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Summary
At least one-third of the people we know are introverts. They are the ones who prefer listening to speaking, reading to partying; who invent and create but prefer not to pitch their own ideas; who favor working on their own over brainstorming in teams. Although they are often labeled “quiet,” it is to introverts we owe many of the great contributions to society—from Van Gogh’s sunflowers to the invention of the personal computer.

Passionately argued, impressively researched, and filled with the indelible stories of real people, Quiet shows how dramatically we undervalue introverts, and how much we lose in doing so. Susan Cain charts the rise of “the extrovert ideal” over the twentieth century and explores its far-reaching effects—how it helps to determine everything from how parishioners worship to who excels at Harvard Business School.

And she draws on cutting-edge research on the biology and psychology of temperament to reveal how introverts can modulate their personalities according to circumstance, how to empower an introverted child, and how companies can harness the natural talents of introverts. This extraordinary book has the power to permanently change how we see introverts and, equally important, how they see themselves. (From the publisher.)

Author Bio
• Birth—1968
• Where—N/A
• Education—B.A., Princeton University; J.D., Harvard University Law School
• Currently—lives "on the bank of the Hudson River" in New York State

Susan Cain is an American writer and lecturer, and author of the 2012 non-fiction book Quiet:
The Power of Introverts in a World That Can't Stop Talking, which argues that modern Western culture misunderstands and undervalues the traits and capabilities of introverted people

Cain graduated from Princeton University and Harvard Law School. She worked first as an attorney, and then as a negotiations consultant as owner and principal of The Negotiation Company. Cain has been a fellow and a faculty/staff member of the Woodhull Institute for Ethical Leadership, an educational non-profit organization.

Cain left her careers in corporate law and consulting, for a quieter life of writing at home with her family. She later wrote that she looks back on her years as a Wall Street lawyer "as time spent in a foreign country."

Quiet
When asked what she would be doing if she were not a writer, Cain explained that she would be a research psychologist, saying she is insatiably curious about human nature. Cain's interest in writing about introversion reportedly stemmed from her own difficulties with public speaking, which made Harvard Law School "a trial.

While still an attorney, Cain noticed that others at her firm were putting personality traits like hers to good use in the profession, and that gender per se did not explain those traits. She eventually realized that the concepts of introversion and extroversion provided the "language for talking about questions of identity" that had been lacking.[12]

Cain explained that in writing Quiet, she was fueled by the passion and indignation that she imagined fueled the 1963 feminist book, The Feminine Mystique.[11] Cain likened Introverts today to women at that time—second-class citizens with gigantic amounts of untapped talent. Saying that most introverts aren’t aware of how they are constantly spending their time in ways that they would prefer not to be and have been doing so all their lives, Cain explained that she was trying to give people entitlement in their own minds to be who they are.

Cain added that for her, Quiet was not just a book but a mission. Specifically, she said she was interested in working with parents and teachers of introverted kids and to re-shape workplace culture and design, and in particular replace what she terms "The New Groupthink" with an environment more conducive to deep thought and solo reflection. (From Wikipedia.)

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Book Reviews
Rich, intelligent...enlightening.
Wall Street Journal

An important book that should embolden anyone who's ever been told, "Speak up!"
People
Cain offers a wealth of useful advice for teachers and parents of introverts.... *Quiet* should interest anyone who cares about how people think, work, and get along, or wonders why the guy in the next cubicle acts that way. It should be required reading for introverts (or their parents) who could use a boost to their self-esteem.

*Fortune.com*

American culture and business tend to be dominated by extroverts, business consultant Cain explores and champions the one-third to one-half of the population who are introverts. She defines the term broadly, including “solitude-seeking” and “contemplative,” but also “sensitive,” “humble,” and “risk-averse.” Such individuals, she claims (though with insufficient evidence), are “disproportionately represented among the ranks of the spectacularly creative.” Yet the American school and workplace make it difficult for those who draw strength from solitary musing by over-emphasizing teamwork and what she calls “the new Groupthink.” Cain gives excellent portraits of a number of introverts and shatters misconceptions. For example, she notes, introverts can negotiate as well as, or better than, alpha males and females because they can take a firm stand “without inflaming counterpart’s ego.” Cain provides tips to parents and teachers of children who are introverted or seem socially awkward and isolated. She suggests, for instance, exposing them gradually to new experiences that are otherwise overstimulating. Cain consistently holds the reader’s interest by presenting individual profiles, looking at places dominated by extroverts (Harvard Business School) and introverts (a West Coast retreat center), and reporting on the latest studies. Her diligence, research, and passion for this important topic has richly paid off.

*Publishers Weekly*

The introvert/extrovert dichotomy is easily stereotyped in psychological literature: extroverts are buoyant and loud, introverts are shy and nerdy. Here, former corporate lawyer and negotiations consultant Cain gives a more nuanced portrait of introversion. Introverts are by nature more pensive, quiet, and solitary, but they can also act extroverted for the pursuit of their passions.... *Verdict:* This book is a pleasure to read and will make introverts and extroverts alike think twice about the best ways to be themselves and interact with differing personality types. Recommended to all readers. —*Maryse Breton, Bibliothèque et Archives nationales du Québec, Montreal*

*Library Journal*

An enlightened Wall Street survivor exhorts wallflowers everywhere to embrace their solitude-seeking souls and fully appreciate the power of the lone wolf. Could up to one-half of a nation obsessed with *Jersey Shore* narcissism and *American Idol* fame really be inhabited by reserved, sensitive types? According to Cain, yes—and we better start valuing their insight.... The author's insights are so rich that she could pen two separate books: one about parenting an introverted child, and another about how to make an introvert/extrovert relationship work. An intriguing and
potentially life-altering examination of the human psyche that is sure to benefit both introverts and extroverts alike.

*Kirkus Reviews*

Discussion Questions
1. Based on the quiz in the book, do you think you’re an introvert, an extrovert, or an ambivert? Are you an introvert in some situations and an extrovert in others?

2. What about the important people in your lives—your partner, your friends, your kids?

3. Which parts of *Quiet* resonated most strongly with you? Were there parts you disagreed with—and if so, why?

4. Can you think of a time in your life when being an introvert proved to be an advantage?

5. Who are your favorite introverted role models?

6. Do you agree with the author that introverts can be good leaders? What role do you think charisma plays in leadership? Can introverts be charismatic?

7. If you’re an introvert, what do you find most challenging about working with extroverts?

8. If you’re an extrovert, what do you find most challenging about working with introverts?

9. *Quiet* explains how Western society evolved from a Culture of Character to a Culture of Personality. Are there enclaves in our society where a Culture of Character still holds sway? What would a twenty-first-century Culture of Character look like?

10. *Quiet* talks about the New Groupthink, the value system holding that creativity and productivity emerge from group work rather than individual thought. Have you experienced this in your own workplace?

11. Do you think your job suits your temperament? If not, what could you do to change things?

12. If you have children, how does your temperament compare to theirs? How do you handle areas in which you’re not temperamentally compatible?

13. If you’re in a relationship, how does your temperament compare to that of your partner? How do you handle areas in which you’re not compatible?

14. Do you enjoy social media such as Facebook and Twitter, and do you think this has something to do with your temperament?
15. *Quiet* talks about “restorative niches,” the places introverts go or the things they do to recharge their batteries. What are your favorite restorative niches?

16. Susan Cain calls for a Quiet Revolution. Would you like to see this kind of a movement take place, and if so, what is the number-one change you’d like to see happen? *(Questions issued by publisher.)*
Drawn to Read

Quiet
By SUSAN CAIN
Reviewed by Ward Sutton
If you're the type who would prefer to stay in and read a book alone on a Saturday night, all the while beating yourself up about your seemingly antisocial predisposition, then you will likely find Susan Cain's new book Quiet to be a revelation.

Introverts, Reconsidered

Is something wrong with me?

Nearly 100 years ago, America shifted from being a "culture of character" to a "culture of personality" and this led, Cain explains, to the rise of the "extrovert ideal." Society began to prize the outgoing, while diagnosing the quiet with an "inferiority complex."

The ideal Yale is not a beetled-browed, highly specialized intellectual, but a well-rounded man. We see little use for the "brilliant" introvert.
TODAY THIS SENTIMENT APPROACHES MANIA, AS CAIN ILLUSTRATES BY ATTENDING A HILARIOUSLY TERRIFYING TONY ROBBINS SEMINAR. DURING ONE EXERCISE, THE EXTROVERT GURU MOTIVATES PATRONS TO MAKE GOOD FIRST IMPRESSIONS BY HAVING THEM IMAGINE THAT IF THEY DON’T ...

... EVERYONE YOU CARE ABOUT WILL DIE LIKE PIGS IN HELL!

TO PROSPER IN THIS KIND OF HIGH-PRESSURE ENVIRONMENT, WE ALL HAVE TO BECOME “PERFORMERS.” THIS INCLUDES EVANGELICALS, AS CAIN FINDS WHEN SHE ENTERS THE WORLD OF “LUAU WORSHIP AND JUMBOTRON PRAYER” AT RICK WARREN’S SADDLEBACK CHURCH.

I’M SURE OUR LORD WAS AN EXTROVERT.
But the bulk of the book focuses on understanding and appreciating introverts. Maligned as they may be, introverts “think more carefully than extroverts,” says Cain, who notes that the ranks of prominent introverts include Chopin, Proust, Spielberg and Einstein.

It’s not that I’m so smart.

It’s that I stay with problems longer.

Debunking current trends in business and education that she calls the “new groupthink,” Cain blames many of our current woes on “too much power in the hands of aggressive risk-takers.” In contrast, introverts, such as Apple co-founder Steve Wozniak, share simple advice for success and innovation.

Work alone.

Not on a committee.

Not on a team.
Cain analyzes real people, examines introversion in cultures around the world, and cites many, many scientific studies (you may begin jumping past the details to get to the findings). Expect to learn a lot of new terminology.

- Orchid Hypothesis
- Behavioral Leakage
- Situationism
- Free Trait Theory
- Restorative Niches
- Reputational Confusion
- Emotional Labor

Cain is striving to figure herself out as well, sharing personal experiences with warmth and a sense of humor. When she attends a "gathering for sensitive people," it "threatens to devolve into mutual loneliness" due to people being "reserved to the point of being sullen."

Someone should be cracking jokes, stirring things up, handing out rum and cokes...

I miss my husband, Ken, who's not a sensitive type.
THIS BOOK IS A MUST-READ FOR INTROVERTS AND THE EXTROVERTS WHO LOVE THEM. SECTIONS COVERING RELATIONSHIPS AND CHILD-RAISING COULD BE SPUN OFF INTO THEIR OWN VOLUMES. THERE'S ALSO AN INFORMAL QUIZ TO HELP YOU FIND OUT IF YOU'RE AN INTROVERT. AND IF YOU ARE, QUIET WILL MAKE YOU APPRECIATE IT.

ALL THIS TALKING CAN HARDLY BE SAID TO BE OF ANY BENEFIT TO THE WORLD.

GANDHI, INTROVERT
The Science of Success

David Dobbs, December 2009

Most of us have genes that make us as hardy as dandelions: able to take root and survive almost anywhere. A few of us, however, are more like the orchid: fragile and fickle, but capable of blooming spectacularly if given greenhouse care. So holds a provocative new theory of genetics, which asserts that the very genes that give us the most trouble as a species, causing behaviors that are self-destructive and antisocial, also underlie humankind’s phenomenal adaptability and evolutionary success. With a bad environment and poor parenting, orchid children can end up depressed, drug-addicted, or in jail—but with the right environment and good parenting, they can grow up to be society’s most creative, successful, and happy people.

IN 2004, MARIAN Bakermans-Kranenburg, a professor of child and family studies at Leiden University, started carrying a video camera into homes of families whose 1-to-3-year-olds indulged heavily in the oppositional, aggressive, uncooperative, and aggravating behavior that psychologists call “externalizing”: whining, screaming, whacking, throwing tantrums and objects, and willfully refusing reasonable requests. Staple behaviors in toddlers, perhaps. But research has shown that toddlers with especially high rates of these behaviors are likely to become stressed, confused children who fail academically and socially in school, and become antisocial and unusually aggressive adults.

At the outset of their study, Bakermans-Kranenburg and her colleagues had screened 2,408 children via parental questionnaire, and they were now focusing on the 25 percent rated highest
by their parents in externalizing behaviors. Lab observations had confirmed these parental ratings.

Bakermans-Kranenburg meant to change the kids’ behavior. In an intervention her lab had developed, she or another researcher visited each of 120 families six times over eight months; filmed the mother and child in everyday activities, including some requiring obedience or cooperation; and then edited the film into teachable moments to show to the mothers. A similar group of high-externalizing children received no intervention.

To the researchers’ delight, the intervention worked. The moms, watching the videos, learned to spot cues they’d missed before, or to respond differently to cues they’d seen but had reacted to poorly. Quite a few mothers, for instance, had agreed only reluctantly to read picture books to their fidgety, difficult kids, saying they wouldn’t sit still for it. But according to Bakermans-Kranenburg, when these mothers viewed the playback they were “surprised to see how much pleasure it was for the child—and for them.” Most mothers began reading to their children regularly, producing what Bakermans-Kranenburg describes as “a peaceful time that they had dismissed as impossible.”

And the bad behaviors dropped. A year after the intervention ended, the toddlers who’d received it had reduced their externalizing scores by more than 16 percent, while a nonintervention control group improved only about 10 percent (as expected, due to modest gains in self-control with age). And the mothers’ responses to their children became more positive and constructive.

Few programs change parent-child dynamics so successfully. But gauging the efficacy of the intervention wasn’t the Leiden team’s only goal, or even its main one. The team was also testing a radical new hypothesis about how genes shape behavior—a hypothesis that stands to revise our view of not only mental illness and behavioral dysfunction but also human evolution.

Of special interest to the team was a new interpretation of one of the most important and influential ideas in recent psychiatric and personality research: that certain variants of key behavioral genes (most of which affect either brain development or the processing of the brain’s chemical messengers) make people more vulnerable to certain mood, psychiatric, or personality disorders. Bolstered over the past 15 years by numerous studies, this hypothesis, often called the “stress diathesis” or “genetic vulnerability” model, has come to saturate psychiatry and behavioral science. During that time, researchers have identified a dozen-odd gene variants that can increase a person’s susceptibility to depression, anxiety, attention-deficit hyperactivity disorder, heightened risk-taking, and antisocial, sociopathic, or violent behaviors, and other problems—if, and only if, the person carrying the variant suffers a traumatic or stressful childhood or faces particularly trying experiences later in life.

This vulnerability hypothesis, as we can call it, has already changed our conception of many psychic and behavioral problems. It casts them as products not of nature or nurture but of complex “gene-environment interactions.” Your genes don’t doom you to these disorders. But if you have “bad” versions of certain genes and life treats you ill, you’re more prone to them.

Recently, however, an alternate hypothesis has emerged from this one and is turning it inside out. This new model suggests that it’s a mistake to understand these “risk” genes only as
liabilities. Yes, this new thinking goes, these bad genes can create dysfunction in unfavorable contexts—but they can also enhance function in favorable contexts. The genetic sensitivities to negative experience that the vulnerability hypothesis has identified, it follows, are just the downside of a bigger phenomenon: a heightened genetic sensitivity to all experience.

The evidence for this view is mounting. Much of it has existed for years, in fact, but the focus on dysfunction in behavioral genetics has led most researchers to overlook it. This tunnel vision is easy to explain, according to Jay Belsky, a child-development psychologist at Birkbeck, University of London. “Most work in behavioral genetics has been done by mental-illness researchers who focus on vulnerability,” he told me recently. “They don’t see the upside, because they don’t look for it. It’s like dropping a dollar bill beneath a table. You look under the table, you see the dollar bill, and you grab it. But you completely miss the five that’s just beyond your feet.”

Though this hypothesis is new to modern biological psychiatry, it can be found in folk wisdom, as the University of Arizona developmental psychologist Bruce Ellis and the University of British Columbia developmental pediatrician W. Thomas Boyce pointed out last year in the journal Current Directions in Psychological Science. The Swedes, Ellis and Boyce noted in an essay titled “Biological Sensitivity to Context,” have long spoken of “dandelion” children. These dandelion children—equivalent to our “normal” or “healthy” children, with “resilient” genes—do pretty well almost anywhere, whether raised in the equivalent of a sidewalk crack or a well-tended garden. Ellis and Boyce offer that there are also “orchid” children, who will wilt if ignored or maltreated but bloom spectacularly with greenhouse care.

At first glance, this idea, which I’ll call the orchid hypothesis, may seem a simple amendment to the vulnerability hypothesis. It merely adds that environment and experience can steer a person up instead of down. Yet it’s actually a completely new way to think about genetics and human behavior. Risk becomes possibility; vulnerability becomes plasticity and responsiveness. It’s one of those simple ideas with big, spreading implications. Gene variants generally considered misfortunes (poor Jim, he got the “bad” gene) can instead now be understood as highly leveraged evolutionary bets, with both high risks and high potential rewards: gambles that help create a diversified-portfolio approach to survival, with selection favoring parents who happen to invest in both dandelions and orchids.

In this view, having both dandelion and orchid kids greatly raises a family’s (and a species’) chance of succeeding, over time and in any given environment. The behavioral diversity provided by these two different types of temperament also supplies precisely what a smart, strong species needs if it is to spread across and dominate a changing world. The many dandelions in a population provide an underlying stability. The less-numerous orchids, meanwhile, may falter in some environments but can excel in those that suit them. And even when they lead troubled early lives, some of the resulting heightened responses to adversity that can be problematic in everyday life—increased novelty-seeking, restlessness of attention, elevated risk-taking, or aggression—can prove advantageous in certain challenging situations: wars, tribal or modern; social strife of many kinds; and migrations to new environments. Together, the steady dandelions and the mercurial orchids offer an adaptive flexibility that neither can provide alone. Together, they open a path to otherwise unreachable individual and collective achievements.
This orchid hypothesis also answers a fundamental evolutionary question that the vulnerability hypothesis cannot. If variants of certain genes create mainly dysfunction and trouble, how have they survived natural selection? Genes so maladaptive should have been selected out. Yet about a quarter of all human beings carry the best-documented gene variant for depression, while more than a fifth carry the variant that Bakermans-Kranenburg studied, which is associated with externalizing, antisocial, and violent behaviors, as well as ADHD, anxiety, and depression. The vulnerability hypothesis can’t account for this. The orchid hypothesis can.

This is a transformative, even startling view of human frailty and strength. For more than a decade, proponents of the vulnerability hypothesis have argued that certain gene variants underlie some of humankind’s most grievous problems: despair, alienation, cruelties both petty and epic. The orchid hypothesis accepts that proposition. But it adds, tantalizingly, that these same troublesome genes play a critical role in our species’ astounding success.

The orchid hypothesis—sometimes called the plasticity hypothesis, the sensitivity hypothesis, or the differential-susceptibility hypothesis—is too new to have been tested widely. Many researchers, even those in behavioral science, know little or nothing of the idea. A few—chiefly those with wide reservations about ever tying specific genes to specific behaviors—express concerns. But as more supporting evidence emerges, the most common reaction to the idea among researchers and clinicians is excitement. A growing number of psychologists, psychiatrists, child-development experts, geneticists, ethologists, and others are beginning to believe that, as Karlen Lyons-Ruth, a developmental psychologist at Harvard Medical School, puts it, “It’s time to take this seriously.”

With the data gathered in the video intervention, the Leiden team began to test the orchid hypothesis. Could it be, they wondered, that the children who suffer most from bad environments also profit the most from good ones? To find out, Bakermans-Kranenburg and her colleague Marinus van Ijzendoorn began to study the genetic makeup of the children in their experiment. Specifically, they focused on one particular “risk allele” associated with ADHD and externalizing behavior. (An allele is any of the variants of a gene that takes more than one form; such genes are known as polymorphisms. A risk allele, then, is simply a gene variant that increases your likelihood of developing a problem.)

Bakermans-Kranenburg and van Ijzendoorn wanted to see whether kids with a risk allele for ADHD and externalizing behaviors (a variant of a dopamine-processing gene known as DRD4) would respond as much to positive environments as to negative. A third of the kids in the study had this risk allele; the other two-thirds had a version considered a “protective allele,” meaning it made them less vulnerable to bad environments. The control group, who did not receive the intervention, had a similar distribution.

Both the vulnerability hypothesis and the orchid hypothesis predict that in the control group the kids with a risk allele should do worse than those with a protective one. And so they did—though only slightly. Over the course of 18 months, the genetically “protected” kids reduced their externalizing scores by 11 percent, while the “at-risk” kids cut theirs by 7 percent. Both gains were modest ones that the researchers expected would come with increasing age. Although statistically significant, the difference between the two groups was probably unnoticeable otherwise.
The real test, of course, came in the group that got the intervention. How would the kids with the risk allele respond? According to the vulnerability model, they should improve less than their counterparts with the protective allele; the modest upgrade that the video intervention created in their environment wouldn’t offset their general vulnerability.

As it turned out, the toddlers with the risk allele blew right by their counterparts. They cut their externalizing scores by almost 27 percent, while the protective-allele kids cut theirs by just 12 percent (improving only slightly on the 11 percent managed by the protective-allele population in the control group). The upside effect in the intervention group, in other words, was far larger than the downside effect in the control group. Risk alleles, the Leiden team concluded, really can create not just risk but possibility.

Can liability really be so easily turned to gain? The pediatrician W. Thomas Boyce, who has worked with many a troubled child in more than three decades of child-development research, says the orchid hypothesis “profoundly recasts the way we think about human frailty.” He adds, “We see that when kids with this kind of vulnerability are put in the right setting, they don’t merely do better than before, they do the best—even better, that is, than their protective-allele peers. “Are there any enduring human frailties that don’t have this other, redemptive side to them?”

As I researched this story, I thought about such questions a lot, including how they pertained to my own temperament and genetic makeup. Having felt the black dog’s teeth a few times over the years, I’d considered many times having one of my own genes assayed—specifically, the serotonin-transporter gene, also called the SERT gene, or 5-HTTLPR. This gene helps regulate the processing of serotonin, a chemical messenger crucial to mood, among other things. The two shorter, less efficient versions of the gene’s three forms, known as short/short and short/long (or S/S and S/L), greatly magnify your risk of serious depression—if you hit enough rough road. The gene’s long/long form, on the other hand, appears to be protective.

In the end, I’d always backed away from having my SERT gene assayed. Who wants to know his risk of collapsing under pressure? Given my family and personal history, I figured I probably carried the short/long allele, which would make me at least moderately depression-prone. If I had it tested I might get the encouraging news that I had the long/long allele. Then again, I might find I had the dreaded, riskier short/short allele. This was something I wasn’t sure I wanted to find out.

But as I looked into the orchid hypothesis and began to think in terms of plasticity rather than risk, I decided maybe I did want to find out. So I called a researcher I know in New York who does depression research involving the serotonin-transporter gene. The next day, FedEx left a package on my front porch containing a specimen cup. I spat into it, examined what I’d produced, and spat again. Then I screwed the cap tight, slid the vial into its little shipping tube, and put it back on the porch. An hour later, the FedEx guy took it away.

Of all the evidence supporting the orchid-gene hypothesis, perhaps the most compelling comes from the work of Stephen Suomi, a rhesus-monkey researcher who heads a sprawling complex of labs and monkey habitats in the Maryland countryside—the National Institutes of Health’s Laboratory of Comparative Ethology. For 41 years, first at the University of Wisconsin and then, beginning in 1983, in the Maryland lab the NIH built specifically for him, Suomi has been
studying the roots of temperament and behavior in rhesus monkeys—which share about 95 percent of our DNA, a number exceeded only in apes. Rhesus monkeys differ from humans in obvious and fundamental ways. But their close resemblance to us in crucial social and genetic respects reveals much about the roots of our own behavior—and has helped give rise to the orchid hypothesis.

Suomi learned his trade as a student and protégé of, and then a direct successor to, Harry Harlow, one of the 20th century’s most influential and problematic behavioral scientists. When Harlow started his work, in the 1930s, the study of childhood development was dominated by a ruthlessly mechanistic behavioralism. The movement’s leading figure in the United States, John Watson, considered mother love “a dangerous instrument.” He urged parents to leave crying babies alone; to never hold them to give pleasure or comfort; and to kiss them only occasionally, on the forehead. Mothers were important less for their affection than as conditioners of behavior.

With a series of ingenious but sometimes disturbingly cruel experiments on monkeys, Harlow broke with this cool behavioralism. His most famous experiment showed that baby rhesus monkeys, raised alone or with same-age peers, preferred a foodless but fuzzy terrycloth surrogate “mother” over a wire-mesh version that freely dispensed meals. He showed that these infants desperately wanted to bond, and that depriving them of physical, emotional, and social attachment could create a near-paralyzing dysfunction. In the 1950s this work provided critical evidence for the emerging theory of infant attachment: a theory that, with its emphasis on rich, warm parent-child bonds and happy early experiences, still dominates child-development theory (and parenting books) today.

In the years since Suomi took over Harlow’s Wisconsin lab as a 28-year-old wunderkind, he has both broadened and sharpened the inquiry Harlow started. New tools now let Suomi examine not just his monkeys’ temperaments but also the physiological and genetic underpinnings of their behavior. His lab’s naturalistic environment allows him to focus not just on mother-child interactions but also on the family and social environments that shape and respond to the monkeys’ behavior. “Life in a rhesus-monkey colony is very, very complicated,” Suomi says. The monkeys must learn to navigate a social system that is highly nuanced and hierarchical. “Those who can manage this, do well,” Suomi told me. “Those who don’t, don’t.”

Rhesus monkeys typically mature at about four or five years and live to about 20 in the wild. Their development parallels our own at a fairly neat 1-to-4 ratio: a 1-year-old monkey is much like a 4-year-old human being, a 4-year-old monkey is like a 16-year-old human being, and so on. A mother typically gives birth annually, starting at around age 4. Though the monkeys copulate all year, the females’ fertility seasons are only a couple of months long. Since they tend to occur together, a troop usually produces crops of babies that have same-age peers.

For the first month, the mother keeps the baby attached to her or within arm’s reach. At about two weeks, the baby starts to explore, at first within only a few feet of its mother. These forays grow in frequency, duration, and distance over the next six to seven months, but rarely do the babies pass out of the mother’s sight line or earshot. If the young monkey gets frightened, it scampers back to the mother. Often she’ll see trouble coming and pull the infant close.
When the monkey is about eight months old—a rhesus preschooler—its mother’s mating time arrives. Anticipating another child, the mother allows the youngster to spend more and more time with its cousins, with older siblings in the maternal line, and with occasional visitors from other families or troops. The youngster’s family group, friends, and allies still provide protection when necessary.

A maturing female will stay with this group all her life. A male, however, will leave—often under pressure from the females as he gets rowdier and rougher—when he’s 4 or 5, or roughly the equivalent of a 16-to-20-year-old person. At first he’ll join an all-male gang that lives more or less separately. After a few months to a year, he’ll leave the gang and try to charm, push, or sidle his way into a new family or troop. If he succeeds, he becomes one of several adult males to serve as mate, companion, and muscle for the several females. But only about half the males make it that far. Their transition period exposes them to attacks from other young males, attacks from rival gangs, attacks from new troop members if they play their cards wrong, and predation during any time they lack a gang’s or troop’s protection. Many die in the transition.

Very early in his work, Suomi identified two types of monkeys that had trouble managing these relations. One type, which Suomi calls a “depressed” or “neurotic” monkey, accounted for about 20 percent of each generation. These monkeys are slow to leave their mothers’ sides when young. As adults they remain tentative, withdrawn, and anxious. They form fewer bonds and alliances than other monkeys do.

The other type, generally male, is what Suomi calls a “bully”: an unusually and indiscriminately aggressive monkey. These monkeys accounted for 5 to 10 percent of each generation. “Rhesus monkeys are fairly aggressive in general, even when young,” Suomi says, “and their play involves a lot of rough-and-tumble. But usually no one gets hurt—except with these guys. They do stupid things most other monkeys know not to. They repeatedly confront dominant monkeys. They get between moms and their kids. They don’t know how to calibrate their aggression, and they don’t know how to read signs they should back off. Their conflicts tend to always escalate.” These bullies also score poorly in tests of monkey self-control. For instance, in a “cocktail hour” test that Suomi sometimes uses, monkeys get unrestricted access to a neutral-tasting alcoholic drink for an hour. Most monkeys have three or four drinks and then stop. The bullies, Suomi says, “drink until they drop.”

The neurotics and the bullies meet quite different fates. The neurotics mature late but do okay. The females become jumpy mothers, but how their children turn out depends on the environment in which the mothers raise them. If it’s secure, they become more or less normal; if it’s insecure, they become jumpy too. The males, meanwhile, stay within their mothers’ family circles an unusually long time—up to eight years. They’re allowed to do so because they don’t make trouble. And their longer stay lets them acquire enough social savvy and diplomatic deference so that when they leave, they usually work their way into new troops more successfully than do males who break away younger. They don’t get to mate as prolifically as more confident, more assertive males do; they seldom rise high in their new troops; and their low status can put them at risk in conflicts. But they’re less likely to die trying to get in the door. They usually survive and pass on their genes.

The bullies fare much worse. Even as babies and youths, they seldom make friends. And by the time they’re 2 or 3, their extreme aggression leads the troop’s females to simply run them out,
by group force if necessary. Then the male gangs reject them, as do other troops. Isolated, most of them die before reaching adulthood. Few mate.

Suomi saw early on that each of these monkey types tended to come from a particular type of mother. Bullies came from harsh, censorious mothers who restrained their children from socializing. Anxious monkeys came from anxious, withdrawn, distracted mothers. The heritages were pretty clear-cut. But how much of these different personality types passed through genes, and how much derived from the manner in which the monkeys were raised?

To find out, Suomi split the variables. He took nervous infants of nervous mothers—babies who in standardized newborn testing were already jumpy themselves—and gave them to especially nurturing “supermoms.” These babies turned out very close to normal. Meanwhile, Dario Maestripieri of the University of Chicago took secure, high-scoring infants from secure, nurturing mothers and had them raised by abusive mothers. This setting produced nervous monkeys.

The lesson seemed clear. Genes played a role—but environment played an equally important one.

When tools for the study of genes first became available, in the late 1990s, Suomi was quick to use them to more directly examine the balance between genes and environment in shaping his monkeys’ development. He almost immediately struck gold, with a project he started in 1997 with Klaus-Peter Lesch, a psychiatrist from the University of Würzburg. The year before, Lesch had published data revealing, for the first time, that the human serotonin-transporter gene had three variants (the previously mentioned short/short, short/long, and long/long alleles) and that the two shorter versions magnified risk for depression, anxiety, and other problems. Asked to genotype Suomi’s monkeys, Lesch did so. He found that they had the same three variants, though the short/short form was rare.

Suomi, Lesch, and NIH colleague J. Dee Higley set about doing a type of study now recognized as a classic “gene-by-environment” study. First they took cerebral spinal fluid from 132 juvenile rhesus monkeys and analyzed it for a serotonin metabolite, called 5-HIAA, that’s considered a reliable indicator of how much serotonin the nervous system is processing. Lesch’s studies had already shown that depressed people with the short/long serotonin-transporter allele had lower 5-HIAA levels, reflecting less-efficient serotonin processing. He and Suomi wanted to see if the finding would hold true in monkeys. If it did, it would provide more evidence for the genetic dynamic shown in Lesch’s studies. And finding such a dynamic in rhesus monkeys would confirm their value as genetic and behavioral models for studying human behavior.

After Suomi, Lesch, and Higley had grouped the monkeys’ 5-HIAA levels according to their serotonin genotype (short/long or long/long, but not short/short, which was too rare to be of use), they also sorted the results by whether the monkeys had been raised by their mothers or as orphans with only same-aged peers. When their colleague Allison Bennett charted the results on a bar graph showing 5-HIAA levels, all of the mother-reared monkeys, no matter which allele they had, showed serotonin processing in the normal range. The metabolite levels of the peer-raised monkeys, however, diverged sharply by genotype: the short/long monkeys in that group processed serotonin highly inefficiently (a risk factor for depression and anxiety), whereas the long/long monkeys processed it robustly. When Suomi saw the results, he realized that he finally had proof of a behaviorally relevant gene-by-environment interaction in his
monkeys. “I took one look at that graph,” he told me, “and said, ‘Let’s go pop some champagne.’”

Suomi and Lesch published their results in 2002 in *Molecular Psychiatry*, a relatively new journal about behavioral genetics. The paper formed part of a surge of gene-by-environment studies of mood and behavioral disorders. That same year, two psychologists at King’s College, London, Avshalom Caspi and Terrie Moffitt, published the first of two large longitudinal studies (both drawing on life histories of hundreds of New Zealanders) that would prove particularly influential. The first, published in *Science*, showed that the short allele of another major neurotransmitter-processing gene (known as the MAOA gene) sharply increased the chance of antisocial behavior in human adults who’d been abused as children. The second, in 2003 and also in *Science*, showed that people with short/short or short/long serotonin-transporter alleles, if exposed to stress, faced a higher-than-normal risk of depression.

These and dozens of similar studies were critical to establishing the vulnerability hypothesis over the last few years. Yet many of these studies also contained data that supported the orchid hypothesis—but went unnoticed or unremarked at the time. (Jay Belsky, the child-development psychologist, has recently documented more than two dozen such studies.) Both of Caspi and Moffitt’s seminal papers in *Science*, for example, contain raw data and graphs showing that for people who did not face severe or repeated stress, the risk alleles in question heightened resistance to aggression or depression. And the data in Suomi and Lesch’s 2002 *Molecular Psychiatry* paper, in which peer-reared monkeys with the risky serotonin-transporter allele appeared to process serotonin inefficiently, also showed that mother-reared infants with that same allele processed serotonin 10 percent more efficiently than even mother-raised infants who had the supposedly protective allele.

It’s fascinating to examine these studies with the orchid hypothesis in mind. Focus on just the bad-environment results, and you see only vulnerability. Focus on the good-environment results, and you see that the risk alleles usually produce better results than the protective ones. Securely raised 7-year-old boys with the DRD4 risk allele for ADHD, for instance, show fewer symptoms than their securely raised protective-allele peers. Non-abused teenagers with that same risk allele show lower rates of conduct disorder. Non-abused teens with the risky serotonin-transporter allele suffer less depression than do non-abused teens with the protective allele. Other examples abound—even though, as Jay Belsky points out, the studies were designed and analyzed primarily to spot negative vulnerabilities. Belsky suspects that as researchers start to design studies that test for gene sensitivity rather than just risk amplification, and as they increasingly train their sights on positive environments and traits, the evidence for the orchid hypothesis will only grow.

Suomi gathered plenty of that evidence himself in the years after his 2002 study. He found, for example, that monkeys who carried the supposedly risky serotonin-transporter allele, and who had nurturing mothers and secure social positions, did better at many key tasks—creating playmates as youths, making and drawing on alliances later on, and sensing and responding to conflicts and other dangerous situations—than similarly blessed monkeys who held the supposedly protective allele. They also rose higher in their respective dominance hierarchies. They were more successful.

Suomi made another remarkable discovery. He and others assayed the serotonin-transporter genes of seven of the 22 species of macaque, the primate genus to which the rhesus monkey
belongs. None of these species had the serotonin-transporter polymorphism that Suomi was beginning to see as a key to rhesus monkeys’ flexibility. Studies of other key behavioral genes in primates produced similar results; according to Suomi, assays of the SERT gene in other primates studied to date, including chimps, baboons, and gorillas, turned up “nothing, nothing, nothing.” The science is young, and not all the data is in. But so far, among all primates, only rhesus monkeys and human beings seem to have multiple polymorphisms in genes heavily associated with behavior. “It’s just us and the rhesus,” Suomi says.

This discovery got Suomi thinking about another distinction we share with rhesus monkeys. Most primates can thrive only in their specific environments. Move them and they perish. But two kinds, often called “weed” species, are able to live almost anywhere and to readily adapt to new, changing, or disturbed environments: human beings and rhesus monkeys. The key to our success may be our weediness. And the key to our weediness may be the many ways in which our behavioral genes can vary.

One morning this past May, Elizabeth Mallott, a researcher working at Suomi’s lab, arrived to start her day at the main rhesus enclosure and found a half-dozen monkeys in her parking spot. They were huddling close together, bedraggled and nervous. As Mallott got out of her car and moved closer, she saw that some had bite wounds and scratches. Most monkeys who jump the enclosure’s double electrified fences (it happens now and then) soon want to get back in. These monkeys did not. Neither did several others that Mallott found between the two fences.

After caging the escapees in an adjacent building, Mallott, now joined by Matthew Novak, another researcher who knew the colony well, entered through the double gates. The colony, numbering about 100-odd monkeys, had been together for about 30 years. Changes in its hierarchy usually came slowly and subtly. But when Novak and Mallott started looking around, they realized that something big had happened. “Animals were in places they weren’t supposed to be,” Novak would later tell me. “Animals who don’t hang out together were sitting together. Social rules were suspended.”

It soon became apparent that the family group called Family 3, which for decades had ranked second to a group called Family 1, had staged a coup. Family 3 had grown larger than Family 1 several years before. But Family 1, headed by a savvy matriarch named Cocobean, had retained incumbency through authority, diplomacy, and momentum. A week or so before the coup, however, one of Cocobean’s daughters, Pearl, had been moved from the enclosure to the veterinary facility because her kidneys seemed to be failing. Family 1’s most formidable male, meanwhile, had grown old and arthritic. Pearl was especially close to Cocobean and, as the only daughter without children of her own, was particularly likely to defend her. Her absence, along with the male’s infirmity, created a vulnerable moment for Family 1.

“This may have been in the works for a couple weeks,” Novak says. “But as far as we can reconstruct, the actual event, the night before we found the monkeys in the parking lot, started when a young female named Fiona”—a 3-year-old Family 1 member, a borderline bully known to have initiated many a scuffle—“started something with someone in Family 3. It escalated. Family 3 saw its chance. And they just started to take Family 1 out. You could see it from who was wounded and who wasn’t, and who was sitting in preferred places, and who was run out of the colony, and who was suddenly extremely deferential. One other female in Family 1, Quark, was killed; another, Josie, was hurt so badly we had to put her down. They’d gone after all of Cocobean’s other daughters, too. Somebody had bitten the big male in Family 1 so badly he
couldn’t use his arm. Fiona got roughed up pretty bad. It was a very systematic scuffle. They went right at the head of the group and worked their way down.”

Soon after Novak described all this to me, he and I walked around the enclosure. Though it was the middle of a broiling July day, downtime for the monkeys, you could see hints of the new order. Family 3 calmly occupied what seemed to be the new center of power, a corncrib near the pond (one of several corncribs set out for shelter). They groomed one another, napped, and evenly stared at us as we stared at them. A more nervous bunch clustered in another crib down the hill. When we got within 30 feet, the largest monkey in the group shot up onto the cage bars. From 10 feet up it screamed at me, rattled the bars, and showed some nasty teeth.

From there I went to Suomi’s office and asked him what he thought had happened. Suomi has thought a lot about this coup, and it’s easy to see why. All of the important threads he’d been weaving together in his research were on display in this revolt: the importance of early experience; the interplay of environment, parenting, and genetic inheritance; the maddening primacy of family and social bonds; the repercussions of different traits in different circumstances. And now, in light of the orchid hypothesis, he was beginning to see that the threads might be woven together in a new way.

“About 15 years ago,” he said, “Carol Berman, a monkey researcher at SUNY-Buffalo, spent a lot of time watching a large rhesus-monkey colony that lives on an island in Puerto Rico. She wanted to see what happened as the groups changed size over time. They’d start at about 30 or 40 individuals—a group that had split off from another—and then expand. At a certain point, often somewhere near a hundred, the group would reach its limit, and it, too, would split into smaller troops.”

Such size limits, which vary among social species, are sometimes called “Dunbar numbers,” after Robin Dunbar, a British evolutionary psychologist who argues that a species’ group limit reflects how many social relationships its individuals can manage cognitively. Berman’s observations suggested that the Dunbar number of a species reflects not just its cognitive powers but its temperamental and behavioral range as well.

Berman saw that when rhesus troops are small, the mothers can let their young play freely, because strangers rarely approach. But as a troop grows and the number of family groups rises, strangers or semi-strangers more often come near. The adult females become more vigilant, defensive, and aggressive. The kids and adult males follow suit. More and more monkeys receive upbringings that draw out the less sociable sides of their behavioral potentials; fights grow more common; rivalries grow more tense. Things finally get so bad that the troop must split. “And that’s what happened here,” Suomi said. “It’s a very extensive feedback system. What happens at the dyadic level, between mother and infant, ultimately affects the very nature and survival of the larger social group.”

Studies by Suomi and others show that such differences in early experience can wildly alter how genes express themselves—that is, whether, when, and how strongly the genes switch themselves on and off. Suomi suspects that early experiences may affect later patterns of gene expression and behavior as well, including how flexible and reactive an animal is, by helping to set the sensitivity level of key alleles. A tense upbringing, he says, will produce watchful caution or vigilant aggression in any monkey (the parents’ way of preparing the offspring for tough
times)—but this effect may be especially pronounced in monkeys with particularly plastic behavioral alleles.

That’s what Suomi thinks may have happened in the run-up to what he calls the Palace Revolt. Fiona’s injudicious aggression proved disastrous for her and Family 1. But Family 3, a group that had been diplomatically deferring to Family 1 for years, dramatically improved its fortunes by mounting an uncharacteristically aggressive and sustained counterattack. Suomi speculates that in the tenser, more crowded conditions of the large colony, gene-environment interactions had made some of the monkeys in Family 3, particularly those with more-reactive “orchid” alleles, not more aggressive but more potentially aggressive. During the period when they could not afford to challenge the hierarchy—the period before Pearl’s departure—aggressiveness would have led them into unwinnable, possibly fatal conflicts. But in Pearl’s absence the odds changed—and the Family 3 monkeys exploited a rare and decisive opportunity by unleashing their aggressive potential.

The coup also showed something more straightforward: that a genetic trait tremendously maladaptive in one situation can prove highly adaptive in another. We needn’t look far to see this in human behavior. To survive and evolve, every society needs some individuals who are more aggressive, restless, stubborn, submissive, social, hyperactive, flexible, solitary, anxious, introspective, vigilant—and even more morose, irritable, or outright violent—than the norm.

All of this helps answer that fundamental evolutionary question about how risk alleles have endured. We have survived not despite these alleles but because of them. And those alleles haven’t merely managed to slip through the selection process; they have been actively selected for. Recent analyses, in fact, suggest that many orchid-gene alleles, including those mentioned in this story, have emerged in humans only during the past 50,000 or so years. Each of these alleles, it seems, arose via chance mutation in one person or a few people, and began rapidly proliferating. Rhesus monkeys and human beings split from their common lineage about 25 million to 30 million years ago, so these polymorphisms must have mutated and spread on separate tracks in the two species. Yet in both species, these new alleles proved so valuable that they spread far and wide.

As the evolutionary anthropologists Gregory Cochran and Henry Harpending have pointed out, in The 10,000 Year Explosion (2009), the past 50,000 years—the period in which orchid genes seem to have emerged and expanded—is also the period during which Homo sapiens started to get seriously human, and during which sparse populations in Africa expanded to cover the globe in great numbers. Though Cochran and Harpending don’t explicitly incorporate the orchid-gene hypothesis into their argument, they make the case that human beings have come to dominate the planet because certain key mutations allowed human evolution to accelerate—a process that the orchid-dandelion hypothesis certainly helps explain.

How this happened must have varied from context to context. If you have too many aggressive people, for example, conflict runs rampant, and aggression is selected out, because it becomes costly; when aggression decreases enough to be less risky, it becomes more valuable, and its prevalence again rises. Changes in environment or culture would likewise affect an allele’s prevalence. The orchid variant of the DRD4 gene, for instance, increases risk of ADHD (a syndrome best characterized, Cochran and Harpending write, “by actions that annoy elementary-school teachers”). Yet attentional restlessness can serve people well in environments that reward sensitivity to new stimuli. The current growth of multitasking, for
instance, may help select for just such attentional agility. Complain all you want that it’s an increasingly ADHD world these days—but to judge by the spread of DRD4’s risk allele, it’s been an increasingly ADHD world for about 50,000 years.

Even if you accept that orchid genes may grant us flexibility crucial to our success, it can be startling to ponder their dynamics up close and personal. After I FedExed away my vial of saliva for genotyping, I told myself more or less to forget it. To my surprise, I managed to. The e-mail that eventually arrived with the results, promised for a Monday, turned up three days early, during a Friday evening when I was simultaneously half-watching *Monsters, Inc.* with my kids and distractedly scanning the messages on my iPhone. At first I didn’t really register what I was reading.

“David,” the message began. “I ran the assay on the DNA from your saliva sample today. The assay ran well and your genotype is S/S. Good thing neither of us think of these things as deterministic or even having a fixed valence. Let me know if you want to talk about your result or genetic issues.”

When I finished reading the message, the house seemed quieter, though it was not. As I looked out the window at our pear tree, its blossoms fallen but its fruit only nubbins, I felt a chill spread through my torso.

I hadn’t thought it would matter.

Yet as I sat absorbing this information, the chill came to seem less the coldness of fear than a shiver of abrupt and inverted self-knowledge—of suddenly knowing with certainty something I had long suspected, and finding that it meant something other than I thought it would. The orchid hypothesis suggested that this particular allele, the rarest and riskiest of the serotonin-transporter gene’s three variants, made me not just more vulnerable but more plastic. And that new way of thinking changed things. I felt no sense that I carried a handicap that would render my efforts futile should I again face deep trouble. In fact, I felt a heightened sense of agency. Anything and everything I did to improve my own environment and experience—every intervention I ran on myself, as it were—would have a magnified effect. In that light, my short/short allele now seems to me less like a trapdoor through which I might fall than like a springboard—slippery and somewhat fragile, perhaps, but a springboard all the same.

I don’t plan to have any of my other key behavioral genes assayed. I don’t plan on having my kids’ genes done, either. What would it tell me? That I shape them in every encounter? I know this. Yet I do like thinking that when I take my son trolling for salmon, or listen to his younger brother’s labyrinthine elaborations of his dreams, or sing “Sweet Betsy of Pike” with my 5-year-old daughter as we drive home from the lake, I’m flipping little switches that can help light them up. I don’t know what all those switches are—and I don’t need to. It’s enough to know that together we can turn them on.

Don’t Call Introverted Children ‘Shy’

Society rewards extroverts, but quiet types have a hidden strength all their own
By Susan Cain Jan. 26, 2012

Imagine a 2-year-old who greets you with a huge smile, offering a toy. Now here’s another child who regards you gravely and hides behind his parent’s leg. How do you feel about these two children? If you’re like most people, you think of the first child as social and the second as reserved or, as everyone tends to interpret, “shy.” From a very young age, we categorize children as one or the other, and we usually privilege the social designation. But this misses what’s really going on with standoffish kids. Many were born with a careful, sensitive temperament that predisposes them to look before they leap. And this can pay off handsomely as they grow, in the form of strong academics, enhanced creativity and even a unique brand of leadership and empathy.

One way to see this temperament more clearly is to consider how these children react to stimuli. When these children are at four months, if you pop a balloon over their heads, they holler and pump their arms more than other babies do. At age 2, they proceed carefully when they see a radio-controlled toy robot for the first time. When they’re school age, they play matching games with more deliberation than their peers, considering all the alternatives at length and even using more eye movements to compare choices. Notice that none of these things — popping balloons, toy robots, matching games — has anything to do with people. In other words, these kids are not antisocial. They’re simply sensitive to their environments.

But if they’re not antisocial, these kids are differently social. According to the psychologist Elaine Aron, author of the book Psychotherapy and the Highly Sensitive Person, 70% of children with a careful temperament grow up to be introverts, meaning they prefer minimally stimulating environments — a glass of wine with a close friend over a raucous party full of strangers. Some will grow up shy as well. Shyness and introversion are not the same thing. Shy people fear negative judgment, while introverts simply prefer less stimulation; shyness is inherently painful, and introversion is not. But in a society that prizes the bold and the outspoken, both are perceived as disadvantages.

Yet we wouldn’t want to live in a world composed exclusively of bold extroverts. We desperately need people who pay what Aron calls “alert attention” to things. It’s no accident that introverts get better grades than extroverts, know more about most academic subjects and win a disproportionate number of Phi Beta Kappa keys and National Merit Scholarship finalist positions — even though their IQ scores are no higher. “The glory of the disposition that stops to consider stimuli rather than rushing to engage with them is its long association with intellectual and artistic achievement,” observes science writer Winifred Gallagher. “Neither E=mc² nor Paradise Lost was dashed off by a party animal.”

Children with an alert, sensitive temperament also pay close attention to social cues and moral principles. By age 6, they cheat and break rules less than other kids do — even when they believe they won’t be caught. At 7, they’re more likely than their peers to be described by parents and caregivers as empathetic or conscientious. As adults, introverted leaders have even been found to deliver better outcomes than extroverts when managing employees,
according to a recent study by management professor Adam Grant of the Wharton School of the University of Pennsylvania, because they encourage others’ ideas instead of trying to put their own stamp on things. And they’re less likely to take dangerous risks. Extroverts are more likely than introverts to get into car accidents, participate in extreme sports and to place large financial bets.

But we wouldn’t want to live in a world composed entirely of cautious introverts either. The two types need each other. Many successful ventures are the result of effective partnerships between introverts and extroverts. The famously charismatic Steve Jobs teamed up with powerhouse introverts at crucial points in his career at Apple, co-founding the company with the shy Steve Wozniak and bequeathing it to its current CEO, the quiet Tim Cook. And the three-time Olympic-gold-winning rowing pair Marnie McBean and Kathleen Biddle were a classic match of dynamic firecracker (McBean) and steely determination (Biddle).

The ideal scenario is when those two toddlers — the one who hands you the toy with the smile and the other who checks you out so carefully — grow up to run the world together.

http://ideas.time.com/2012/01/26/dont-call-introverted-children-shy/#ixzz2XqN8yWMB
MELISSA BLOCK, HOST:

This is ALL THINGS CONSIDERED, from NPR News. I'm Melissa Block.

AUDIE CORNISH, HOST:

And I'm Audie Cornish. From Gandhi and Joe DiMaggio to Mother Teresa and Bill Gates, introverts have done a lot of great things in the world. But being quiet, introverted or shy was sometimes looked at as a problem to be overcome.

(SOUNDBITE OF ARCHIVED BROADCAST)

UNIDENTIFIED ANNOUNCER: If you're what they call a shy guy, you're standing on the outside looking in. You might have something to contribute to their conversation, but nobody cares whether you do or not. There's a barrier, and you don't know how to begin breaking it down.

CORNISH: In the 1940s and '50s, the message to most Americans was, don't be shy. And in the era of reality television, Twitter and relentless self-promotion, it seems that cultural mandate is in overdrive.

A new book tells the story of how things came to be this way, and it's called "Quiet: The Power of Introverts in a World That Can't Stop Talking." The author is Susan Cain, and she joins us from the NPR studios in New York to talk more about it.

Welcome, Susan.

SUSAN CAIN: Thank you. It's such a pleasure to be here, Audie.

CORNISH: Well, we're happy to have you. And to start out - I think we should get this on the record - do you consider yourself an introvert or an extrovert?

CAIN: Oh, I definitely consider myself an introvert, and that was part of the fuel for me to write the book.

CORNISH: And what's the difference between being an introvert versus being shy? I mean, what's your definition?

CAIN: So introversion is really about having a preference for lower-stimulation environments - so just a preference for quiet, for less noise, for less action - whereas extroverts really crave more stimulation in order to feel at their best. And what's important to understand about this is that many people believe that introversion is about being antisocial. And that's really a
misperception because actually, it's just that introverts are differently social. So they would prefer to have, you know, a glass of wine with a close friend as opposed to going to a loud party full of strangers.

Now shyness, on the other hand, is about a fear of negative social judgment. So you can be introverted without having that particular fear at all, and you can be shy but also be an extrovert.

CORNISH: And in the book, you say that there's a spectrum. So if some people are listening and they think, well, I, too, like a glass of wine and a party. It's like we all have these tendencies.

CAIN: Yeah, yeah. That's an important thing. And, in fact, Carl Jung, the psychologist who first popularized these terms all the way back in the 1920s - even he said there's no such thing as a pure introvert or a pure extrovert, and he said such a man would be in a lunatic asylum.

CORNISH: That makes me worry because I took your test in the book and I'm like, 90 percent extroverted, basically.

(SOUNDBITE OF LAUGHTER)

CORNISH: Now, you mentioned going back into the history. And I want to talk more about that because I was really fascinated by how you showed how this extrovert ideal - you call it - came to be. When did being introverted move from being a character trait to being looked at as a problem?

CAIN: Yeah. What I found is, to some extent, we've always had an admiration for extroversion in our culture. But the extrovert ideal really came to play at the turn of the 20th century, when we had the rise of big business. And so suddenly, people were flocking to the cities, and they were needing to prove themselves in big corporations - at job interviews and on sales calls.

And so at that moment in time, we moved from what cultural historians call a culture of character to a culture of personality. So during the culture of character, what was important was the good deeds that you performed when nobody was looking. You know, Abraham Lincoln is the embodiment of the culture of character, and people celebrated him back then for being a man who did not offend by superiority.

But at the turn of the century, when we moved into this culture of personality, suddenly, what was admired was to be magnetic and charismatic. And then at the same time, we suddenly had the rise of movies and movie stars. And movie stars, of course, were the embodiment of what it meant to be a charismatic figure. And so part of people's fascination with these movie stars was for what they could learn from them, and bring with them to their own jobs.

CORNISH: Now, how does this thinking affect the workplace today?

CAIN: Well, you know, I would say it's quite a problem in the workplace today because we have a workplace that is increasingly set up for maximum group interaction. More and more of our offices are set up as open-plan offices, where there are no walls and there's very little privacy. And in fact, the average amount of space per employee actually shrunk from 500 square feet in the 1970s, to 200 square feet today.
And also, introverts are much less often groomed for leadership positions, even though there’s really fascinating research out - recently, from Adam Grant at Wharton - finding that introverted leaders often deliver better outcomes. When their employees are more proactive, they’re more likely to let those employees run with their ideas, whereas an extroverted leader might almost unwittingly be more dominant and be putting their own stamp on things, and so those good ideas never come to the fore.

CORNISH: Of course, getting to that theory of like, the loudest ideas aren’t necessarily the best ideas.

CAIN: Right, right.

CORNISH: Except in brainstorming sessions, right? It sounds like some of these team-building things, in a way, don’t stamp out good ideas, but certainly make it hard for those of us who aren’t as loud.

CAIN: Yeah. And none of this is to say that it would be a good thing to get rid of teamwork and to get rid of group work altogether. It’s more just to say that we are at a point in our culture and in our workplace culture, where we’ve gotten too lopsided. And we tend to believe that all creativity and all productivity comes from the group when in fact, there really is a benefit to solitude, and to being able to kind of go off and focus and put your head down.

CORNISH: Susan, I have to admit, as I read the book more and more, I became more and more offended as an extrovert. I felt like, wait a second. I listen to people in meetings. You know, I, like, felt sort of sheepish.

CAIN: Oh, gosh. Well, you know, that’s so not the intention. My criticism in the book is not of extroverts at all, but rather the extrovert ideal. I actually find extroversion to be a really appealing personality style. And this sounds like a funny thing, but many of my best friends truly are extroverts, including my beloved husband.

CORNISH: All my best friends are extroverts. OK. Well, I believe you, and I had a great time talking with you, so thanks so much.

CAIN: Thank you, Audie. I appreciate it.

(SOUNDBITE OF MUSIC)

CORNISH: That's Susan Cain, author of "Quiet: The Power of Introverts in a World That Can't Stop Talking." And if all this talk has you thinking, who am I? Introvert, extrovert, ambivert – yes, that's really a thing. Well, you can take Susan Cain’s quiz at NPR.org.