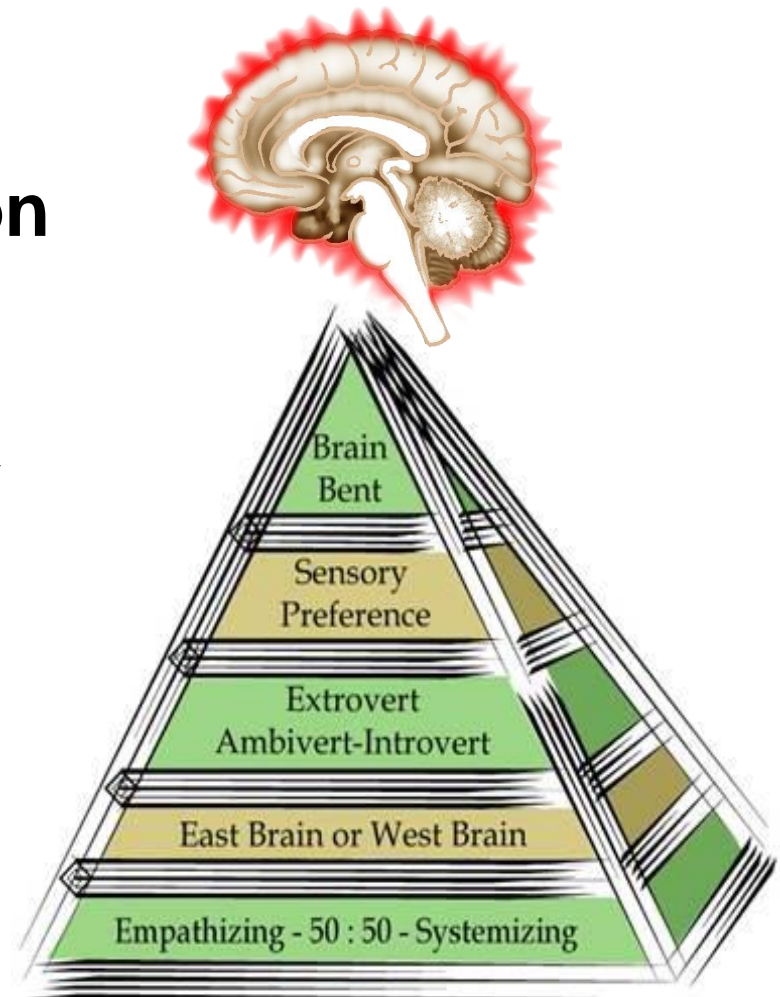
Introversion

**These labels describe the brain's focus—
external, internal, or a balanced mix of both**

**It involves the size of its metaphorical “brain
aperture” and relative energy expenditures
based on the amount of stimulation in the
environment**

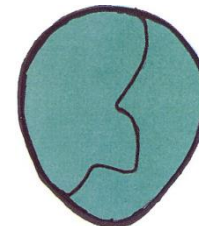
EAI preference involves the amount of stimulation your brain needs in a given environment to function most efficiently

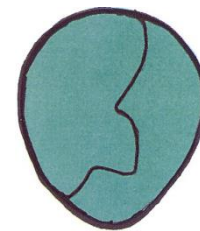
The way in which brains prefer to obtain needed stimulation may involve people (some prefer nature or machines)



When do you feel your most alive, alert, switched on, energetic, and capable?

- **Extroverts:** In stimulating environments
- **Ambiverts:** In environments with moderate amounts of stimulation
- **Introverts:** In quieter, more low key and less stimulating environments



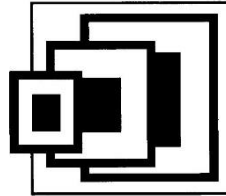


Extroverts 15-16%	Ambiverts 68-70%	Introverts 15-16%
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- **Extroverts: Tend to do well at high-stimulation / high-excitement tasks**
- **Ambiverts: Tend to do well at tasks of moderate stimulation / attention**
- **Introverts: Tend to do better at lower-stimulation / high-attention tasks**

Extrovert 15-16%

Small diameter aperture, craves stimulation—can zoom in and narrowly focus—less easily distracted by surroundings when focused on a task or area of interest



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Introvert 15-16%

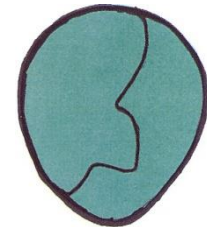
**Large diameter aperture—takes in large amounts of data second for second so easily overwhelmed—needs low amounts of stimulation
Easily distracted by surroundings**

Ambivert: moderate diameter brain aperture

- **Extrovert – a callus allows the brain to function in situations that would overwhelm others**



- **Introvert - a special ability blocks additional input to allow processing of what has been absorbed**

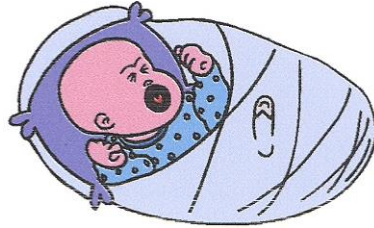


- **Ambivert – does not exhibit these special forms of giftedness**

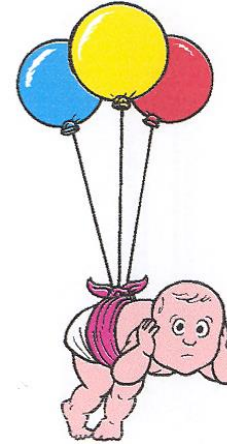




Extrovert



Ambivert



Introvert

**Extremes of Extroversion and Introversion
may be recognized within days of birth**

**Ambiversion is a label of exclusion—
If not E or I, then A**

Extrovert 15-16%

Lower blood flow to brain (lower internal stimulation)

Dominant pathway is activated by dopamine (the feel-better chemical)

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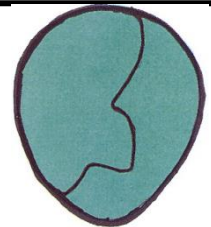
Introvert 15-16%

Higher blood flow rates to the brain (higher internal stimulation)

Dominant pathway is activated by acetylcholine (alertness, attention)



PET Scans - Dr. Debra Johnson



Extrovert 15-16%

**Shorter, fast-acting,
less complicated
blood-flow patterns**

**Involve areas related
to variety, novelty,
sensory processing**

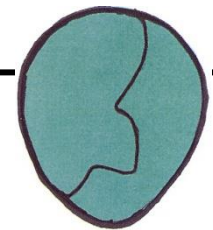


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Introvert 15-16%

**Longer, more
complex blood-flow
patterns**

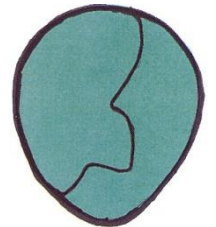
**Involve areas
related to internal
pondering**



PET Scans - Dr. Debra Johnson

Incoming sensory data is triaged by the thalamus and sent to decoding centers

**The Reticular Activating System
modifies incoming data for E and I**



<u>Extrovert 15-16%</u>	A m b	<u>Introvert 15-16%</u>
Data is <u>reduced</u> in size and intensity		Data is <u>magnified</u> both size and intensity

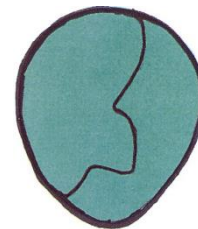
Extrovert 15-16%

Can handle a great deal of data / sensory input because everything is miniaturized

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Introvert 15-16%

Can become overwhelmed quickly with data / sensory input because everything is magnified



Extrovert 15-16%

Recharge by interacting with the outer world – recharges quickly

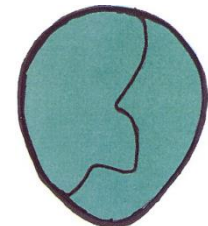
Spend energy very freely

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Introvert 15-16%

Recharge by interacting with inner world - takes longer to recharge

Spend energy cautiously



Extrovert 15-16%

Energy drained by an under- stimulating environment (bored, restless, delinquent)

Need frequent breaks when trying to focus

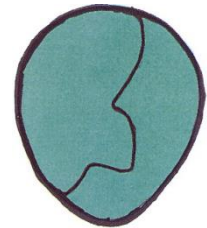


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Introvert 15-16%

Energy drained by over-stimulating environment (tired, depressed, sick)

Can focus for long periods if interested



Extrovert 15-16%

**Collect experiences
and wants to
participate**

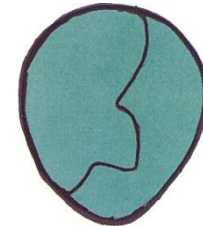
**Prefers more
variety and
intensity
and less depth**

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Introvert 15-16%

**Ponders
experiences and
wants to observe**

**Prefers less variety
and intensity and
more depth**



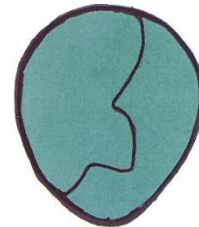
Extrovert 15-16%

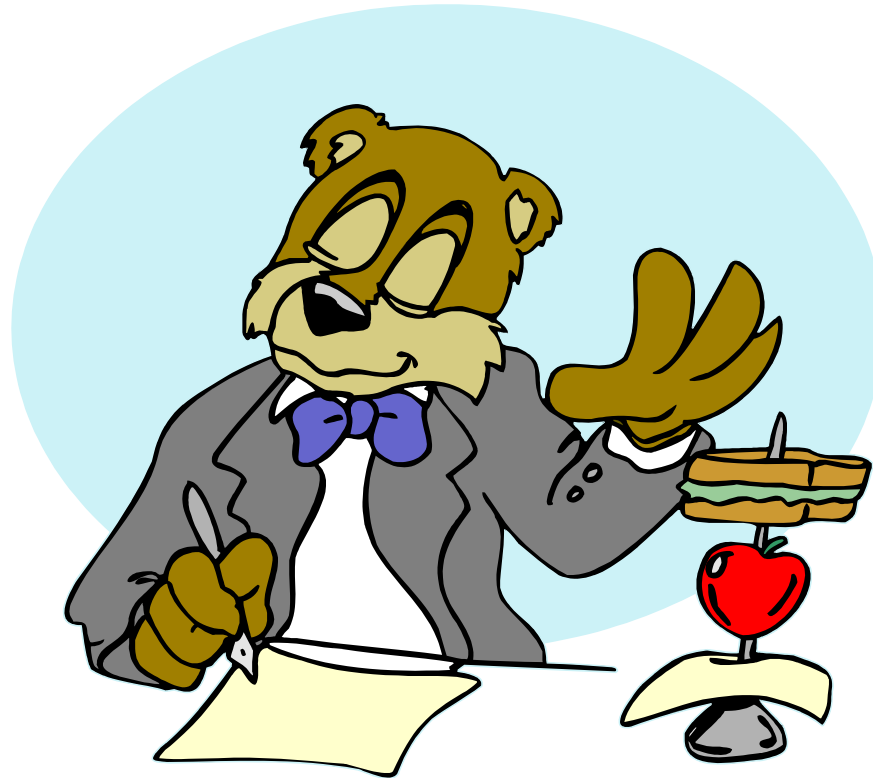
**Generally score
higher on
“positive” current-
mood scales**

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Introvert 15-16%

**Are more likely
to dwell on the
negative features
of life**





“Appointment you say? No, Thursday is out. How about never—is never good for you?”

Extrovert 15-16%

**Better short-term
memory**

**Tolerates high-
tension situations
better (e.g.,
exams)**

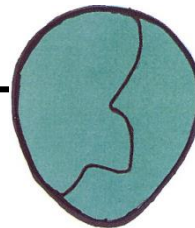


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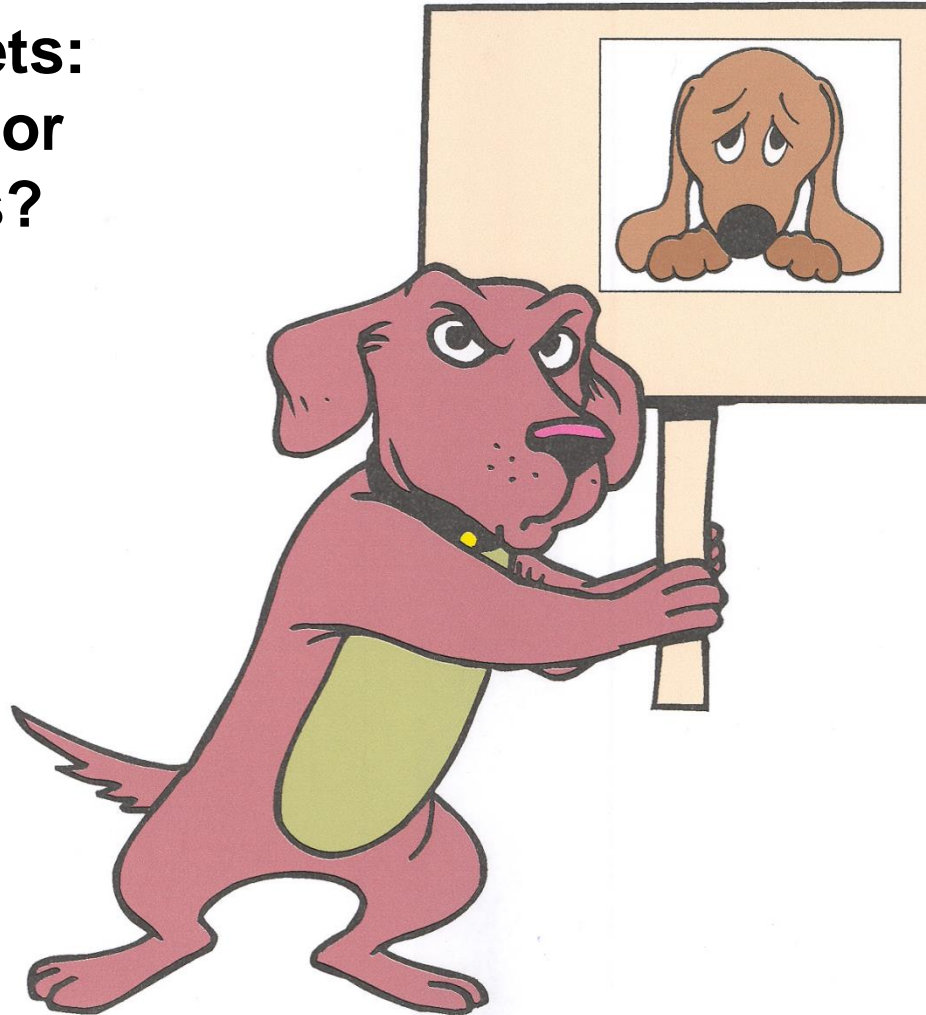
Introvert 15-16%

**Better long-term
memory but recall
may fail under
stress or pressure**

**Tends to be more
sensitive to stimuli
at all levels**

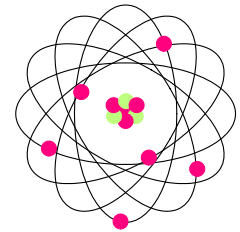


**Who pickets:
Introverts or
Extroverts?**



Norepinephrine is a hormone synthesized by the adrenal medulla and implicated in resisting stress

A neurotransmitter secreted in the brain stem; influences alertness, attention, moods, sleep, dreaming...



- **Levels tend to rise in the presence of chronic anxiety (e.g., two or more years)**

Extrovert 15-16%

Lower levels of norepinephrine innately

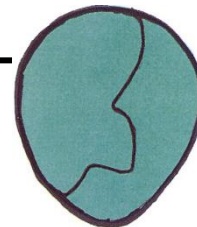
Tend to do well at high-stimulation / high-excitement tasks (e.g., SWAT teams, ambulance)

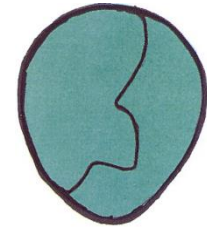
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Introvert 15-16%

Higher levels of norepinephrine innately

Tend to do better at tasks requiring careful attention (e.g., radar-screen tracking)





**Extrovert
15-16%**

**Independent
workers,
star
performers,
deal makers**

Ambivert 68-70%

**Like teams and
teamwork**

**Prefer to be
chair or
boss of the
team**



**Prefer to be
a resource
specialist**

**Introvert
15-16%**

**Independent
workers,
researchers,
and writers**

Teamwork