

## A Review of "The Introvert's Guide" By Edward C. Brewer, Ph.D.

Several weeks ago Dr. Brewer sent me a copy of his new book "The Introvert's Guide to Greater Success at Work and Home." He and I go back to his Murray State University days. I have almost 40 years' experience using the MBTI and Jungian Typology working with freshman undeclared students at MSU.

Reading Brewer's work was reminiscent of our classroom experiences. He does an excellent job both describing an introvert's dilemma and how personal insight and awareness can alter non-introverts' perceptual inaccuracies. Even introverts can misperceive other introverts which complicates things that much further. What Brewer describes in his book gives "visibility" to a level of understanding few introverts are able to obtain. For an introvert the effort is often not seen as needed or too time consuming to bother with except with a few chosen people. An extrovert's life is visible and on display but subject to shifts and changes at a moment's notice. Introverts tend to live lives of invisible consistency and continuity only known to themselves.

As one who is mildly extroverted according to MBTI scales over 50 plus assessments, I "see" my introverted needs perhaps clearer than extroverts with a dominant preference. Brewer's background in Organizational Communication gives him a good vantage point to identify the principles of good interactions using Jungian typology. It is in fact for Brewer a kind of self-description and his use of personal and family experiences really does a good job of illustrating his points of an introvert's life. Only the individual introverted person can make behavior changes that "allow" someone else to "know" them.

I found Brewer's book particularly interesting and informative as he discussed various insights and strategies for the introverted job seeker and employee. Management and leadership styles for introverts DO require them to get out of their comfort zones in order to be successful. This may require coaching and additional preparation and a diligence of effort to maintain what has been gained.

I recommend "The Introvert's Guide" to Human Resource managers as a way to understand an introvert's take on life. It would also help HR types to develop in-service experiences that might better utilize an introvert's unique approach to problem solving while at the same time offering opportunities to broaden the introvert's self-perception and promotion.

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