

Introvert & Extrovert Recovery Guide

Side-by-side recovery protocols, warning signs, weekly scheduling template, and team communication.

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Hospice work is relentlessly interpersonal. It demands social presence, attunement, and emotional output at every visit. Understanding how you recharge after that output is not a personality quiz result — it is clinical triage for your own recovery. Get it wrong and you will burn out wondering why.

— *Waldo, NP*

INTROVERT CLINICIAN Social energy expenditure

Schedule hardest visits midday — not back-to-back at end of day

Protect drive time as silence on hard days — no calls, no podcasts

Take at least one meal completely alone on high-volume days

Build in 10–15 min after difficult deaths before re-engaging

Say no to optional social obligations during high-caseload weeks

Debrief with one trusted colleague — not in a group

Warning signs: Overstimulation, exhaustion after social interaction, inability to be alone feeling forced

EXTROVERT CLINICIAN Social energy replenishment

Isolation during high-stress periods is uniquely dangerous for you

Schedule lunch with a colleague at least once a week
Text or call someone after a hard visit — just to reconnect

Use IDG and team meetings as intentional energizing rituals

Watch for over-extension — more social interaction can delay processing

Recognize when you are withdrawing — that is the warning sign

Warning signs: Voluntary isolation, white-knuckling alone, declining invitations, uncharacteristic silence

COLLEAGUE NOTE

If you are an extrovert working alongside an introvert who declines your lunch invitation — they are not being rude. They are recharging.

If you are an introvert working alongside an extrovert who will not stop talking after a hard visit — they are not being inconsiderate. They are processing.

Understanding your colleague's energy style is not personal development. It is how a team stays intact through a hard year.

WEEKLY ENERGY SCHEDULING TEMPLATE

DAY	HARDEST VISIT	SOLO MEAL?	SOCIAL CONTACT	RECOVERY PLAN
Monday	_____	■	_____	_____
Tuesday	_____	■	_____	_____
Wednesday	_____	■	_____	_____
Thursday	_____	■	_____	_____
Friday	_____	■	_____	_____