

The Power of Quiet Leadership

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Leadership Personality: Act Low Key, Keep Private Matters Private, Embrace Solitude, Writing over Talking, Think First, Share Later, Focus on a Deep Answer

Culture of Character vs. Culture of Personality

Harvard Model of the Leadership: Quick Decisions Are Valued, Focus on Teams, Ideas Are Shared Verbally, Charismatic Extroverted Leader, Direct and Bold Sharing of Ideas, Open Personalities

Decision Making and Reactivity to External Stimuli: Highly Reactive (30% process) vs. Low Reactive (5%)

Ascending Reticular Activity System: Arousing vs. Calming (Flow – Optimal state for engagement in activity)

Value of Introverted/ Extroverted varies by Culture: 1) Class participation vs. Talking Nonsense; 2) Quiet, sensitive vs. Funny, active playmate; 3) Individualism (Boldness, Verbal Skills) vs. Group Cohesion (Quiet, humility, sensitivity)

Helpful Hints for the Silent Leader

Become visible early in the discussion because silence leaves a negative impression.

Become an expert on the subject.

Use social media, if appropriate, to become more visible with focused content

Display characteristics of extrovert for specific purpose (Free Trait Theory- Fixed vs. Free)

Restorative Niche - Schedule quiet time to recharge

Use quiet time to reflect on the oneself and others and possible interactions

For verbal sharing of ideas, pre-list talking points

Deliberate Practice – Identify task that needs upgrading, monitor and revise

Practice by interviewing yourself

Present the value of your solution

Develop alternative plans

Tell and give Directions



Work through conflict

Individually provide support

Individually help find solutions

Be authentic

Quick Decisions Are Valued

Help set the ground rules

Offer to prepare the agenda

Identify the need for a pause to the process

Clarify your position

Identify your audience for purpose of motivation

Prepare logical, supported succinct presentation

Pay attention to detail

Avoid non-productive brainstorming: negatives - Social Loafing, Production Blocking, Evaluation Apprehension

Rehearse Your Voice

Focus on Teams

Prepare questions in advance

Paraphrase ideas and identify others' points-of-view

Gain credibility by listening privately

Privately identify process to create

Share the limelight

Keep private matters private

Choose a personal story to share

Share an experience with someone else