

The Ultimate Guide To Coaching Extroverts



Extroverts – Removing the Myths

Extroverts are not necessarily loud and disruptive. They just need to think out loud. Some find this overwhelming while others find this approach awe-inspiring.

An extrovert is a person who is empowered by being around other people. This is where they draw their energy. They prefer working in groups where the conversation flows and is stimulating.

It's important for extroverts to understand how and in what circumstances to dial down their behavior.

Others may see their short attention span as an issue but in reality, they need stimulation and variety to avoid getting bored and tuning out.

When coaching extroverts:

Remember that in their enthusiasm to engage in conversations, they may not be listening, preferring to wait for opportunities to jump in with their experience. Therefore, if the conversation includes giving instructions, make sure they heard and took in the requirement. Having them repeat the instructions in their own words is a great way to check for understanding.

Extroverts are conversationalists and will take every opportunity to engage. Learning how to manage exchanges to keep them brief and succinct is important, especially when briefing.

When extroverts can self-manage their behavior, they can be a great asset to a customer facing business. This is why coaching extroverts to manage their extremes of behavior is vital to businesses. With self-awareness comes the added benefit for leadership to be able to match the most appropriate service person to a customer based on service/product knowledge, but more importantly behavioral awareness.

Dialing Down the Behavior to Build Trust

When extroverts have behavioral insight into themselves and the impact they have on others, they can learn to manage their outgoing, excitable behavior. This self-knowledge builds trust and respect from colleagues and customers.

Extroverts tend to be tactile and this can emotionally overpower customers, and work colleagues, who require the interaction to be purely business.

Further, this self-awareness acts as a monitor to balance behavior ensuring they do not burn out.

Extroverts work well meeting and interacting with people. Providing they have the self-awareness and behavioral insight they make great front of house people. In addition, extroverts are passionate and enthusiastic about solving issues in the workplace, so encourage them as they add useful and out of the box thinking to brainstorming and problem solving.

Understanding individual behaviors is a responsibility of leadership. As an example, extrovert leaders may well report poorly on introverts and vice versa. But when behaviors are known, understood and managed – performance reporting will be fair and balanced.

DNA Behavior®

Know, Engage, Grow – coaching extroverts to manage the differences.

Self-awareness is healthy, it sets the foundation for so much in any organization. But self-awareness is simply the first step. Coaches will excel when they can work with extroverts to understand, through behavioral insight, how to help extroverts manage differences.

When extroverts are aware of how their outgoing, confident behavior impacts others this sets them up to be a better leader, team player, mate and partner.

DNA Behavior's Business DNA Natural Discovery Process reveals extrovert traits. It looks below the surface of what is seen and shared to reveal the core of the individual.

Knowing that an extrovert's inherent behavior includes resourcefulness, inventiveness, instinctiveness and that they enjoy new opportunities and starting (rather than finishing) new projects and goals, provides coaches with a depth of insight to be able to deliver key self-management insights that benefit extroverts.

It is not necessarily the case that extroverts make the most effective leaders. Their strength lies in motivation, enthusiasm and passion. But they need to learn how to focus and finish one goal at a time. Coaching can enable them to understand and manage this need to focus.

Extroverts are comfortable being the center of attention. They tend to have a very positive outlook on life. They are friendly, energetic, and highly adaptable. Each of these behaviors can be an asset to any position and can serve a business well, providing leaders and individuals understand the behavior and its impact on others.

Coaches need to understand that extroverts want to act now and tend to rush into opportunities. They are inclined to be overly excited by the prospect and the journey rather than building the enterprise one brick at a time. The behaviorally smart extrovert understands this aspect of their approach and makes sure they partner with a less excitable person to achieve success.

When extroverts are made aware at a deep level of what their inherent behavior is and how best to use this knowledge to their personal and professional benefit, success in life is a given.

In just 10 minutes this insight can be at both the extrovert's and the coach's fingertips.

To learn more about DNA Behavior International and the solutions we offer, please visit: www.dnabehavior.com

If you have any questions or would like to discuss with an executive on our team, please email us at: inquiries@dnabehavior.com

