

# The Quiet Influence



Insights for communication professionals championing personality diversity



## Here's what has happened in the last month and what's to come!

With spring in the UK air, it feels like the perfect moment to reflect, recalibrate, and reimagine what inclusive communication really looks like.

At The Introvert Space, we believe true inclusion goes beyond demographics, it embraces personality diversity and ensures that no voice, however quiet, is left behind.

This month, I'm excited to share practical tips and updates that speak directly to this mission. Let's dive in.

Thoughtfully yours,

*Richard :)*



In this newsletter you can expect:

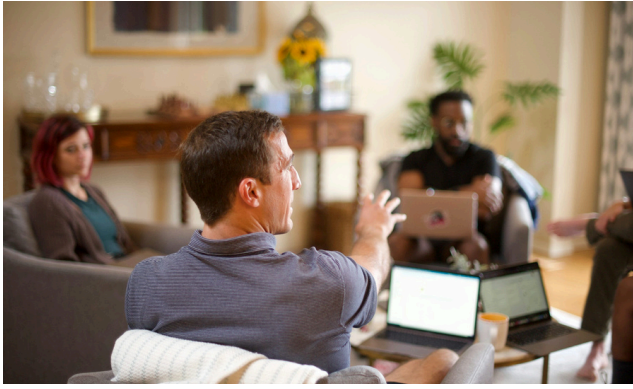
Spotlight: Hybrid Meetings that work for everyone - 1 min read

Client Success Story: Financial Services Transformation - 2 min read

Practical Tool: The Introvert-Friendly Townhall Checklist - 1 min read

Research Corner: The Neuroscience of Thoughtful Communication - 2 min read

Black Introvert Week UK: Call for Speakers - 1 min read



## Spotlight: Hybrid Meetings that work for everyone

Three years into the hybrid work revolution, our research shows that 64% of introverts report feeling more sidelined in hybrid meetings than they did in fully in-person or fully virtual settings.

The culprit? What we're calling "proximity bias 2.0", where those physically present and verbally assertive dominate discussions while remote participants (particularly the more reflective ones) struggle to find entry points into the conversation.

Try these adjustments in your next hybrid meeting:

- **Pre-circulation:** Share discussion points 48 hours in advance with a request for initial thoughts via shared document or chat.
- **Round-robin facilitation:** Begin key agenda items with a structured round where everyone is invited to speak briefly.
- **Digital deliberation time:** For longer meetings, build in 2-3 minute 'thinking breaks' where everyone contributes to a digital whiteboard or chat.
- **Invite thoughts afterwards:** Not everyone thinks best on the spot. Leave space for people to share reflections post-meeting — whether through a form, email or team chat.



## Client Success Story: Financial Services Transformation

When a leading financial services firm struggled with low engagement scores among their technical teams, they discovered a troubling pattern: their predominantly introverted analysts and developers felt consistently overlooked in strategic conversations.

Working together, we implemented a "Think-Pair-Share" approach to their quarterly business reviews, resulting in:

- 78% increase in actionable suggestions from technical teams

- 43% improvement in implementation success rates
- 67% higher self-reported satisfaction among introverted team members

Their Head of Internal Communication reflected: "We were drowning in quick opinions and missing out on deep expertise. By changing our communication approach, we unlocked insights that transformed our product roadmap."

Inspired by these results? Contact [richard@theintrovertspace.com](mailto:richard@theintrovertspace.com) today and let's discuss how we can achieve similar outcomes for you.

---

# TURNING WORDS INTO ACTION



## Practical Tool: The Introvert-Friendly Townhall Checklist

- ✓ Provide questions 5+ days in advance
- ✓ Offer anonymous submission options
- ✓ Create designated reflection zones
- ✓ Include pre-recorded segments from quieter voices
- ✓ Employ skilled facilitation for balanced participation
- ✓ Establish clear turn-taking protocols
- ✓ Create explicit entry points for contributions
- ✓ Offer multiple feedback channels post-event
- ✓ Follow up with individual recognition

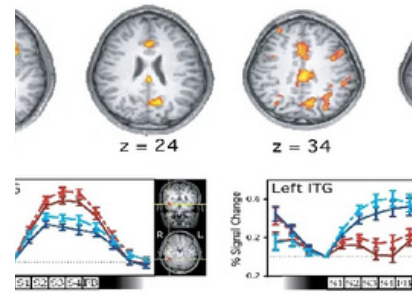
Download our full townhall toolkit with implementation guides and measurement frameworks at [theintrovertspace.com](https://theintrovertspace.com)



## Thought of the Month

"In a world that can't stop talking, the most revolutionary act may be creating space for silence, not as an absence of communication, but as its foundation."

—Rebecca Solnit, Journalist



## Research Corner

### The Neuroscience of Thoughtful Communication

New findings from [Oxford University's Cognitive Communication Lab](#) confirm what many introverts have intuitively known: the brain processes that produce our deepest insights often operate independently from those that generate spontaneous speech.

For communication professionals, this means our traditional emphasis on "quick thinking" and "speaking up" may systematically exclude valuable cognitive processes that require time and space for development.

The research suggests incorporating communicative differences as a core pillar of DEI work, recognising different neurological approaches to information processing as equally valid contributors to organisational intelligence.

Download our [Toolkit for the Inclusive Management of Introverts \(TIMI\)](#) for practical tips on how to action this.

---

## Call for Speakers: Black Introvert Week UK 27-31 October 2025

The Introvert Space is proud to host the fourth annual Black Introvert Week UK, running the final week of October. This year's theme is *Unmuted: Amplifying Black Introvert Voices*.

We're looking for thoughtful, engaging speakers for a **50-minute panel on Thursday 30 October** (location TBC), to share experiences at the intersection of being Black and introverted in the UK.

If this sounds like you, we'd love to hear your voice. **Submit your proposal by Friday 1 August 2025.**

👉 <https://forms.gle/Ln6jxjCuSCHkQ6GR9>



## Catch-up on the latest media

Enjoyed the newsletter?  
If you'd like to explore more on introversion, inclusive communication, or quiet leadership, I've gathered my latest talks, podcasts and articles in one place.

Head to [richardetienne.co.uk/see-my-impact](https://richardetienne.co.uk/see-my-impact) to take a look, and keep championing the power of every voice.



*Thank you for reading!*



richard@theintrovertspace.com



theintrovertspace.com



/the-introvert-space



@theintrovertspace

---