The purpose of the present study was to consider the advantages of introversion in leadership and how these traits are often misunderstood qualities of weaknesses rather than strengths. This study explored known leaders' perspectives of the attributes of introversion that enhance their ability to lead, as examined by degree of introversion and extroversion, gender, and years of leadership experience.

Introverts live in an extroverts' world. Extroverted traits, such as being talkative, outgoing, or straightforward, have been overvalued in a world of extroverts (Cain, 2012). Current bias against introversion creates great obstacles for the personal development of introverts in leadership. Farrell (2017) stated that introverts are not confident to be leaders because most leadership qualities are commonly considered the characteristics of extroverts such as public speaking, sociability, and humour. Introversion stereotypes, by both introverts and extroverts, result in a variety of challenges for introverts to be leaders.

Ten Qualities Being Examined in the Present Study
- Listening Skills
- Detail-oriented
- Focused
- Thoughtful
- Observant
- Trustworthy
- Sensible
- Self-aware
- Modest
- Creative

Method
- Looked for potential participants (known leaders in business and education) from the Google search engine
- Sent invitational emails or messages to more than 300 participants
- Asked eligible participants to complete the questionnaire via the SurveyMonkey website.

RESULTS
- The online questionnaire received 25 responses from known leaders in education and business settings. Of those 25 participants, just 2 provided qualitative responses.
- Most participants chose high or moderate degree to describe their perceived correlation regarding these ten leadership qualities as attributes of introversion.
- The mean scores of participants' perceived importance on these ten leadership qualities are all above 5 (a score of 1 being not important and a score of 10 being very important).

Top 3 Attributes of Introversion
- Listening Skills
- Thoughtful
- Observant

Top 3 Leadership Qualities
- Listening Skills
- Trustworthy
- Observant

CONCLUSIONS
- These ten qualities are important in leadership to different degrees.
- All of these ten qualities are also the attributes of introversion.
- There was some difference regarding the attributes of introversion in leadership across participants' gender, years of leadership experience and levels of introversion and extroversion.

REFERENCES