



Thriving as an Introvert

25 questions to see how aligned your work style is with who you really are.



@UlrikeSeminati



contact@UlrikeSeminati.com



ulrikeseminati.com

A Note From Me To You



If you've ever felt like you need to put on a mask at work — smiling wider, speaking louder, or playing a part that doesn't feel like you — you're not alone.

Research shows that 30–50% of people identify as introverts (Cain, 2012). Yet many workplaces still reward louder voices, leaving introverts feeling they must perform just to belong.

But here's the truth: introverts are not “broken extroverts”. You bring strengths the world needs: deep thinking, empathy, creativity, listening, and the ability to bring calm to busy environments. The challenge isn't becoming someone else. It's finding ways to show up authentically and thrive, even in spaces not built for you.

When I was first appointed to an executive committee, imposter syndrome hit hard. I'd sit in meetings, rehearsing the “right” thing to say, and by the time I was ready, the moment had passed. I often left feeling invisible, even though I had valuable ideas.

What I eventually realized — and what I want you to know — is this: you don't need to sound a certain way to be respected. You just need to find ways that work for YOU. I've seen this over and over in my coaching: brilliant, capable professionals — often introverts — struggling to be heard in environments that reward the loudest. None wanted to fake it. They simply wanted to be recognized for who they truly are.

That's what this self-assessment is here to help with

It's a gentle tool to reflect on how you're showing up at work, whether you're:

- Thriving authentically
- Balancing between two worlds
- Hiding behind a mask

Most importantly, it gives you awareness you can use right away. And from there, you'll see that you already have everything you need to succeed — just as you are.

With my warmest regards,

Ulrike Seminati



The Self-Assessment

For each statement, rate how true it feels for you at work:

1 = Never

2 = Rarely

3 = Sometimes

4 = Often

5 = Always



Masking & Energy

1. I feel like I have to “put on a mask” to be accepted at work.
2. After work, I feel drained because I’ve been “performing” all day.
3. I adjust my personality so much at work that it sometimes feels fake.
4. I pretend to be more talkative than I naturally am.
5. I avoid situations where I might be judged for being quiet.

Boundaries & Overcommitment

1. I often agree to meetings, networking, or social events even when I’d prefer not to.
2. I say yes to tasks or invitations because I don’t want to disappoint others.
3. I struggle to set boundaries to protect my energy.
4. I feel guilty when I say no.
5. I sometimes cancel plans just to recharge. (reverse-scored)

Visibility & Confidence

1. I compare myself to more extroverted colleagues and feel I don’t measure up.
2. I find it hard to speak up in meetings without rehearsing in my head first.
3. I worry that being “too quiet” makes me seem less competent.
4. I hesitate to share my ideas because I fear they won’t be valued.
5. I’ve noticed that when I do share authentically, people listen. (reverse-scored)

Authenticity & Strengths

1. I sometimes doubt whether people at work see my true strengths.
2. I adapt my style so much that my personality feels hidden.
3. I downplay my achievements to avoid drawing attention.
4. I have found ways to contribute at work that feel natural and energizing. (reverse-scored)
5. I feel proud of how I bring my authentic self into my professional life. (reverse-scored)

Resilience & Self-Acceptance

1. I can recharge effectively, even after demanding days. (reverse-scored)
2. I permit myself to leave situations that drain me. (reverse-scored)
3. I sometimes wish I were more extroverted to succeed.
4. I’ve learned strategies that let me be heard without being loud. (reverse-scored)
5. I see my introversion as a strength, not a weakness. (reverse-scored)

Be honest and answer quickly!

The first response that comes to mind is usually the truest!

Results & First Actions



Now...

- Add up your points.
- For the reverse-scored items, flip the number before adding.
- Your total will be between 25–125.

Results breakdown

95-125 points → The Hidden Self

You may be masking a lot at work — working hard to fit in, but at the cost of your energy and authenticity. It's exhausting, but the good news is that small, safe steps can help you show more of who you really are.



Try This:

- Choose one upcoming meeting.
- Decide on a small, authentic comment or idea you want to share.
- Commit to speaking up once — no matter how simple it is.

60-94 points → The Balancer

You've found ways to show up authentically at times, but you may still feel pressure to "perform." With a few practical strategies, you can reduce the pressure and thrive with less effort.



Try This:

- Before your next workday, list two situations where you often feel drained.
- Identify one boundary or adjustment you could make in each.
- Practice following through kindly but firmly.

25-59 points → The Authentic Introvert

You've discovered ways to be yourself at work and be recognized for it. Keep nurturing this balance, and you'll become a role model for others who are still finding their way.



Try This:

- Think of one authentic strategy that works well for you.
- Share it with a colleague or peer (in conversation, an email, or a post).
- Notice how it reinforces your own confidence — and inspires others.

No matter where you landed, your results give you more than just a score — they offer a mirror of how you're currently showing up at work. They highlight where you're thriving, where you're balancing, and where you might still be hiding.

The real value?

These insights are a starting point for action. Each small step builds momentum, and each step forward makes it easier to succeed without compromising who you are.



Moving Forward with Confidence

No matter your score on this self-assessment, I want you to remember something important: **You don't need to compromise who you are to be successful.**

For too long, workplaces have equated visibility with volume — rewarding the person who speaks first, the one who fills the room with words, or the one who networks tirelessly. But quiet leadership has always existed, and it is just as powerful. Thoughtful contributions, deep listening, and the ability to create clarity in the noise are qualities people respect and remember.

The challenge isn't that you're "too quiet." The challenge is that you've been taught to measure yourself against the wrong yardstick. Success doesn't come from pretending to be someone you're not — it comes from learning how to bring your authentic strengths into the spotlight in a way that feels natural to you.



Here's the truth:

- * You can be recognized for your expertise without fighting to be the loudest voice in the room.
- * You can influence decisions without rehearsing endlessly or second-guessing yourself.
- * You can be respected as a leader while showing up in a way that feels calm, steady, and true to your nature.

It may take practice and some new strategies, but it's entirely possible. And the moment you start showing up in ways that feel aligned with who you are, people notice — not because you're louder, but because you're more authentic, more grounded, and more persuasive in your own style.

So let this assessment be the starting point. You've taken the first step by noticing where you are today. The next steps are about practicing, experimenting, and finding the tools that allow you to be seen and valued without burning out or pretending.

Your voice matters.

Your way of contributing matters.

And you deserve to succeed without leaving yourself behind.

If this message resonates with you, stay curious. Explore what else is possible. Because the world needs your voice — exactly as it is. If you'd like to explore practical ways to thrive authentically as an introverted professional, I'd love to stay connected.

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