

International Journal of Research Publications

The Unsung Prodigy: Navigating Through the Introspective World of Introverts

Pristine P. Pascasio, MAEd., RGC^{1,2,3}, Luis Aldrin M. Miraran^{1,2,3}, Aisha S. Blin^{1,2,3},
Hector P. Cabachete, Jr.^{1,2,3}, John Dominic D. Ferreras^{1,2,3}, Paul Lawrence D. Jimenez^{1,2,3}

¹Philippine School Doha, Doha, Qatar

²Research Development Accreditation and Publication Office, PSD, Doha, Qatar

³Research Capstone Project, PSD, Doha, Qatar

ABSTRACT

Background: Introversion, one of the primary personality types, is characterized by its preference towards discouragement and individual identity which is unique and unusual. These individuals are gifted with different and eccentric talents that are astonishing to the human eye, which is why introverts are responsible for some of the greatest achievements in history and are known for being victorious and triumphant leaders in the world. **Methods:** With five selected participants from Philippine School of Doha located at Doha, State of Qatar and with twenty-five formulated research interview questions; this research employs the use of phenomenology qualitative design for its research approach to explain, engaging in comprehending and apprehending on how introverts deal with their soft power through life's challenges. **Findings:** The findings have shown the accumulated characteristics of introverts that show potentiality in their unseen abilities and skills, namely; Self – Efficacy, Contemplative Perspicacity, and Standard Proclivity. **Conclusion:** Introverts are capable of being leaders despite their nature of solitude as they can harness their skills and abilities in a different approach so that the society will be able to learn and utilize from the experiences and perspectives of introverts. **Recommendation:** To fill in this literature gap, this paper suggests upcoming researchers increase the number of participants to produce a broader range of responses and should have diverse backgrounds to examine if all introverts have relativity towards each other on the responses that they will soon create.

Keywords: *Introversion, Self – Efficacy, Contemplative Perspicacity, Standard Proclivity, Philippine School of Doha, State of Qatar, Phenomenology*

INTRODUCTION

Introverts surround us, but society fails to acknowledge their capabilities and potentials. Throughout the years, the introverts have slowly been rising from the shadows of misconception and stereotyping. Many introverts have contributed to the well-being of the environment around us. However, there are still misconceptions that hinder introverts from asserting their potential fully. It is inspiring to study the world of introverts because they are mysterious in their world full of concepts and ideas (inner world). Since there are a lot of introverted students on the campus of PSD, the researchers were curious about how introverts face and be immersed in the external world. Not only is it inspiring to be with the introverts of PSD but also inspiring to the book of Susan Cain's book entitled *Quiet: The Power of Introverts in a World That Cannot Stop Talking* that became an eye-opener for the researchers. As reported by Owens (2013), Introverts prefer lower-stimulation environments-for quieter environments, for less noise, for less action. That is where they feel most alive and energetic. Extroverts, on the other hand, are craving stimulation to feel at their best. That is why an introvert with a close friend is more likely to enjoy a quiet glass of wine than a loud, raucous party full of strangers. Most people think introverts are about anti-socialism. That is a misconception: introverts are different. Introverts are different and deliberate people who see before leaping. In many cases, the term introvert is used inaccurately. Introversion doesn't necessarily equal shyness. As mentioned by Susan Cain, she defines introverts as "men of contemplation," who may enjoy other people's company but are comfortable with loneliness too. They are sensitive, contemplative, modest, and calm, and they spend

much time reflecting and thinking. They could enjoy social opportunities but afterward seek restorative time (Pepper, 2014).

The purpose of this research is to give a new perspective on how introverts see, analyze, handle, and reflect the world as we know it. The researchers can navigate through the introspective world of introverts. Through the given data, the researchers can attest that introverts can unravel their soft power against the exciting world we live in. The researchers have come up with three main general ideas that will support on why introverts are secure enough with their soft power. The researchers have come up with three themes that relate to the phenomenological overview perception of introverts, such as: First, self-efficacy has led introverts to realize that their beliefs can be a powerful weapon against their weaknesses and disadvantages. Introverts tend to be in an internal process; they spend their time assessing themselves through their experiences. They are knowledgeable, introspective, and motivated. Second, contemplative perspicacity contributed to their personality on how they assess themselves to be better and excel in their everyday lives. Introverts find happiness in thinking critically and testing things in their minds. Finally, standard proclivity makes them a wise decision-maker that enables them to do the task to the fullest capacity being independent and self-reliant. A great example would be introverts carefully choosing their friends. Their closest relationship usually tends to be intentional and significant. They prefer to be a one-on-one basis rather than to be in a large group setting (Cherry, 2019). To further add, about one - third of the population is introverted, according to Cain. Then, (Maskell, 2018), the introverted side of the scale brings benefits to the society with these attributes, also to those who are related to them. Namely: (1) State of calmness under pressure or stress, (2) Ability to prioritize and assess problems ahead with careful planning, (3) A long term outlook on judgments, behavior, and interpersonal relationships, and lastly (4) He/She first listens before communicating and expressing that is seeking to understand before attempting to be understood (Jacobs and Rendaya, 2019). Notably, the term introvert has been coined by Carl Jung in the 1920s. With the term came a lot of ideas (Shrestha, 2017). Introverted people, according to Jung, direct their energy inwardly, as opposed to extroverted people who direct it out into the outside world. That is, the former was contextual consideration driven. Jung postulated that those with an introverted temperament perceive external conditions as definitive, but choose individual variables (Michalos, 2014).

Researchers have investigated these personalities on how they differ from psychological, emotional, and social levels. On the one hand, introverts being leaders, Pozin (2018) stated that science has shown that introverts are more effective leaders in complex and unpredictable settings, and in fact, introverts are uniquely suited to navigate situations that extroverts cannot, and that quite a leadership is often critical. Since old times introverts have always been in the shadows of the outgoing and energetic extroverts, but as times past these thoughts are disregarded (Valentine, 2018), new scientific research has shown that these misconceptions of introverts could not be more wrong. Moreover, Introverts are those with their own unique set of advantages and potentials that will help them toward success. Furthermore, here are some examples of successful introverted personalities throughout the years. Some examples are Albert Einstein (Known Scientist for Nobel Prize in Physics), Bill Gates (founder of Microsoft), Eleanor Roosevelt (UN delegate), JK Rowling (Author/Novelist of Harry Potter), and Mahatma Ghandi (Indian Independence Activist) (Cherry, 2019). These leaders have proven that introverts would be exemplary leaders with their soft power. The method that the researchers are using is qualitative research design, wherein the researchers interview their respondents using the 25 developmental questions. This research is conducted in Philippine School Doha. There are five respondents that are qualified to be part of the research study. In order to choose the best respondents, the researchers seek help from the office of the guidance counselor to borrow and to assess a survey questionnaire that will determine if the respondents are qualified for the study. The approach being used is a phenomenological approach, which focuses on the lived experiences of the introverts, which captures how they deal with their soft power to self, family, and social environment. The significance of this research to the current generation is to change the perspective of the people on introverts and their soft power. It also aims to give strength to those introverts to make this study as an inspiration for their stepping stone to greatness. Also, it gives recognition to those introverted leaders on how they shape society with their soft power. The researchers will be able to mold the minds of society on how they can understand more of the introverts in a personal or in-depth level.

METHODS

Research Design

This study is qualitative research design, wherein the method used to gather the data is through interviewing the participants that were selected by the researchers. The type of qualitative research used is a phenomenological approach. As stated by Crossman (2019), "Qualitative research is a type of social science research that collects and works with non-numeric data and attempts to interpret definitions from these data that help us understand social life through the study of targeted populations or locations". Qualitative research study helps the researchers know the meaning of people's actions, behaviors, and interactions with other people. Using this type of method would help the researchers have the intended results they want to acquire.

As stated above the type of qualitative research used is a phenomenological approach. According to Creswell (2006) and cited by Umali (2019), the phenomenological approach describes how the participants show a commonality in the experience they have of a particular phenomenon. This methodology is rigorously empirical and explores the intentional relationships between people and situations, and highlights the essence of meaning immanent in human experiences (Giorgi, 1989; Finlay, 2009; Acosta, A & Acosta, I, 2016) This method is used in the study because it is designed to help explain the hidden powers, perceptions and unsung abilities of introverts within the culture of the participant.

Research Locus and Sample

This study was conducted at the Philippine School Doha (PSD), one of the leading learning institutes located at Mesaimeer, Doha, and the State of Qatar. As one of the cradles of education, PSD has held its head up high, providing excellent quality and infamous education to the needs of the children of the Filipino community since its establishment on October 3, 1992. Being known for its notorious achievements and achievements as local, national, or regional, PSD has been recognized as one of the best Philippine schools not only in its capital but also throughout the Middle East, continuing and attaining its vision as the first Filipino Science School in the Middle East. This location has been chosen to consider the guidance, assistance, advice, and expertise of the researcher's research teacher, Mrs. Pristine P. Pascasio, MAEd., RGC. The participants selected for this study were from the Senior High School Department of Philippine School Doha, explicitly students from the level of Grade 12, ranging from the ages 15 - 19. Four identified as females and one male. The selection of the five participants was made through the use of qualitative purposive sample (Creswell and Plano, 2011; Bernard, 2002; Patton, 2002; Vallesteros, 2018) and would be the focus of this composite, embellishing, narrative approach to a phenomenological study of ethics and virtue into a grounded theory study (Creswell; Denzin & Lincoln, 1998). An informal appraisal did the selection and differentiation of participants from Susan Cain's novel *Quiet: Power of Introverts* (Pg. 17). It is being characterized by applying their criteria when defining their sample, so in short, the researcher selects their private individuals as part of their study (The Triangle Admin, 2016). They were chosen considering their emotional, social, and psychological personalities. They were based on the observations and through an agreement of co-researchers, as the researchers believe that their thoughts and insights help conduct this research study.



Figure 1. Map of the State of Qatar

Source:

<https://www.lonelyplanet.com/maps/middle-east/qatar/>

Data Collection and Ethical Consideration

The information or data needed for this study is gathered through a semi-structured interview with the help of the *robotfoto* and the twenty-five semi-structured interview guide, also known as developmental questions, which were used as a guide to engage with the respondents with the listed items and concepts. The *Robotfoto* (De Guzman & Tan, 2007; Acosta & De Guzman, 2010) refers to personal data form of the research respondents containing their hobbies, extracurricular activities, and other demographics or information, which was being given to the respondents before the existent interview. The twenty-five item semi-structured interview guide was being used to interpret the following answers of the respondents to provide a clear idea of their thoughts and expressions.

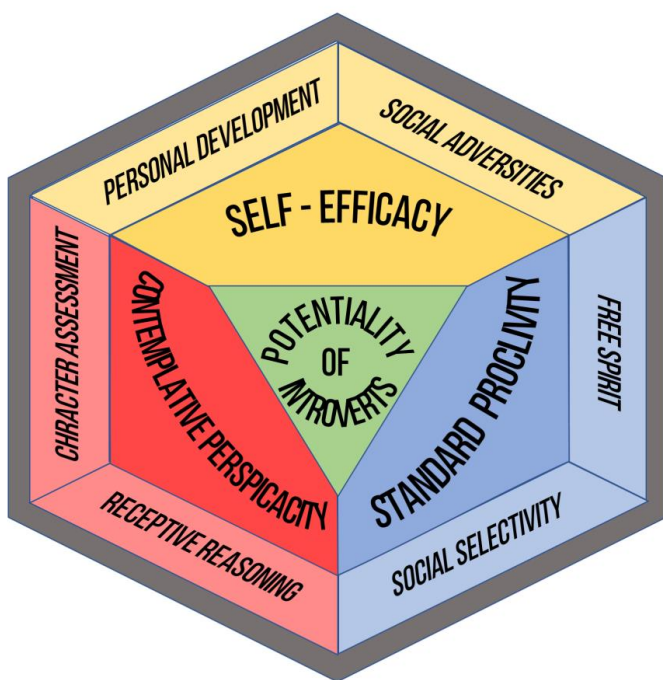
The data collected were transcribed verbatim with the help of the instruments used for recording. The researchers assure that the information gathered will be kept confidential and only for the use of the study. A semi-structured interview had been implemented prior to the data collection process. Semi-structured interviews are, as the name suggests, based on an outline structure or some key questions but with a degree of flexibility for the interviewer to look in to the subject in more detail, depending on how the discussion is going. A semi-structured interview is usually one that has a checklist for both the interviewer (Harvey, 2012 - 2019). Afterward, the researchers sought approval to the respondents through written consent and assured confidentiality with regards to their responses and personal information.

Data Analysis

For an in-depth understanding of the study, the researchers have followed the inductive approach in theme development: (Ryan, 2003; Bernard, 2011; Vallesteros, 2018) to generate meanings from the data set collected to identify patterns and relationships of this study. (1) Critically listen and read the data transcribed to attain full knowledge and understanding of the participants responses; (2) Grouping and identifying of statements into small units which are called meaning units; (3) Convert the meaning units from the participant's ideas and understanding (Emic) to the researcher's beliefs and knowledge (Etic); (4) Evaluation of themes by analyzing the details and information until each subject has been thoroughly understood; (5) Merging similar ideas and themes. (6) Creation of the Simulacrum to represent the gathered and conducted findings (7) Apply developing concepts through quadrangulation and member checking protocols to ensure integrity and data reliability (McWilliam et al., 2009; Acosta & Garcia, 2017). To increase the thoroughness of the qualitative results, group examination, and evaluation of the research advisers were also undertaken (Acosta & Garcia, 2019).

FINDINGS

Figure 3. Shows the simulacrum that transcends and centers the three main themes namely, **Self – Efficacy**, **Contemplative Perspicacity**, and **Standard Proclivity**, along with corresponding subthemes, falling under each topic, signifying unified ideas that establish each topic. Likewise, these themes are assisted and associated with the participants' experiences and responses, creating a common conjecture out of the developed concepts.



**Figure 3. The Simulacrum
Navigating through the Soft Power of
Introverts**

With a wide range of benefits with which they can offer, introverts have been quite underestimated. These individuals have diverse arrays of unseen competencies, while that are not visible on the surface, but are still in constant motion. This phenomenological study considers the elements and aspects of introverts on how their hidden abilities and soft powers are developed and manifest through the open world of society, in accordance with the central question: *“How do introverts use their soft power in dealing with life's changes?”* In addition, this study focuses on the specific question: *“How does an introverted person deal with self, family life, and with the social environment?”* Introversion is defined as a particular type of personality characterized by a preference for comfortable and lonely interactions. For introversion lies on a spectrum at the opposite end of extroversion, one of the Big Five Dimensions that distinguishes all personalities (Fonseca, Dembling, et al., 2019). Introverts, over the latter years, have been overlooked over the years. They are often ignored and not listened to because they choose to listen rather than to speak more. Yet introverts hold an essential skill for success; they look, synthesize data, connect dots, support their teams and interpret others very accurately, they have in any activity, a set of skills essentials to success.

Self - Efficacy

Introverts are quite known for their hindrances in having low self – esteem and having their predisposition to solitude and isolation. These customary statements are far from what we have noticed. A factor that opens one's eye is that these individuals have high degrees of self – efficacy. Having such characteristics allows them to hone and improve themselves and develop individual skills, with the help of their keen observations and tremendous exploration in their

environment. These individuals have manifest in how their personal development has helped them become pre-eminent. they replied:

"In a classroom setting, I was an introvert, excel myself by not involving myself too much. But I do observe what is happening or going on and then I give my opinions. Opinions, where it will be more appropriate for a certain situation. I kind of critique some of the stuff we do and think that is how I excel in my environment." (P1)

"This year, this 2019, like I've been focusing more on self – development along with my habits that you already know your goal and plans in life. For you to achieve a goal, you have to set an action, not just the goal. Currently, I've been on developing habits like to read and write your play, and your songs. Self – development is also like a self – improvement, so you should listen to motivational talks that improve your thinking." (P3)

"An introvert can excel in their environment because they can have more time for themselves in honing their skills like me for example, I like to write and because I don't really have an interest in talking with other people that don't have the same interest like me and I just do my hobby in my free time." (P5)

Moreover, the attributes that they have developed has helped them to create certain habits that would help them in foster and acuminate for the goals that they would want to accomplish. It would allow them to enhance their self – esteem in demonstrating and sharing their talents with the world. In relation, two participants have asserted the importance of person – development in the framing and fabricating of their goals in life. The responses below show that some of the participants, apply the use of observation to identify someone's situations or instances (or sometimes him/herself), to identify some developmental techniques and for them to use for their self-development, a key to achieving one's goals. Responses mention:

"My goal right now is first; I don't just set myself in one way. I try to observe the other ways I could achieve my goal. I try different techniques and think about it. I think about it a lot, what would happen if I do this. Then, pretty much, I just get myself out there. To succeed, you need to communicate with people. I am not just trying to succeed for myself, but I am trying to help other people, so as an introvert, I need to get myself out there and experience what other people are. Then, I just try to work hard. I just want to assess what I lack, then I try to fix that by consulting other people or reflecting on it during my alone time." (P1)

"The benefits of being an introvert are that we can observe things or habits more often than that of others, and we also have more time mastering our skills and crafts through having more time alone." (P5)

"Since most of us, humans are kind of wicked and do bad actions, for us introverts, we are aware of every action we do whether what we did in the past was good or bad." (P4)

Indeed, these characteristics that they developed have helped them in improving not only their skills but as well as their overall well-being. They can learn from things that they've observed through their daily lives because they seldom engage with the social community around them. These have served as stepping stones towards a feat that nobody expected them to achieve.

Correspondingly, the attributes they expounded may come with ups and downs. They have encountered weaknesses and disadvantages such as communication and self-expression, which is still in the process of self-improvement:

"The weakness of an introvert, mostly in the social setting, is that we find it hard to make connections with people. Sometimes we're like socially paralyzed, we can't easily strategize how extraverts make friends, and we usually stick to a small circle of friendship." (P1)

"Being shy is a weakness, let's say you need help, you can't approach other people, you might miss the opportunities." (P4)

"An introvert would normally be shy and off towards people whenever there is someone they want to communicate with because of their lack of experience in communication for they do not talk regularly like that of others people because an introvert does not usually talk or can't eloquently talk towards other people and that they cannot express themselves as freely as they can." (P5)

Another factor that affects the personal development of introverts is family. Family is frequently defined as the basic unit of society, and what comprises of the family are the parents, the ones who are responsible for the development

and welfare of the children. They stand as figures and inspirations for their children and one of the primary influencers in a child's life as based on the responses:

"We're slightly distant with each other." (P2)

"My encounter with my family is an example, in terms of opening up to them because of my shyness. When I share my feelings to my parents, they might make fun of me, and they might think that it is just a simple problem, so when you can solve your problems by yourself, solve it, but when you can't, I mean that it is not wrong to approach them, but sometimes you might lose the interests because to them it is just simple, it is a petty thing for them, and that's a challenge." (P3)

Through the complications they have with their parents and family, they encounter fear and start to become distant, creating uneasy relationships with them. It creates a rift in their relationship, making it difficult to open up about issues they encounter.

"If I had to describe it, I would say that my family and I are very secretive people. We are like friends. We are close, but not that close. When there is a problem, you address it, then you leave for your alone time." (P1)

"I contemplated if I have to tell them about my problems, but they might judge me, I know it is not their intention to judge but it is still occurring, like in terms of their reactions, at times they tend to laugh at my problems while I cry. I mean that I express myself freely at home. I am open, I can tell them everything about the way I feel but at some point, I don't want to share some of it because I like to deal with my problems with my own, I can do it. I know some convictions will force you to tell it up to your parents because the reason is that they are the ones who will be there for you and who will help you and nobody else." (P3)

Additionally, another contributing factor to the obstruction of their development is the social environment itself, specifically in blending and bonding with friends. The reason behind is because of the expectations and consternation among them, by the feelings of agitation and hesitation were further intensified. They felt scared and alarmed because of their unfamiliarity of being in the spotlight along with the trepidation of not being able to meet people's expectations; this would lead to thoughts of fear and anxiety that would restrict them from connecting with other individuals. These were discovered in the following responses.

"It is tough to vibe with people since us introverts are not used to being exposed in social settings. We do not act accordingly as to how other people expect us to act. Like sometimes, the mood would go down because we might have said something that caused it. But we do not know why the mood or vibe went down because we are just not used or exposed to socializing with other people." (P1)

"Being an outcast and being stressed all the time with other people." (P2)

"The greatest ones are being in a group and being in the spotlight. Because being in a spot, people that you are around will have high regard for you because you are seen as the loner of the class, lone individual, or that one quiet guy in class. Whenever I speak up, they often see me as somebody who speaks highly, making it hard for me to communicate or talk to them. And when people have high expectations from you, you'll get this feeling where you must do your best so that they would not be disappointed." (P3)

Nonetheless, these fragilities have paved ways to luminescent ascendancy that would still help them improve despite shortcomings and indifferences. Reflection is an essential key in understanding one's capabilities, allowing them to have a positive overview and to look on the brighter side of life. The understanding of the response brought these answers:

"Being an introvert in this society gives daily life like a challenge. I never really treasure the relationships I have with people. Being an introvert, you know treasuring my relationships with people affects me in a way that it makes my life richer and better than how I would like." (P1)

Personal development and social adversities affect each other in both positive and negative aspects, but as they intertwine with each other, they create a profound and holistic outcome. It exhibits how these individuals deal and treat complications and dilemmas in life but more openly and thoughtfully, and that is why introverts are unsung prodigies in this sophisticated world of ours.

Contemplative Perspicacity

Introverts are often seen and mistaken as close-minded people as they give off an aura where they don't have any intention of changing themselves for the sake of their betterment and the people around them. This generalization regarding them is a fallacy as they ironically possess this factor that makes them different from other people's personality types: the gift of Contemplative Perspicacity. Introverts are versatile people when it comes to thinking. They are gifted with an ability to swiftly acquire the gist or context of a specific situation, whether it is towards themselves or others. They do this because there will come a time in the future where they need to face and endure the challenges of the outside world called reality has given to them. Three statements from these individuals with introverted personalities precisely shown and stated their ability to face the harsh reality at ease which is the ability to be independent towards self:

"I would say I'm pretty independent. I can work alone, I, guess I am not good at communication, and that is how I assess myself. (P2)"

"Learning how to be independent, I think one main thing in being an introvert is that you have time for yourself, so you get to develop yourself such as self – development, and self – improvement, honestly being intentional with regards to your relationships. I think it's better for you to only to trust a few people rather than having everyone, that you can be open but the risk of trusting everyone is that, people might talk behind your back and I don't want that, that's why you have to choose people wisely, you choose your friends wisely. (P3)"

"I can say that I am an introvert because I do not like socializing or with other people. That is why I do not always talk with other people. Another reason why I am an introvert is that I am independent, independent where the person whom I can rely on myself to is only me. (P4)"

Also, people with introverted personalities utilize their gift of contemplative perspicacity in determining their strengths and weaknesses, which has two ways of receiving it: themselves and towards other people.

Introverts are known for their keen observation and understanding of everything, specifically themselves. That is why one of the factors that constitute an introverted person to acquire the gift of contemplative perspicacity is by their assessment towards their selves or character assessment. For them to conceive their sharp sense of thinking towards the outside world, they start understanding things by themselves. They evaluate and recollect all the things they have done to perceive conditions that seek improvement and qualities that are to be sustained. This factor was observed by three responses given by the introverted respondents:

"Assessing myself usually involves my perfectionist trait. As I said, I like to think when I am alone. I like to reflect on the things I have done. And also, I assess myself by communicating with other people. Even though I am an introvert, I try to ask people what they observe about me, then I try to reflect on that. I try to strengthen my skills, my social skills by applying what their observations are. (P1)"

"I talk to myself, and actually I talk to myself all the time, and I feel that it's not too bad for you to talk to yourself, but it's healthy to talk to yourself, I mean if someone telling you that you're not yourself, because I was homeschooled right? I tend to talk to myself a lot because it does help. Also, in seeking corrections or asking guidance or consultation from other people, from my family who corrects me in my manners to help to improve myself and I like that. I assess myself through the conviction of the Holy Spirit that I know what I have to do and attitude, in rightness or wrongness, the Lord knows what he's doing. (P3)"

"In assessing myself, I often look at my actions and how I do things. That is why sometimes when I accidentally offend somebody, I start to comprehend whether I was too harsh on the person or if I was too logical to that particular person or not. I do this type of things while I am still conversing or talking with that person. And because of this, I forgot that people are talking to me. Even though they are talking to me, I am already thought of my mind. That is why I sometimes have complete ignorance of what is happening in the external world, especially when talking to people where I sometimes mutter words in my mouth unconsciously when I try to assess myself right in front of people who I talk too. (P4)"

"I assess myself as someone determined to be better at what she does because I don't think that I am better than anybody, I have flaws, and therefore I should put in the effort to be better and to be the best person as I can. (P5)"

On the other hand, another factor that constitutes an introverted person to acquire the gift of contemplative perspicacity is by their assessment towards the ideas of other people or receptive reasoning where they break the generalization where introverted people are close-minded. In reality, introverted people are just not as much on the vocal side, like other personality traits are because they tend to think about things in a more profound way. They likewise accept ideas and understandings from other people because, in the end, what matters is the betterment of themselves. Three responses were witnessed that correlates with this factor:

“My family’s opinions about me do not affect me that much. They do bring it up like, for example, my personality and they bring up problems, and they also try to decide things for me. But at the end of the day, it’s still a suggestion from them, and I do take it in mind. And I also reflect on it sometimes, and I try to suit myself to their opinions. But mostly, I am the one who decides what to do with myself. (P1)”

“Well, since I am an introvert, I have an introverted personality. With this, I understand people well because of me being an observant person. That is why I don’t judge and jump to conclusions when a person did something wrong or inappropriate once. I try to understand them and thoroughly find the reason behind that thing. (P4)”

Standard Proclivity

As human beings, we are all subjected to our likes and dislikes. People have their personal preferences that could either be good or bad. Same as that, introverts are known to have a set of choices that either lend them the power to be great or to be ousted from society. One primary preference of introverts is the thought of being alone. Being alone to an introvert is a way for them to see the world from a different perspective, which allows them to develop strengths that would enable them to do tasks given to them. Responses from the Participants is provided as an evidence for this statement:

“The strengths of an introvert are the ability to be fine being alone and being able to do stuff by myself.” (P2)

“For me, my strengths as an introvert would probably be that I am comfortable with my skin in that I don’t need to rely on others. This is because of my experience in homeschooling since no one was beside me during those days. One of my strengths as an introvert is that I am most expressive towards my parents rather than to my friends, so I am most close to my family being an introvert, and also I don’t depend on other people that often, so I learn to be independent towards myself such as in my studies like I don’t need someone to explain the lesson, I learn through myself.” (P3)

“Based on my experience as an introvert, I believe that my strengths are being independent and the ability to be observant. Independent where I can adapt to situations where I have to do things on my own and only rely on myself. Observant where I can thoroughly understand the meaning behind something or its essence and understand other people’s behavior easily.” (P4)

These traits have allowed introverts to achieve and produce projects that garnered them with immense success. The following strength is always a weakness. Being in a state of solitary can also be considered as a weakness for it could be a product in which a person would prefer a small group rather than being involved with a lot of people, either because of trust issues or due to poor communication skills. Response from the participants can attest to this claim:

“I’m usually the one speaking, and it’s tough to communicate with her sometimes, people who don’t open themselves to you. (P1)

“Whenever I interact with someone, I feel that I don’t do well in the group setting. Whenever there are a lot of people then suddenly you get to mingle with them, I usually prefer to work in a one-on-one group rather than in two’s, in short, I like to work in a small circle because I think the relationship in it is intended instead of a group setting where you can’t focus because there are a lot of people. Still, when it ones to small circles, your more intentional and you can see that they care, they really care about you, and I want that relationship to grow without the assistance of others...”(P3)

“I think it’s better for you only to trust a few people rather than having everyone, that you can be open but the risk of trusting everyone is that people might talk behind your back and I don’t want that, that’s why you have to choose people wisely, you choose your friends wisely.”(P3)

These statements can claim that introverts are more inclined to do well in small groups rather than in a large group. They do not have to worry about what each person thinks constantly, they would not have to deal with obstructing ideas, and they could focus on one task at a time. With these introverts could further flourish with tasks assigned to them in a group without much complications and divergence.

Following that statement, since introverts are more inclined with small groups, they tend to have a specific preference for their companions. These preferences could range from someone that has the same interest as them or to someone different from them, which would help them grow. Responses from our participants that would claim these are as follows.

“My closest friend is Dianne Bautista, and she’s great because she’s so caring. You will already know that her caring attitude is not fake, and you know her words are intentional towards you. She’s so caring because every morning she greets me good morning and she always joins me in lunch and recess and all of those might not seem that much, but

they still matter to me, it is sort of my love language. She is so gentle, she is so sweet, and she is not afraid to open up her opinions and statements to others that you know are wrong, she is going to say it. I love that, of course, I would say it out of love, so she is like that and she is creative, she is so open, she is a great listener, and she initiates that's why I love her. She's some joyful, and she's fun to be with, that's why I'm comfortable with her." (P3)

"My closest friend is Danielle; she is weak on our first meeting, but we have that connection of being an introvert. We have the same interests, and our parents are also good friends." (P5)

"She is a very outgoing person. She is very open to her opinions and is very straightforward." (P2)

All the response from the participants shows how their companions are. Each participant talks about how their companions are either uplifting them and how they would relate to one another. Participant 3 describes the companion as someone that cares and is continuously someone that brings joy to life. For Participant 5, the companion shows the same interest, yet, they are both still able to communicate due to the same benefits. As for Participant 2, the companion describes was someone of opposite characteristics as that of introverts, yet they still are friends with each other. All the friends of the participants are either people that have the same traits as them or are different from them, yet they still can connect and have a strong bond with each other.

Every person has preferences of their own, whether be it with how they spend their time, how many people they want to mingle with or how they choose their friends.

DISCUSSION

For decades, personality has been an interesting topic for researchers. It consists of components such as emotional, behavioral, and attitudinal response patterns of a person (Balmaceda, et al., 2014, as cited by Moore, 2016). Personality is a form of characteristic thoughts, feelings, and behavior that differentiate one individual from the other, and it persists over time. Moreover, it is the integration of biological and experienced practices of an individual that forms responses to environmental stimuli (Shyam and Monolisha, 2018). Introversion–extraversion is a particularly notable persona trait, wherein extraverts are assertive, outgoing, confident, and active compared to introverts. However, the milieu of that the values are uncertain and emphasizes extraversion may influence the well-being of introverts and how introverts develop their well-being (Lawn et al., 2019). Henceforth, Popular culture has a preference for extraverted personality traits. This preference may cause introverts to believe they need to act like extraverts to be accepted (Moore, 2016). In addition to that, introversion is a universal personality trait that affects us all in some way (Molly, 2018). According to Colley (2019), Educational environments are conducive to extrovert's learning but can have detrimental outcomes for introverted students.

In the case of introverted students in Philippine School Doha, their experiences were related to the concepts explained above (the ideas were there just to inform and elaborate on certain aspects of this research). Further elaboration and support for the results in this research.

Self-Efficacy

Self-efficacy refers to individual's belief in their ability to succeed at making an academic or vocational choice, and expected outcomes refer to individual's faith in their likelihood of achieving the desired consequences of that choice (Brown and Cinamon, 2016). According to social cognitive theory, self-efficacy is emblematic of one's beliefs about the potentiality of what he/she can do in a specific domain (Wang et al., 2018). Moreover, self-efficacy affects on an individual's task choice, the amount of effort given to the work, and perseverance on the task. It also impacts academic incentive, learning and attainment (Wang et al., 2018). The people's beliefs about self-efficacy is about the ability to reach and produce desired results through their deeds. (Maddux, 2016). Based on a research, introverted students with higher levels of academic self efficacy are more likely to focus on higher academic achievement, dedicates more of their time to studying, and commits greater concentration and discipline while doing school works when compared to students with low academic self-efficacy. (Maddux, 2016).

Studies show that there is a significant difference in learner's self-efficacy in classroom-based and web-based learning environments. It also illustrated that self-efficacy has a substantial positive impact on learner's personality (openness to experience, extroversion in classroom-based learners than web-based learners) (Saboor and Mothi, 2015). Self-efficacy arbitrates the effects of knowledge structures on perceived likelihood of performing the interpersonal attitude in the future, after controlling for rated regularity of the same behaviors in the past (Di Blas et Al., 2017).

In a society, introverts are disadvantageous, as they often do not socialize with the crowd in their premises. Researchers have declared that anxiety and shyness are separate and different concepts in the higher order of personality traits in introversion/extroversion (Bossen, 2016). On the other hand, People with social anxiety do not show enough social skills and interpersonal self-efficacy in social situations (Tavangar and Abedi, 2014).

Moreover, one of the main things influenced by our self-concept and our self-respect is our communication. Our views and reflection to one self (self concept) and sense of worth, including self efficacy, are significant factors in the way we communicate. Whether we are introverts or extroverts, that can be in the way we interact or communicate with others (Sampthirao, 2016). Introverts are considered to not happily express their opinion during groups or actively participate in brainstorming sessions (Grandos, 2018). Introverts tend to take time to open up to others, are hesitant, and are enigmatic in social interactions. Introverted children are thus exposed to several risks when they are true to their introverted nature; alienation begins. This means that they either embrace isolation and become inconspicuous, become denial and paranoid, or they are isolated but perform ways on how to be approachable, which is contrary to their nature (Pandya, 2017).

When introverts perceive their existence does not matter, feelings of negativity occur, resulting in the sense of not belonging. Not fitting well into an environment can result in feelings of rejection (Moore, 2016).

Introverts are no different than extraverts in wanting to feel valued and appreciated for who they are and for their work contributions. The gregarious nature of extraverts can easily overshadow introvert's ideas. They may feel insignificant when attempting to join in discussions (Moore, 2016). Collaborative learning is the highest standard in academics, yet there are introverted students who are more reflective, learning on their own, and to focus on their lectures more than socializing (Zafonte, 2018). The introverts disapprove of collaborative learning in the online environment because they lack face to face feedback from the teacher (Pavalache-Lie and Cocorada, 2014). Results from a study conducted by Tu and Zhang (2015) show that loneliness was positively related to personal stress and depression but negatively associated with personal life satisfaction. Nevertheless, self-efficacy partially mediated the relationship between loneliness, anxiety, depression, and fully mediated the relationship between loneliness and life satisfaction. with regards to stress coping strategies, introverts usually avoid people as a coping mechanism while extroverts seek social support and problem solving mechanisms (Shin and Lee, 2019).

Introverted teenagers feel uncomfortable with expressing and communicating themselves to their parents. To relieve their stress, they usually ask others for help but in an unassertive or indirect way. However, extroverted teenagers cope up in a positive way by asking the advice and help of others, do not have issues for a long time, and have the ability to freely express themselves to their parents (Shin and Lee, 2019). Based on the five big personality traits, People high on Agreeableness in Social Interaction could be introverted because they can not freely express themselves, therefore, they comply more with other individuals. Also, it is likely that lack of openness to others leads to their high agreeable personality (Agnihotri et al., 2015).

Though they are introverted, that does not mean that they are corrupt leaders, or they cannot lead a party well, just because of their near inability to communicate with them. No matter which industry or organization a leader finds him or herself in, he or she is likely to have the same expectations and goals as other leaders: manage, develop, and motivate a team of direct reports toward achieving metrics that keep the company competitive and profitable. Leaders are, therefore, in a position where it would behoove them to be engaged in developing their direct reports to become better performers and team players so that the team's superordinate goals – and ultimately, the leader's performance goals – can be adequately met (Bossen, 2016). Introverted leaders may be concerned with being harshly judged by others within the organization if they do not do a comparable job at developing their direct reports as their extraverted leader peers (are perceived to do) (Bossen, 2016). In an organizational work setting, enhancing self-efficacy among group members may contribute to overall positive work experience as well as a strengthening of collective efficacy. The relational leadership style, that supports an organizational structure that values self-efficacy, is distinguished by an awareness of power dynamics and a shared reality (Weber, 2017). Leadership scholar-practitioners must create a more feasible, various, and impartial future, fostering the emergence and development of resilient, competent leaders, including those leaders who were failed to be noticed by the society (Oram, 2016).

The sources above serve as a guide according to the results of the findings of this paper. It has sufficiently explained every part of the finding's theme and was well-supported. The connection of the experiences of the participants shared information previously unknown to the researchers and would like to come up with a solution to this problem, should the need arise.

On the other hand, introverts are judicious, receptive, humble, calm, leverage their solitude nature, ability to create solutions to problems critically, and are independent of their workplace (Boss, 2015). In addition to that, they are less voluble and quarrelsome; they are into listening than talking (Dossey, 2016). According to Linus Jonkman (Jonkman, 2013; cited by Emanuelsson and Lindqvist 2014), defined himself as an introvert, enumerated that the characteristics of an introvert are: seeks and recharge from their alone time, prefers to be independent or engage to an individual task, has keen observation and precise to details, is introspective, and is a receptive individual.

Contemplative Perspicacity

A solitary being who enjoys and recharges in their alone time is called an introvert. Most of the time, they process their thoughts than interactively sharing it with others. They dig further than focusing on the external view. However, they are less affectionate and wise to choose to open themselves to only a few. They tend to distance themselves from society to regain energy to their alone time (Dossey, 2016).

Reflecting is the central construct of an introvert. Introverts are characterized by having an insight of themselves (self-perception), knowing themselves through one's character and capabilities (self-knowledge), and often accepting one's self despite limitations (self-acceptance). Through reflecting, they were able to realize their soft power and fullest potential. Other people are a contributing factor to how introverts reflect on themselves, thinking if their actions affect others positively or negatively. Despite their nature of isolation, introverts learned the most with the external world (Oram, 2016).

Besides, introversion is a state wherein one is interested in his/her mental self or inner world. Introverts are perceived as distant and reflective of one's self. Psychologists describe introverts as growing in a thoughtful manner and abating in social interactions. Their strengths are the ability to reflect and to work alone independently (Petric, 2019).

Also, introverts spent their time thinking more about their beliefs, personality, and character for self-development rather than others who are conscious of their actions towards the environment. They would instead focus on the task at hand than worrying about others opinions about them. Also, it is not that significant to understand others whom we work and interact. Instead, the researchers suggest that it is more vital to evaluate one's self to improve the quality of life on a personal level. Introverts tend to recognize their character on an individual or personal level wherein they can widen their understanding of their personality (Moore, 2016).

Introverts get energy by internal processes; they prefer to reflect and to recharge themselves alone but are drained or exhausted to a large crowd. In their situations or circumstances, they tend to seek within after a long day. They recharge in a quiet and peaceful place. They reflect through writing, reading, or thinking (Craig et al., 2015). Besides, extroverts prosper in the external world that deals with social interactions and stimulating environments. However, introverts thrive in the inner world of concepts and ideas. They are known to have a reflective thinking. They can analyze the whole picture with every single part, think before presenting a plan, and are independent of their environment. They analyze and assess the situation or reflect and use their background knowledge to reach a conclusion or decision (Farell, 2017).

A part from this, introverts are often mistaken to be similar to people who are antisocial or shy, but they are not. Introverts just prefer to be around in a quiet and contemplative environment for them to freely express and develop their inner thoughts. They can generate great ideas, but they require deep perceptive thoughts (Bromberg, 2016).

Also, they have a better life balance compared to other personality types. Utilizing their time in making decisions and generating rational answers. (Chavda, 2017) Besides, introverts are cautious with their choices through deliberate actions and instincts, which make them comfortably rely on themselves. (Khalil, 2016) They are thoughtful and reflective individuals because they are the opposite of extroverts. Instead of talking, they generate ideas by taking time alone in formulating and processing inner thoughts. (Houston, 2019) Introverts are guaranteed to be able to successfully solve problems because they indeed possess the ability to concentrate slowly and precisely conclude things that were observed by them (Dutton & Van der Linden, 2017).

Communication is an essential thing in people's lives. It is an ability required to become a successful leader. Without proper communication, it would lead to misunderstandings and miscommunication the group which is disadvantageous for the leader's perspective. (Missioura, 2014) Introverts, due to their solitary and independent nature, are believed to be engaged more in social media when communicating with their workmates. With their lack of interpersonal skills through the use of indirect communications such as written communication and social media, we see introverts to be not fitting as a leader of a group.

However, this general understanding regarding introverts should immerse in a proper training through exposure in speaking to the public in group meetings and social gatherings. (Glass et al., 2014) These concepts pressured the introverts to change and adapt their opposite personality-the extrovert trait for them to be able to achieve success in the real world where having an extroverted personality is much more accepted. (Hiscock, 2014) Nevertheless, introverts do not need to adjust themselves, especially in leading a group since people with introverted personalities are extremely capable of leading a group of people, specifically the ones with initiatives. Because introverts tend to listen, observe people, and do not give off a dominant part in the team, which makes the members of the team more comfortable in expressing their opinions and ideas. Introverts are potential leaders as they are team-oriented by their ability to listen and implement suggestions and ideas. (Mihaila, 2016)

Introverts are thoughtful individuals that demonstrate humbleness towards group activities to lessen the pressure and establish a state of ease and freedom for the people involved in the group. (Boss, 2015) They excel in listening to other's ideas and are sharp in analyzing details that need improvements, which is excellent in group discussion for further growth of the features from the formulated design in group works. (Farell, 2017)

In comparing introverts and extroverts, introvert's involvement in academics strongly suggests a peak of self-awareness or reflectivity. Academics have led introverts to progress over time due to the in-depth and logical thinking. Education led introverts for self-exploration or discovery and social development within (Toma, 2015).

Standard Proclivity

All humans have their preferences. May it be good or bad, each one has a specific want. The terms Introverts and Extroverts have been present ever since Carl Jung had presented it (Berry, 2016). With these two terms, it created a massive amount of research to see whether it was true. Introverts, as by Barnett (2016), is a person that prefers working alone than being part of a group and is someone that is not immersed in fast-paced, high-pressure environments.

Introverts are people that are known to have standard likes. They choose to instead be in quiet places to reflect than be part of a large group. Many have believed that introverts are shy people because they do not want to interact with others, but that is not the case. Introverts and shyness do not have the same denotation.

Introverts do not exactly prefer a lengthy social interaction with people. They feel most uneasy when part of a vast social gathering and would rather just sit out in the corners (Wlassoff, 2018). Since most introverts have a small group of friends, it is misinterpreted as to them being people who dislike people, people who cannot socialize, and make small talk, which is not valid. Although introverts prefer to be alone most of the time, it does not mean that they do not engage in any sort of socialization (Delirus, 2017). Introverts just find it hard to keep any dialogue going when it does not give them any added value (Mahaila, 2016). Introverts are not afraid of communicating or expressing themselves, but instead; they find no interest in meaningless conversations. With this, introverts come out as people that are cold and unresponsive (Allen, 2015). Besides, introverts are people that are wise in choosing friends. They are rather selective, for they value a long-lasting bond. Since they are not those that interact, they mainly prefer to choose their own families, close relatives, or their closest friends. Introverts prefer to devote their energies to their intimate relationships. They mainly prefer to listen than be the ones to do the talking. If they do speak, introverts take their time to formulate what they want to say, and most of the time, they would prefer to express themselves through the means of writing (Schmidt, 2016). Finding the right set of friends for introverts is an exciting task. They mainly look at the interest, goals, and struggles of the other party with genuine importance, which would lead to a long-lasting bond between them (Addis, 2018).

With these preferences, introverts develop more of their free-spiritedness, which allows them to be more independent, creative, and innovative with what they may ask to do. Introverts can still work in big groups, but with their preference for solitude, the development of their independence would enhance and make them utilize their skills to the fullest capacity with high expected results. With this attribute, introverts allow themselves to keep ahead in their own personal and professional life (Jagyasi, 2015). Introverts are thoughtful, intelligent, and reflective individuals. Despite still being able to do social interactions with other people, these characteristics are what make them prefer to be more independent and be self-reliant towards themselves. (Petric, 2019) They are cautious with their decisions and actions through deep reflection and assessment towards themselves, which makes people with introverted personalities prefer to pursue in going to an independent path or being more reliant towards themselves (Khalil, 2016).

Being free-spirited, they mostly prefer to listen to others with their creative minds to help heighten their ideas. Introverts are proven to be highly talented in leading people with significant initiatives, for they are more willing to listen and are not enticed to the thought of dominance, but are more on giving out advice and adding any suggestions to make it more profound (Mahaila, 2016)

To avoid jumping to conclusions leading to faulty generalization and stereotyping, one must understand the gap between the two personality types is the term "preference." It is significant to know that an individual can both possess some of the different characteristics between Introversion and extroversion; it will only depend on their preference on what characteristics will they choose from each personality. If an individual's temperament is becoming a dominant habit that person, then the personality type is developed, and its attitude or reaction became its attribute. Preference does not mean the impotence or absence of a characteristic of another kind. Understanding both personality types would let people know the difference in how they interact, see, and analyze the society and to be able to identify their strengths in their class (Kuofie et al., 2015).

CONCLUSION

According to Crockett (2018), introverts have emerged as leaders and superiors in today's modern society. They have dominated in all aspects of specialty and professionalism and for decades have been acknowledged as effective and capable heroes of today. Introverts have shined as unique gemstones throughout the years; they have learned to harness their skills and talents, which in the end could be beneficial and overwhelming that could help in the development and advancement of humanity and the key to success.

Self – Efficacy has played a vital role in harnessing oneself, for it dramatically impacts how these profound individuals feel, think, behave, and motivate themselves. As stated by Cherry (2019), the source of self – efficacy into four significant sources (1) Mastery of Experiences, (2) Social Modeling, (3) Social Persuasion and (4) Psychological Response, these traits help in the growth and evolution of introverts to acquire, master and harness their hidden capabilities. As the sensation of self – efficacy grows the view complex topics as challenges to be mastered, build deeper interests in the activities and events in which they participate, Form a strong sense of dedication to their interests and recreation, and gradually recover from setbacks and deception (Loeppky, 2017).

Introverts thrive in their inner world compared to extroverts who are into a stimulating environment that deals with interaction. Introverts are known to be perceptive. They have a sensitive insight to all things around them. Ironically speaking, introverts were perceived to be distant and tend to work alone, but the most surprising thing is that they learn from the external world. They are critical thinkers in an in-depth perspective. Therefore, they are effective leaders despite their solitude nature. The society's ideal type of leader is who stands out to the crowd the most rather a leader who works behind the scenes. Introverts being leaders have a different approach. Also, they are thoughtful and reflective. They adjust themselves to a stimulating environment. They have a broader perspective of things; analyzing things before jumping to conclusions. Moreover, they are receptive leaders. They entertain the suggestions and ideas of others, being cautious and open-minded to others. Society misunderstood how capable introverts are in an extroverted world.

According to a research study (Jalili et al., 2018), what makes introverts effective leaders despite their image of preferring a solitude environment is their thrilling attitude when it comes to listening to ideas from their members. In conversations, they excel in listening and reflecting on what they have observed. They prefer to work with their members one-on-one. It shows how introverted students build up the mantle to be a leader despite the conventional idea of extracting an extroverted character from an introvert.

Introverts have a robust standard proclivity, having their preferences which leads them mostly preferring to stay alone or sometimes not wanting to interact with other people because of their shyness, social selectivity, stereotypes or sometimes leading to faulty generalizations about people for they are more likely to judge other people rather than trusting them first to acquire relationships with others. Introverts dislike prolonged social interactions, and often feel discomfort during large social gatherings. Remaining isolated for extended periods is not a big deal for introverts because they love to dream and think.

Recent studies show that there may have positive impacts on work and emotional life based on the periods of being alone (Wlassoff, 2018). But as Wlassoff (2018) stated not to discard introverts altogether, because some of the most successful people in the world are introverts and with this, they might elevate their self-esteem for acquiring an achievement through their characteristics of being strict to themselves, perfectionist, and sometimes being fussy about everything.

The family of an introvert occasionally does not know each other's capability, thoughts and feelings of each because of their individuality and differences. They do not communicate well inside their houses and introverts often do not want to be with their families because of their problems or conflicts within their family itself but according to Nicolini (2016), families with high conformity tendencies can achieve high levels of family gratification over time but do not aid the children in developing necessary skills related to social self-efficacy. Giving opportunities for children to voice opinions and modeling behaviors associated with the successful navigation of social settings is vital to help children increase social skills and confidence.

An undertaking of this magnitude may take place between individual family members and may not impact the overall family communication pattern. However, the recognition of the need for an intervention resulting in modified communication behaviors centered on conformity is necessary to achieve a more beneficial outcome for the child. For example, a parent may recognize that a child is frustrated with a particular family decision and ask the child to explain how he/she is feeling and why. This simple exchange allows children to process emotions, voice feelings successfully, and articulate the cause of the reaction. The interaction also helps children successfully navigate through a potentially awkward conversation.

Those are the essential qualities that an introvert has that can affect their productivity, daily routine, and work ethics. Although introverts mostly prefer to be alone, they can still work in big groups because it is not only the people

they are not used to, but the environment that introverts work on is in, or they stay. Introverts are most likely to work in quiet places for them to think clearly and work efficiently. Interacting for introverts is a bit hard because of their uneasiness whenever they are with plenty of people around him or her. To conclude, this study aims to scrutinize and examine the qualities of an introvert, whether it is essential or unimportant values that they have. Introverts may have mostly disadvantages in terms of their characteristics. Still, it is not all that they are because introverts are advantageous in terms of their mind, for it is their stronghold in which they use effectively.

Introverts, immersed in the exciting world of extroverts, faced their challenging journey as they interact with people. They force themselves to extract and adapt to be an extrovert and to thoroughly “fit in”. This study enables the society to see the positive side of being an introvert. The researchers can gather information on how introverts perceive, handle, and work towards the environment. This study adheres to eliminate stereotyping, misconceptions, and misunderstandings about introverts. Furthermore, the researchers recommend this study to PSD teachers, that they can apply different mediums of expression to their activities so that introverts can freely express themselves in a classroom setting. In this way, teachers can avoid considering shyness as a deficiency to the students since the main goal of the student is to learn and socialize as its secondary target. In addition to that, this study is also recommended to the PSD club moderators, to add more club options for introverts just like Link that involves reading, research, writing, advance art and visuals, game development and recreation, individual sports and the like. Furthermore, as for the family, this research can help them understand their children and to avoid forcing them to be outgoing and to stop comparing them to their siblings. The parents should give a right to their introverted child to freely choose what type of environment they want to be in, such as being homeschooled because there is nothing wrong with being homeschooled.

Nowadays, introverts thrive in the external world where they can develop and express themselves with their different approaches despite our ideal concept of extroverted leaders. The goal of this study is to embrace the soft power of quietness from within and to expose the true potentials of introverts finally.

REFERENCES

- Acosta, A., & Acosta, I. (2016). From Anxiety to Reality: Understanding the Lived-Experiences of Higher Education Institutions' Faculty on the Impact of the K-12 Implementation in the Philippine Education System. Retrieved from <https://www.ijern.com/journal/2016/March-2016/05.pdf>
- Acosta, A., & Garcia, N. (2017). From leadership attribution to leadership contribution: proverbsified leadership skills and abilities of Philippine Schools Overseas (PSO's) administrators Retrieved from <https://journalissues.org/wp-content/uploads/2017/07/Garcia-and-Acosta.pdf>
- Acosta, A., & Garcia, N. (2019). Philippine schools overseas' capitalized strength: Phenomenological impact of proverbsified leadership Retrieved from <https://journalissues.org/wp-content/uploads/2019/07/Garcia-and-Acosta.pdf>
- Addis, F. S. (2018). THE INTROVERT ... OUTPACING THE EXTROVERT IN SALES SUCCESS. *Rough Notes*, 161(9), 124-127. Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/2098707421?accountid=49936>
- Agnihotri, N., Chawla, S., & Jain, P. (2015). Investigating relationship between trust and online communication. *Indian Journal of Health and Wellbeing*, 6(11), 1062-1069.
- Allen, S. (2015). THE CARE AND FEEDING OF YOUR INTROVERT. *Momentum*, 46, 32-33,66,12,61. Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/1704731933?accountid=49936>
- Barnett, M. (2016). Do introverts make the best leaders? *Marketing Week (Online)*, Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/1762154717?accountid=49936>
- Berry, D. (2016). Introversion is not a super power; how misanthropy masquerades as 'the introvert hangover'. follow the chart to find out if you're an introvert! *National Post* Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/1815599695?accountid=49936>
- Boss, J. (2015). 6 Truths on why introverts make great leaders. *Entrepreneur* (online article). Retrieved from <http://www.entrepreneur.com/article/251177> [Google Scholar]
- Bossen, M. N. (2016). *Am I a good leader? how variations in Introversion/Extraversion impact leaders' core self-evaluations* (Order No. 10239456). Available from ProQuest Central; ProQuest Dissertations & Theses Global. (1853203100).

- Bromberg, S. (2016). Understanding introverts. University Wire Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/1835116873?accountid=49936>
- Brown, D., & Cinamon, R. G. (2016). Personality traits' effects on self-efficacy and outcome expectations for high school major choice. *International Journal for Educational and Vocational Guidance*, 16(3), 343-361. doi:<http://dx.doi.org.eres.qnl.qa/10.1007/s10775-015-9316-4>
- Chavda, S. (2017). Do introverts make better CEOs?: According to a recent survey, they are far more successful as CEOs than their extrovert counterparts. DNA.Sunday Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/1915017880?accountid=49936>
- Cherry, K. (2019). How Can You Tell You're An Introvert. Retrieved from <https://www.verywellmind.com/signs-you-are-an-introvert-2795427>
- Cherry, K. (2019). How Self Efficacy Helps You Achieve Your Goals. Retrieved from <https://www.verywellmind.com/what-is-self-efficacy-2795954>
- Cohen, E. (2008). Book Review: Creswell, J. W., & Plano Clark, V. L. (2006). Designing and Conducting Mixed Methods Research. Thousand Oaks, CA: Sage. *Research on Social Work Practice*, 18(5), 527–530. <https://doi.org/10.1177/1049731508318695>
- Creswell, J. W., & Miller, D. L. (2000). Determining validity in qualitative inquiry. *Theory into Practice*, 39, 124–134.
- Creswell, J. W. (1994). *Research design: Qualitative and quantitative approaches*. Thousand Oaks, CA: Sage.
- Crossman, K. (2019). Qualitative Research on Interpersonal Violence: Guidance for Early Career Scholars - Jennifer L. Hardesty, Megan L. Haselschwerdt, Kimberly A. Crossman, 2019. Retrieved from <https://journals.sagepub.com/doi/abs/10.1177/0886260519871532>
- Derilus, P. (2017). Normalize introversion! stop conflating introversion with shyness. *University Wire* Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/1873492279?accountid=49936>
- Denzin, N. K., & Lincoln, Y. S. (1998). *Collecting and interpreting qualitative material*. Thousand Oaks, CA: Sage.
- Di Blas, L., Grassi, M., Carnaghi, A., Ferrante, D., & Calarco, D. (2017). Within-person and between-people variability in personality dynamics: Knowledge structures, self-efficacy, pleasure appraisals, and the Big Five. *Journal of Research in Personality*, 70, 84-92.
- Dossey, L. (2016). Introverts: A Defense. Retrieved from https://www.researchgate.net/publication/296693461_Introverts_A_Defen
- Dutton E and Van der Linden D. (2017). Why is Intelligence Negatively Associated with Religiousness? *Evolutionary Psychological Science*.
- Emmanuelson, A., & Lindqvist S. (2014). Leadership of Introverts. Retrieved from <http://bth.diva-portal.org/smash/get/diva2:831842/FULLTEXT01.pdf>
- Farrell, M. (2017). Leadership reflections: Extrovert and introvert leaders. *Journal of Library Administration*, 57(4), 436-443. doi:<http://dx.doi.org.eres.qnl.qa/10.1080/01930826.2017.1300455>
- Fonseca, C., & Dembling, S. (2019). Introversion. Retrieved from <https://www.psychologytoday.com/intl/basics/introversion>
- Goaley, Molly (2018) "Quiet: The Power of Introverts in a World That Can't Stop Talking: A Book Analysis," *The Hilltop Review*: Vol. 11 : Iss. 1 , Article 8.
- Granados, D. D. (2018). Danilo Díaz Grandos: The Brain of an Introvert. Retrieved from
- Hiscock, A. (2014). An introvert's take on introversion. *Canadian Nurse*, 110(3), 34.

- Houston, H. (2019). Introvert vs Extrovert: A Look at the Spectrum and Psychology. <https://positivepsychology.com/introversion-extroversion-spectrum/>
- Jacobs, G., & Renandya, W. (2019). Personality Variations: The Case of Introversion, Ambiversion, and Extroversion. Retrieved from https://link.springer.com/chapter/10.1007/978-981-13-7213-1_6
- Jalili, S., & Mall-Amiri, B. (2015). The difference between extrovert and introvert EFL teachers' classroom management. *Theory and Practice in Language Studies*, 5(4), 826-836.
- Jagyasi, P. (2015). Love and acknowledge the strength of being an introvert.
- Khalil, R. (2016). Influence of extroversion and introversion on decision making ability. *International journal of research in medical sciences*, 4. DOI: <http://dx.doi.org/10.18203/2320-6012.ijrms20161224>
- Kuofie, M., Stephens-Craig, D., & Dool, R. (2015). An overview perception of introverted leaders. *International Journal of Global Business*, 8(1), 93-103. Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/1680769126?accountid=49936>
- Lawn, R. B., Slem, G. R., & Vella-Brodrick, D. (2019). Quiet flourishing: The authenticity and well-being of trait introverts living in the west depends on extraversion-deficit beliefs. *Journal of Happiness Studies*, 20(7), 2055-2075. doi:<http://dx.doi.org.eres.qnl.qa/10.1007/s10902-018-0037-5>
- Finlay, L. (2009). Debating Phenomenological Research Methods. Retrieved from <http://mesosyn.com/phenom-%20Finlay.pdf>
- Maddux, J. E. (2016). Self-efficacy. In *Interpersonal and intrapersonal expectancies* (pp. 41-46). Routledge.
- McWilliam C, Kothari A, Ward-Griffin C, Forbes D, Leipert B (2009). Evolving the theory and praxis of knowledge translation through social interaction: A social phenomenological study. *Implementation Science*, 4(2):1-14.
- Michalos, A. (2014). Introvert/Introversion. Retrieved from https://link-springer-com.eres.qnl.qa/referenceworkentry/10.1007/978-94-007-0753-5_1534
- Mihaila, R. (2016). INTROVERTS SHOULD BE EXEMPTED FROM TEAMWORK AND PUBLIC SPEECHES. *Journal of Information Systems & Operations Management*, , 460-469. Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/1861345869?accountid=49936>
- Mihaila, R. (2016). INTROVERTS SHOULD BE EXEMPTED FROM TEAMWORK AND PUBLIC SPEECHES. *Journal of Information Systems & Operations Management*, , 460-469. Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/1861345869?accountid=49936>
- Misconceptions all introverts want cleared up. (2014). *University Wire* Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/1562559916?accountid=49936>
- Missioura, O. (2014). Commitment, communication, and leadership determine the leader: A qualitative analysis businessperson characteristics practiced by SME and family business director. *China-USA Business Review*, 13(128).
- Moore, W. Y. (2016). A phenomenological study of introversion (Order No. 10132997). Available from ProQuest Central; ProQuest Dissertations & Theses Global. (1809756468). Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/1809756468?accountid=49936>
- Moore, W. Y. (2016). *A phenomenological study of introversion* (Order No. 10132997). Available from ProQuest Central; ProQuest Dissertations & Theses Global. (1809756468).
- Nicolini, K. M. (2016). Navigating the noise: An examination of the relationship between introversion, family communication patterns, family satisfaction, and social self-efficacy (Order No. 10119339). Available from ProQuest Central; ProQuest Dissertations & Theses Global; Social Science Premium Collection. (1795530059). Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/1795530059?accountid=49936>

- Oram, L. (2016). A method to my quietness: A grounded theory study of living and leading with introversion (Order No. 10308563). Available from ProQuest Central; ProQuest Dissertations & Theses Global. (1865331128). Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/1865331128?accountid=49936>
- Owens, D. M. (2013). Quiet time. *HRMagazine*, 58(12), 26-27. Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/1512368167?accountid=49936>
- Pandya, S. P. (2017). Spiritual education program for reducing social anxieties and improving social interaction skills among introverted children: A cross-country longitudinal experimental study. *Pastoral Psychology*, 66(5), 625-639. doi:<http://dx.doi.org.eres.qnl.qa/10.1007/s11089-017-0782-0>
- Pavalache-Ilie, M., & Cocorada, S. (2014). Interactions of students' personality in the online learning environment. *Procedia-Social and Behavioral Sciences*, 128, 117-122.
- Pepper, L. (2014). Introverts: Know Your Strengths, And You Can Flourish At Work, Too. Retrieved from <https://www.forbes.com/sites/yec/2014/03/11/introverts-know-your-strengths-and-you-can-flourish-at-work-too/#31eb821e6800>
- Petric, Domina. (2019). Introvert, Extrovert and Ambivert. 10.13140/RG.2.2.28059.41764.
- Pozin, I. (2018). 4 Reasons Why Introverts Make Great Leaders. Retrieved from <https://www.inc.com/ilya-pozin/4-reasons-why-introverts-make-great-leaders.html>
- Roy, G. (2018). Jung's Theory of Introvert and Extrovert Personalities. Retrieved from <https://fractalenlightenment.com/31622/life/jungs-theory-of-introvert-and-extrovert-personalities>
- Saboor, Abdul & Mothi, Wahbeeah. (2015). Comparison of Self- Efficacy and its Impact on Personality Between Classroom Based and Web-based Learners. *city university Research Journal*. 1. 359.
- Samphthirao, P. (2016). Self-concept and interpersonal communication. *The International Journal of Indian Psychology*, 3(3), 177-189.
- Schmidt, S. (2016). Personality diversity: Extrovert and introvert temperaments. *Journal of Food Science Education*, 15(3), 73-74. doi:<http://dx.doi.org.eres.qnl.qa/10.1111/1541-4329.12091>
- Shin, S., Lee, H., & Lee, Y. (2019). A study on personality types of university students and parent-adolescent communication, daily stress and stress coping strategies. *Research Journal of Pharmacy and Technology*, 12(4), 1793-1798. doi:<http://dx.doi.org.eres.qnl.qa/10.5958/0974-360X.2019.00299.3>
- Shyam, S Salim and Monolisha, S (2018) *Personality Development*. In: Training Manual on Theeranaipunya - Equipping Fisherwomen Youth for Future. ICAR-Central Marine Fisheries Research Institute, Kochi, pp. 127-132.
- Stephens-Craig, D., Kuofie, M., & Dool, R. (2015). Perception of introverted leaders by mid to high -level leaders. *Journal of Marketing and Management*, 6(1), 62-75. Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/1681254169?accountid=49936>
- Tavangar, L., Yazdkhasti, F., & Abedi, A. (2014). Effectiveness of Eclectic Intervention (Cognitive Restructuring and Cognitive-behavioral Coping skills) on Social Skills, Interpersonal Self-Efficacy, and social anxiety among University of Isfahan Students. *Journal of Research in Behavioural Sciences*, 11(6), 532-44.
- Toma, S. P. (2015). Personality and the college experience: How extraversion-introversion measures shape student involvement and satisfaction (Order No. 3714270). Available from ProQuest Dissertations & Theses Global. (1708647014). Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/1708647014?accountid=49936>
- Tu, Y., & Zhang, S. (2015). Loneliness and subjective well-being among chinese undergraduates: The mediating role of self-efficacy. *Social Indicators Research*, 124(3), 963-980. doi:<http://dx.doi.org.eres.qnl.qa/10.1007/s11205-014-0809-1>

- Wang, C., Harrison, J., Cardullo, V., & Lin, X. (2018). Exploring the relationship among international students' english self-efficacy, using english to learn self-efficacy, and academic self-efficacy. *Journal of International Students*, 8(1), 233-250. doi:<http://dx.doi.org.eres.qnl.qa/10.5281/zenodo.1134299>
- Umali, Magadia, Magdael, et. Al. (2019) Progress Towards Tourism: Capturing the Lived Experiences of Engineers Witnessing the Potentiality of Qatar as 2030 Tourist Destination
- Valentine, M. (2019). Here Are 10 Outrageously Successful Introverts to Inspire You. Retrieved from <https://www.goalcast.com/2018/04/12/most-successful-introverts/>
- Weber, A. H. (2017). *The dynamics of self-efficacy, organizational structure, and leadership style of supervisors* (Order No. 10684475). Available from ProQuest Dissertations & Theses Global. (2015658261).
- Wlassoff, V. (2018). *The brain of an introvert*. Boston: Newstex. Retrieved from <https://search-proquest-com.eres.qnl.qa/docview/2252766805?accountid=49936>
- Zafonte, M. (2018). *A phenomenological investigation of introverted college students and collaborative learning* (Order No. 10751233). Available from ProQuest Dissertations & Theses Global. (2031121311).

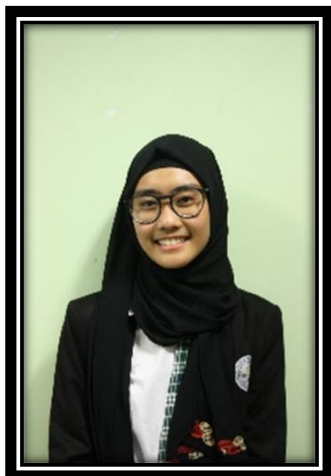
BIOGRAPHICAL SKETCH



Luis Aldrin Mercado Miraran was born on February 6, 2001 at Doha, Qatar. He is 18 yrs. old and currently lives in Fereej Bin Omran. He is currently studying in Philippine School Doha as a Grade 12 student taking the STEM strand also known as Science, Technology, Engineering, and Mathematics. He has been consistently part of the top ten during his elementary up to Junior High School years. He has taken part of the PSD organizations such as Junior Dance Club, Boy Scout, and Table Tennis Club during his elementary years while PSD Hiyaw Chorale, PSD Senior Dance Club, and Table Tennis Club in his Junior High School years then took part of the Senior Boy Scout during the 11th grade.

He became a deportment awardee both in 6th grade and 10th grade. He was also awarded to be part of the Laureola Awardee, 1st semester, among the bronze awardees last Grade 11. He has taken part to the Math PICE wizard for 2 consecutive years. He has a passion for dancing. He is planning to take up Mechanical Engineering or specifically

Aeronautical engineering in PATTS College of Aeronautics.



Aisha Sappal Blin was born on August 17, 2001, is currently a senior high school student under the strand STEM (Science, Technology, Engineering, and Mathematics) in Philippine School Doha. Throughout Junior High School, she was consistent in being part of the Top 10 in her class. For her Grade 11 years, she was awarded an Academic Distinction in all terms which later on earned her to become a Laureola Awardees for both semesters, receiving both bronze medals. In addition, she has been part of the scouting movement ever since she was in third grade, as of now she is part of the Senior Girls Scout Organization with a position in the Senior Planning Board, hoping to continue to inspire young girls to join the movement.

Outside school, she used to play tennis and was in multiple tournaments that made her learn more about diversity and camaraderie. She also used to go to IAID to hone her skills in playing the Electronic Keyboard. After she graduates High School, she plans to go to the University of Calgary in Qatar (UCQ) in which she will pursue a four year course in BS Nursing and to later on do her Masterals and her Doctorate, both in the

University of Calgary in Qatar (UCQ). After graduating and finding a decent job, she plans to give back to her parents by building them their dream house and after all that, she plans to study again for her passion which leads to Archeology, which is the study of artifacts.



Hector Palarion Cabachete Jr. was born on February 5, 2002 and is currently a senior high school student under the STEM (Science, Technology, Engineering, and Math) strand of Philippine School Doha, Qatar. He studied in Exceed Learning Center during his nursery to 2nd grade years. He then moved to Qatar in year 2011 where he studied in Philippine International School Qatar from his intermediate year until he completed his Junior High School Year. In 11th grade he began his new Senior High School journey at Philippine School Doha School year 2018-2020. He was the first honorable mention in his batch during his kindergarten graduation in Exceed Learning Center School Year 2008-2009 and was a consistent honor student in his class from Primary to Senior High School.

He received a “With Honors” award during the 4th Quarter of his 10th Grade in Philippine International School Qatar and a bronze medal award in 11th Grade for 2 semesters. After graduating in Senior High School, he is planning to pursue his ideal course in college, Medical Technology in Velez College Cebu as a pre-med course then followed by another couple of years for his Bachelor’s Degree to pursue his dream of becoming a Pediatrician.



John Dominic Dizon Ferreras was born on September 27, 2002, and is currently in his 12th grade of Senior High – School under the strand of STEM (Science, Technology, Engineering & Mathematics) at Philippine School Doha. He was a student from notable schools in the United Arab Emirates namely the Rosary School and United International Private School (U.I.P.S). After his 7 year of stay in the Emirates, he has moved to the world-renowned city of Doha, Qatar. He studied in the Philippine International School of Qatar (P.I.S.Q) and has finished his Elementary and Junior High – School years in Philippine School Doha, and is currently a graduating student in the said school. He is also a profound member of The Link as a photojournalist and a grub master of the Senior Scouts of the Philippines. He is a student with high dreams and aspirations and has been a consecutive honor student over the past few years. He has taken part in various competitions and seminars in school and outside of the school to enhance and learn various skills and talents. He also received academic and non – academic distinctions notably, Best in Food Citation, Laureola Award and so forth. After he graduates from Senior High – School in April 2019, he plans to continue his studies and pursue his dream pre-med course, Bachelor of Science in Medical Technology at Angeles State

University of Pampanga. After finishing his pre-med course, he plans to pursue Medicine at the University of Santo Tomas in Manila. His biggest Inspirations are his parents, family, and friends for their endless motivation, encouragement, and support which drive him in his self – growth and in academics.

Paul Lawrence Dela Rosa Jimenez was born on October 6, 2001, and has lived in Bin Mahmoud since 2011. He is currently a Grade 12 student in the last semester of his senior year under the strand of Science Technology Engineering Mathematics (STEM) at Philippine School Doha. When he was in grade school, he is a consistent highest honor in their batch having all the award of best in any subjects. During the middle of the school year in his ninth grade, he participated in Math Olympics and won the bronze award together with his teammates. He studied at Justinville Baptist Church Learning Center from preschool to grade 5 and then transferred at Asian Integrated School wherein he studied half of his fifth grade there. Later on, after his fifth grade, he went to Philippine School Doha and continued his studies. He realized that he was fond of drawing, designing, and creating miniatures of buildings wherein he decided to take on the course of Architecture in the future. In the same year, he also experienced being immersed with the workload of doing their research paper and then started to take it seriously because of the need to use the knowledge about research for his college soon. Outside of academics, he is currently part of Senior Boy Scouts Organization wherein they fully pledge to serve the community for the greater good of our environment, wellness, and safety. He enjoys his job as a Senior Scout as well as a leader in his Christian youth ministry in their church, his hobbies are playing basketball, listening and playing music. Despite being a STEM student, he plans to pursue a 5-year Course of Architecture at the University of Santo Tomas (UST).