

# THE GENIUS OF OPPOSITES

## How Introverts and Extroverts Achieve Extraordinary Results Together

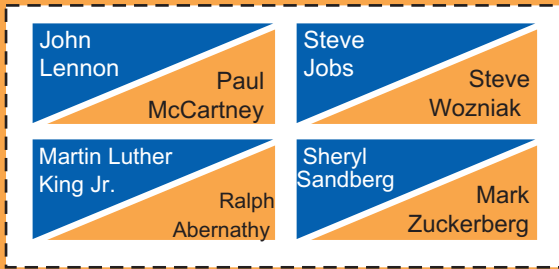
**JENNIFER B. KAHNWEILER**

**JENNIFER KAHNWEILER** is a keynote speaker and a learning and development professional advisor. She works with organizations such as General Electric, FreddieMac, NASA, Turner Broadcasting and the US Centers for Disease Control to assist them to get the most from their people. She is the author of *The Introverted Leader: Building on Your Quiet Strength* and *Quiet Influence: The Introvert's Guide to Making a Difference*. Jennifer Kahnweiler has taught seminars on this topic in several countries and has been featured in the *Wall Street Journal*, *Forbes*, *Fortune*, *Time Magazine* and *Bloomberg Business Week*. She is a graduate of Florida State University and Washington University, St. Louis.

The Web site for this book is at [JenniferKahnweiler.com](http://JenniferKahnweiler.com).

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**MAIN IDEA**



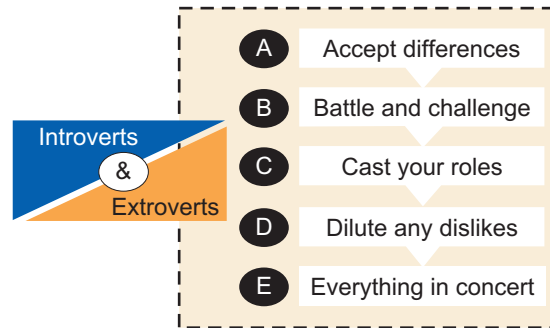
When introverts and extroverts team up and work together, the energy and dynamism generated by their differences can sometimes mean they end up producing genius-level results. And yet, at the same time, these partnerships can also go off the rails quickly and end up being a train wreck.



So how can you form a I/E partnership that works? The trick is quite simple really – you and your partner need to focus more on results and less on the differences that exist. If you can do that, by teaming up with an introvert or an extrovert opposite of yourself, together you can accomplish great things.

*"When you skillfully combine the extrovert set of strengths with those of the introvert, you don't just get addition. You get exponential results. It's like having one group who can see only close up and one who can see only in the distance. When you bring them together and manage the blend, the entire picture comes into focus and suddenly you can act on things the way neither side could have separately. The possibilities for these two styles collaborating are great for those individuals, but also for their workplaces, including improved morale, surpassed company goals, and the high that comes from satisfying work."*

– Jennifer Kahnweiler



**A – Accept your differences** . . . . . Pages 2 - 3

Successful introvert/extrovert (i/E) pairings work best and most productively when both accept each other will communicate and act in different ways but there is a shared commitment to doing great work. To get the most out of a partner with different strengths, you have to appreciate their differences and what that brings to the table.

**B – Battle and challenge each other** . . . . . Pages 3 - 4

Rather than trying to avoid conflict, you should be using your differences in perspective to challenge conventional thinking and assumptions. Pushback usually sharpens your thinking and allows you to craft more persuasive arguments so make the most of being able to work with someone who approaches things differently from you.

**C – Cast your roles and share the credit** . . . . . Pages 5 - 6

You know what your role is in any scenario and you already know the approach your partner will take so the characters have already been cast. Therefore, build on your strengths and move forward. The real key to keeping this going is to commit to sharing the credit for the ultimate results achieved regardless of individual roles.

**D – Dilute your dislike with respect and trust** . . . . . Pages 6 - 7

There's no point being angry with each other. Instead, you should dilute any dislikes by respecting what the other person brings to the table. Act like friends. Talk openly with each other and have fun. You don't have to actively dislike your partner in order to do great work together.

**E – Everything in concert so harness your diversity** . . . . . Page 8

If you accept that left to your own devices, what you would come up with would be weaker than what you produce in concert, then get busy harnessing your individual strengths. The synergy which can result from two strong opposites working in tandem can generate the world-class results you're after. Benefit from your differences.

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