

Quiet engineers

CONF42

Tomasz Manugiewicz
General Manager – evoke Poland

“Neither $E=mc^2$ nor *Paradise Lost* was dashed off by a party animal.”

-- *Winifred Gallagher*

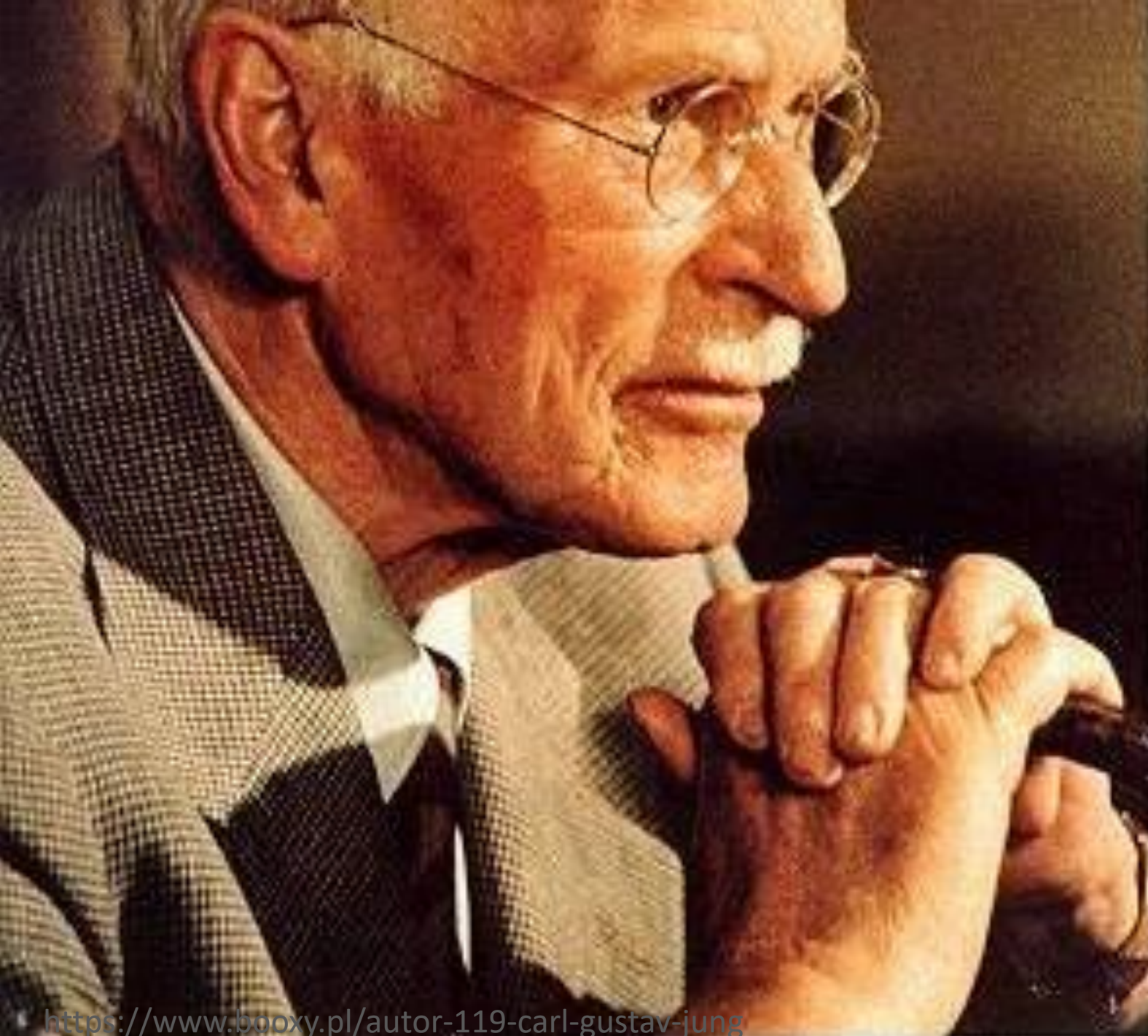
My name is Tomek

and I am an introvert . . .

and I am ~~an introvert~~ . . .

a quiet engineer . . .

Am I an introverted person?



Carl Gustav Jung

Jung defined **introversion** as an
"attitude-type characterised by orientation in life
through subjective psychic contents"

and **extraversion**

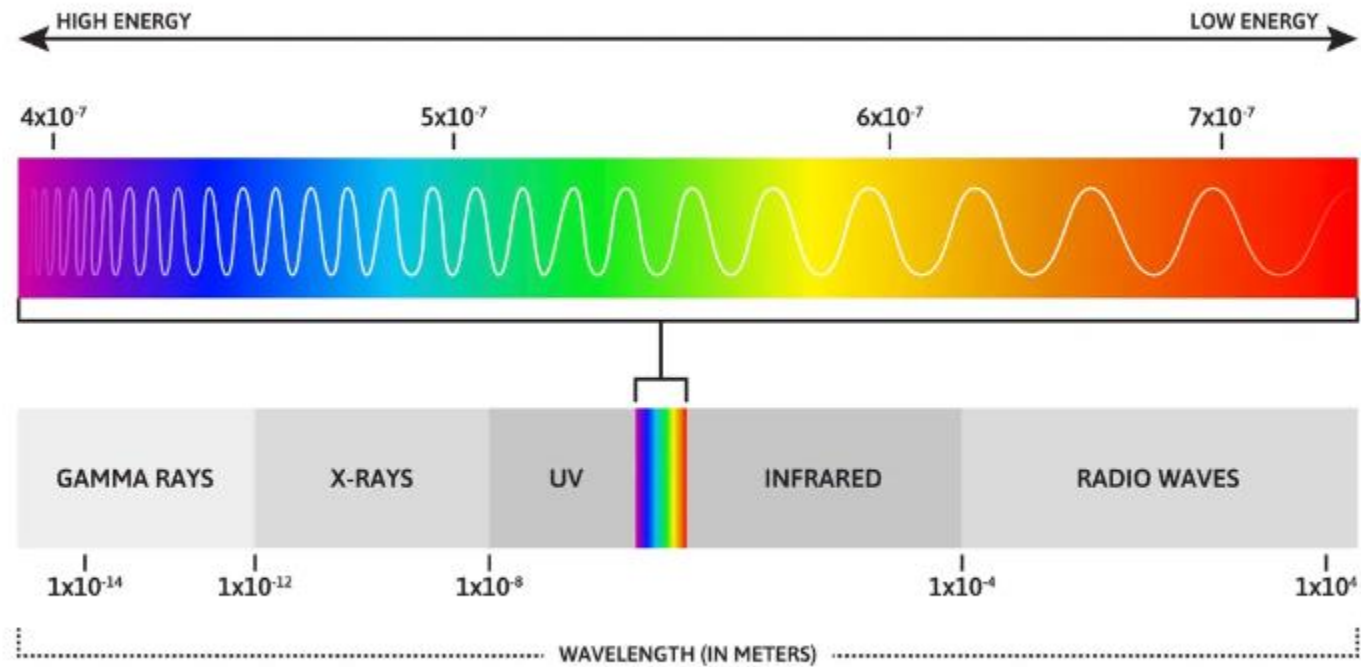
as "an attitude-type characterised by
concentration of interest on the external object"

Everyone has **both**
an **extraverted side**
and **an introverted side**,
with one being more dominant

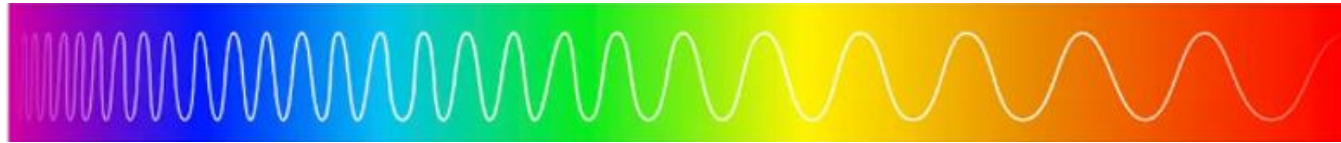
Introversion is a **continuum**

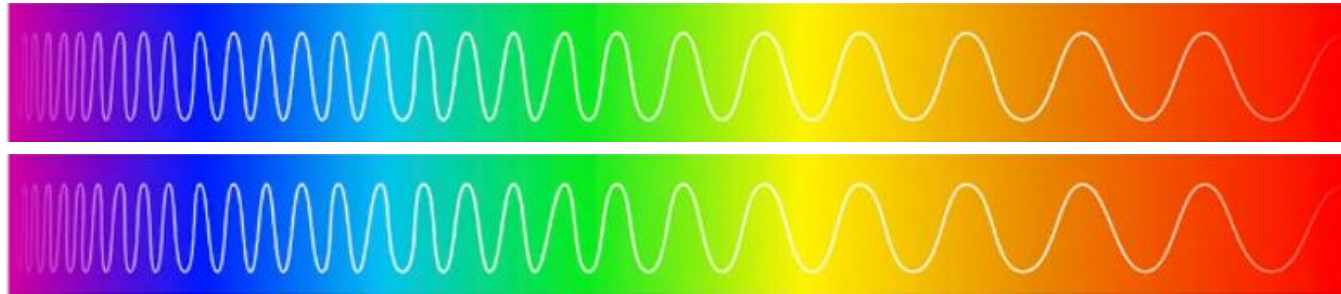


VISIBLE SPECTRUM

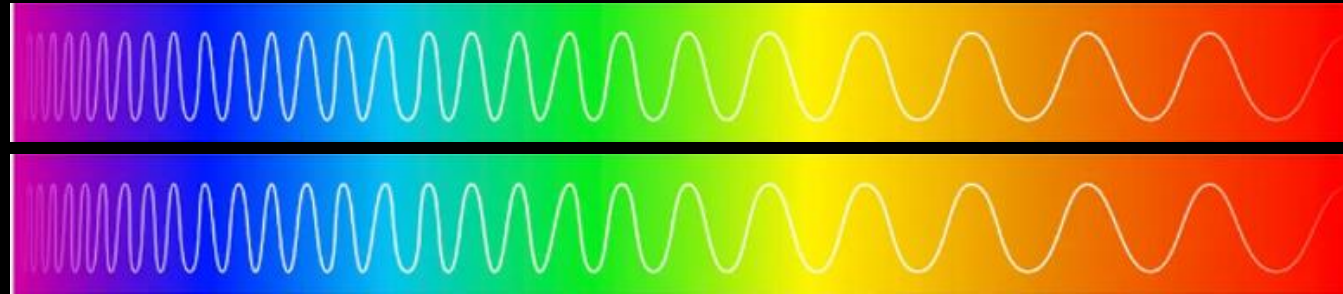


A diagram showing the visible color spectrum. (Image credit: WinWin artlab via Shutterstock)





Ambiversion





Jonathan Cheek

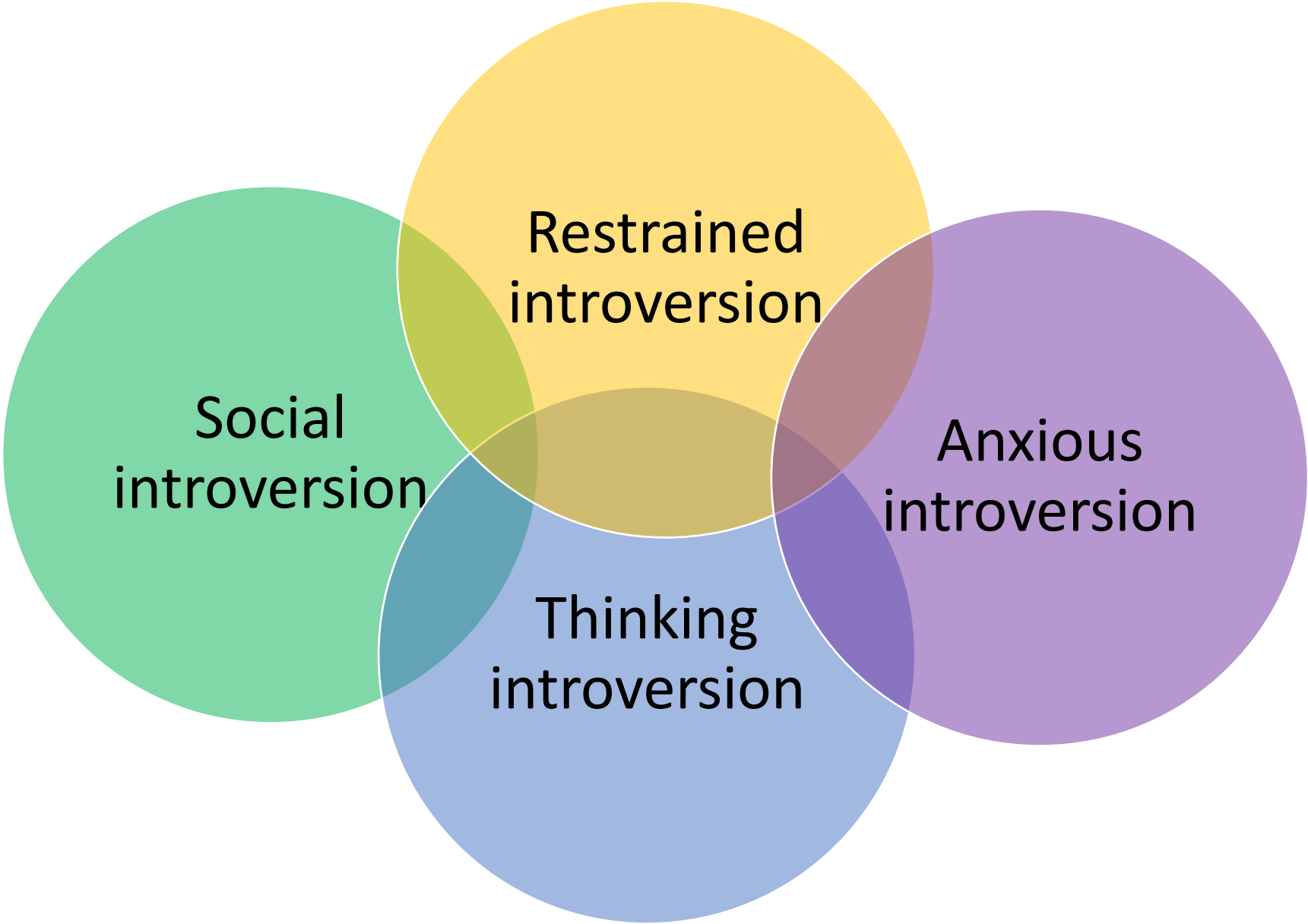
4 types of introversion

Social introversion

Thinking introversion

Restrained introversion

Anxious introversion



Social
introversion

Restrained
introversion

Thinking
introversion

Anxious
introversion

Most people with social anxiety **want** to engage **in social settings**, but **fear of rejection** or judgment prevents them from doing so, typically to their own disappointment.

-- Dr. Gallagher

People presence
triggers emotions

Nervous system's tolerance
to external stimulus

Are we born or made more introverted?

Are we born or made more introverted?

50 % heritable

50 % is determined by an environment



Susan Cain

THE SUNDAY TIMES BESTSELLER



Quiet

Susan Cain

*'Quiet is the most
important book published
for a decade'* LYNNE TRUSS

*'Important, persuasive, timely.
I can't get it out of my
head'* JON RONSON

The Power of Introverts in a
World That Can't Stop Talking

Benefits

Engineering benefits

Deep Technical Expertise

Analytical and Methodical Thinking

Detail-Oriented Approach

Focus and Concentration

Programming benefits

Strong Individual contributions

Code Quality

Code reviews

Operational excellence

Persistence

Leadership benefits

Autonomous leadership

Thoughtful leadership

Conflict Resolution and Mediation

Innovation and Creativity in Group Projects

Building Inclusive Work Cultures

RETROSPECTION



CEO benefits

Critical missions

Proof of concepts

In-depth Research

Market Analysis

CEO's sensor

Tools

For individuals

Save the mental energy before important meetings

Prepare for such meetings

Come early before the meeting

Involve in doing things during large gatherings

Have an exit strategy

Leverage music

No coffee before intense meetings

For individuals

Prepare for Social Interactions

Conversion starters

Cultivate Deep Relationships

For leadrs

Don't assume

Show peoples' strengths

Provide private spaces

Quality, not speed

Offer multiple ways to interact

The one thing people like the most is . . .

Talking about themselves 😊

Transform appoligize to thank you

High-sensitive people

70 % of high-sensitive people
have introversion aspects

**Sensitivity may lead to
overstimulation**

**Sensitivity may lead to
vulnerability**

Sensitivity may lead to
gratitude



The secret to life is to put yourself in the right lighting. For some, it's a Broadway spotlight; for others, a lamplit desk. Use your natural powers -- of persistence, concentration, and insight -- to do work you love and work that matters. Solve problems. make art, think deeply.

— *Susan Cain* —

AZ QUOTES

Let's
stay connected.

Tomasz Manugiewicz
General Manager – evoke Poland