

Quiet Resistance

Pat Guariglia

Pat Guariglia

- Agile / Leadership coach and trainer
- Startup coach
- Founder of several startups
- Over 20 years in product development
- Trained 3 - 4,000 + on agile
- Agile blogger and writer
- ~50 companies



Who Are We Really?



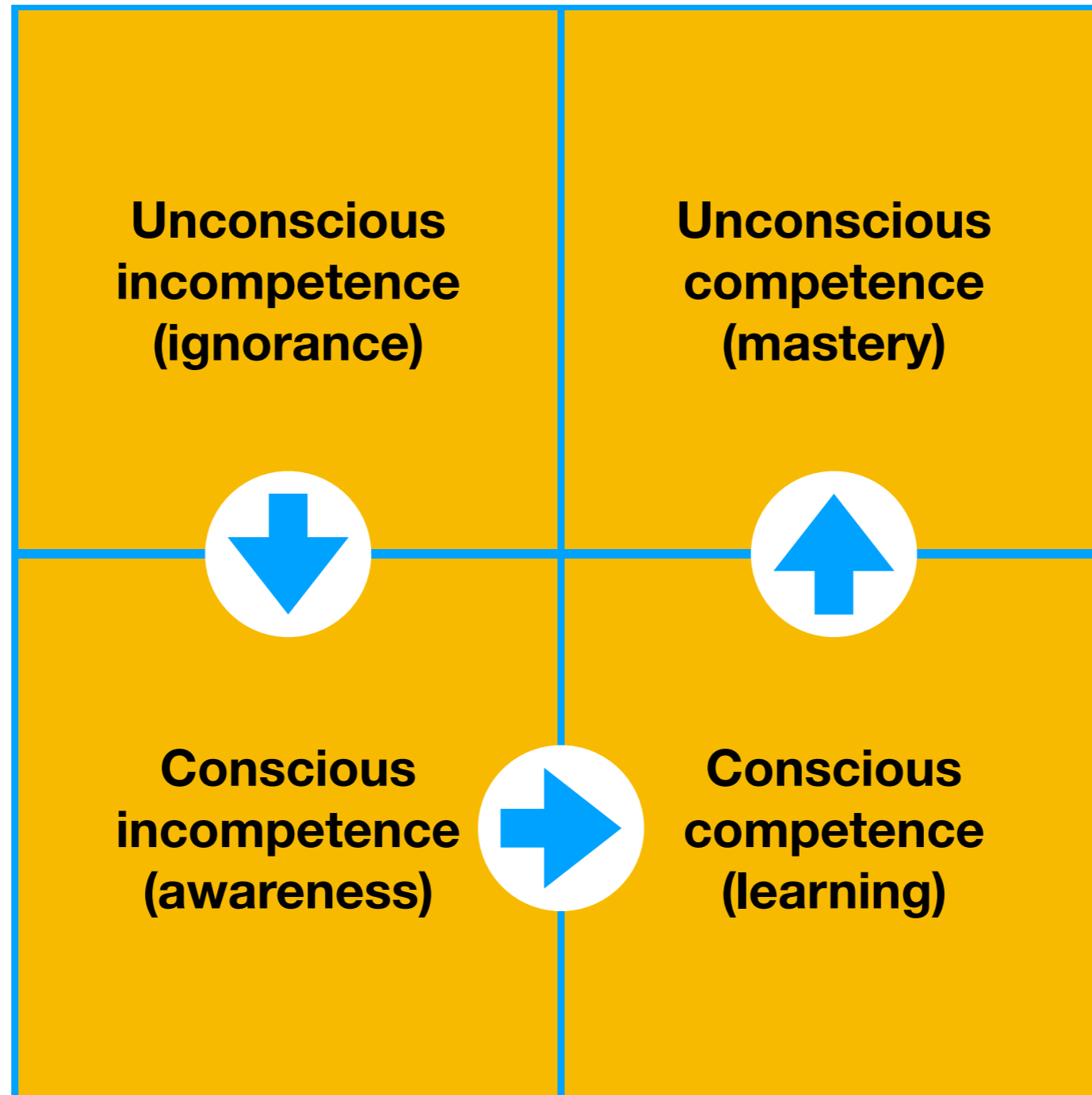
**I Knew More Than
The Next Guy**



AND WHEN THINGS DON'T
GO SO WELL...



4 Stages of Competence





Always

Be

Curious



Quiet: The Power of Introverts in a World That Can't Stop Talking

by Susan Cain

Introvert

a typically reserved or quiet person who tends to be introspective and enjoys spending time alone



Extrovert

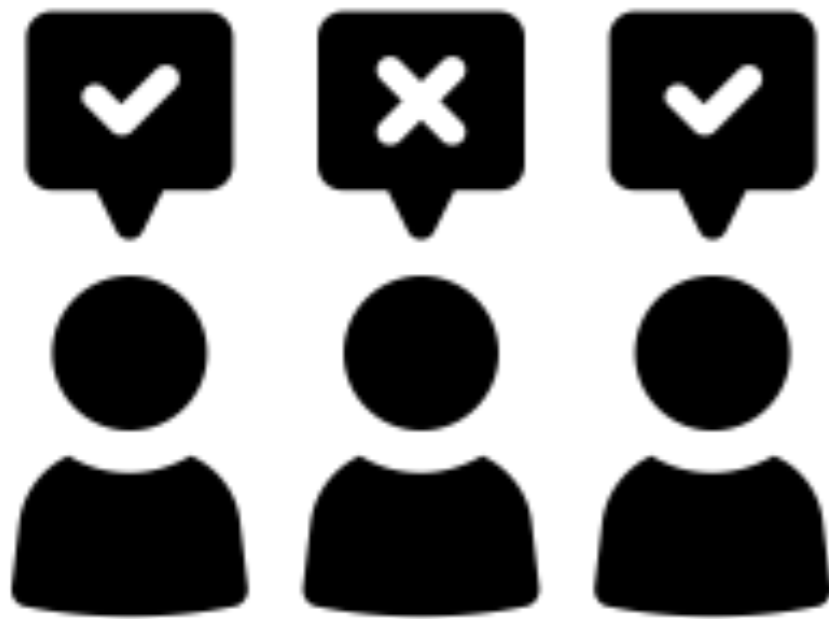
a typically gregarious and unreserved person who enjoys and seeks out social interaction



Ambivert

a person having characteristics of both extrovert and introvert





65% of executives across all industries viewed introversion as a barrier to moving up the ladder.

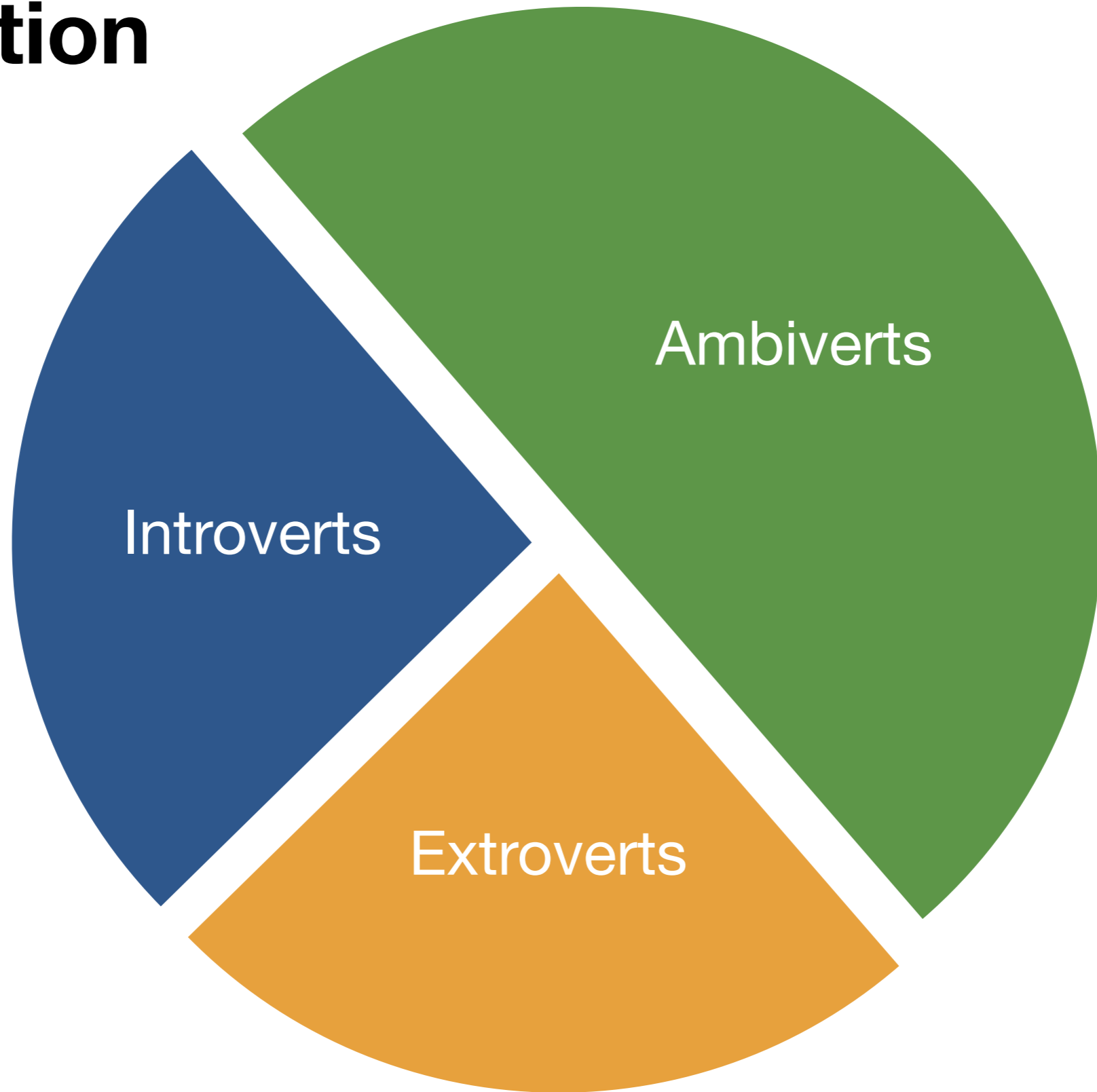
Leaders are Extroverts



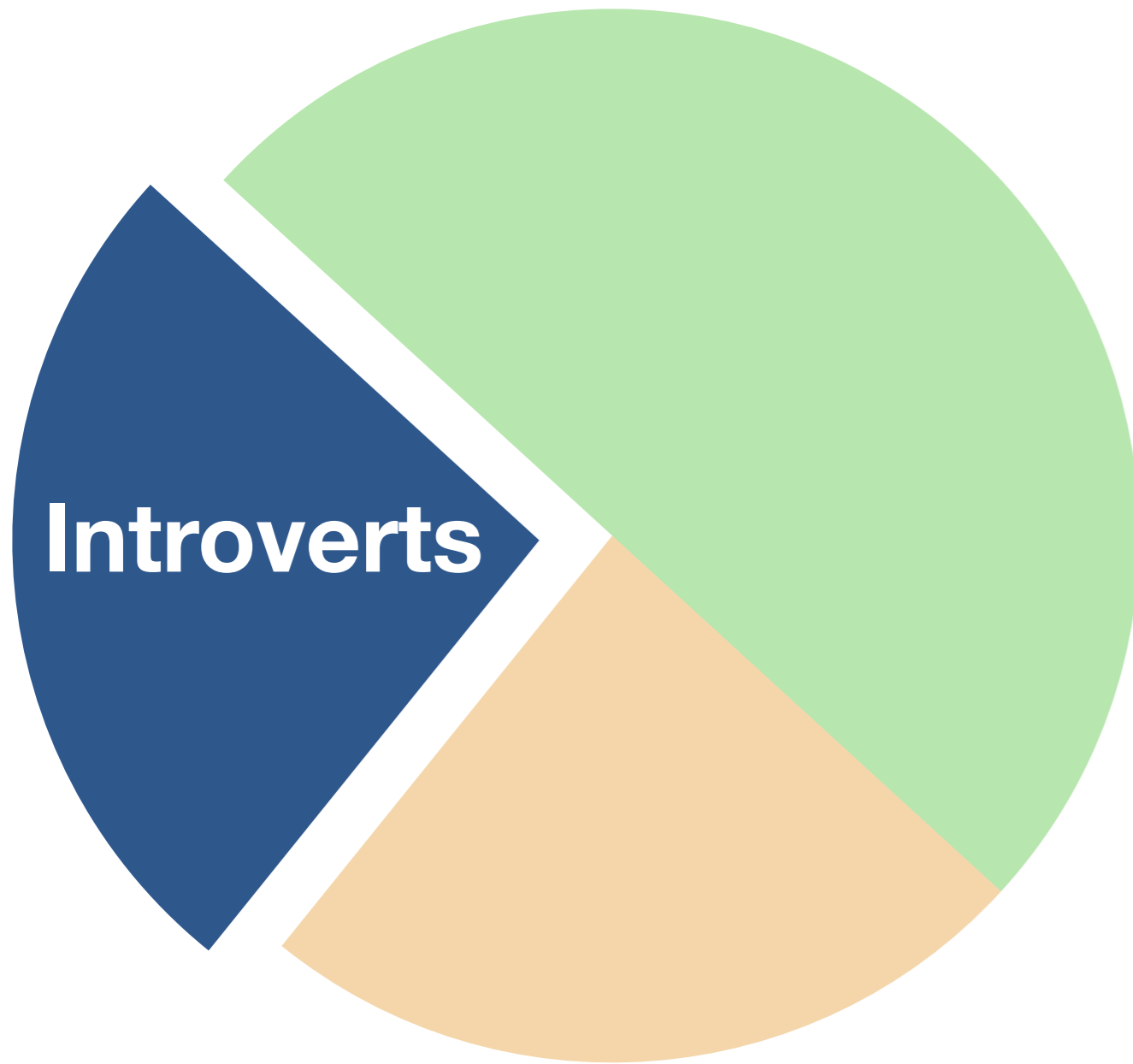
Adam Grant

96% of leaders view themselves as extroverts!

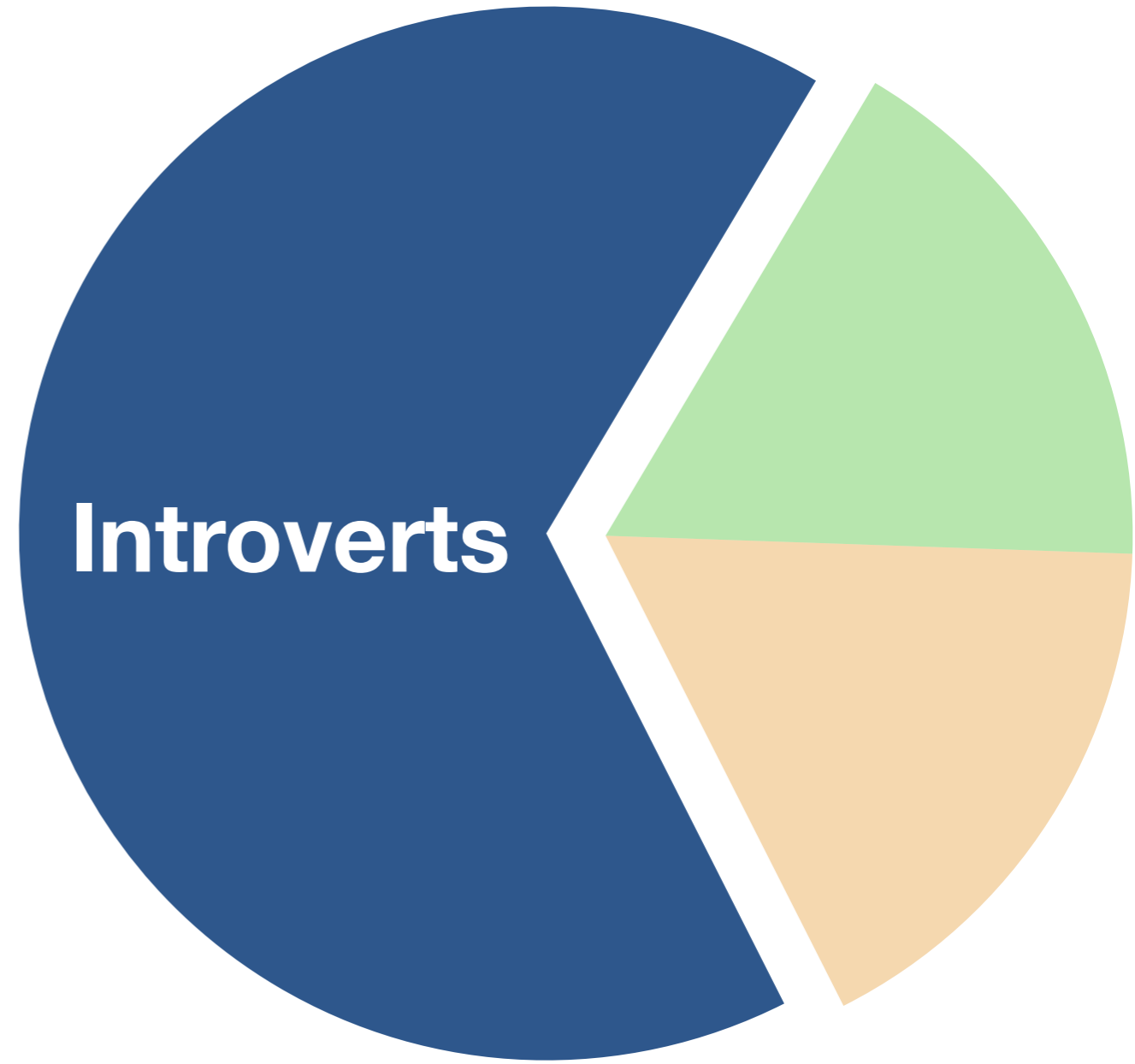
General Population



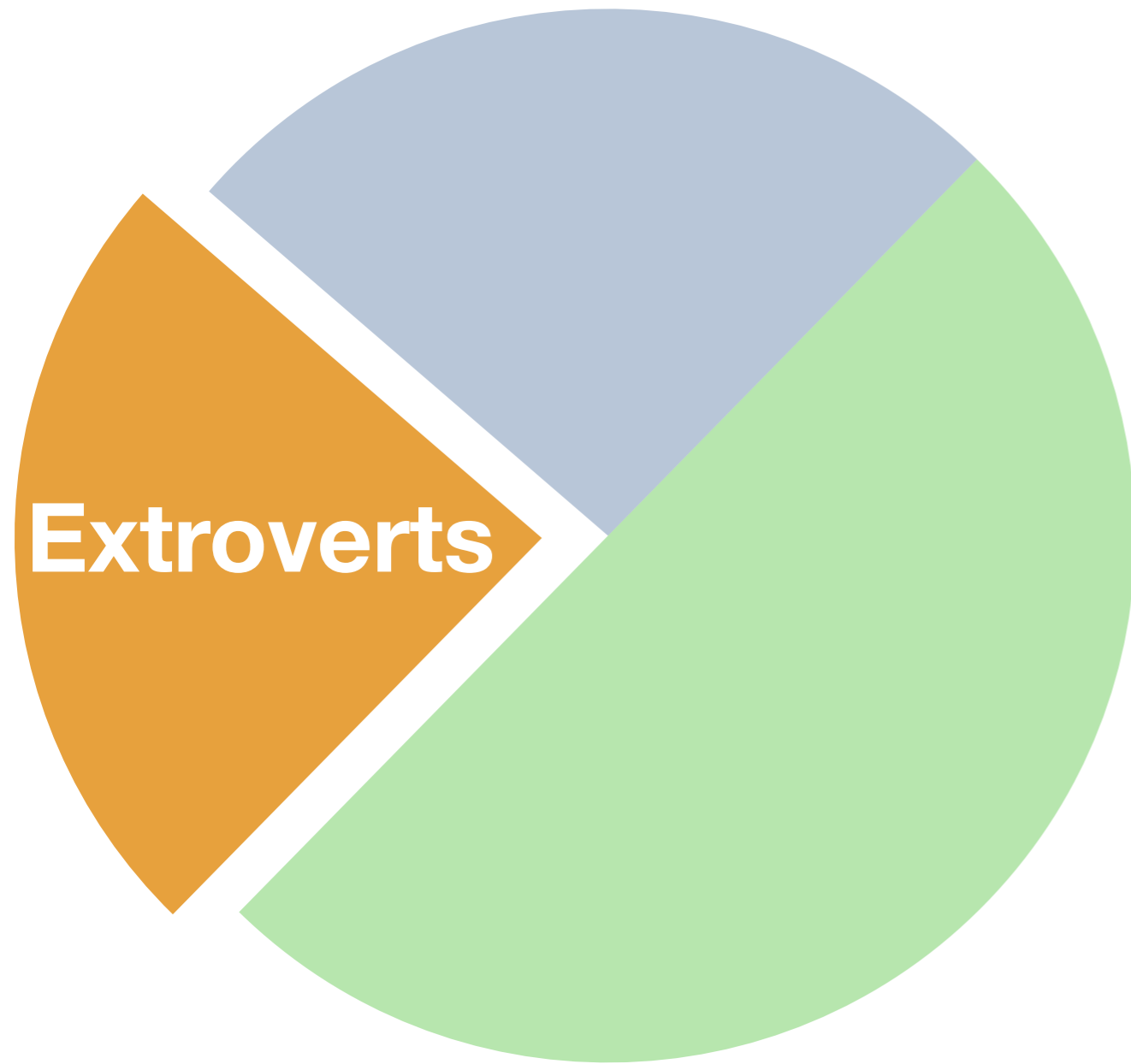
General Population



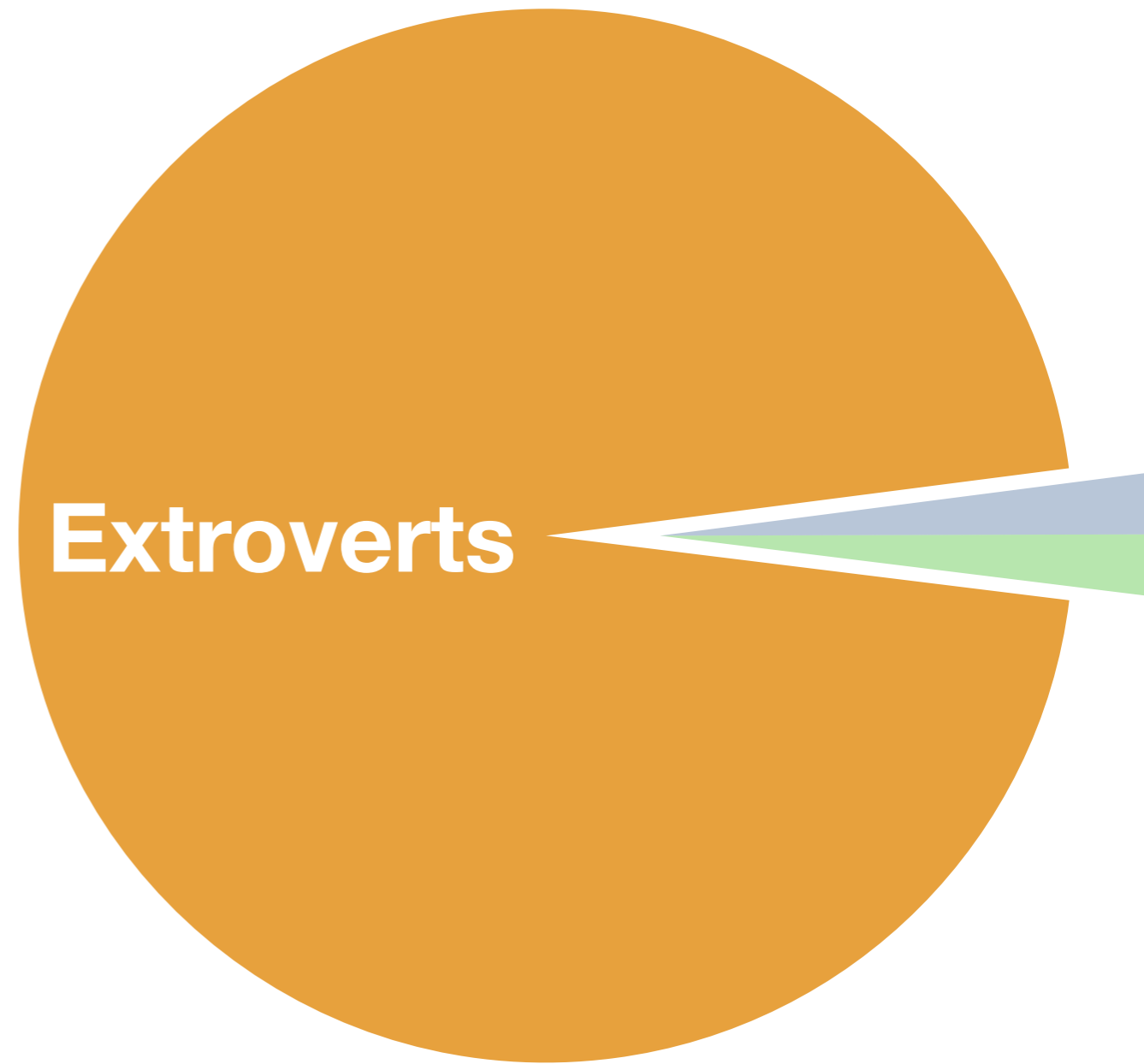
Software Engineering



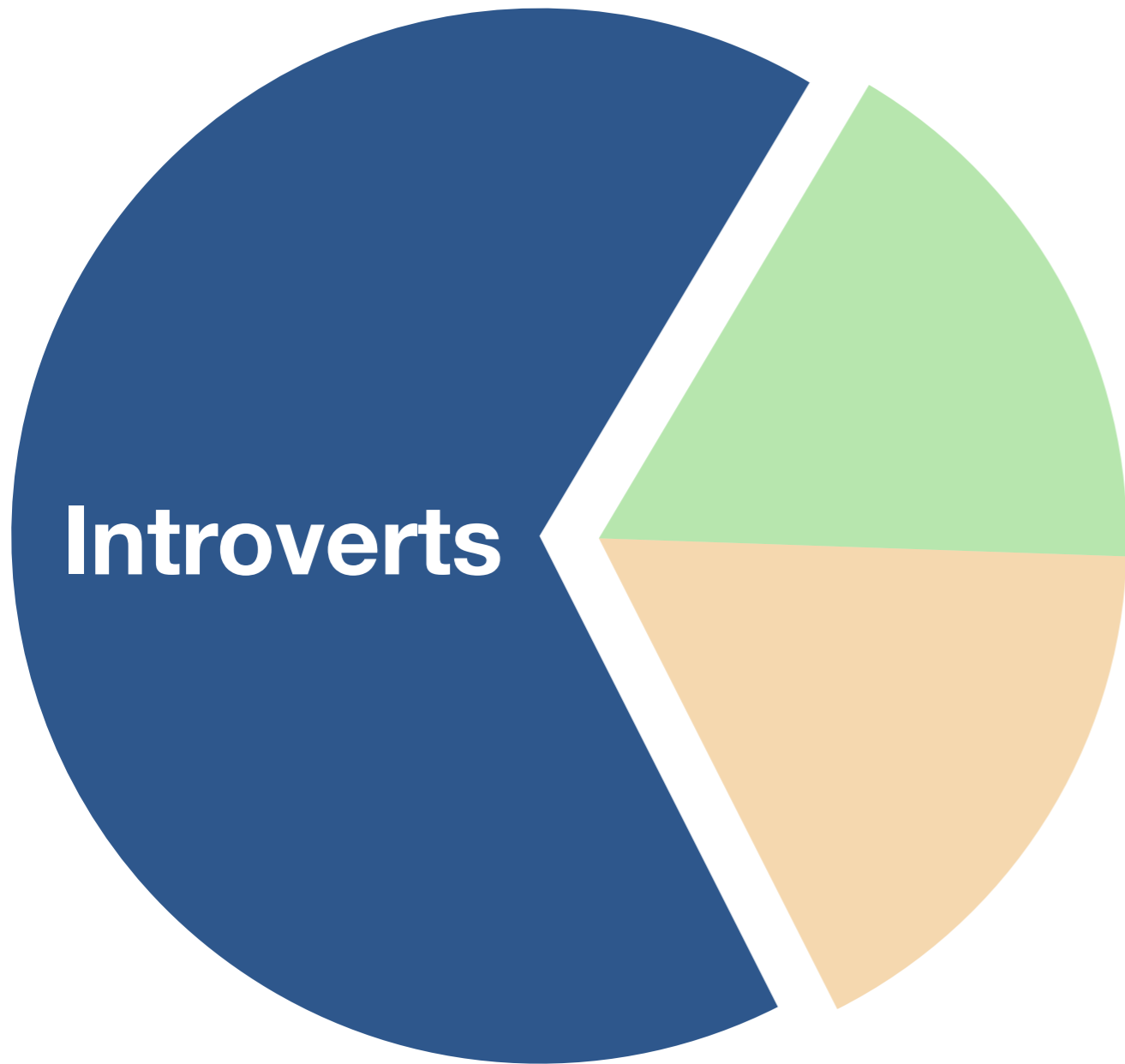
General Population



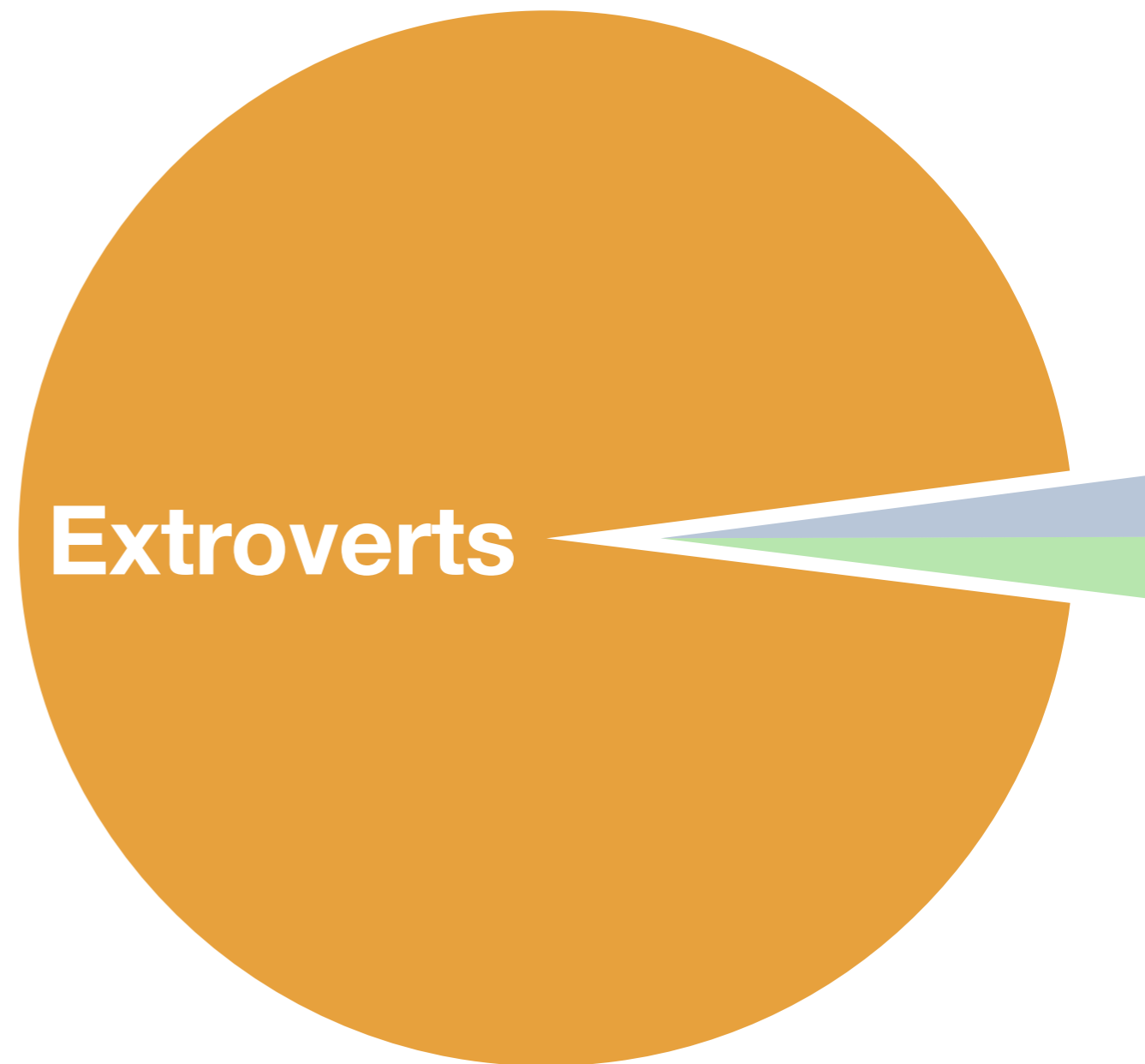
Leadership Roles



Software Engineering



Leadership Roles



#4 Business people and developers **must work together** daily throughout the project.

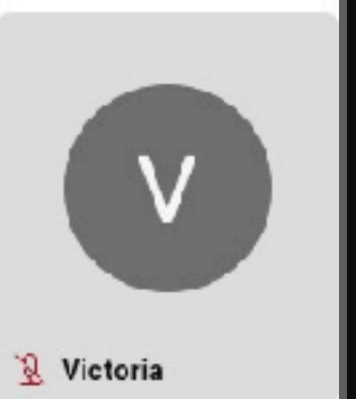
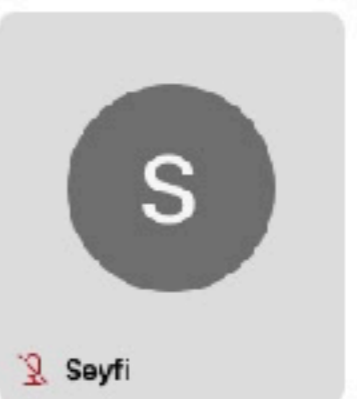
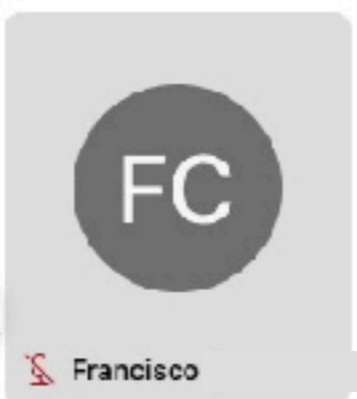
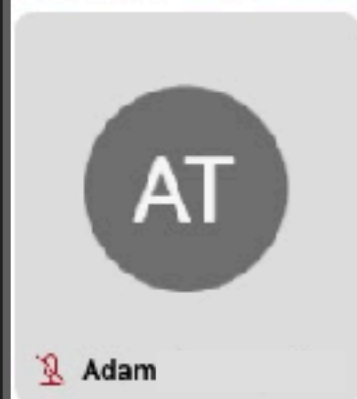
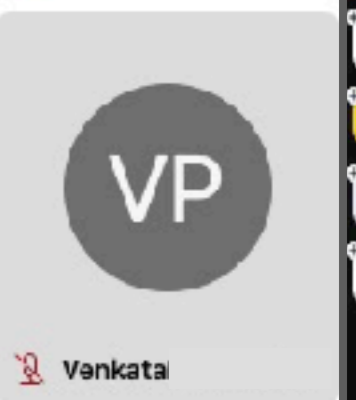
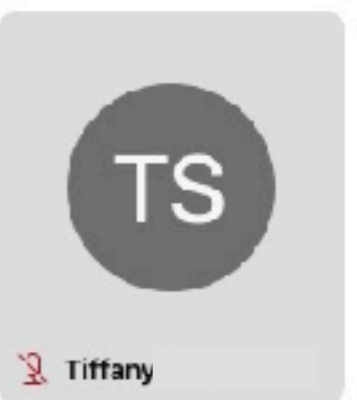
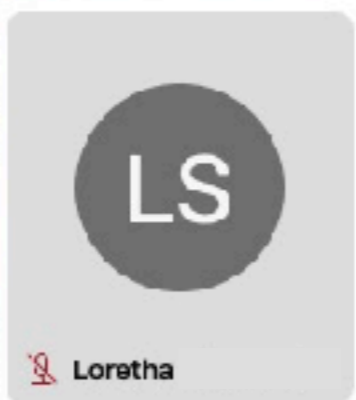
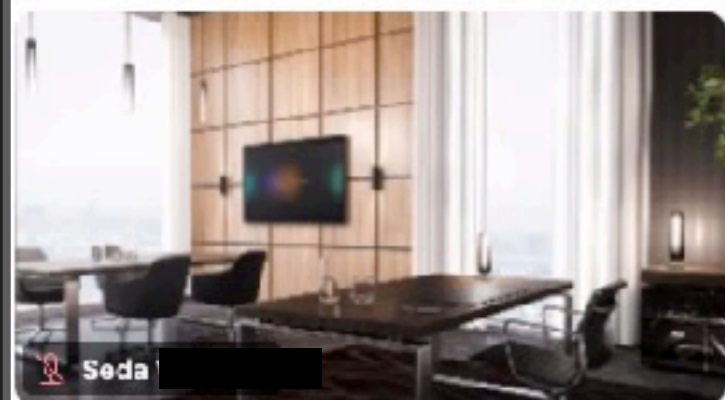
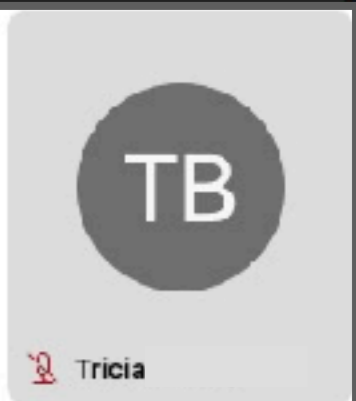
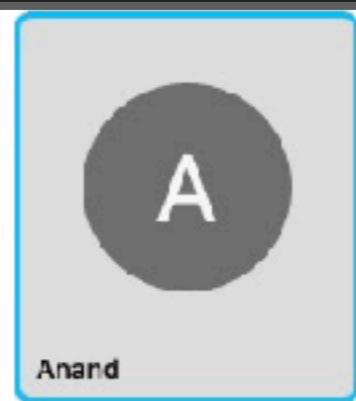
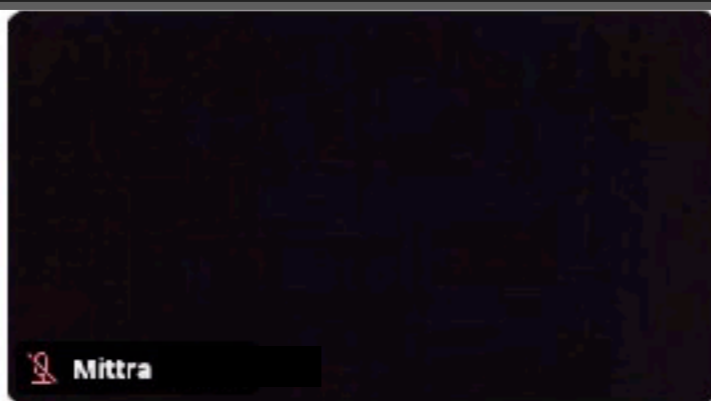
#5 Build projects around **motivated** individuals. Give them the environment and support they need, and **trust them** to get the job done.

#6 The most efficient and effective method of conveying information to and within a development team is **face-to-face conversation**.

#11 The best architectures, requirements, and designs emerge from **self-organizing** teams.

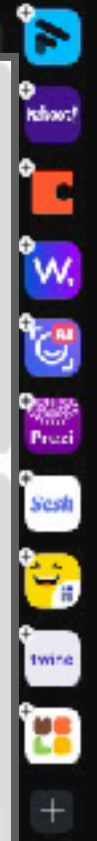
#12 At regular intervals, the **team reflects** on how to become more effective, then tunes and adjusts its behavior accordingly.





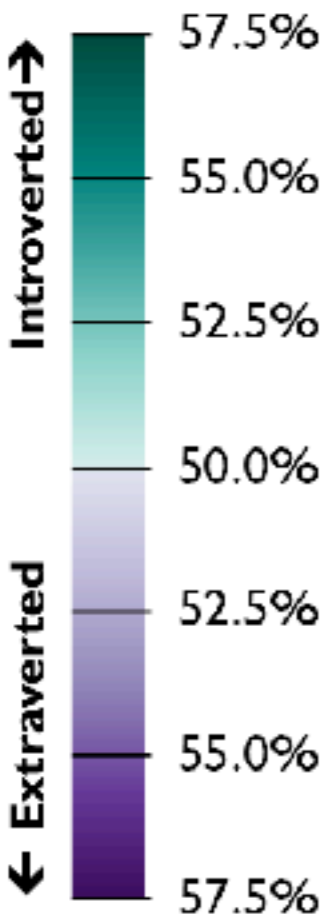
Copy formatting from one location and apply it to another

Pat Guariglia



Extraversion - introversion

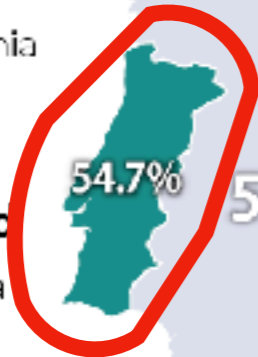
Share of population that is ...



Most introverted

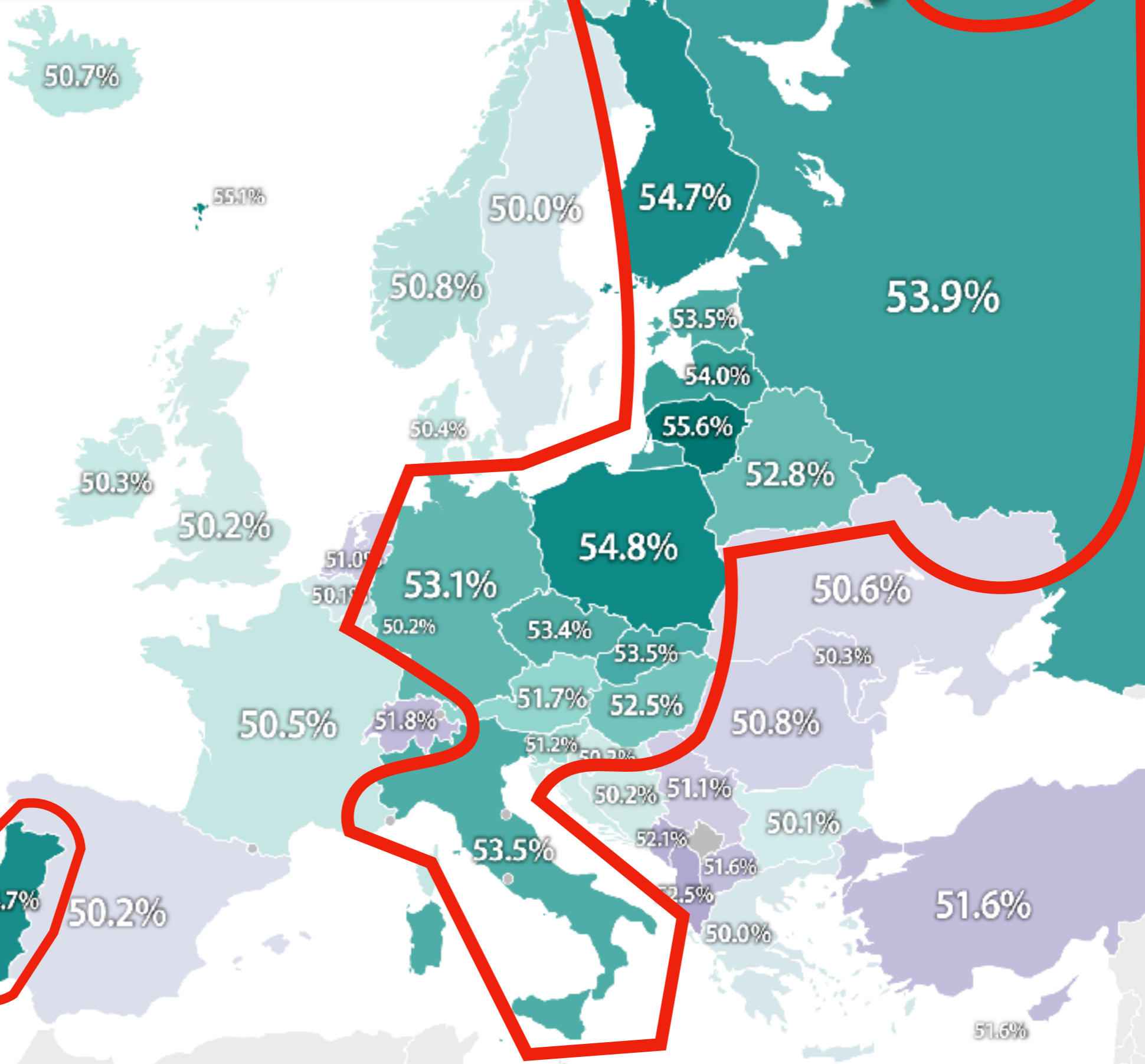


Most extraverted



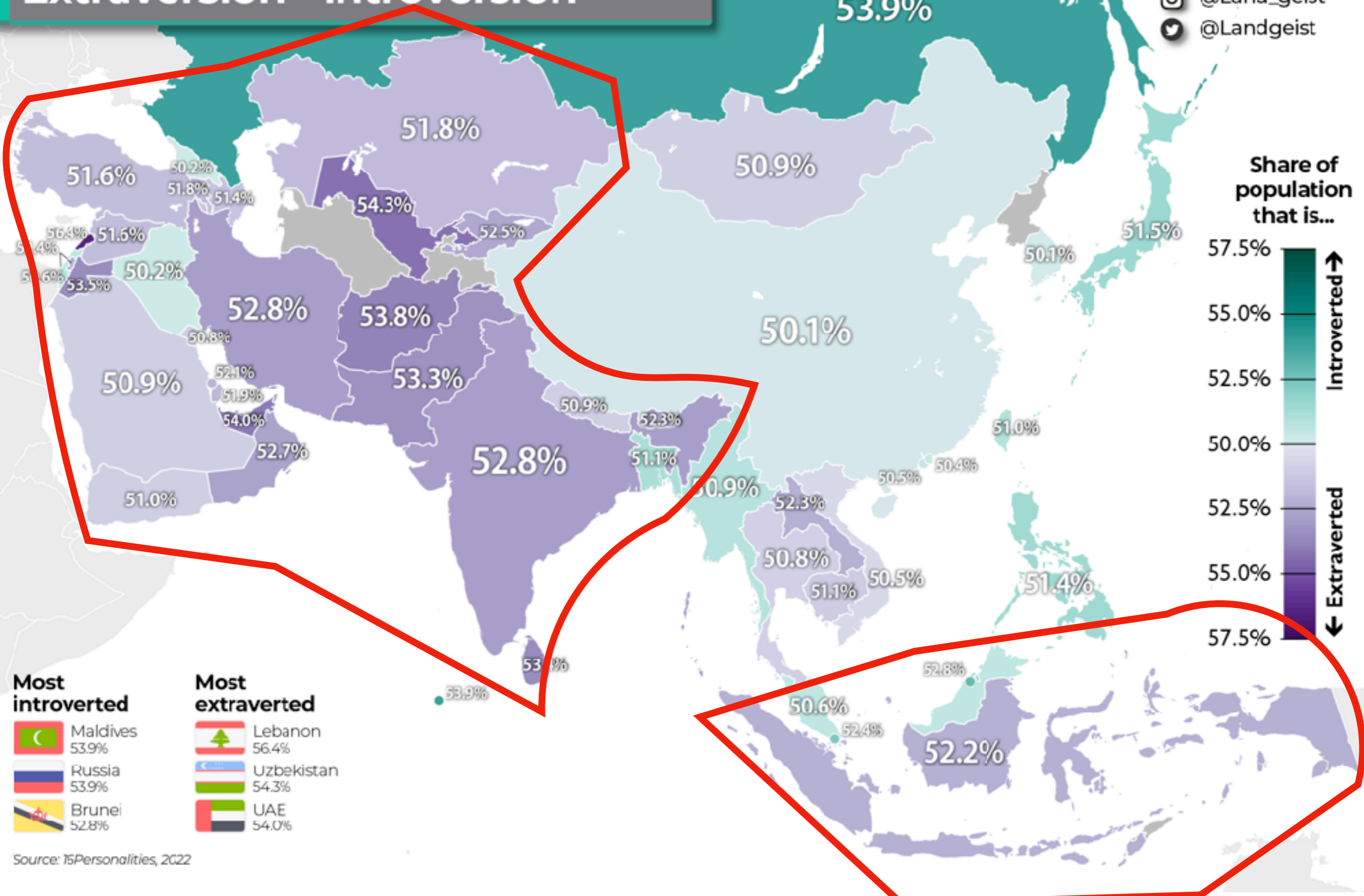
54.7%

50.2%



Extraversion - introversion

Landgeist.com
 @Land_geist
 @Landgeist



Most introverted

- Maldives 53.9%
- Russia 53.9%
- Brunei 52.8%

Most extraverted

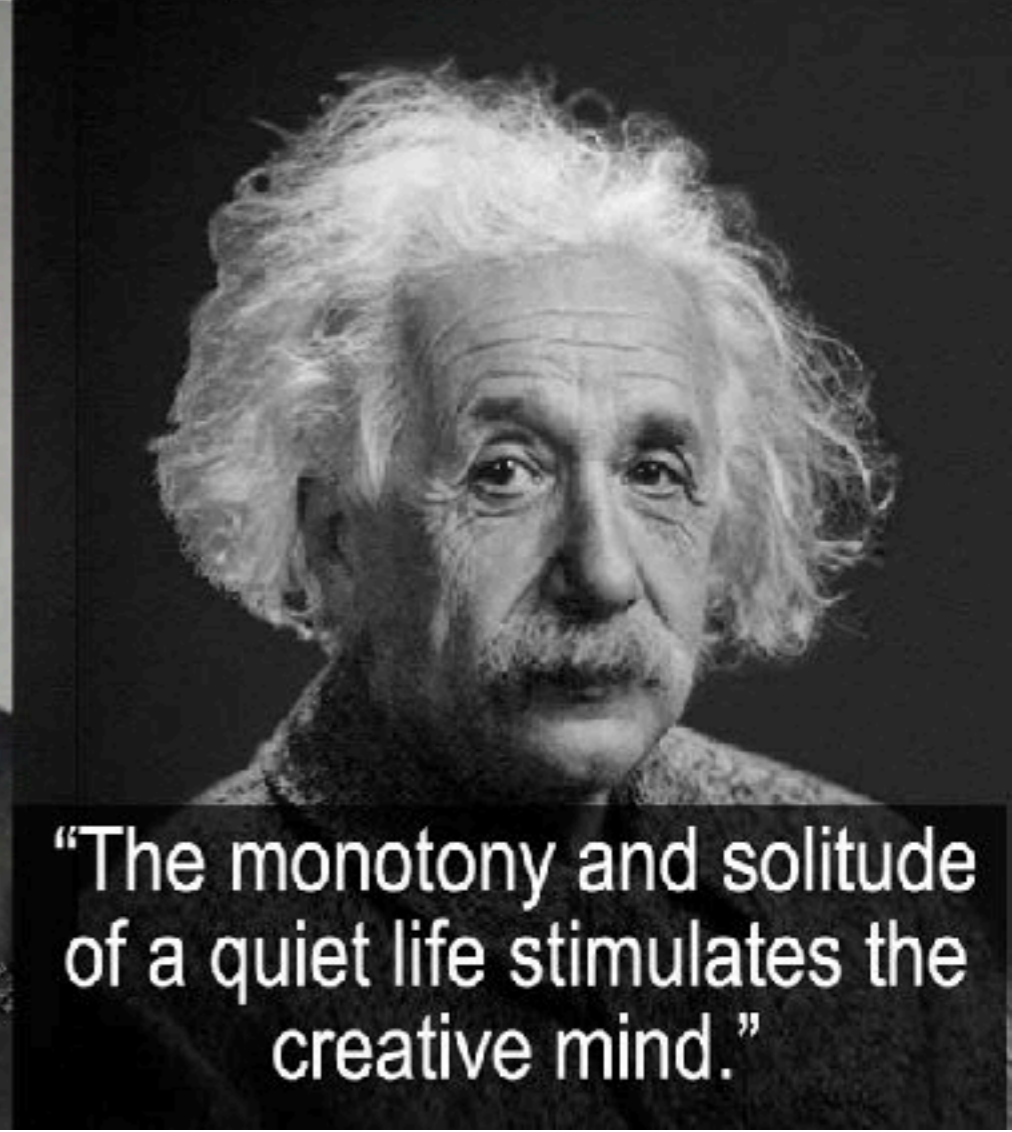
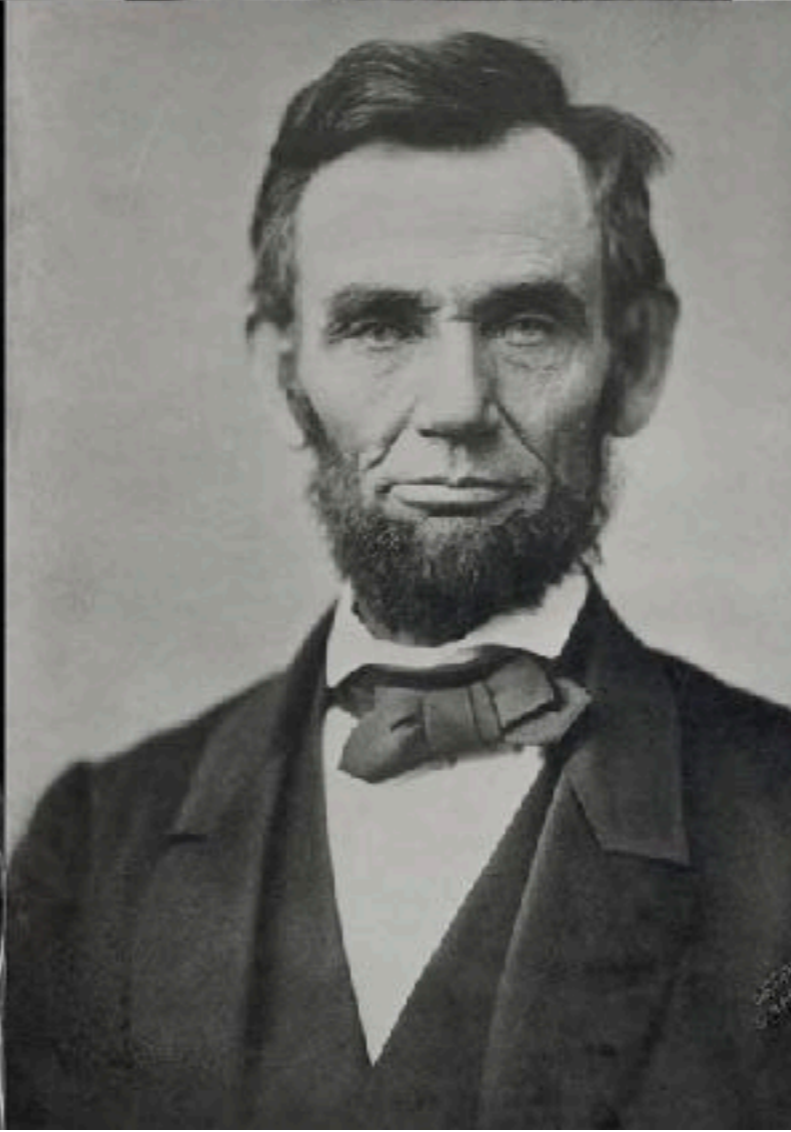
- Lebanon 56.4%
- Uzbekistan 54.3%
- UAE 54.0%

Source: 15Personalities, 2022



In a **gentle** way,
you can **shake** the world.

- *Mahatma Gandhi*



“The monotony and solitude
of a quiet life stimulates the
creative mind.”

Given time alone, introverts will:

- Build skills... explore...
- Research... develop... analyze
- Recharge... reground

Soft Changes

- Have a clear vision
- Change your retrospectives
- Get to know each other
- One-on-one time

Hard Changes

- Quiet spaces and “focus time”
- Noise-cancelling headphones
- Mood lighting

Thank you