

# HOW DO YOU GAIN ENERGY?

## Introvert

Do you become more energized when you get to spend some time alone, quietly relaxing your mind? Do you become exhausted when you have been around others for extended periods of time and although you have enjoyed much of it, can't wait to escape for some time to yourself? If so, you might be an introvert.

## Extrovert

Do you become more energized when you get to spend some time with friends, talking, interacting and stimulating your mind? Do you find yourself drained of energy when none of your friends or colleagues are available to interact with? Although you too enjoy some alone time, if it goes on for too long, you just have to get out and connect with others. If so, you might be an extrovert.



# APPRECIATION LANGUAGE

☐ ☐

## WORDS OF AFFIRMATION

Being affirmed through written  
or spoken words

☐ ☐

## QUALITY TIME

Undivided personal attention

☐ ☐

## ACTS OF SERVICE

Helping to get things  
accomplished

☐ ☐

## TANGIBLE GIFT

Tangible gifts, not including pay  
raises or bonuses, etc.

☐ ☐

## PHYSICAL TOUCH

Handshake, pat on the  
shoulder, etc.

☐ ☐

# WHAT DOES IT LOOK LIKE WHEN YOU ARE NOT AT YOUR BEST?

## Prompt

Reflect on a situation when you have shown up this way at work.

## Example

Monthly team meeting – 10 of us in a conference room together and people were excited, talking loudly, with lots of energy. They wanted to do a working lunch. I had to take a lunch by myself. I was contributing little to nothing to the team the longer we were all together.

## Your Experience

## Prompt

See if you can identify a culprit that may be related to introversion/extroversion or appreciation language that could have contributed to you showing up this way.

## Example

The introvert in me was contributing to me showing up with little input towards the team and feeling unable/unwilling to work with the team during lunch. I was totally depleted of energy and just needed a quiet space to myself for my lunch break.

## Your Experience

# WHAT DOES IT LOOK LIKE WHEN YOU ARE AT YOUR BEST?

## Introvert ☐

Do you become more energized when you get to spend some time alone, quietly relaxing your mind? Do you become exhausted when you have been around others for extended periods of time and although you have enjoyed much of it, can't wait to escape for some time to yourself? If so, you might be an introvert.

## Extrovert ☐

Do you become more energized when you get to spend some time with friends, talking, interacting and stimulating your mind? Do you find yourself drained of energy when none of your friends or colleagues are available to interact with? Although you to enjoy some alone time, if it goes on for too long, you just have to get out and connect with others. If so, you might be an extrovert.

Identify 3 ways to increase or recuperate from energy loss

1

2

3

Identify 3 ways to increase or recuperate from energy loss before or after work

1

2

3

Introvert

Extrovert

# WASHINGTON'S K-12 SOCIAL EMOTIONAL STANDARDS

Consistent Strength = 5   Often a Strength = 4   Depends = 3   Often a Difficulty = 2   Consistent Difficulty = 1

Standard Categories		Combined %
<b>STANDARD 1 – SELF-AWARENESS</b> Individual has the ability to identify their emotions, personal assets, areas for growth, and potential external resources and supports.	Self-Awareness	Awareness Combined %
BENCHMARK 1A – Demonstrates awareness and understanding of one’s own emotions and its influence on behavior.		
BENCHMARK 1B – Demonstrates awareness of personal and collective identity encompassing strengths, areas for growth, aspirations, and cultural and linguistic assets.		
BENCHMARK 1C – Demonstrates self-awareness and understanding of external influences (e.g., culture, family, school, and community resources and supports).		
<b>STANDARD 4 – SOCIAL AWARENESS</b> Individual has the ability to take the perspective of and empathize with others from diverse backgrounds and cultures.	Social-Awareness	
BENCHMARK 4A – Demonstrates awareness of other people’s emotions, perspectives, cultures, languages, histories, identities, and abilities.		
BENCHMARK 4B – Demonstrates an awareness and respect for similarities and differences among community, cultural, and social groups.		%
BENCHMARK 4C – Demonstrates an understanding of the variation within and across cultures.		

Consistent Strength = 5    Often a Strength = 4    Depends = 3    Often a Difficulty = 2    Consistent Difficulty = 1

Standard Categories		Combined %
<b>STANDARD 2 - SELF-MANAGEMENT</b> Individual has the ability to regulate emotions, thoughts, and behaviors.	Self-Management	Management Combined %
BENCHMARK 2A - Demonstrates the skills to manage one’s emotions, thoughts, impulses, and stress in constructive ways.		
BENCHMARK 2B - Demonstrates responsible decision-making and problem-solving skills.		
<b>STANDARD 5 - SOCIAL MANAGEMENT</b> Individual has the ability to make safe and constructive choices about personal behavior and social interactions.	Social-Management	
BENCHMARK 5A - Demonstrates a range of communication and social skills to interact effectively with others.		
BENCHMARK 5B - Demonstrates the ability to identify and take steps to resolve interpersonal conflicts in constructive ways.		
BENCHMARK 5C - Demonstrates the ability to engage in respectful and healthy relationships with individuals of diverse perspectives, cultures, language, history, identity, and ability.		

Consistent Strength = 5   Often a Strength = 4   Depends = 3   Often a Difficulty = 2   Consistent Difficulty = 1

Standard Categories		Combined %
<b>STANDARD 3 - SELF-EFFICACY</b> Individual has the ability to motivate themselves, persevere, and see themselves as capable.	Self-Efficacy	Efficacy & Engagement Combined %
BENCHMARK 3A - Demonstrates the skills to set, monitor, adapt, persevere, achieve, and evaluate goals.		
BENCHMARK 3B - Demonstrates problem-solving skills to engage responsibly in a variety of situations.		
BENCHMARK 3C - Demonstrate awareness and ability to speak on behalf of personal rights and advocacy.		
<b>STANDARD 6 - SOCIAL ENGAGEMENT</b> Individual has the ability to consider others and show a desire to contribute to the well-being of school and community.	Social-Engagement	
BENCHMARK 6A - Demonstrates a sense of school and community responsibility.		
BENCHMARK 6B - Demonstrates the ability to work with others to set, monitor, adapt, achieve, and evaluate goals.		TOTAL (Awareness, Management, Efficacy & Engagement) %
BENCHMARK 6C - Contributes productively to one's school, workplace, and community.		

# REFLECTION OF RESULTS

WHAT ARE YOUR COMBINED AREAS  
OF HIGHEST PERCENTAGE?

%

WHAT ARE YOUR COMBINED AREAS OF  
LOWEST PERCENTAGE?

%

WHAT ABOUT YOUR HIGHEST  
BENCHMARK PERCENTAGE?

%

WHAT ABOUT YOUR LOWEST  
BENCHMARK PERCENTAGE?

%

DID THIS SURPRISE YOU? OR CONFIRM  
WHAT YOU ALREADY THOUGHT?

DID THIS SURPRISE YOU? OR CONFIRM  
WHAT YOU ALREADY THOUGHT?



# SMART GOAL(S)

## Sample

## Introvert or Extrovert

S<sub>pecific</sub>

I will choose exercises that are realistic given my current health.

S<sub>pecific</sub>

M<sub>easurable</sub>

I will take baseline data on my exercises (time, distance, weight, etc.)

M<sub>easurable</sub>

A<sub>ttainable</sub>

I want to take better care of myself knowing I am an introvert.

A<sub>ttainable</sub>

R<sub>elevant</sub>

I will work out by myself for at least 3-days per week.

R<sub>elevant</sub>

T<sub>ime-bound</sub>

I will start my independent workouts on Monday, Wednesday, and Friday this week and reflect on my progress at the end of the month for the next 90 days.

T<sub>ime-bound</sub>

## Appreciation Language

## SEL Standards

**S**pecific

**S**pecific

**M**easurable

**M**easurable

**A**ttainable

**A**ttainable

**R**elevant

**R**elevant

**T**ime-bound

**T**ime-bound

**How often will I check on the progress of my goals?**

**Will I set reminders on my calendar?**

**Do I have a set routine for goal reflection?**

**Do I need an accountability partner?**

Accountability

## Growth Mindset vs. Fixed Mindset

## Power Posing

**S**pecific

**S**pecific

**M**easurable

**M**easurable

**A**ttainable

**A**ttainable

**R**elavant

**R**elavant

**T**ime-bound

**T**ime-bound

Restore

Personal Identity Statement

# APPRECIATION LANGUAGE

## Words of Affirmation

*Being affirmed through written or spoken words*

My Guesstimate

☐ ☐

Actual Results

1. \_\_\_\_\_ ☐ ☐
2. \_\_\_\_\_ ☐ ☐
3. \_\_\_\_\_ ☐ ☐

1. \_\_\_\_\_ ☐ ☐
2. \_\_\_\_\_ ☐ ☐
3. \_\_\_\_\_ ☐ ☐

## Quality Time

*Undivided Personal Attention*

My Guesstimate

☐ ☐

Actual Results

1. \_\_\_\_\_ ☐ ☐
2. \_\_\_\_\_ ☐ ☐
3. \_\_\_\_\_ ☐ ☐

1. \_\_\_\_\_ ☐ ☐
2. \_\_\_\_\_ ☐ ☐
3. \_\_\_\_\_ ☐ ☐

## Acts of Service

*Helping to get things accomplished*

My Guesstimate

☐ ☐

Actual Results

1. \_\_\_\_\_ ☐ ☐
2. \_\_\_\_\_ ☐ ☐
3. \_\_\_\_\_ ☐ ☐

1. \_\_\_\_\_ ☐ ☐
2. \_\_\_\_\_ ☐ ☐
3. \_\_\_\_\_ ☐ ☐

## Tangible Gifts

*Tangible gifts, not including pay raises or bonuses, etc.*

My Guesstimate

☐ ☐

Actual Results

1. \_\_\_\_\_ ☐ ☐
2. \_\_\_\_\_ ☐ ☐
3. \_\_\_\_\_ ☐ ☐

1. \_\_\_\_\_ ☐ ☐
2. \_\_\_\_\_ ☐ ☐
3. \_\_\_\_\_ ☐ ☐

## Physical Touch

*Handshake, pat on the shoulder, etc.*

My Guesstimate

☐ ☐

Actual Results

1. \_\_\_\_\_ ☐ ☐
2. \_\_\_\_\_ ☐ ☐
3. \_\_\_\_\_ ☐ ☐

1. \_\_\_\_\_ ☐ ☐
2. \_\_\_\_\_ ☐ ☐
3. \_\_\_\_\_ ☐ ☐

# SMART GOAL(S)

## Sample

## Introvert or Extrovert

**S**pecific

I want to acknowledge my teammates need for groupwork to feel energized.

**S**pecific

**M**easurable

I will look for signs that my teammate is stressed out and write them down.

**M**easurable

**A**ttainable

I will engage with them by calling or meeting with them in-person.

**A**ttainable

**R**elevant

I will ask my teammate for signs when they are stressed and/or low on energy.

**R**elevant

**T**ime-bound

I will reflect on this goal each month.

**T**ime-bound

Appreciation Language

SEL Standards

**S**pecific

**S**pecific

**M**easurable

**M**easurable

**A**ttainable

**A**ttainable

**R**elevant

**R**elevant

**T**ime-bound

**T**ime-bound

**How often will I check on the progress of my goals?**

**Will I set reminders on my calendar?**

**Do I have a set routine for goal reflection?**

**Do I need an accountability partner?**

Accountability



# RESOURCES

- For those that want to learn more about introversion I would recommend the book “Quiet” by Susan Cain. [Click here](#) to access the book.
- [Here's an article](#) that goes into further discussion about introverts and extroverts.
- [The 5 Languages of Appreciation in the Workplace.](#)
- [Meyers-Briggs Personality Type.](#)
- [The Nine Enneagram Types.](#)
- [The DISC Personality Test.](#)
- [Everything DISC Personal Development.](#)
- [Simon Sinek Website.](#)
- [MindsetWorks.](#)
- [Carol Dweck: A Summary of the Two Mindsets.](#)
- Check out Amy Cuddy’s TED talk for a more in depth understanding of power posing. [Click here](#) to access the video.



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