

## 2019 Workplace Survey on Introvert-Friendly Organizations

- There was a total of **240 respondents** to the survey on workplace culture and practices that support introverts. **74%** of the respondents identified as introverts and almost **17%** identified as ambiverts.
- Respondents also represented a broad range of industries, sectors, and job functions, and worked in small, medium, and large organizations (as measured by number of employees). Roughly half the respondents were in middle and senior management positions.

### Significant Findings

- **Almost 60%** stated that working remotely was an acceptable practice in their organizations.
- **Almost 60%** said that it was acceptable for people to work alone.
- **90%** judged that meetings with small numbers of participants were far more effective than large meetings in which the loudest voices were the ones heard.
- About **30%** have observed efforts to engage introverts in meetings.
- **34%** stated that their workplace culture supports introverts and extroverts.
- **38%** said their organization demonstrates a willingness to hire and promote introverts.
- **35%** evaluated their office environment as providing options for introverts to be productive.

### Summary:

This is the first targeted research at the question of introvert-friendly workplaces. These results suggest that while some workplace practices are currently supporting introverts, there is considerable room for improvement if introverts are to thrive and perform.

Comments shared on this survey were extremely helpful in shaping the author's follow up avenues of inquiry. In depth interviews with introverted professionals, senior leaders, HR leads, and Diversity, Equity and Inclusion experts, yielded many best practices included in the new book, *Creating Introvert-Friendly Workplaces*.

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