

**EXTROVERTS
RULE**



**INTROVERTS
CREATE**



**INTROVERTS UNITE:
SEPARATELY, IN THE PRIVACY OF OUR OWN HOMES**

A LITTLE ABOUT THE SESSION

The typical cohouser is a 50 year old, white, educated, upper class, liberal and 70% of the time a woman, 65% of the time an introvert.



- ... who are introverts and extroverts
- ... Three World Views: Competitive, Cooperative, Collaborative
- ... tactics for introverts to work in an extrovert world
- ... discussion

A LITTLE ABOUT THE FACILITATOR

- ✦ **About the Presenter, Alan O'Hashi (Silver Sage Village, Boulder, CO)**
- ✦ **ECOS – Environmental and Cultural Organization Systems**
 - + **Cultural competency training and facilitation** – short term, half day / full day. My work includes training for a variety of groups, including youth services, victim services and cohousing groups
 - + **Cohousing Community Process** – I work with forming communities in getting organized, getting acquainted
 - + **Housing** - represent the Rocky Mountain Region on the Cohousing USA Board of Directors; previously was a member of the city of Boulder Planning Board, formerly the Executive Director of Habitat for Humanity St Vrain Valley – Longmont, Colorado.
 - + **Movies** - Aging Gratefully series: “The Power of Community;” “The Power of Good Neighbors;” “The Power of Culture;” “The Power of Accidental Community;” “Why Community Now?”

BEHAVIORAL NORMS AND EXPECTATIONS



- ✗ Be respectful – speak one at a time
- ✗ Be good listeners
- ✗ Use ‘I’ statements
- ✗ There are no ‘mistakes’
- ✗ Challenge by choice
- ✗ What happens in Vegas, stays in Vegas
- ✗ Importance of norms and expectations?
 - + Accountability
 - + Boundaries

WHO'S IN THE HOUSE TODAY?

- ✗ Please introduce yourselves:
 - What type of home did you live in before your cohousing (condo, detached, rental, mobile home ...)
 - Give your grandmother's birth name
 - Learn WHO people are rather than WHAT they are



PERSONALITIES

Colors - <http://bit.ly/2RnI7wC>

Enneagrams - <http://bit.ly/2IUKX7k>

Myers Briggs - <http://bit.ly/2Y2vEj6>

- ✦ According to Carl G. Jung's theory of psychological types, people can be characterized by their preference of general attitude:
 - ✦ Extroverted (E) vs. Introverted (I),
- ✦ Their preference of one of the two functions of perception:
 - ✦ Sensing (S) vs. Intuition (N),
- ✦ Their preference of one of the two functions of judging:
 - ✦ Thinking (T) vs. Feeling (F)
- ✦ Isabel Briggs Myers a practitioner of Jung's theory, proposed the 4th dichotomy:
 - ✦ Judging (J) vs. Perceiving (P)

EXTREME COMPETITIVE WORLD VIEW

- ✦ Competitive World View – American Way, can be held by introverts or extroverts
 - + Compete with others
 - + Need for power and control
 - + Seek advantage to win
 - + Use skills to dominate
 - + Loudest voice wins
 - + Rugged individualism
 - + Independence celebrated
 - + Systems manipulated to benefit “me”



EXTREME COOPERATIVE WORLD VIEW

- ✘ Cooperative World View – mostly introverts
 - + Plays well with other introverts
 - + Cedes power and control
 - + Seeks attention as a way to connect
 - + Gives away skills for no gain
 - + Moves to a consensus position
 - + Group over individual
 - + Codependence
 - + Martyrdom



COLLABORATIVE WORLD VIEW

- ✦ Collaborative World View (a different American Way)
 - + Collaborate with allies
 - + Seek understanding for collective action
 - + Skills shared for common good
 - + Teamwork
 - + Balance self and community interest
 - + Interdependence
 - + Differences enhance collaboration
 - + Provide service to others



INTROVERT – EXTROVERT STYLES

INTROVERT

spends more time in head with thoughts

may need to think before speaking
(internal processing)

may excel in situations requiring complex thought and preparation

may prefer to spend more time in solitude, but also enjoys close companionships



EXTRAVERT

spends more time focused on external environment

may need to speak in order to think
(external processing)

may excel at speaking in the spur of the moment

may prefer to spend more time with people, may have many friends



Shared Traits

either may excel in many situations by using personal strengths

either may be shy or lack confidence in social situations

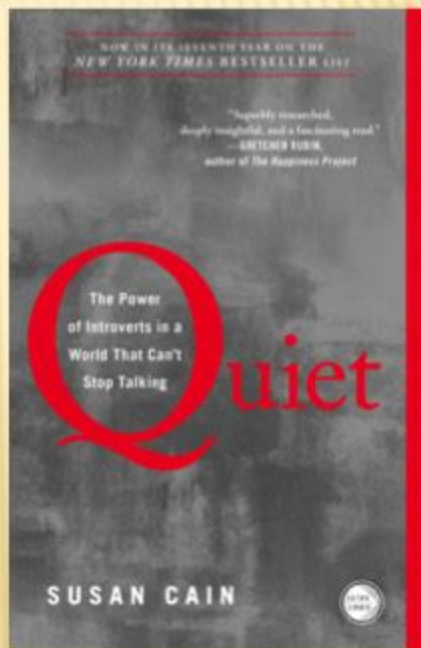
either may be very proficient and have high self-esteem at work

Being an introvert or an extrovert is not GOOD or BAD but understanding your strengths and how you work best is essential to being the best you can be.

CARE AND FEEDING INSTRUCTIONS

- ✘ **Competitive and Cooperative extremes are detrimental**
 - + Balancing act among the natural collaborators
- ✘ **Define your community with a story**
 - + Who are the members you want to attract
 - + Who are the members and what are their motivations
- ✘ **Determine who may be introverts or extraverts**
 - + Do this early when it's safe, waiting too long can get personal
- ✘ **Take time defining your brand of consensus and how all are involved in decision-making**
 - + No extra credit for over-achievement
- ✘ **Agree upon group norms that hold everyone accountable for their behaviors**
 - + Constantly reinforce those group norms
 - + Normalize the norms
 - + Agreement among members that it's okay to correct others

INTROVERSION RESOURCES



<https://gumroad.com/l/PowerOfGoodNeighbors>

www.amazon.com

NEED HELP WITH A NEW COMMUNITY BUILDING PARADIGM?

For more information:

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