



shapesfor couples

Powered by **PsychoGeometrics**[®]

FACILITATOR GUIDE

12-Hour Workshop

Created and Written by





shapesfor couples

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FACILITATOR GUIDE

12-Hour Workshop

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The following customized versions of Shapes for Effective Communication are also available:



Shapes for Couples_Version_1.0_12-Hour Workshop





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Section 1

WELCOME & INTRODUCTION

Welcome & note from Susan Hite, CEO and Innovator of PsychoGeometrics®

On behalf of our team, welcome to our family of Shapes Facilitators. We recognize your significant role in the personal development and professional growth of people, and we are honored that “Shapes” is now part of your "toolbox" to help strengthen relationships and communication.

It will be your personal experience and connection with your participants that will make all the difference between just another training class and a class that will resonate as relatable. Your ability to connect will make the PsychoGeometrics communication system all the easier to understand, remember, and apply to communicate more effectively. In many cases, your participants will notice an immediate shift in how they see and understand themselves and others. Thoughts and feelings of confusion, frustration, and tension will turn to clarity, satisfaction, and fulfillment. This is achieved when your participants learn they already have the power within to focus on what they can control that will positively influence what they can't.

“You can't control others. You can't change the way others think, act, or interact.
But you can manage your own behavior that influences results.”

Through knowledge and skill development, Shapes provides a sense of control and the tools to raise the probability that others understand you, and that you understand others. Understanding is the key to effective communication. Here's to you and all the relationships that will benefit when you share Shapes for Effective Communication. In addition to Shapes for Couples, you are also qualified to facilitate any one of our customized Shapes Workshops:

Shapes for Singles

Shapes for Families

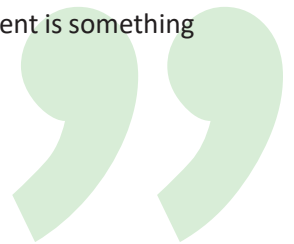
Shapes for Teams

Shapes for Leaders

As always, please reach out with any questions, recommendations, or requests for additional content or applications to meet your needs and the needs of your participants. Continuous improvement is something we value; therefore, your feedback is invaluable to us.

With Gratitude,

Susan Hite
CEO of PsychoGeometrics





ABOUT PSYCHOGEOMETRICS

PsychoGeometrics was created as a communication system in 1978 by Susan Dellinger, Ph.D. and validated in partnership with Jack Wolf, Ph.D. in the early 2000's. In 2020, Susan Hite updated the original work of Dr. Dellinger and added new content and applications, based on nearly 20 years of using PsychoGeometrics as a Shapes consultant and founder of her own personal growth and professional development company, Hite Resources, Inc. (circa 2001).

Known as the science of behavior (understanding people) and the art of communicating (with them), PsychoGeometrics features five geometric shapes, each representing a specific behavior to describe one of five different communication styles.

Although we are all unique, your communication style typically comes from one or two of the five Shapes, one being your dominant or primary Shape and the other your secondary Shape. In some cases, you may use one Shape (communication style) at home and one Shape (communication style) at work. Or you may use a blend of both. However, it's important to note that while you tend to use your primary and secondary Shapes the most, you have all five Shapes (communication styles) within you, and they do impact the effectiveness, or lack thereof, of your communication style.

Your natural Shape strengths and challenges are determined by taking the Shapes Assessment, powered by PsychoGeometrics. It is a 15-minute assessment consisting of three sections:

1. Traits
2. Behaviors
3. How You Relate to Others

As a result, you will discover your primary and secondary Shapes and understand where each of the five Shapes rank starting with your most preferred Shape for communication to your least preferred. Your most preferred Shapes indicate your natural strengths. Your least preferred Shapes identify skill development opportunities to complement and leverage your strengths.

With awareness, knowledge, and skill, you can maximize your Shape strengths and manage your Shape challenges to be an effective communicator.

In addition, as part of your Shapes Facilitator Resources, you are receiving the book, *Communicating Beyond our Differences*. This is required reading for the certified Shapes Facilitator.

Initially written in 1989 by Dr. Susan Dellinger, revised in 1996, and updated in 2008, this is a new edition written by Susan Hite.

It provides a thorough and detailed understanding of PsychoGeometrics, including the following three sections:

Section 1 of the Book

- The Shapes Assessment powered by PsychoGeometrics
- Scoring Guide
- Each Shape in Detail by Chapter

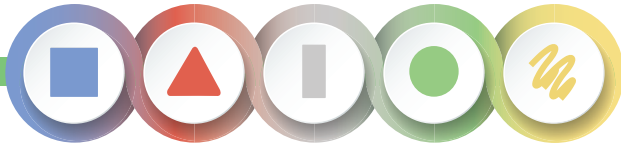
Section 2 of the Book

- The Shape Applications
 - Shape Perception
 - Shape Flexing
 - Shape Motivation
 - Strategic Shaping

Section 3 of the Book

- Special Emphasis on Relationships, at Home and at Work
 - The ideal home
 - What to expect and how to communicate with your life partner
 - Parenting tips for each “Shape child”
 - Managing and resolving conflict with spouse, family, friends, and co-workers
 - What Shapes cause you the most stress
 - How to please your boss
 - Identifying and “selling” to each Shape





Section 2

PREPARE FOR YOUR SHAPES WORKSHOP

The Role of a Certified Shapes Facilitator

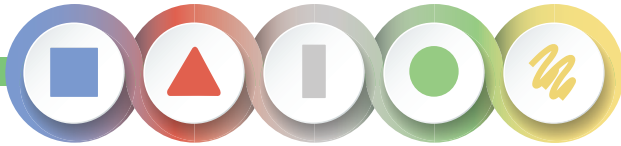
As a certified Shapes Facilitator, it is important to realize that no single Shape can exactly define a person. Everyone, however, has a dominant Shape, known as your primary Shape and a secondary Shape that creates your communication style, consisting of natural traits, behaviors, and how you relate to others. Your primary and secondary Shapes (your two highest Shape scores), along with the other three Shapes, can be used as a basis for understanding your communication and behavioral style, as well as the styles of others.

While you are born with natural Shape strengths that will stay with you all your life, you can add other Shapes to your communication style as learned Shape skills. Modifying your Shape communication style is called Shape Flexing, which can vary depending upon your current situation, environment, life changes, desired outcome, and other factors.

A certified Shapes Facilitator...

- is objective when describing each of five Shapes.
- underscores the value of all five Shapes.
- avoids stereotyping, profiling, or using “absolutes.”
- uses all five Shapes in their facilitation and communication style to connect, establish credibility, and build trust with your participants.
- takes their responsibility seriously but doesn’t take themselves too seriously.

Shapes is meant to be a simple, easy to remember, quick to apply, effective, and fun way to strengthen your relationships and communicate more effectively.



Facilitation Tips

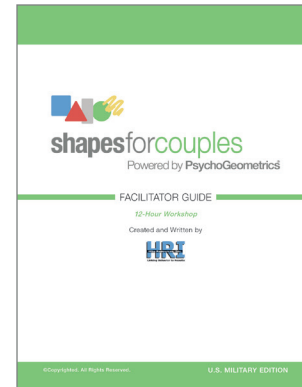
We recognize that every facilitator has their own unique style. We trust that you will maximize your Shape strengths and manage your Shape challenges to be the best possible version of yourself. With that being said, here are some facilitator tips for your consideration.

- **Create an Inclusive Environment.** It is important that your participants feel welcome, comfortable, and included. As the facilitator, you set the tone. It is important to establish ground rules or expectations. Be sure to use inclusive language. Be aware if certain participants dominate the conversation so you can give opportunities to those who may not be as quick to speak out. You can do this by redirecting the discussion to someone who hasn't spoken as much or moving on to the next topic.
- **Time Management – Be conscious of your time.** We know that every group of participants is different and may require more or less time in some areas, however, it is important to be aware of the recommended times to ensure you cover all content and leave enough time for the activities and discussion.
- **Engagement & Participation – Get everyone involved from the start!** Fortunately for you as the facilitator, this program is designed to be interactive and fun! During large group discussions, ensure you are creating an environment where all participants feel comfortable engaging. If you are in-person, having participants stand up during activities or finding a partner across the room will create energy. Although the virtual setting can be a little more challenging when it comes to engaging participants, there are still things you can do to raise the probability of high engagement. Ask participants to turn on their cameras. Being able to see people's faces and make eye contact will increase the chances of higher participation.
- **Guide the Discussion – Try not to lecture.** We have found that the magic of Shapes lies in the activities and the "ah-ha" moments during partner and group discussions. Do your best to ask open-ended questions. Be there to guide the conversation, but don't feel like you need to provide all the answers. Be comfortable with pausing. Allow people to think before contributing.
- **Have fun and be yourself!** Participants will feed on the energy you bring to the workshop.

Resource Guide

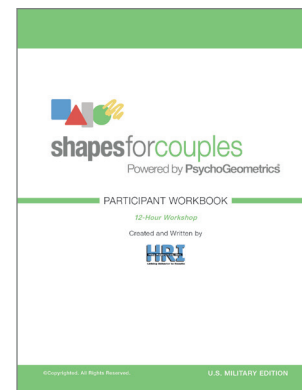
Facilitator Guide

This facilitator guide contains all information and instructions on how to best facilitate the Shapes for Couples workshop.



Participant Workbook

This is the workbook that each of your participants will receive in preparation for the workshop. Contents include guided notes, do-it-yourself activities, and reflection questions.



Workshop Slide Deck

This slide deck should be used to lead your workshop. It contains all teaching content as well as guidance for individual, partner, and group activities. The slides will help you stay on topic and manage your time, but it is also a good idea to have the agenda (page 8) handy for specific times.



Shapes for Couples Toolkit

Each couple will receive the Shapes for Couples Toolkit that includes all materials to fully engage in the workshop. See the list of included materials below. As a facilitator, you will have received these materials in your Shapes Certification Toolkit.

- 2 Shapes for Couples Participant Workbooks
- 1 **Communicating Beyond our Differences Book**
- 2 Decks of the Shapes Card Game (decks of 10)
- 2 Written "Scratch Off" Shapes Assessments OR Online Link to take the Shapes Assessment with Profile Report
- 2 Shapes Guides, hard copy OR online version
- 1 Shape Traits/Communicating with each Shape "Takeaway Card"



Workshop Agenda

Shapes for Couples is a 12-hour course. This course can be modified to a shorter or longer course by removing or expanding activities and applications. Please see the recommended time to spend on each section of the workshop as well as designated times for the activities. We know the needs of each group of participants are different. Please use this template as a guide and use your discretion regarding timing as needed.

Welcome & Overview	Slide(s)	Total Time: 30 minutes
Welcome & Introduction	1 & 2	3 minutes
Welcome Letter from Susan Hite, CEO of PsychoGeometrics	3	2 minutes
Workshop Day One Agenda, Course Objectives, & Resources	4 - 6	5 minutes
Introductions – Shape Card Game	7 & 8	20 minutes
Module 1: Introduction to PsychoGeometrics	Slide(s)	Total Time: 155 minutes
About PsychoGeometrics	10 & 11	5 minutes
The Shapes Assessment	12 - 15	30 minutes
Recommended 15-minute Break		
The Five Shapes	16 - 31	60 minutes
Building Trust with your Partner Discussion	32	10 minutes
Quick Review of Shapes	33	5 minutes
What's Your Shape? – Activity	34 & 35	15 minutes
How does your Shape Show Love?	36 - 38	20 minutes
Module 1: Self-Reflection (with group discussion)	39	10 minutes
Recommended 45-minute Lunch Break		
Module 2: Shape Perception	Slide(s)	Total Time: 75 minutes
Shape Perception Objectives	41	2 minutes
Introduce Perception & How Perceptions are formed	42 - 46	12 minutes
Defining Shape Perception	47	3 minutes
Shape Perception Reflection Questions	48	3 minutes
Shape Perception Group Activity	49 & 50	35 minutes
Shape Perception Application & Discussion	51	10 minutes
Module 2: Self-Reflection (with group discussion)	52	10 minutes
Recommended 15-minute Break		
Module 3: Shape Flexing	Slide(s)	Total Time: 125 minutes
Shape Flexing Objectives	54	2 minutes
Introduce Flexing & Benefits of Flexing	55 & 56	5 minutes
Defining Shape Flexing	57 & 58	5 minutes
Steps for Shape Flexing	59	8 minutes
Shape Flexing to Each Shape Learn & Reflect	60 - 70	40 minutes
Shape Flexing to your Partner	71	10 minutes
Shape Flexing Couple's Reflection	72 - 77	45 minutes
Module 3: Self-Reflection (with group discussion)	78	10 minutes
Day One Wrap Up	Slide(s)	Total Time: 20 minutes
Day One Recap - Modules 1 - 3	80 & 81	10 minutes
Day Two Preview - Modules 4 & 5	82 & 83	10 minutes
End of Day One		

Workshop Agenda

Start of Day Two		
Welcome Back!	Slide(s)	Total Time: 10 minutes
Day One Recap - Modules 1 - 3	86 & 87	5 minutes
Day Two Agenda	88	5 minutes
Module 4: Shape Motivation		
Shape Motivation Objectives	Slide(s)	Total Time: 90 minutes
Shape Motivation Objectives	90	2 minutes
Introducing Motivation & Demotivation	91 & 92	2 minutes
Defining Shape Motivation & Demotivation	93 & 94	3 minutes
What Motivates or Demotivates? – Scenario	95 - 97	10 minutes
Shape Motivation Reflection Questions	98	3 minutes
Shape Motivation Group Activity	99 & 100	45 minutes
Motivating your Partner	101	15 minutes
Module 4: Self-Reflection (with group discussion)	102	10 minutes
Recommended 15-minute Break		
Module 5: Strategic Shaping		
Strategic Shaping Objectives	Slide(s)	Total Time: 65 minutes
Strategic Shaping Objectives	104	5 minutes
Defining Strategic Shaping	105 - 110	15 minutes
Strategic Shaping – Problem Solving Scenarios	111 - 114	40 minutes
Module 5: Self-Reflection (with group discussion)	115	5 minutes
Recommended 15-minute Break		
Takeaway Activity - Shape Awareness Wheel		
Slide(s)	Total Time: 25 minutes	
Shapes Awareness Wheel - Individual Reflection	116 - 117	5 minutes
Shapes Awareness Wheel - Partner Discussion	118	20 minutes
Review & Wrap Up		
Slide(s)	Total Time: 20 minutes	
Review The Five Modules & Course Objectives	119 - 121	5 minutes
Shapes Workshop Reflection – Key Takeaways (with group discussion)	122	10 minutes
Final Slide & Closing Comments	123	5 minutes

Pre-Workshop Checklist

Before you facilitate the Shapes for Couples workshop, it is important to familiarize yourself with the slides, script, activities, as well as review the preparation checklist and practice timing based on the agenda and activities used.



Pre-Event Checklist	✓
Confirm key contact names and phone numbers.	
Confirm event details. <ul style="list-style-type: none"> • Date & time of workshop • Physical or virtual address and room number/platform • Number of participants 	
Contact contractor and order workshop resources for each participant.	
Confirm on-site or virtual room details. On-Site Room Details: <ul style="list-style-type: none"> • room size • table setup • AV setup Virtual Room Details: <ul style="list-style-type: none"> • meeting platform • applications for activities 	
Ensure use of LCD projector and personal laptop/tablet. Test in advance.	
Obtain facilitator materials (flip charts and markers).	
Prepare yourself with the slides and speaker notes.	
Gather information about your participants.	

Day of Event Checklist	✓
Ensure the room and tables are set up appropriately. <ul style="list-style-type: none"> • Tables with space for 4-6 participants are ideal. An even number of participants per table is preferred for partner activities. • Confirm there are enough tables and chairs for all participants. 	
Pass out Shapes Toolkits so there is one at each participant's seat.	
Place flip charts and easels and markers around the room for group activities.	
Obtain AV contact at venue.	
Ensure you have all facilitator resources. <ul style="list-style-type: none"> • Slide Deck • Facilitator Guide • Participant Guide 	
Setup and test AV equipment (LCD projector, personal laptop, microphone) <ul style="list-style-type: none"> • Target to have slides projected on the screen at least 20 minutes before the workshop start time. 	

Post Event Checklist	✓
Wait until participants have left the room to begin gathering materials and cleaning up – be ready for questions from participants.	
Return room to original layout/condition.	
Send follow up thank you note to the host and participants.	

Interpreting the Facilitator Notes

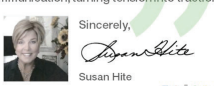
See the key below to easily find your facilitator script and notes that are included in Section 3.

Slide	Script & Instructions
 <p style="text-align: center; font-size: 24px; font-weight: bold; margin: 0;">shapesforcouples</p> <p style="text-align: center; font-size: 14px; margin: 0;">Powered by PsychoGeometrics®</p> <p style="font-size: 10px; margin-top: 10px;"> shapesforcouples PsychoGeometrics </p> <p style="text-align: right; font-size: 10px; margin: 0;">1</p>	<p>SCRIPT: Written in bold.</p> <p><i>NOTE: Written in italics.</i></p>
 <p style="text-align: center; font-size: 24px; font-weight: bold; margin: 0;">Welcome & Overview</p> <p style="font-size: 10px; margin-top: 10px;"> shapesforcouples PsychoGeometrics </p> <p style="text-align: right; font-size: 10px; margin: 0;">2</p>	<p>SCRIPT: This is a communications course designed to help strengthen your relationship with your partner by communicating more effectively.</p> <p><i>NOTE: Take 2-3 minutes to introduce yourself to the group.</i></p>



Section 3

WORKSHOP SLIDES & FACILITATOR NOTES

Welcome & Overview	
Slide	Script & Instructions
	<p>SCRIPT: Welcome to Shapes for Couples. This is a customized workshop for couples from the Shapes for Effective Communication curriculum.</p>
	<p>SCRIPT: This is a communications course designed to help strengthen your relationship with your partner by communicating more effectively. <i>NOTE: Take 2-3 minutes to introduce yourself to the group.</i></p>
<p>Welcome from Susan Hite, CEO of PsychoGeometrics</p> <p>Dear Couples,</p> <p>We are excited to share a simple and effective way to strengthen your relationships by communicating more effectively, especially with your spouse, partner, or significant other.</p> <p>Our hope is that you enjoy this experience and have fun learning more about each other. Understanding is the key to connectedness, and "Shapes" is your common language "superpower!" Of course, it also takes faith, commitment, and resiliency, but understanding makes it a whole lot easier to believe and stick together.</p> <p>As you learn about the science of behavior and the art of communication, you will notice a shift in how you see yourself and your partner. Suddenly, you will understand why you feel, think, act, plan, love, celebrate, worry, stress, and de-stress like you do, and you will start to recognize the same about your partner. Thoughts and feelings of confusion, frustration, and disappointment, after a "conversation gone wrong," will turn into clarity, confidence, and hope because next time you will know better in terms of "what to say" and "how to say it."</p> <p>On behalf of our team at PsychoGeometrics, here's to strengthening your communication, turning tension into traction, and 'betting your best' as a happy and fulfilled couple!</p>  <p>Sincerely, Susan Hite</p>	<p>SCRIPT: Let's start with a welcome letter from Susan Hite the CEO of PsychoGeometrics.</p> <p><i>NOTE: Give participants a minute to read the letter. Review the letter and emphasize the points that most resonate with you and what you think will resonate most with your participants.</i></p>

Welcome & Overview

Slide

Script & Instructions

Workshop Day One Agenda



Welcome & Overview

- Course Agenda
- Course Objectives
- Resources
- Introductions



Modules 1 – 3

- Module 1: Introduction to PsychoGeometrics
- Module 2: Shape Perception
- Module 3: Shape Flexing



Review & Wrap Up

- Review of Day One
- Preview of Day Two



shapesforcouples



4

SCRIPT: This course is designed to be engaging and interactive. You will have the opportunity to participate in small group activities and discussions throughout the course. There are five learning modules of PsychoGeometrics. These learning modules are Introduction to PsychoGeometrics, Shape Perception, Shape Flexing, Shape Motivation, and Strategic Shaping. Today, we will focus on modules one through three and tomorrow, we will go through modules four and five. With each module, you will notice a pattern of teaching and applying what you learn.

NOTE: This course can be modified to a 4 or 8-hour course by removing activities and applications.

Course Objectives

- **Understand** your communication style, including your strengths and challenges, and the communication style of your partner.
- **Recognize** the possible positive and negative perceptions of your communication style by your partner, and your positive and negative perceptions of your partner.
- **Learn** the skill of Shape Flexing to strengthen the effectiveness of your communication approach and responsiveness with each other.
- **Discover** what motivates and demotivates you and your partner and adjust your communication accordingly.
- **Apply** the Strategic Shaping Model for planning, problem solving, and conflict resolution, making the hard conversations easier and the result all the better.



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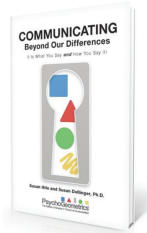



SCRIPT: Here are the course objectives. After completing this workshop, you will be able to strengthen your relationship by communicating more effectively.

This will be a very interactive workshop with built in time for small group and partner discussions. When someone else is talking, please ensure you are actively listening. This means to listen for understanding instead of listening to formulate your response. When your partner is done speaking, paraphrase what you heard to ensure you understood what they were trying to say. Let's take a moment to practice our active listening skills. We will start by having one partner share a story about something. They can talk about anything, detailing their morning routine, describing a memory, talking about their favorite sport, etc. While the first partner is talking, the other partner practices their active listening skills. Again, this means to listen for understanding. When the first partner is done talking, the other partner will try and paraphrase what they heard. Let's get started! Pick who will start in which role (speaker or listener), and the speaker will have about one minute to talk.

NOTE: Give speakers about one minute to talk and then give about 30 seconds for the listener to paraphrase what they heard to their partner.

(cont.)

Welcome & Overview

Slide	Script & Instructions
<p>Course Objectives</p> <ul style="list-style-type: none"> · Understand your communication style, including your strengths and challenges, and the communication style of your partner. · Recognize the possible positive and negative perceptions of your communication style by your partner, and your positive and negative perceptions of your partner. · Learn the skill of Shape Flexing to strengthen the effectiveness of your communication approach and responsiveness with each other. · Discover what motivates and demotivates you and your partner and adjust your communication accordingly. · Apply the Strategic Shaping Model for planning, problem solving, and conflict resolution, making the hard conversations easier and the result all the better. 	<p>SCRIPT: Alright, now you will switch roles. If you started as the speaker, you are now the listener and if you started as the listener, you are now the speaker.</p> <p><i>NOTE: Repeat same process. Give speakers about one minute to talk and then give about 30 seconds for the listener to paraphrase what they heard to their partner.</i></p> <p>SCRIPT: How did everyone do? Did you find it easy or hard to be the active listener? Were you able to accurately paraphrase what your partner said?</p> <p><i>NOTE: Ask for volunteers to share.</i></p>
<p>Know your Resources</p> <p>In your Shapes for Couples Toolkit, you will find...</p> <ul style="list-style-type: none"> • 2 Shapes for Couples Participant Workbooks • 1 <i>Communicating Beyond Our Differences</i> Book • 2 Decks of the Shapes Card Game (decks of 10) • 2 Written "Scratch Off" Shapes Assessments or Online Link to take the Shapes Assessment with Profile Report • 2 Shapes Guides, hard copy or online version • 1 Shape Traits/Communicating with each Shape "Takeaway Card"  	<p>SCRIPT: Before we get started, let's take a look at your resources. In your Shapes for Couples Toolkit, you will find two Shapes for Couples Participant Workbooks, a copy of <i>Communicating Beyond Our Differences</i>, the Shapes Card Game for each of you, the written scratch off assessment or the online assessment with profile report, the Shapes Guide, either the hard copy or online version, and one Shape Traits/Communicating with each Shape Reference Card. You will also find a listing of these resources in your Participant Workbook.</p>
<p style="text-align: center;">Introductions</p>  	<p>SCRIPT: Let's begin with an activity to help us get to know each other. In your Shapes Toolkit, please find the Shapes Card Game.</p>

Welcome & Overview

Slide

The Shapes Card Game

- Share your partner's name.
- Share where your partner is from.
- Read the statement on the card.
- Does it describe your partner? Why or why not?



Script & Instructions

SCRIPT: Let's get started. With your deck of 10 cards, read the statement on each card and make two piles. One pile of cards with statements that you think describes your partner, spouse, or significant other and one pile of cards with statements that you think doesn't describe your partner.

NOTE: Give participants 1-2 minutes to make their two piles.

SCRIPT: For this activity, you are going to introduce your partner. When it is your turn, please tell us your partner's name and where they are from, then pick one card from each of your piles, read the statements, and tell us why or why not the statement describes your partner.

NOTE: Have participants one by one introduce their partners. Note, participants should be reading two cards – one that describes their partner and one that does not.













SCRIPT: Thank you all for participating. I enjoyed learning a little more about each of you.

NOTE: If your class size is too big to have each participant introduce their partner to the whole group, have couples find another couple to partner with and do the same exercise. You can have couples change partners up to three times and read a different card each time. See specific instructions below.

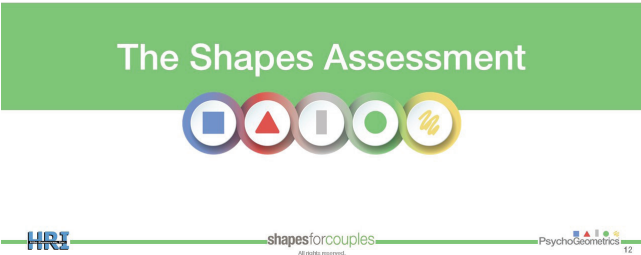
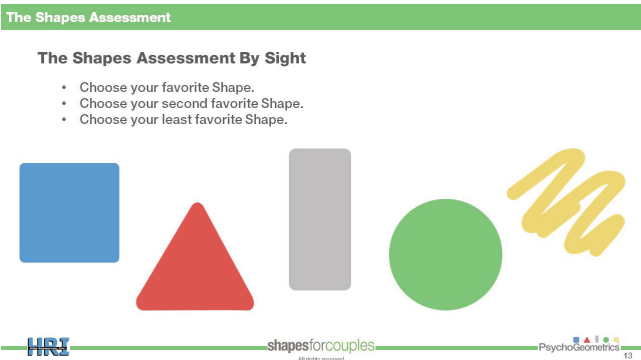
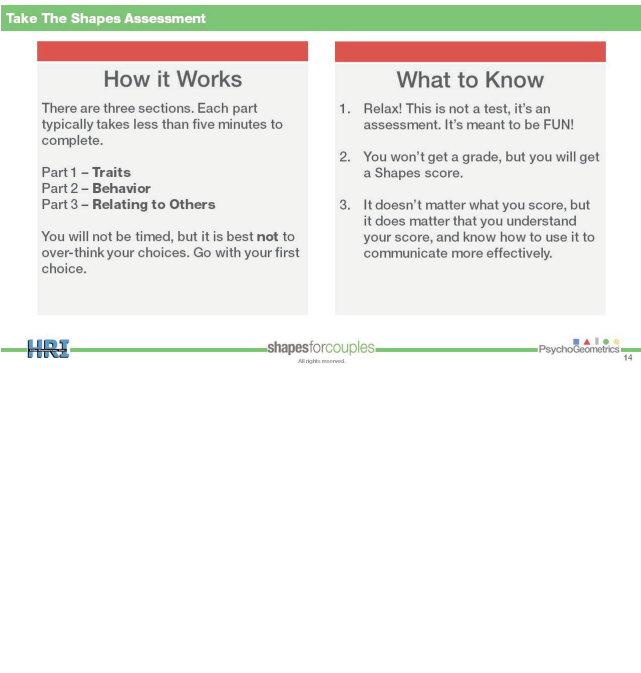
NOTE: You can facilitate this activity virtually by using breakout rooms.

See ACTIVITY INSTRUCTIONS on page 68.









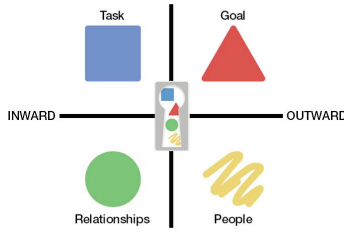



Module 1: Introduction to PsychoGeometrics

Slide	Script & Instructions
<div style="text-align: center;"> <h3>Module 1: Introduction to PsychoGeometrics</h3>  </div> <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 20px;">    </div>	<p>SCRIPT: Now we will move into our first module – Introduction to PsychoGeometrics.</p>
<div style="text-align: center;"> <h3>About PsychoGeometrics</h3>  </div> <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 20px;">    </div>	<p>SCRIPT: What is PsychoGeometrics?</p>
<div style="background-color: #e0f0e0; padding: 5px; margin-bottom: 10px;"> About PsychoGeometrics </div> <p>What is it?</p> <ul style="list-style-type: none"> • The science of behavior and the art of communication. • Featuring five geometric Shapes. • Each Shape represents a different communication style. • Learn your Shape when you take the Shapes Assessment. • The Shapes Assessment consists of three parts: <ol style="list-style-type: none"> 1. Traits 2. Behaviors 3. How you relate to others <div style="text-align: center; margin: 20px 0;">  </div> <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 20px;">    </div>	<p>SCRIPT: PsychoGeometrics is the science of behavior and the art of communication. It was created in 1978 by Susan Dellinger, Ph.D. as a communication system featuring five geometric Shapes representing five communication styles. In June of 2020, Susan Hite, president of Hite Resources, Inc. and PsychoGeometrics consultant and facilitator for nearly 20 years, purchased the PsychoGeometrics company from Dr. Dellinger. As the CEO and Innovator of PsychoGeometrics, Susan Hite has updated the original work by developing new content and applications. Today, PsychoGeometrics blends the science and the art by identifying the “what” and the “how” to strengthen relationships by communicating effectively.</p> <p>Your Shape is determined by taking the Shapes Assessment. The Shapes Assessment consists of three sections which are traits, behaviors, and how you relate to others. We will discuss the Shapes Assessment a little more specifically in the coming slides.</p>

Module 1: Introduction to PsychoGeometrics

Slide	Script & Instructions
 <p data-bbox="272 296 683 331">The Shapes Assessment</p> <p data-bbox="181 485 792 508">HRI shapesforcouples PsychoGeometrics 12</p>	<p data-bbox="820 153 1401 184">SCRIPT: Let's talk about the Shapes Assessment.</p>
 <p data-bbox="162 537 329 556">The Shapes Assessment</p> <p data-bbox="191 577 464 596">The Shapes Assessment By Sight</p> <ul data-bbox="215 606 461 657" style="list-style-type: none"> • Choose your favorite Shape. • Choose your second favorite Shape. • Choose your least favorite Shape. <p data-bbox="181 863 792 886">HRI shapesforcouples PsychoGeometrics 13</p>	<p data-bbox="820 531 1442 701">SCRIPT: Before we do the online (or written assessment), we are going to take the Shapes Assessment by sight. Please look at the five Shapes and choose your favorite Shape, second favorite Shape, and least favorite Shape.</p> <p data-bbox="820 718 1425 816"><i>NOTE:</i> Anticipate the question – does color have anything to do with it? Yes – and we will talk about that after you take the assessment.</p>
 <p data-bbox="162 915 363 934">Take The Shapes Assessment</p> <div data-bbox="194 949 464 1218"> <p data-bbox="256 972 402 997">How it Works</p> <p data-bbox="196 1005 441 1056">There are three sections. Each part typically takes less than five minutes to complete.</p> <p data-bbox="196 1068 375 1119">Part 1 – Traits Part 2 – Behavior Part 3 – Relating to Others</p> <p data-bbox="196 1131 457 1182">You will not be timed, but it is best not to over-think your choices. Go with your first choice.</p> </div> <div data-bbox="490 949 760 1218"> <p data-bbox="548 972 701 997">What to Know</p> <ol data-bbox="495 1005 756 1167" style="list-style-type: none"> 1. Relax! This is not a test, it's an assessment. It's meant to be FUN! 2. You won't get a grade, but you will get a Shapes score. 3. It doesn't matter what you score, but it does matter that you understand your score, and know how to use it to communicate more effectively. </div> <p data-bbox="181 1241 792 1264">HRI shapesforcouples PsychoGeometrics 14</p>	<p data-bbox="820 909 1458 1253">SCRIPT: You will soon take the Online (or written) Shapes Assessment but before you do, I want to share a few details about the assessment. First, the Shapes Assessment consists of three sections, Traits, Behaviors, and Relating to Others. Traits describe who you are. Behaviors describe what you do and how you act. Relating is how you relate to others. Please note that this assessment is not timed, however, it is best to go with your initial response and not over-think it.</p> <p data-bbox="820 1270 1469 1577">This is an assessment, not a test, so that means there are no wrong answers. There is no pre-work or preparation required. It is important to be your natural self to ensure the most accurate results. You will not receive a grade, but you will receive a Shapes score that will help you understand and interpret your results. And finally, it's a simple, quick, easy, and fun assessment that should only take 15 minutes or less.</p>

Module 1: Introduction to PsychoGeometrics

Slide	Script & Instructions
<p style="text-align: center;">Take the Shapes Assessment Now</p>  <p style="text-align: center;">    </p>	<p>SCRIPT: Now we will take the Shapes Assessment.</p> <p><i>NOTE: If using the written Shapes Assessment, instruct participant to find the Shapes Assessment in their Shapes Toolkit. If using the online Shapes Assessment, provide the Shapes Assessment Link (or access code) to participants by writing it on the board/flip chart (in-person) or putting it in the chat (virtual). Give participants 15 minutes to take the Shapes Assessment and review their Shapes report.</i></p>
<p style="text-align: center;">The Five Shapes</p>  <p style="text-align: center;">    </p>	<p>SCRIPT: Now that you know your primary and secondary Shapes, let's take a deeper look at the communication style represented by each Shape.</p> <p><i>NOTE: Optional Question to ask Participants "Was the Shape you originally chose in the sight test either your primary or secondary Shape?" 84% of the time, what you choose by sight alone is either your primary or secondary Shape.</i></p>
<p>Things to Know About All Five Shapes</p> <ul style="list-style-type: none"> • Each Shape represents a trait or behavior and has value, power, strengths, and challenges. • You have all five Shapes within you. • You tend to use one or two Shapes the most because they are your natural strengths. • It is wise to consider and leverage the behaviors of all five Shapes to communicate effectively. <div style="text-align: center;">  </div> <p style="text-align: center;">    </p>	<p>SCRIPT: Here is what you need to know about all five Shapes. Each Shape represents a trait or behavior that makes up your communication style. Every Shape has value and power. It is important to know that no Shape is better than another. All Shapes have strengths and challenges. The behavior you exhibit most is likely a combination of your primary and secondary Shapes, which represent your natural Shape strengths. In other words, what you are naturally good at doing. However, this does not mean 100% of your communication comes from just these two Shapes. It simply means your natural behavior comes from the blend of these two Shapes and is typically what you use most of the time. The rest of your communication style comes from the remaining three Shapes. Your primary Shape is indicated by the Shape in which you score the highest number of points. Your secondary Shape is indicated by the Shape in which you score the second-highest number of points. It is possible to have a tie. If this happens, it may mean your general behavior is derived from the blend of three Shapes, not just two. Remember, we have all five Shapes within us, some Shapes just come more naturally, and some require a little more effort.</p> <p style="text-align: right;">(cont.)</p>

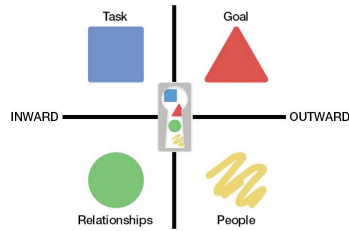
Module 1: Introduction to PsychoGeometrics

Slide

Script & Instructions

Things to Know About All Five Shapes

- Each Shape represents a trait or behavior and has value, power, strengths, and challenges.
- You have all five Shapes within you.
- You tend to use one or two Shapes the most because they are your natural strengths.
- It is wise to consider and leverage the behaviors of all five Shapes to communicate effectively.



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Take a look at the image on the screen or in your Shapes Participant Workbook. The Box and Circle are your inward Shapes (introverted) and the Triangle and Squiggle are your outward Shapes (extroverted). Notice that the Rectangle is in the middle. This means the Rectangle can be any one of the other four Shapes, either consciously or unconsciously. We will talk more about the Rectangle later in the Workshop. The Box is task oriented while the Triangle is goal oriented. The Circle is relationship oriented while the Squiggle is people oriented.

Understanding Your Score

UNDERSTANDING YOUR SCORE

0-3 LOW – does not mean below average

4-6 MEDIUM – does not mean average

7+ HIGH – does not mean above average

Just because you score “high” in a Shape does not necessarily mean you are good at using that Shape.

It means you have a high percentage of that Shape within you naturally, and you have the potential to be great at using it.



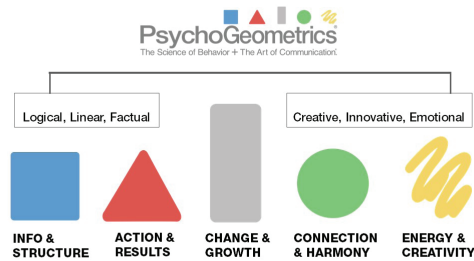
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SCRIPT: It is also important to understand your score. Anything from 0-3 is considered low, anything from 4-6 is medium, and anything 7 or higher is high. I want to emphasize that low does not mean below average, medium does not mean average, and high does not mean above average. Your score simply determines how much of that Shape you have naturally within you.

The Five Shapes



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SCRIPT: Here are the Shapes from left to right. The Box – When you think of Box behavior, traits such as structured, detailed, process-oriented, logical, slow to make a decision, efficient and practical come to mind. The Triangle - When you think of Triangle behavior, descriptions such as direct, driven, goal-focused, action-oriented, quick to make a decision, bottom-line and to the point, are used. The Circle – When you think of Circle traits – words such as harmony, nurture, mentor, inclusive, relationship-oriented, and sensitive come to mind. The Squiggle – The Squiggle behavior can be described as creative, innovative, energized, spontaneous, and unique. The Rectangle - When you think of Rectangle behavior, think exploring, open-minded, undecided, a turning point, and growth.

Let's learn more about your Shapes



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SCRIPT: We are going to dive a little deeper and learn more about each of the Shapes.

Module 1: Introduction to PsychoGeometrics

Slide

Script & Instructions

The Shapes



BOX
"If you want it done right, do it yourself."

Because the **BOX** is composed of equal lines and angles, it represents structure and stability.

- Calm, consistent, logical.
- Most organized of the Shapes.
- Likes to know the facts and "think about it" before deciding.
- Tends to be a perfectionist.
- Can be poker-faced, shows little emotion.
- "I'd rather finish right than finish first and get it wrong."
- Likes to stay on task and may not be pleased if you "pop in."
- Doesn't like to be put on the spot and prefers working alone.
- Trustworthy, dependable, you can count on the Box.



SCRIPT: As I just noted, the Box represents structure. Notice the Shape of the Box. Four equal sides that literally makes the Shape of a square. However, to be consistent with the Shapes language, you should call it the Box, not the square.

NOTE: The reason it is not called "square" in the Shapes language is because some people may already have a pre-conceived notion of what it means to be "square." Box is a more universal, objective term.

SCRIPT: Think of the Box as a building block, using one block at a time to build the foundation of a building, for example. Boxes don't roll or spring into action. Instead, they turn like a flywheel, one "crank," at a time.

NOTE: You may want to use your hands and facial expressions to physically show what it is like to "crank" a heavy flywheel one slow turn at a time until you slowly build up momentum. In some cases, you may want to provide the definition of a flywheel or ask someone to look it up, put it in the chat box, or raise their hand and share. According to Oxford Languages, a flywheel is "a heavy revolving wheel in a machine that is used to increase the machine's momentum and thereby provide greater stability or a reserve of available power during interruptions in the delivery of power to the machine."

SCRIPT: With each turn, the Box builds momentum. This step-by-step, or turn-by-turn, method is part of the process, even though the process doesn't always feel or look like progress at the time. The Box knows there is a cumulative value of doing the little things consistently over time. This creates stability, credibility, and reliability. Also note the color of the Box. Blue stands for calmness and trust.

NOTE: There is such a thing as Shapes psychology and Color psychology. For example, shapes and colors can influence the way we think or feel. This is part of the science that factors into choosing your favorite Shapes by sight. If a company is trying to communicate trust, it may use a Box like shape and/or blue color in its logo.

(cont.)

Module 1: Introduction to PsychoGeometrics

Slide

Script & Instructions

The Shapes



BOX

"If you want it done right, do it yourself."

Because the **BOX** is composed of equal lines and angles, it represents **structure and stability**.

- Calm, consistent, logical.
- Most organized of the Shapes.
- Likes to know the facts and "think about it" before deciding.
- Tends to be a perfectionist.
- Can be poker-faced, shows little emotion.
- "I'd rather finish right than finish first and get it wrong."
- Likes to stay on task and may not be pleased if you "pop in."
- Doesn't like to be put on the spot and prefers working alone.
- Trustworthy, dependable, you can count on the Box.

HRT

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PsychoGeometrics 21

SCRIPT: Now, let's look at the way the Box is described. If you are a primary or secondary Box, this means you could be someone who is calm, consistent, logical, and organized. In fact, the Box is the most organized of the five Shapes. They are disciplined, task-oriented, and thrive on routine and a schedule. This is why a Box may seem annoyed when you "pop in" on them without an appointment or advance notice. Boxes are busy working to get things done. It's best not to ask a Box to commit on the spot. Instead, the Box needs time to process and "think about it," before saying "yes" or "no." This is because when the Box makes a commitment, the Box follows through. Be careful not to assume the Box is not interested or doesn't care. Their intentional pause, blank stare, non-emotional facial expressions, or monotone tone has nothing to do with whether they like you or not, or even if they are interested in what you are communicating. It's more about logic. Boxes like to be respected and recognized for what they know. Boxes tend to be perfectionists and prefer working alone. Notice I didn't say Boxes can't work with others. It's just that the natural preference of the Box is to be efficient, and to the Box, working alone takes less time and is more effective than having to work as a team.









Boxes can be resistant to change and don't like to be rushed or put "on the spot."

Keep in mind, you are not just one Shape. Unless you scored 21 in Box, you have other Shapes within you. It's important to know that you may not resonate with every trait or description of the Box, because your secondary Shape may counteract or neutralize it.

Module 1: Introduction to PsychoGeometrics

Slide	Script & Instructions
<p data-bbox="159 157 425 178">The Shapes – Building Trust with a Box</p> <div data-bbox="214 205 334 325">  </div> <p data-bbox="246 342 302 367">BOX</p> <p data-bbox="181 373 367 464">To build trust with a Box, have a logical, proven process, or plan, or ask them to help create the process or plan.</p> <p data-bbox="490 214 685 235">Breakout Discussion</p> <ol data-bbox="393 262 766 403" style="list-style-type: none"> 1. Is anyone in your group a primary or secondary Box? 2. Is there someone in your life that you think may be a Box? 3. What are some ways to build trust with a Box? <p data-bbox="181 485 230 506">HRI</p> <p data-bbox="418 485 532 506">shapesforcouples</p> <p data-bbox="691 485 789 506">PsychoGeometrics 22</p>	<p data-bbox="820 157 1432 367">SCRIPT: Now that you know a little bit more about the Box, you are going to have an opportunity to discuss with a group. In your groups, answer the following questions, 1. Is anyone in your group a primary or secondary Box? 2. Is there someone in your life that you think may be a Box? 3. What are some ways to build trust with a Box?</p> <p data-bbox="820 378 1448 562"><i>NOTE: Assign two couples in a group (groups of four) and give them about five minutes to answer the questions. After the five minutes, have participants return to the larger group and ask for any “ah-hah” moments or specific examples of how to build trust with a Box.</i></p>
<p data-bbox="159 583 246 604">The Shapes</p> <div data-bbox="198 621 328 743">  </div> <p data-bbox="198 764 328 789">TRIANGLE</p> <p data-bbox="181 795 344 856">“When I want your opinion, I will give you mine.”</p> <p data-bbox="393 634 766 667">Because the TRIANGLE is built like a pyramid, with an upward pointed tip, it represents ambition and high achievement.</p> <ul data-bbox="393 676 691 865" style="list-style-type: none"> • Driven, competitive, and likes being in control. • Makes the decision then works to make it right. • Can be seen as too direct and intense. • Can’t stand indecision. • “I don’t need to hear the whole story.” • Politically correct. Knows how to work the system. • Fast thinkers, decision makers, strong opinions. • Quick to get to the point, lives a fast-paced life. • Bottom line, doesn’t want a lot of details. <p data-bbox="181 911 230 932">HRI</p> <p data-bbox="418 911 532 932">shapesforcouples</p> <p data-bbox="691 911 789 932">PsychoGeometrics 23</p>	<p data-bbox="820 583 1464 856">SCRIPT: Let’s move on to the Triangle. The Triangle shares some traits with the Box like being organized and focused. But if the Box is “slow to make a decision,” then the Triangle makes the decision quickly and confidently. Unlike the Box that wants to gather all the facts then make the best decision, the Triangle just wants to make a decision and work to make it right.</p> <p data-bbox="820 867 1432 972">The Triangle represents action, ambition, and high achievement. Notice the Shape of the Triangle. It is literally bottom line and to the point.</p> <p data-bbox="820 982 1464 1264"><i>NOTE: If possible, use your cursor or stylus to point to the bottom of the Triangle from left to right, when you say “bottom-line.” If you are using a flip chart, you can use your marker to draw the bottom of a Triangle. Or you can use your hand or finger to “draw” a horizontal line (in the air). Then using your cursor, stylus, marker, hand, or finger to draw or move upward to the top of the Triangle, say “and to the point.”</i></p> <p data-bbox="820 1274 1464 1484">SCRIPT: Think of the Triangle as a pyramid, pointing upward, climbing upward, striving to reach the top of the mountain, or obtain its goal. Also, note that the upward point of the Triangle can provide direction as to which way to go. The Triangle is also politically correct.</p> <p data-bbox="820 1495 1432 1568">The color red stands for passion, “bullseye” target, strength, and confidence.</p> <p data-bbox="1383 1579 1464 1610">(cont.)</p>

Module 1: Introduction to PsychoGeometrics

Slide	Script & Instructions
<p data-bbox="159 157 243 178">The Shapes</p> <div data-bbox="194 189 332 315">  </div> <p data-bbox="186 336 349 430"> TRIANGLE “When I want your opinion, I will give you mine.” </p> <p data-bbox="389 210 771 241"> Because the TRIANGLE is built like a pyramid, with an upward pointed tip, it represents ambition and high achievement. </p> <ul data-bbox="389 252 771 441" style="list-style-type: none"> • Driven, competitive, and likes being in control. • Makes the decision then works to make it right. • Can be seen as too direct and intense. • Can't stand indecision. • “I don't need to hear the whole story.” • Politically correct. Knows how to work the system. • Fast thinkers, decision makers, strong opinions. • Quick to get to the point, lives a fast-paced life. • Bottom line, doesn't want a lot of details. <p data-bbox="178 483 787 514">    </p>	<p data-bbox="820 157 1469 640"> Now, let's look at the way the Triangle is described. If you are a primary or secondary Triangle, this means you could be someone who is highly competitive and driven to win. The Triangle makes everything a contest or a game. From being first in line or first to finish, the Triangle can be extremely focused and intense. Triangles like options instead of mandates and are most comfortable when they are in control. Triangles like to feel important. Triangles get easily annoyed with people who can't make up their mind, take too long to make a decision, or who are overly dramatic. The Triangle says, “I don't need to hear the whole story. Just give me the bottom line.” They are quick to get to the point and live a fast-paced life. </p> <p data-bbox="820 651 1469 861"> Keep in mind, you are not just one Shape. Unless you scored 21 in Triangle, you have other Shapes within you. It's important to know that you may not resonate with every trait or description of the Triangle, because your secondary Shape may counteract or neutralize it. </p>
<p data-bbox="159 882 454 903">The Shapes – Building Trust with a Triangle</p> <div data-bbox="194 913 332 1039">  </div> <p data-bbox="186 1060 349 1186"> TRIANGLE To build trust with a Triangle, give them some kind of authority, ownership, or influence. </p> <p data-bbox="479 934 682 955">Breakout Discussion</p> <ol data-bbox="389 976 771 1144" style="list-style-type: none"> 1. Is anyone in your group a primary or secondary Triangle? 2. Is there someone in your life that you think may be a Triangle? 3. What are some ways to build trust with a Triangle? <p data-bbox="178 1207 787 1239">    </p>	<p data-bbox="820 882 1469 1123"> SCRIPT: Now that you know a little bit more about the Triangle, you are going to have an opportunity to discuss with a group. In your groups, answer the following questions, 1. Is anyone in your group a primary or secondary Triangle? 2. Is there someone in your life that you think may be a Triangle? 3. What are some ways to build trust with a Triangle? </p> <p data-bbox="820 1134 1469 1333"> NOTE: Assign two couples in a group (groups of four) and give them about five minutes to answer the questions. After the five minutes, have participants return to the larger group and ask for any “ah-hah” moments or specific examples of how to build trust with a Triangle. </p>

Module 1: Introduction to PsychoGeometrics

Slide

Script & Instructions

The Shapes



CIRCLE

"I don't care how much you know until I know how much you care."

Because the **CIRCLE** has no beginning or end, it symbolizes connectedness and unity.

- Team player, nurturer, and stabilizer.
- Collaborative, sensitive to how others feel, and notices facial expressions and body language.
- Make good counselors, mentors, and mediators.
- "I'd rather be part of the team than be #1 on the team."
- Focused on the well being of others, maintaining harmony, and tend to put their own needs last.
- Can be too accommodating and struggles to hold others accountable.
- Would rather save the relationship than solve the problem.
- Best empathetic listeners.
- Their memos may include a little smiley face.



SCRIPT: Moving on to the Circle. If the Box considers the facts, and the Triangle considers the impact, the Circle considers the people. Nothing is more important to the Circle than relationships and connectedness.

The Circle represents harmony and unity. Notice the Shape of the Circle. It has no beginning or end. It is smooth, connected, and without any pointy edges. Think of the Circle as universal and inclusive.



The color green stands for nature, nurture, and peace.

Now, let's look at the way the Circle is described. If you are a primary or secondary Circle, this means you could be someone who is compassionate and inclusive. The Circle cares more about saving the relationship than solving the problem. Circles are natural caregivers, stabilizers, and often put their own needs last. In fact, the Circle can be too accommodating and has a difficult time saying no. The best listeners of all five Shapes, the Circle is a good team player, can read non-verbal communication, is empathetic and sensitive to the needs of others. Circles like to please and don't like or cope well with conflict. Their memos, notes, emails, and texts often include a smiley face. The Circle might say, "Don't worry, be happy," or "Let's get together, and together we will work this out."



It's important to know when communicating with a Circle that they don't care how much you know, until they know how much you care. Circles make great mentors and counselors and would rather be part of the team than #1 on the team.

Keep in mind, you are not just one Shape. Unless you scored 21 in Circle, you have other Shapes within you. It's important to know that you may not resonate with every trait or description of the Circle, because your secondary Shape may counteract or neutralize it.

Module 1: Introduction to PsychoGeometrics

Slide	Script & Instructions
<p data-bbox="159 157 446 178">The Shapes – Building Trust with a Circle</p> <div data-bbox="207 199 332 325">  </div> <p data-bbox="219 331 316 357">CIRCLE</p> <p data-bbox="178 363 357 451">To build trust with a Circle, show them how much you care and take time to show your appreciation.</p> <p data-bbox="479 199 673 220">Breakout Discussion</p> <ol data-bbox="389 241 730 409" style="list-style-type: none"> 1. Is anyone in your group a primary or secondary Circle? 2. Is there someone in your life that you think may be a Circle? 3. What are some ways to build trust with a Circle? <p data-bbox="178 483 227 504">HRI</p> <p data-bbox="414 483 527 504">shapescouples</p> <p data-bbox="690 483 787 504">PsychoGeometrics 36</p>	<p data-bbox="820 157 1461 451">SCRIPT: Now that you know a little bit more about the Circle, you are going to have an opportunity to discuss with a group. In your groups, answer the following questions, 1. Is anyone in your group a primary or secondary Circle? 2. Is there someone in your life that you think may be a Circle? 3. What are some ways to build trust with a Circle?</p> <p data-bbox="820 472 1461 693"><i>NOTE: Assign two couples in a group (groups of four) and give them about five minutes to answer the questions. After the five minutes, have participants return to the larger group and ask for any “ah-hah” moments or specific examples of how to build trust with a Circle.</i></p>
<p data-bbox="159 709 243 730">The Shapes</p> <div data-bbox="194 745 332 871">  </div> <p data-bbox="203 882 332 913">SQUIGGLE</p> <p data-bbox="194 919 341 955">“Life is short, eat dessert first.”</p> <p data-bbox="397 751 738 787">Because the SQUIGGLE is free-forming and abstract, it represents the free-spirit, uniqueness, and flexibility.</p> <ul data-bbox="397 793 787 1029" style="list-style-type: none"> • Creative, expressive, dramatic, witty. • Innovators, idea producers. • Not good team players naturally; however, can inspire others. • Spontaneous, high energy, bored quickly by routine. • Least organized of the Shapes. • Challenges the status quo. • “Why do we have to do it that way?” • Direct, honest in their communication style. Shares exactly what they think, without thinking through it first. • Doesn’t like deadlines/follow-up but can pull it off brilliantly “just in time.” <p data-bbox="178 1039 227 1060">HRI</p> <p data-bbox="414 1039 527 1060">shapescouples</p> <p data-bbox="690 1039 787 1060">PsychoGeometrics 27</p>	<p data-bbox="820 709 1461 1018">SCRIPT: So far, we have learned that Boxes thrive on routine and schedules, Triangles want to be in charge and in control, and Circles want everyone to get along and feel included. So, what about the Squiggle? Squiggles “beat to their own drum.” They are creative, unique individuals who are spontaneous and quickly bored by routine. The Squiggle likes the freedom to be flexible and often challenges the status quo.</p> <p data-bbox="820 1029 1461 1165">Take a look at the shape of the Squiggle. It’s non-conforming, unrestricted, free-flowing, and stands out from the other Shapes. Think of the Squiggle as the free spirit; full of energy and ideas.</p> <p data-bbox="820 1176 1461 1417">The color yellow represents light, joy, and positivity. It’s OK to share the brutal facts with the Squiggle but stay away from “doom and gloom.” Embrace problems, challenges, and obstacles with hope and optimism. After all, the Squiggle will figure out a way to solve it, overcome it, get past it, and have a little fun along the way.</p> <p data-bbox="820 1428 1461 1816">Now, let’s look at the way the Squiggle is described. If you are a primary or secondary Squiggle this means you could be someone who is innovative, expressive, witty, and bright. When faced with a mountain, Squiggles like to encourage and inspire, but unlike the Circle, they don’t have the patience, nor the desire, to hold your hand through the process of getting over it, around it, or tunneling underneath it. In fact, if you can’t do any of those things, the Squiggle will show you how you can turn the mountain into a goldmine!</p> <p data-bbox="1388 1837 1461 1869">(cont.)</p>

Module 1: Introduction to PsychoGeometrics

Slide	Script & Instructions
<p>The Shapes</p>  <p>SQUIGGLE "Life is short, eat dessert first."</p> <p>Because the SQUIGGLE is free-forming and abstract, it represents the free-spirit, uniqueness, and flexibility.</p> <ul style="list-style-type: none"> • Creative, expressive, dramatic, witty. • Innovators, idea producers. • Not good team players naturally; however, can inspire others. • Spontaneous, high energy, bored quickly by routine. • Least organized of the Shapes. • Challenges the status quo. • "Why do we have to do it that way?" • Direct, honest in their communication style. Shares exactly what they think, without thinking through it first. • Doesn't like deadlines/follow-up but can pull it off brilliantly "just in time." <p>HRI shapesforcouples PsychoGeometrics 27</p>	<p>The Squiggle tends to be unfiltered and speaks before thinking. However, you can count on the Squiggle to be honest, even if it hurts your feelings or they are not politically correct. Squiggles often talk aloud to hear themselves think. The Squiggle tends to run late, frequently breaks, or at least, bends the rules, and needs constant stimulation. The most unorganized of the five Shapes, the Squiggle seems to have a way of pulling it off "just in time."</p> <p>Keep in mind, you are not just one Shape. Unless you scored 21 in Squiggle, you have other Shapes within you. It's important to know that you may not resonate with every trait or description of the Squiggle because your secondary Shape may counteract or neutralize it.</p>
<p>The Shapes – Building Trust with a Squiggle</p>  <p>SQUIGGLE To build trust with a Squiggle, make it fun or let them have fun, show your willingness to be different or accept differences.</p> <p>Breakout Discussion</p> <ol style="list-style-type: none"> 1. Is anyone in your group a primary or secondary Squiggle? 2. Is there someone in your life that you think may be a Squiggle? 3. What are some ways to build trust with a Squiggle? <p>HRI shapesforcouples PsychoGeometrics 28</p>	<p>SCRIPT: Now that you know a little bit more about the Triangle, you are going to have an opportunity to discuss with a group. In your groups, answer the following questions, 1. Is anyone in your group a primary or secondary Squiggle? 2. Is there someone in your life that you think may be a Squiggle? 3. What are some ways to build trust with a Squiggle?</p> <p><i>NOTE: Assign two couples in a group (groups of four) and give them about five minutes to answer the questions. After the five minutes, have participants return to the larger group and ask for any "ah-hah" moments or specific examples of how to build trust with a Squiggle.</i></p>

Module 1: Introduction to PsychoGeometrics

Slide

Script & Instructions

The Shapes



RECTANGLE

"Please listen to me, then tell me what to do."

Because vertical lines are associated with strength, courage, and progress, the RECTANGLE represents change and growth.

- Transitional Shape and is temporary.
- Neutral, undecided.
- Can be open, exploratory, and excited about change, but also confused, overwhelmed, and indecisive.
- "I don't feel like myself lately."
- Not certain about the future.
- Doesn't want to be "pinned down."
- Needs support and approval.
- Can benefit from having a mentor or trusted advisor.



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PsychoGeometrics 29

SCRIPT: We have learned some of the traits, behaviors, and interactions of the Box, Triangle, Circle, and Squiggle. To summarize, the Box knows, the Triangle knows what to do, the Circle wants to help, and the Squiggle doesn't worry about what they know or don't know, they will make it up as they go! But the Rectangle is the Shape of "I don't know." It's the Shape of growth and change.

Unlike the other four Shapes, the Rectangle is neither a primary or secondary Shape. Instead, it is a transitional Shape that indicates a turning point in your life. Personal change can last 3-18 months. Cultural or organizational change, such as a merger, acquisition, or major incident can last 3-7 years.

Take a look at the Shape of the Rectangle. The two vertical lines on the side of the Rectangle are associated with strength, courage, and progress. Evolving from the Shape of the Box, the Rectangle has strength but is less stable with four unequal sides. Yet, its growth in vertical size symbolizes the gateway, passageway, or door from "here" to "there," which can be both exciting and scary. Through the lens of the Rectangle, you can explore change through the lens of the other four Shapes, consciously or sub-consciously, which is why most people report "not feeling like their typical selves" when experiencing change.

The color gray is neither black or white. It's a neutral, in between color, sometimes representing the mysterious.

(cont.)

Module 1: Introduction to PsychoGeometrics

Slide	Script & Instructions
<p data-bbox="159 157 243 178">The Shapes</p> <div data-bbox="224 193 305 373"> </div> <p data-bbox="191 382 344 407">RECTANGLE</p> <p data-bbox="170 411 365 451">"Please listen to me, then tell me what to do."</p> <p data-bbox="402 205 717 252">Because vertical lines are associated with strength, courage, and progress, the RECTANGLE represents change and growth.</p> <ul data-bbox="402 260 738 451" style="list-style-type: none"> • Transitional Shape and is temporary. • Neutral, undecided. • Can be open, exploratory, and excited about change, but also confused, overwhelmed, and indecisive. • "I don't feel like myself lately." • Not certain about the future. • Doesn't want to be "pinned down." • Needs support and approval. • Can benefit from having a mentor or trusted advisor. <p data-bbox="181 485 228 506">HRI</p> <p data-bbox="418 485 532 506">shapesforcouples</p> <p data-bbox="690 485 792 506">PsychoGeometrics 29</p>	<p data-bbox="820 157 1461 394">Most people score 3 or less in Rectangle. This is because using the Rectangle as part of your communication style does not come naturally, and most people are not naturally good at embracing, managing, or navigating their way through change. A score of 3 or more can indicate you're experiencing change or at least thinking about it.</p> <p data-bbox="820 411 1453 682">A person in Rectangle mode can be described as exploring, growing, and transitioning. They can also be seen as confused, overwhelmed, indecisive, and "stuck." The key to navigating your way through change is 1) to be aware of the change, 2) be open, 3) knowing what your Shapes need to embrace and manage change, and 4) who you want to be or become as a result of the change.</p> <p data-bbox="820 699 1461 940">It is important that Rectangles have a trusted friend, mentor, or professional therapist who will listen, then provide support, recommendations, or advice. In fact, the Rectangle says, "Please listen to me, then tell me what to do." You have to earn the right to advise the Rectangle by listening, connecting, and establishing trust first.</p> <p data-bbox="820 957 1437 1094">Remember, the Rectangle is a temporary Shape, but it is also a powerful Shape if you choose to use the Rectangle as a tool for intentional change and growth. We will touch on that next.</p>
<p data-bbox="159 1108 467 1129">The Shapes – Building Trust with a Rectangle</p> <div data-bbox="224 1144 305 1325"> </div> <p data-bbox="191 1325 344 1350">RECTANGLE</p> <p data-bbox="159 1354 365 1428">To build trust with a Rectangle, provide them the opportunity to explore and support their growth.</p> <p data-bbox="479 1159 673 1180">Breakout Discussion</p> <ol data-bbox="402 1197 730 1360" style="list-style-type: none"> 1. Is anyone in your group in a Rectangle transition right now? 2. Is there someone in your life that may be going through a Rectangle phase? 3. What are some ways to build trust with a someone in Rectangle mode? <p data-bbox="181 1436 228 1457">HRI</p> <p data-bbox="418 1436 532 1457">shapesforcouples</p> <p data-bbox="690 1436 792 1457">PsychoGeometrics 30</p>	<p data-bbox="820 1108 1453 1381">SCRIPT: Now that you know a little bit more about the Triangle, you are going to have an opportunity to discuss with a group. In your groups, answer the following questions, 1. Is anyone in your group in a Rectangle transition right now? 2. Is there someone in your life that may be going through a Rectangle phase? 3. What are some ways to build trust with someone in Rectangle mode?</p> <p data-bbox="820 1398 1445 1604"><i>NOTE: Assign two couples in a group (groups of four) and give them about five minutes to answer the questions. After the five minutes, have participants return to the larger group and ask for any "ah-hah" moments or specific examples of how to build trust with someone in Rectangle mode.</i></p>

Module 1: Introduction to PsychoGeometrics

Slide	Script & Instructions
<p data-bbox="159 155 488 176">The Rectangle – Your Key to Change and Growth</p> <div data-bbox="224 222 329 443"> </div> <p data-bbox="380 300 678 338">“Tell me more”</p> <div data-bbox="181 485 228 508">HRI</div> <div data-bbox="418 485 531 508">shapescouples</div> <div data-bbox="690 485 792 508">PsychoGeometrics 31</div>	<p data-bbox="818 155 1451 289">SCRIPT: We have just learned that the Rectangle is a transitional Shape representing change and growth. But it is also a skill you can learn and use to grow purposefully and intentionally.</p> <p data-bbox="818 306 1468 579">We have described each Shape in terms of natural communication styles. Later, we will talk about how you can use each Shape as a skill set to make your communication style more effective. Before we move on, it is important to know that the Rectangle is the most powerful skillset you can develop. It provides understanding which is the first step for effective communication.</p> <p data-bbox="818 596 1349 659">Notice the Rectangle on this slide or in your workbook. What do you see?</p> <p data-bbox="818 676 1409 810"><i>NOTE:</i> You can ask people to raise their hand and share the answer to your question or they can put their comments in the chat if you are doing this workshop virtually.</p> <p data-bbox="818 827 1446 961"><i>NOTE:</i> You can anticipate that your participant will 1. notice the keyhole and 2. see the other four Shapes through the keyhole. You will want to acknowledge their answers then continue with your script.</p> <p data-bbox="818 978 1451 1222">SCRIPT: This is the power of the Rectangle when used as a learned skill-set; to intentionally become more open and knowledgeable as to how each of the Shapes “see,” “hear,” think, feel, act, and relate to others. Later, we will talk more about developing the skill sets of each Shape, especially your new superpower called the Rectangle.</p>
<p data-bbox="159 1236 472 1257">The Shapes – Building Trust with your Partner</p> <p data-bbox="266 1291 448 1312">Partner Discussion</p> <ol data-bbox="185 1329 521 1463" style="list-style-type: none"> 1. Share your primary and secondary Shape with your partner. 2. Knowing each other's Shapes, discuss specific ways you can build trust with one another. <div data-bbox="557 1312 743 1482"> </div> <div data-bbox="181 1564 228 1587">HRI</div> <div data-bbox="418 1564 531 1587">shapescouples</div> <div data-bbox="690 1564 792 1587">PsychoGeometrics 32</div>	<p data-bbox="818 1236 1446 1474">SCRIPT: Now that we know the five Shapes and have discussed ways of building trust with each Shape, we are going to talk about how it applies to your relationship, and how you can build trust with your partner. With your partner, please share your primary and secondary Shapes and then discuss different ways to build trust with one another.</p> <p data-bbox="818 1491 1435 1625"><i>NOTE:</i> Give participants about eight minutes to discuss with their partner. After eight minutes, bring participants back to the larger group and ask for volunteers to share what they discussed.</p>

Module 1: Introduction to PsychoGeometrics

Slide

Script & Instructions

The Shapes

Let's Review



Info & Structure



Action & Results



Change & Growth



Connection & Harmony



Energy & Creativity



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SCRIPT: In review of the Shapes – the Box says “Ready? Are we ready? Let’s run one more test.” The Triangle says “Ready, aim, fire!” The Circle says “Is everybody ready? Does everybody feel good about this?” The Squiggle says “Ready, aim, fire..... whoops!” and the Rectangle says “I’m ready, no wait – I’m not sure if I am ready – Where should we aim? I need to know more...”

What's Your Shape?



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SCRIPT: Now we are going to do a partner activity to better understand your communication style and the communication style of your partner.

Understanding More About Yourself and Your Partner

SHAPE TRAITS



Information and Structure	Informational, Factual, Detailed, Organized, Rarely Shows Emotion, Needs Time to Make Decisions, Prefers Working Alone, Tends to be a Perfectionist. "If you want a job done right, do it yourself!"
Accountability and Results	Ambitious, Competitive, Focused, Decisive, Strong Opinions, Quick to Get to the Point, Big Picture, Bottom Line, Likes Options, Wants to be in Control. "Just make a decision, and split or arrange, need to make it right!"
Change and Growth	Growing, Searching, Exploring, Introspecting, Open, Undecided, Anxious, or Excited. "Please listen to me, then tell me what to do."
Connection and Engagement	Inclusive, Nurturer, Caregiver, Stabilizer, Relationship-Oriented, Sensitive, Emotional, Team Player. "I don't care how much you know, until I know how much you care!"
Energy and Innovation	Creative Intelligence, Free Spirit, High Energy, Spontaneous, Bored Quickly by Routine, Unique, Idea Producer. "Let's go with the flow and have some fun!"

1. What are the 3 traits that best describe you?
2. What is the best way to communicate with you?



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SCRIPT: With your partner, please answer these questions. 1. What are the three traits that best describe you? 2. What is the best way to communicate with you? In your Participant Workbook, you will find the Shapes Traits/ Communicating with each Shape chart. You can use this chart for examples during your discussion. You will have five minutes to discuss with your partner.

NOTE: Give participants about five minutes to discuss with their partner. If you are doing a virtual workshop, use breakout rooms for this partner activity. Ask for any volunteers to share with the larger group.

SCRIPT: Would anyone like to share what they discussed with their partner?

NOTE: Pick two or three volunteers to share with the larger group and acknowledge their responses. If time permits, you can ask open-ended questions, so participants can elaborate on their responses.

See [ACTIVITY INSTRUCTIONS](#) on page 69.

Module 1: Introduction to PsychoGeometrics

Slide

Script & Instructions

How does your Shape show love?



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PsychoGeometrics 36

SCRIPT: Now, we are going to talk a little bit about how the Shapes can show love differently.

How does your Shape show love?

Box

"I remain calm and objective, focusing more on the facts than the feelings."

Triangle

"I want to take away your pain and solve your problem as quickly as possible!"

Rectangle

"I fall short showing care and concern for others because I'm overwhelmed by the changes in my own life."

Circle

"I stop what I'm doing and make time to listen and offer comfort."

Squiggle

"I will be your biggest cheerleader!"

HRI

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PsychoGeometrics 37

SCRIPT: The way one Shape shows love might not be how another Shape shows love. Here are some examples of how each Shape might show they care when someone they love is facing a problem.

NOTE: Another example could be Valentine's Day. Consider asking the group: "How might each Shape show love to their partner on Valentine's Day?" The Box might buy their spouse a functional gift, like a vacuum cleaner, while the Circle might host a couple's dinner at your house.

How does your partner show love?

Partner Discussion

1. Knowing each other's Shapes, discuss your natural ways of showing love.
2. Discuss how you each prefer to receive love.
3. Is the way your partner shows love the way you want to be loved? Is the way you show love the way your partner wants to be loved?



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PsychoGeometrics 38

SCRIPT: Now let's talk specifically about how you and your partner show care/love. You will have about five minutes to discuss the following prompts/questions **1. Knowing each other's Shapes, discuss your natural ways of showing care/love. 2. Discuss how you each prefer to receive care/love. 3. Is how you prefer to receive care/love the same as how your partner shows care/love? Is how you show care/love the same as how your partner prefers to receive care/love?**

NOTE: Give participants about eight minutes to discuss with their partner. After eight minutes, bring participants back to the larger group and ask for volunteers to share what they discussed.

Module 1: Introduction to PsychoGeometrics

Slide

Script & Instructions

The Shapes

Self-Reflection Questions:

1. What have you learned or reinforced so far?
2. Were you surprised at your Shape results or the Shape results of your partner? Why or why not?



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PsychoGeometrics 39

SCRIPT: In your Participant Workbook, take a few minutes to reflect and answer these two questions.

NOTE: Give participants a few minutes to answer these questions. Ask for volunteers to share.

Module 2: Shape Perception

Module 2: Shape Perception



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PsychoGeometrics 40

SCRIPT: Now that you have an understanding of all five Shapes, we will move on to our second module, Shape Perception.

Shape Perception

Shape Perception Objectives

- Introduce the concept of perception and how perceptions are formed.
- Learn the PsychoGeometrics term "Shape Perception."
- Acknowledge the possible positive and negative perceptions of your Shapes and communication style by your partner and your possible positive and negative perceptions of your partner's Shapes and communication style.
- Recognize how you may interpret or misperceive the traits and behaviors of one another.
- Discover why you may have more negative or positive perceptions of some Shapes than others.



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PsychoGeometrics 41

SCRIPT: Let's take a look at the objectives for Shape Perception. We will begin with introducing the concept of perception and explore how perceptions are formed. Then we will learn the PsychoGeometrics term "Shape Perception." Through self-reflection and small group discussions, we will identify some of the possible positive and negative perceptions of your Shapes and communication style as well as the Shapes and communication styles of your partner. We will also identify and discuss any misperceptions we may have of some traits and behaviors and why we might have more positive and or negative perceptions of some Shapes than others. Finally, we will consider if there are any misperceptions of ourselves that we would like to change.

Module 2: Shape Perception

Slide

Script & Instructions

Shape Perception

What is Perception?

- The way you understand or interpret something.
- A mental Impression.
- As a result of using any of your five senses.
- Through what you see, hear, touch, smell or taste.



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PsychoGeometrics 42

SCRIPT: What do we mean by “perception”? Perception can be defined as a way you understand or interpret something, a “mental” impression, as a result of using any of your five senses, that is, what you see, hear, touch, smell or taste. For example, if you see someone walk into a room full of people, not acknowledging or talking to anyone, taking a seat alone, and having an expressionless face, you may perceive that person to be anti-social. However, another may interpret that person as being shy, and yet even another person may perceive them to be rude or apathetic. These different perceptions of the exact same behavior are based upon the personal interpretation of what one sees and hears or doesn’t see or hear.

How would you describe this picture?



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PsychoGeometrics 43

SCRIPT: Look at this picture. Take a minute and in your Participant Workbook, write down how you would describe the picture.

NOTE: Give participants a minute to write down their observations. Then ask for a volunteer to share how they described this picture.

SCRIPT: Would someone mind sharing how you described this picture?

NOTE: Acknowledge the first response and then ask if anyone wrote down a different description.

SCRIPT: Did anyone have a different description of the photo? Would someone like to share?

NOTE: Once your second volunteer has shared and you have acknowledged their response, emphasize how two people could look at the same picture and have two different ways of describing it.

SCRIPT: Two people who were given the exact same instructions of “How would you describe this picture?” and shown the exact same picture, had completely different descriptions. How is that? Let’s find out how our unique perceptions are formed.

Shape Perception

How are Perceptions formed?

- Perceptions are either innate (genetic inheritance) or learned through our experiences.
- Factors that can affect perception:
 - Experiences
 - Culture
 - Personal interpretation
 - Past or present environment
- Evolution of perception – Our perception can change and evolve throughout our life based on our past experiences.









HRI

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PsychoGeometrics 44

SCRIPT: Perceptions are either innate, our genetic inheritance, or learned through our experiences. Factors that can affect our perceptions include experiences, culture, personal interpretation, and past or present environment. There is also a term called the evolution of perception – this suggests that our perception can change and evolve throughout our life based on our life experiences. Let’s look at an example of how this might work.

Module 2: Shape Perception

Slide	Script & Instructions
<div style="background-color: #4CAF50; color: white; padding: 2px; text-align: center; font-weight: bold;">How might an 18-year-old describe this picture?</div>  <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 5px;">  shapescouples All rights reserved.  </div>	<p>SCRIPT: Take a look at this picture. How do you think an 18-year-old person might describe this couple? Use your Participant Workbook to capture your thoughts.</p> <p><i>NOTE:</i> Give the participants 1-2 minutes to write down their thoughts and then ask for a volunteer to share. Comment on the response and then provide some additional insight.</p> <p>SCRIPT: An 18-year-old might describe the couple in this picture as “older” or even “old.”</p>
<div style="background-color: #4CAF50; color: white; padding: 2px; text-align: center; font-weight: bold;">How might an 88-year-old describe this picture?</div>  <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 5px;">  shapescouples All rights reserved.  </div>	<p>SCRIPT: Now, with the same picture but how might an 88-year-old describe this couple differently than the 18-year-old.</p> <p><i>NOTE:</i> Give the participants a little bit of time to write down their responses and then ask for a volunteer to share. Comment on the response and then provide some additional insight.</p> <p>SCRIPT: An 88-year-old might describe this couple as “young” or even “So young! They are just babies!”</p> <p>As we get older, our perceptions can change. To a person who is 18, a couple in their 40’s or 50’s might seem old. However, to that same person 60 years later who is now 88, a couple in their 40’s or 50’s is still young with their whole life ahead of them.</p>
<div style="background-color: #4CAF50; color: white; padding: 2px; font-weight: bold;">Shape Perception</div> <p style="margin-top: 20px;">What is Shape Perception?</p> <p style="font-size: small;">An opinion about someone’s communication style (traits, behaviors, and how they relate to others) based on environment, culture, past experience, or personal interpretation.</p> <div style="text-align: center; font-size: 4em; color: #ccc; margin-top: 20px;">?</div> <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 10px;">  shapescouples All rights reserved.  </div>	<p>SCRIPT: Now that we have learned about perception, we are going to look at the PsychoGeometrics term “Shape Perception.” We define Shape Perception as “an opinion about someone’s communication style, which is made up of their traits, behaviors, and how they relate to others, based on environment, culture, past experience, or personal interpretation. Next, we are going to explore what some of possible positive and negative perceptions are of each of the five Shapes.</p>

Module 2: Shape Perception

Slide

Script & Instructions

Shape Perception

Self-Reflection

1. Write down any possible positive and negative perceptions of your primary Shape.
2. Write down any possible positive and negative perceptions of your secondary Shape.

SHAPE	POSITIVE	NEGATIVE
Information and Structure		
Accountability and Results		
Change and Growth		
Connection and Engagement		
Energy and Innovation		



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SCRIPT: In your Participant Workbook, you will find a blank Shape Perception chart. You will be using this chart for the next couple of exercises and discussions. On your own, please take a few minutes and write down any possible positive and negative perceptions of your primary Shape. When you are finished, do the same thing for your secondary Shape.

NOTE: Give participants 3-4 minutes to reflect and write down their answers.

SCRIPT: Does everyone have at least one possible positive and negative perception for their primary and secondary Shapes? Great. Now we will expand on this exercise by doing a group activity.

Shape Perception

Group Activity

1. What could be the positive perceptions of each Shape?
2. What could be the negative perceptions of each Shape?

SHAPE	POSITIVE	NEGATIVE
Information and Structure		
Accountability and Results		
Change and Growth		
Connection and Engagement		
Energy and Innovation		



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NOTE: There are two versions of this activity. One for an in-person workshop and one for a virtual workshop. Please see separate scripts, notes, and instructions below.

IN-PERSON SCRIPT, NOTES, & ACTIVITY INSTRUCTIONS

NOTE: You will need to set up this activity prior to the start of the Workshop. See specific setup instructions in the Activity Instructions below.

SCRIPT: We will now move on to a group activity to raise our awareness of the possible positive and negative perceptions of each Shape. We will be getting into five groups. Please count off by five starting with you.

NOTE: Put participants into five even groups by having them count off to five. Once groups have been formed, assign each group to a flip chart.

NOTE: Couples can either work in the same group or be split up to work in different groups.

SCRIPT: Now, I want Group one to meet at the Box flip chart, Group two meet at the Triangle flip chart, Group three meet at the Circle flip chart, Group four meet at the Squiggle flip chart, and Group five meet at the Rectangle flip chart.

NOTE: Wait until all groups have gathered at their assigned flip chart before moving forward with instructions.

See ACTIVITY INSTRUCTIONS on pages 70 & 71.

Module 2: Shape Perception

Slide

Script & Instructions

Shape Perception

Group Activity

1. What could be the positive perceptions of each Shape?
2. What could be the negative perceptions of each Shape?

SHAPE	POSITIVE	NEGATIVE
Information and Structure		
Accountability and Results		
Change and Growth		
Connection and Engagement		
Energy and Innovation		



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SCRIPT: The top half of the flip chart is for positive perceptions and the bottom half is for negative perceptions. You will have 3 minutes to write down as many possible positive and negative perceptions of your flip chart's Shape. After three minutes, your group will rotate clockwise to the next flip chart (i.e., Group one, that started at the Box flip chart, will move to the Triangle flip chart.) Once you are at your new flip chart, you will have two minutes to review and add to it. You can also underscore or question anything already written by adding tallies or question marks. You will continue rotating until you get back to the flip chart where you originally started. As a heads up, each time you rotate you will have less time at the next flip chart. Does anyone have questions before we begin? Let's get started.

NOTE: You will decrease the amount of time given after each rotation. First round – 3 minutes. Second round – 2 minutes. Third round – 1 minute. Forth round – 45 seconds. Fifth round – 30 seconds. Once you have completed all rounds, and groups are back at the flip chart where they started, you will give the next set of instructions.

SCRIPT: Now you will have about five minutes to, as a team, identify the top three positive and top three negative perceptions. Choose one person from your group to present your top three positive and top three negative perceptions and the reasons for your choices.

NOTE: Give the groups five minutes to identify their top three positive and top three negative perceptions.

SCRIPT: While groups are sharing, please use the blank Shape Perception chart in your Shapes Participant Workbook to capture examples. Let's start with Group One. Could one person please share the top three positive perceptions and top three negative perceptions of the Box?

NOTE: Repeat this process until you have discussed the positive and negative perceptions of each Shape.

NOTE: Acknowledge their answers. If time permits or you are looking to expand this workshop, open the conversation to the rest of the groups. Repeat this process until each group has presented.

Module 2: Shape Perception

Slide

Script & Instructions

Shape Perception

Group Activity

1. What could be the positive perceptions of each Shape?
2. What could be the negative perceptions of each Shape?

SHAPE	POSITIVE	NEGATIVE
Information and Structure		
Accountability and Results		
Change and Growth		
Connection and Engagement		
Energy and Innovation		



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VIRTUAL SCRIPT, NOTES, & ACTIVITY INSTRUCTIONS

SCRIPT: We will now move on to a group activity to raise our awareness of the possible positive and negative perceptions of each Shape. In a moment, you will be put into a breakout room and assigned a Shape. Your group's assigned Shape will be determined by your breakout room number. Breakout Room #1 – Box. Breakout Room #2 – Triangle. Breakout Room #3 – Circle. Breakout Room #4 – Squiggle. Breakout Room #5 – Rectangle. I will also put the Shape assignments in the chat, so you know your group's assigned Shape. In your breakout room, you and your team will write down as many possible positive and negative perceptions for your assigned Shape using the Shape Perception chart found in your Participant Workbook. You will then identify the top three positive and top three negative perceptions for your group's assigned Shape. When you return from your breakout room, one person from your group will share your group's top three positive and top three negative perceptions. Does anyone have questions before you go to your breakout room?

NOTE: Put the Shape assignments for breakout rooms in the chat. Give participants 10 minutes in their breakout rooms to discuss and determine their top three positive and top three negative perceptions for their group's assigned Shape. After 10 minutes, close breakout rooms and have all participants return to main room.

SCRIPT: Welcome back! While groups are sharing, please use the blank Shape Perception chart to capture examples. Let's start with Group One. Could one person please share the top three positive perceptions and top three negative perceptions of the Box?

NOTE: Repeat this process until you have discussed the positive and negative perceptions of each Shape.






NOTE: Acknowledge their answers. If time permits or you are looking to expand this workshop, open the conversation to the rest of the groups. Repeat this process until each group has presented.

Module 2: Shape Perception

Slide

Script & Instructions

Shape Perception

SHAPE	POSITIVE	NEGATIVE
 Information and Structure	Objective, Consistent, Calm, Process-Minded, Detail-Oriented	Stubborn, Boring, Apathetic, Too Slow, Too Rigid
 Accountability and Results	Confident, Moves Quickly, Strong Opinions, Focused, Competitive	Egocentric, Leaves Others Behind, Intimidating, Intense, More "I" Focused than "We" Focused
 Change and Growth	Open-Minded, Asks Good Questions, Constantly Searching, Introspective, Excited	Indecisive, Confused, Reluctant to Commit, Needs Constant Reassurance, Anxious
 Connection and Engagement	Harmonizer, Emotionally Aware, Team Player, Caring, Good at Mentoring	Avoids Conflict, Too Sensitive, Enables Others, Takes on Too Much, Too Much Drama, Struggles with Holding Others Accountable
 Energy and Innovation	Creative, Flexible, Innovative, Spontaneous, Fun	All Over the Place, Struggles with Routine, Struggles with Follow-Through, Not Dependable, Takes Things too Lightly



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SCRIPT: Here are some of the most common responses of positive and negative perceptions for each Shape.

Application and Discussion

Partner Discussion

- Answer and discuss the following questions:
 - Do you have a possible bias towards or against some Shapes? If so, which Shapes?
 - Why do you think you have these biases?
 - Innate reaction?
 - Previous experiences?
 - Cultural?
 - Past or present environment?



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SCRIPT: With your partner, you will now discuss how these perceptions can potentially impact your relationship. With your partner, answer the following questions 1. Do you have a possible bias towards or against some Shapes? If so, which Shapes? 2. Why do you think you have these biases? Innate reaction? Previous experience? Cultural? Past or present environment? You will have ten minutes for this discussion with your partner.

NOTE: After the ten-minute discussion, have couples return to the larger group and ask for any "ah-hah" moments.

Shape Perception

Self-Reflection Questions:

- Do you have a negative perception of your partner that you now realize might not be their intent?
- Does your partner know what you perceive as positive and appreciate about their Shape(s)?
- Did your partner have a perception of you that you were not aware of?



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SCRIPT: In your Shapes Participant Workbook, take a few minutes to reflect and answer these three questions.

NOTE: Give participants a few minutes to answer these questions. Ask for volunteers to share with the group.

Module 3: Shape Flexing

Module 3: Shape Flexing



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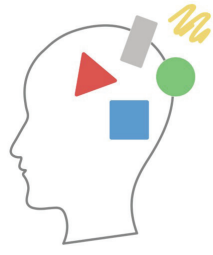

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SCRIPT: Now we will move into our third module – Shape Flexing















Module 3: Shape Flexing

Slide	Script & Instructions
<div style="background-color: #4CAF50; color: white; padding: 2px 5px; font-weight: bold; margin-bottom: 10px;">Shape Flexing</div> <p>Shape Flexing Objectives</p> <ul style="list-style-type: none"> Introduce the concept and benefits of “flexing.” Learn the PsychoGeometrics term “Shape Flexing.” Understand the difference between the Golden Rule and the Platinum Rule. Identify the steps for Shape Flexing. Apply the skill of Shape Flexing. Discover how to use Shape Flexing to enhance and strengthen your communication style. <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 20px; font-size: 0.8em;"> shapescouples </div>	<p>SCRIPT: In Module Three, we will introduce the concept and benefits of “flexing.” Then we will learn the PsychoGeometrics term “Shape Flexing.” From there, we will define and understand the difference between the golden and platinum rule and how that influences how and why we should flex when communicating. We will identify the steps and apply the skill of Shape Flexing. And finally, you will discover how to use Shape Flexing to enhance and strengthen your communication style.</p>
<div style="background-color: #4CAF50; color: white; padding: 2px 5px; font-weight: bold; margin-bottom: 10px;">Shape Flexing</div> <p>What is Flexing?</p> <ul style="list-style-type: none"> Identifying and adjusting to communication styles that we are presented with at any given time. A skill, talent, or ability to use. Conscious or subconscious. <p>Examples:</p> <ul style="list-style-type: none"> Showing more or less emotion. Speaking pace. Volume of voice. <div style="text-align: center; font-size: 4em; color: #ccc; margin: 20px 0;">?</div> <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 20px; font-size: 0.8em;"> shapescouples </div>	<p>SCRIPT: Let’s start by defining the word “flexing.” Flexing is identifying and adjusting to communication styles that we are presented with at any given time. It can also be defined as a skill, talent, or ability to use. And lastly, flexing can be conscious or subconscious, meaning you may be aware or unaware that you are flexing while communicating. Some examples of flexing while communicating include showing more or less emotion by adding humor or a smile, showing patience, changing your volume of voice or speaking pace. Some flexing behaviors may be more challenging than others depending on your natural communication style and how you approach a situation.</p>
<div style="background-color: #4CAF50; color: white; padding: 2px 5px; font-weight: bold; margin-bottom: 10px;">Shape Flexing</div> <p>Benefits of flexing include:</p> <ul style="list-style-type: none"> Promotes trust. Shows respect and understanding. Enhances a positive exchange of engagement. Helps make the hard or awkward conversations easier. Turns tension into traction. <div style="text-align: center; font-size: 4em; color: #42a5f5; margin: 20px 0;">✓</div> <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 20px; font-size: 0.8em;"> shapescouples </div>	<p>SCRIPT: When you flex to someone, you are communicating with them in a way that makes them feel important, comfortable, and understood. Not only can this promote trust, show respect and understanding in a relationship, but it can also increase engagement, make it easier to embrace conflict, and turn tension into traction in your relationship.</p>
<div style="background-color: #4CAF50; color: white; padding: 2px 5px; font-weight: bold; margin-bottom: 10px;">Shape Flexing</div> <p>What is Shape Flexing?</p> <p>Shape Flexing is the skill set of adding a specific Shape behavior, or combination of Shape behaviors, to strengthen your communication effectiveness.</p> <div style="text-align: center; font-size: 4em; color: #ccc; margin: 20px 0;">?</div> <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 20px; font-size: 0.8em;"> shapescouples </div>	<p>SCRIPT: The PsychoGeometrics term “Shape Flexing” can be defined as the skill set of adding a specific Shape behavior, or combination of Shape behaviors to strengthen your communication effectiveness.</p>

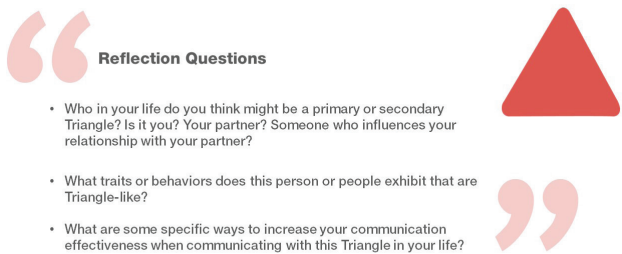

Module 3: Shape Flexing

Slide	Script & Instructions
<p>Shape Flexing</p> <p>Why Shape Flex?</p> <ul style="list-style-type: none"> • Golden and Platinum Rule Golden Rule – Treat others how you would like to be treated. Platinum Rule – Treat others how THEY want to be treated. • Shape Flexing is the key to connectedness. • By Shape Flexing you raise the probability that others understand your communication style, you understand the communication style of others, and negative perceptions change to positive ones. 	<p>SCRIPT: Most everyone has heard of the Golden Rule – treat others how you want to be treated. But have you heard of the Platinum Rule? The Platinum Rule says to treat others how THEY want to be treated. Shape Flexing is the key to connectedness. When you flex, people see and hear (consciously or subconsciously) that you are aware of their Shape and communication preferences, and you are willing to change your own communication style to meet the needs of others. Finally, Shape Flexing raises the probability that others understand your communication style, you understand the communication style of others, and negative perceptions change to positive ones.</p>
<p>Shape Flexing</p> <p>Steps for Shape Flexing</p> <ul style="list-style-type: none"> • Enable your senses – Identify their Shape through verbal or nonverbal communication. “What do you see?” “What do you hear?” The answers serve as clues and help us make assumptions. • Process – Clarify your assumptions through open-ended questions or statements. “Tell me more.” • Connect the dots – Listen to understand. “What are they looking for?” “What do they need?” “What is their situation?” • Flex – Modify your communication style based on what they reveal about themselves and their situation. 	<p>SCRIPT: Soon we will learn the skills of how to Shape Flex to each of the five Shapes. But how do you know the Shape of others? The first step is to enable your senses. This means to pay attention to what you see and hear. Once we pick up on someone’s verbal or nonverbal behavior, we can begin to make our assumptions as to their Shape. The next step is process, where you clarify your assumptions through opened ended questions or statements like “Tell me more.” Next, it’s time to connect the dots by listening to understand. What are they looking for? What do they need? What’s the situation? The last step of the process is to flex. Modify your communication style based on what they reveal about themselves and their situation. Remember, you can still be true to yourself when Shape Flexing.</p>
<p>Shape Flexing</p> <p>What does Shape Flexing look like for each Shape?</p>  	<p>SCRIPT: Now let’s learn what Shape Flexing looks like for each Shape.</p>

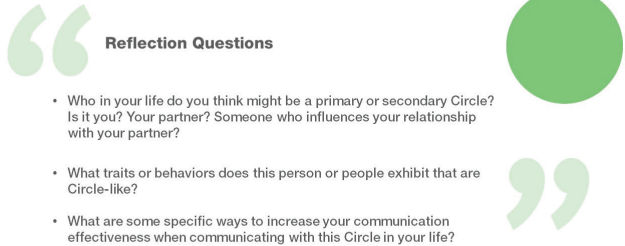



Module 3: Shape Flexing

Slide	Script & Instructions
<p data-bbox="159 155 446 176">Shape Flexing to Communicate with a Box</p>  <p data-bbox="548 256 698 394"> Slow it down. Give a heads up. Stick to the facts. Keep it steady. Don't push it. </p> <p data-bbox="181 483 792 508">    </p>	<p data-bbox="820 155 1453 562"> SCRIPT: We will start with the Box. When you are Shape Flexing to communicate with a Box consider these flexing tips. 1) Slow it down. The Box will appreciate the time to think and process. 2) Give a heads up. Boxes don't like to be caught off guard. Give advance notice when possible. 3) Stick to the facts. Boxes make decisions based on data not emotion. 4) Keep it steady. Avoid last minute surprises and keep your commitments. 5) Don't push it. Don't pressure the Box to compromise their values. They will respond by digging their heels in deeper. </p>
<p data-bbox="159 581 446 602">Shape Flexing to Communicate with a Box</p> <p data-bbox="165 634 425 697">  Reflection Questions </p> <ul data-bbox="207 718 641 871" style="list-style-type: none"> • Who in your life do you think might be a primary or secondary Box? Is it you? Your partner? Someone who influences your relationship with your partner? • What traits or behaviors does this person or people exhibit that are Box-like? • What are some specific ways to increase your communication effectiveness when communicating with this Box in your life?   <p data-bbox="181 913 792 938">    </p>	<p data-bbox="820 581 1469 714"> SCRIPT: Now we are going to apply what we've just learned to some of your relationships. In your Shapes Participant Workbook, please take a few minutes to answer these questions. </p> <p data-bbox="820 730 1453 829"> <i>NOTE: Give participants 3-4 minutes to answer the questions in their Participant Workbook. Once they have had time to answer, ask for volunteers to share.</i> </p> <p data-bbox="820 850 1404 982"> SCRIPT: Would anyone like to share an example of someone in their life who might be a Box and possible ways to flex to increase communication effectiveness with that person? </p> <p data-bbox="820 1003 1364 1060"> <i>NOTE: Respond to volunteers and facilitate conversation by asking open-ended questions.</i> </p>
<p data-bbox="159 1079 474 1100">Shape Flexing to Communicate with a Triangle</p>  <p data-bbox="519 1218 738 1354"> Less is more. Get to the point. Pick up the pace. Provide three options. Don't miss your exit ramp. </p> <p data-bbox="181 1407 792 1432">    </p>	<p data-bbox="820 1079 1461 1627"> SCRIPT: Next, we will look at some ways to Shape Flex when communicating with a Triangle. 1) Less is more. Triangles appreciate knowledge but they don't need to hear the whole story. Triangles value effectiveness in terms of time not quantity. 2) Get to the point. Triangles are busy and will interrupt or finish your sentences for you. 3) Pick up the pace. Start with "this can be brief." Triangles are more likely to be responsive if they know they can do it quickly. 4) Provide three options. Triangles don't like to be told what to do; they like having control and making the decision. 5) Don't miss your exit ramp. Going "on and on and on" will only frustrate the Triangle. They don't need you to explain it again or underscore anything you have already said. They got it the first time. </p>

Module 3: Shape Flexing

Slide	Script & Instructions
<p>Shape Flexing to Communicate with a Triangle</p>  <p>Reflection Questions</p> <ul style="list-style-type: none"> • Who in your life do you think might be a primary or secondary Triangle? Is it you? Your partner? Someone who influences your relationship with your partner? • What traits or behaviors does this person or people exhibit that are Triangle-like? • What are some specific ways to increase your communication effectiveness when communicating with this Triangle in your life? <p><small>HRI shapesforcouples PsychoGeometrics 64</small></p>	<p>SCRIPT: Now we are going to apply what we've just learned to some of your relationships. In your Shapes Participant Workbook, please take a few minutes to answer these questions.</p> <p><i>NOTE: Give participants 3-4 minutes to answer the questions in their Participant Workbook. Once they have had time to answer, ask for volunteers to share.</i></p> <p>SCRIPT: Would anyone like to share an example of someone in their life who might be a Triangle and possible ways to flex to increase communication effectiveness with that person?</p> <p><i>NOTE: Respond to volunteers and facilitate conversation by asking open-ended questions.</i></p>
<p>Shape Flexing to Communicate with a Circle</p>  <p>Connect. Be nice and show it! Don't be in a hurry. Be vulnerable and ask for help. Put people first.</p> <p><small>HRI shapesforcouples PsychoGeometrics 65</small></p>	<p>SCRIPT: We will now look at ways to Shape Flex when communicating with a Circle. 1) Connect. Ask about something you have in common, such as a recent work holiday, a personal event, or someone you both know. Take an interest in who and what is important to them before moving on to the next thing on your agenda. 2) Be nice and show it! Being friendly and showing that you care is more important than what you know, what you want, or what you need. Use non-verbal communication like facial expressions (smile), body language (arms or hands open) and tone of voice (not too high and not too low) to engage with a Circle. 3) Don't be in a hurry. Take time to listen and talk it out. The Circle has lots of feelings, and they appreciate being able to verbalize those feelings without being a burden. 4) Be vulnerable and ask for help. This makes the Circle feel comfortable and builds trust, plus Circles like to help. Use emotion and unify by creating a shared consensus or sense of purpose. 5) Put people first. When approaching a Circle, be sure to lead with care and concern for the well-being of others. Link your communication to people, not things. State the impact to people before sharing the details.</p>

Module 3: Shape Flexing

Slide	Script & Instructions
<p data-bbox="159 155 461 176">Shape Flexing to Communicate with a Circle</p> <div data-bbox="159 197 779 441">  <p data-bbox="256 226 428 247">Reflection Questions</p> <ul data-bbox="207 289 649 441" style="list-style-type: none"> • Who in your life do you think might be a primary or secondary Circle? Is it you? Your partner? Someone who influences your relationship with your partner? • What traits or behaviors does this person or people exhibit that are Circle-like? • What are some specific ways to increase your communication effectiveness when communicating with this Circle in your life? </div> <div data-bbox="159 478 779 514">  </div>	<p data-bbox="818 155 1468 289">SCRIPT: Now we are going to apply what we've just learned to some of your relationships. In your Shapes Participant Workbook, please take a few minutes to answer these questions.</p> <p data-bbox="818 302 1445 407"><i>NOTE:</i> Give participants 3-4 minutes to answer the questions in their <i>Participant Workbook</i>. Once they have had time to answer, ask for volunteers to share.</p> <p data-bbox="818 420 1425 554">SCRIPT: Would anyone like to share an example of someone in their life who might be a Circle and possible ways to flex to increase communication effectiveness with that person?</p> <p data-bbox="818 567 1364 638"><i>NOTE:</i> Respond to volunteers and facilitate conversation by asking open-ended questions.</p>
<p data-bbox="159 653 477 674">Shape Flexing to Communicate with a Squiggle</p> <div data-bbox="159 695 779 934">  <p data-bbox="493 743 747 911"> Make it fun! Bring the energy! Leave some wiggle room. Don't be too rigid or controlling. Be Flexible. Change it up! </p> </div> <div data-bbox="159 972 779 1008">  </div>	<p data-bbox="818 653 1468 1451">SCRIPT: The Squiggle is next. Consider these tips when Shape Flexing to communicate with a Squiggle. 1) Make it fun! If it's not fun, creative, or unique, you will quickly lose interest from the Squiggle. 2) Bring the energy! Speak quickly. Engage the Squiggle with a new idea, enthusiasm, and positivity. Squiggles can be easily bored. 3) Leave some wiggle room. Anything too structured will not appeal to the Squiggle. Ask for their ideas to make something more engaging or appealing to others. 4) Don't be too rigid or controlling. Squiggles beat to their own drum. They need the freedom to operate; to figure it out on their own. They don't respond well to mandates or negativity. 5) Be Flexible. A "go with the flow" attitude goes a long way with a Squiggle. Even in the midst of a challenging or intense situation, the Squiggle can lighten up and find something funny to laugh about. Don't mistake their laid-back attitude as complacency or a lack of drive. 6) Change it up! A Squiggle needs variety. Don't be afraid to "catch the Squiggle off-guard." Squiggles bounce back, can laugh at themselves, and they have a way of landing on their feet.</p>

Module 3: Shape Flexing

Slide

Script & Instructions

Shape Flexing to Communicate with a Squiggle

“ Reflection Questions ”

- Who in your life do you think might be a primary or secondary Squiggle? Is it you? Your partner? Someone who influences your relationship with your partner?
- What traits or behaviors does this person or people exhibit that are Squiggle-like?
- What are some specific ways to increase your communication effectiveness when communicating with this Squiggle in your life?

HRI shapesforcouples PsychoGeometrics 68

SCRIPT: Now we are going to apply what we've just learned to some of your relationships. In your Shapes Participant Workbook, please take a few minutes to answer these questions.

NOTE: Give participants 3-4 minutes to answer the questions in their Participant Workbook. Once they have had time to answer, ask for volunteers to share.

SCRIPT: Would anyone like to share an example of someone in their life who might be a Squiggle and possible ways to flex to increase communication effectiveness with that person?

NOTE: Respond to volunteers and facilitate conversation by asking open-ended questions.

Shape Flexing to Communicate with a Rectangle

Be patient.

Provide clear instructions.

Listen for understanding.

Ask open-ended questions.

Keep Rectangles focused on what's important right now.




HRI shapesforcouples PsychoGeometrics 69

SCRIPT: Finally, let's take a look at how to Shape Flex to communicate with someone in Rectangle mode. 1) Be patient. The Rectangle is experiencing change and may be indecisive, unsure of themselves, or frustrated. Don't patronize, rush, or pressure them to "get through it" or "not worry about it." Validation of their thoughts and feelings is important. More than ever the Rectangle needs to understand and be understood. 2) Provide clear instructions. Ensure that your communication is clear and concise. The Rectangle is likely already feeling overwhelmed. Don't add to their chaos. 3) Listen for understanding. The Rectangle is not thinking, feeling, or acting like their typical selves. They are processing their thoughts, feelings, and the change itself. Practice active listening by being attentive, summarizing what you hear, and asking for clarification as needed. You earn the right to support, help, or guide by listening. 4) Ask open-ended questions. Give the Rectangle opportunities to talk and work through the change they are experiencing. This will prompt them to talk through their answers, using you as a much-needed sounding board. 5) Keep Rectangles focused on what's important right now. Since it can take up to 18 months to navigate through personal change, they must "reel themselves back into reality" from time to time and take the steps that are important to their survival and ultimately their success.







Module 3: Shape Flexing

Slide	Script & Instructions
<p>Shape Flexing to Communicate with a Rectangle</p> <p>Reflection Questions</p> <ul style="list-style-type: none"> Who in your life do you think might be going through a Rectangle change? Is it you? Your partner? Did one of you just get through a Rectangle change, or are you anticipating one? Is there Rectangle change around you that is impacting your relationship? Explain. What traits or behaviors does this person or people exhibit that are Rectangle-like? What are some specific ways to increase your communication effectiveness when communicating with a person in Rectangle mode? What do you and your partner need to successfully manage Rectangle change as a couple? Consider your natural Shapes and how your Shapes respond to change.  <p>HRI shapesforcouples PsychoGeometrics 70</p>	<p>SCRIPT: Now we are going to apply what we've just learned to some of your relationships. In your Shapes Participant Workbook, please take a few minutes to answer these questions.</p> <p><i>NOTE: Give participants 3-4 minutes to answer the questions in their Participant Workbook. Once they have had time to answer, ask for volunteers to share.</i></p> <p>SCRIPT: Would anyone like to share an example of someone in their life who might be in Rectangle mode and possible ways to flex to increase communication effectiveness with that person?</p> <p><i>NOTE: Respond to volunteers and facilitate conversation by asking open-ended questions.</i></p>
<p>Shape Flexing to your Partner</p> <p>Part 1: Individual Reflection</p> <ul style="list-style-type: none"> Knowing your Shapes, what are some specific ways your partner could Shape Flex to increase communication effectiveness with you? <p>Part 2: Partner Discussion</p> <ul style="list-style-type: none"> Share with your partner examples of how they could Shape Flex to communicate more effectively with you.  <p>HRI shapesforcouples PsychoGeometrics 71</p>	<p>SCRIPT: Now that we know some examples of how to Shape Flex to each Shape, let's talk about how you can Shape Flex specifically to your partner to communicate more effectively. First, take a moment and think through ways you would like your partner to Shape Flex to you.</p> <p><i>NOTE: Give participants about 2-3 minutes to reflect individually. Then ask participants to share with their partner. Give couples 5-7 minutes to discuss.</i></p> <p>SCRIPT: Now, share with your partner the ways they can Shape Flex to most effectively communicate with you. Remember to actively listen when your partner is talking. Do your best to listen for understanding instead of thinking about your own response. When they are finished talking, try and paraphrase what you heard to ensure you understood them.</p> <p><i>NOTE: After couples have had the chance to discuss, ask for volunteers to share any "ah-hah" moments.</i></p>
<p>Shape Flexing – Couple's Reflection</p>  <p>HRI shapesforcouples PsychoGeometrics 72</p>	<p>SCRIPT: Now, we will learn a little more about the role each of the Shapes play in your own relationship through a couple's reflection activity. We will start with the Box.</p>

Module 3: Shape Flexing

Slide	Script & Instructions
<p>Shape Flexing</p> <p>Couple's Reflection – Shape Flexing</p> <p>Discuss the following questions with your partner.</p> <ul style="list-style-type: none"> • What role does the Box play in your relationship? • When would it be beneficial to flex to a Box ? • Does your relationship need more or less Box? Explain.  <p><small>HRI shapesforcouples PsychoGeometrics 72</small></p>	<p>SCRIPT: Now you will discuss with your partner the role of the Box in your own relationship. You and your partner will have about five minutes to discuss the following questions; 1. What role does the Box play in your relationship? 2. When would it be beneficial to flex to a Box? 3. Does your relationship need more or less Box? Be prepared to share back with the larger group.</p> <p><i>NOTE: Give couples about five minutes to discuss. After five minutes, bring the couples back to the larger group and ask for any volunteers to share “ah-hah” moments. Acknowledge responses and facilitate conversation by asking open-ended questions.</i></p>
<p>Shape Flexing</p> <p>Couple's Reflection – Shape Flexing</p> <p>Discuss the following questions with your partner.</p> <ul style="list-style-type: none"> • What role does the Triangle play in your relationship? • When would it be beneficial to flex to a Triangle? • Does your relationship need more or less Triangle? Explain.  <p><small>HRI shapesforcouples PsychoGeometrics 74</small></p>	<p>SCRIPT: Now you will discuss with your partner the role of the Triangle in your own relationship. You and your partner will have about five minutes to discuss the following questions; 1. What role does the Triangle play in your relationship? 2. When would it be beneficial to flex to a Triangle? 3. Does your relationship need more or less Triangle? Be prepared to share back with the larger group.</p> <p><i>NOTE: Give couples about five minutes to discuss. After five minutes, bring the couples back to the larger group and ask for any volunteers to share “ah-hah” moments. Acknowledge responses and facilitate conversation by asking open-ended questions.</i></p>
<p>Shape Flexing</p> <p>Couple's Reflection – Shape Flexing</p> <p>Discuss the following questions with your partner.</p> <ul style="list-style-type: none"> • What role does the Circle play in your relationship? • When would it be beneficial to flex to a Circle? • Does your relationship need more or less Circle? Explain.  <p><small>HRI shapesforcouples PsychoGeometrics 75</small></p>	<p>SCRIPT: Now you will discuss with your partner the role of the Circle in your own relationship. You and your partner will have about five minutes to discuss the following questions; 1. What role does the Circle play in your relationship? 2. When would it be beneficial to flex to a Circle? 3. Does your relationship need more or less Circle? Be prepared to share back with the larger group.</p> <p><i>NOTE: Give couples about five minutes to discuss. After five minutes, bring the couples back to the larger group and ask for any volunteers to share “ah-hah” moments. Acknowledge responses and facilitate conversation by asking open-ended questions.</i></p>

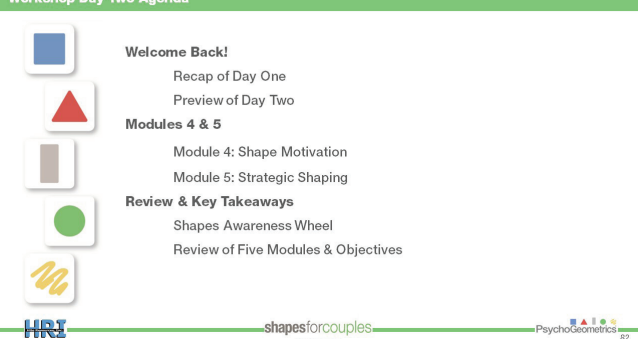
Module 3: Shape Flexing


Slide	Script & Instructions
<p style="background-color: #4CAF50; color: white; padding: 2px;">Shape Flexing</p> <p style="text-align: center;">Couple's Reflection – Shape Flexing</p> <p>Discuss the following questions with your partner.</p> <ul style="list-style-type: none"> • What role does the Squiggle play in your relationship? • When would it be beneficial to flex to a Squiggle? • Does your relationship need more or less Squiggle? Explain. <div style="text-align: right; margin-top: 20px;">  </div> <div style="display: flex; justify-content: space-between; margin-top: 20px; font-size: small;">  HRI shapesforcouples PsychoGeometrics  </div>	<p>SCRIPT: Now you will discuss with your partner the role of the Squiggle in your own relationship. You and your partner will have about five minutes to discuss the following questions; 1. What role does the Squiggle play in your relationship? 2. When would it be beneficial to flex to a Squiggle? 3. Does your relationship need more or less Squiggle? Be prepared to share back with the larger group.</p> <p><i>NOTE: Give couples about five minutes to discuss. After five minutes, bring the couples back to the larger group and ask for any volunteers to share “ah-hah” moments. Acknowledge responses and facilitate conversation by asking open-ended questions.</i></p>
<p style="background-color: #4CAF50; color: white; padding: 2px;">Shape Flexing</p> <p style="text-align: center;">Couple's Reflection – Shape Flexing</p> <p>Discuss the following questions with your partner.</p> <ul style="list-style-type: none"> • What role does the Rectangle play in your relationship? • When would it be beneficial to flex to a Rectangle? • Does your relationship need more or less Rectangle? Explain. <div style="text-align: right; margin-top: 20px;">  </div> <div style="display: flex; justify-content: space-between; margin-top: 20px; font-size: small;">  HRI shapesforcouples PsychoGeometrics  </div>	<p>SCRIPT: Now you will discuss with your partner the role of the Rectangle in your own relationship. You and your partner will have about five minutes to discuss the following questions; 1. What role does the Rectangle play in your relationship? 2. When would it be beneficial to flex to a Rectangle? 3. Does your relationship need more or less Rectangle? Be prepared to share back with the larger group.</p> <p><i>NOTE: Give couples about five minutes to discuss. After five minutes, bring the couples back to the larger group and ask for any volunteers to share “ah-hah” moments. Acknowledge responses and facilitate conversation by asking open-ended questions.</i></p>

Module 3: Shape Flexing


Slide	Script & Instructions
<p>Shape Flexing</p>  <p>Self-Reflection Question:</p> <ol style="list-style-type: none"> 1. What are the top 3 things you've learned about your partner when it comes to Shape Flexing? <p>HRI shapesforcouples PsychoGeometrics 78</p>	<p>SCRIPT: In your Shapes Participant Workbook, take a few minutes to reflect and answer this question.</p> <p><i>NOTE:</i> Give participants a couple of minutes to answer this questions. Ask for volunteers to share.</p>
<h3>Review of Day One</h3>	
 <p>Review of Day One</p> <p>HRI shapesforcouples PsychoGeometrics 79</p>	<p>SCRIPT: Now, we are going to take a minute to recap what we did today.</p>
<p>Modules 1 – 3 Recap</p>  <p>Modules 1 – 3</p> <ul style="list-style-type: none"> Module 1: Introduction to PsychoGeometrics Module 2: Shape Perception Module 3: Shape Flexing <p>HRI shapesforcouples PsychoGeometrics 80</p>	<p>SCRIPT: We spent dedicated time learning about the first three modules of the PsychoGeometrics communication system. You were given time to practice and apply what you learned individually, with your partner, and in small groups.</p> <p><i>NOTE:</i> Use this time to talk about your key takeaways or major highlights from each module and the overall day. Ask for volunteers to share their key takeaways and highlights.</p>
<p>Objectives Recap</p>  <ul style="list-style-type: none"> • Do you understand your communication style, including strengths and challenges, and the communication style of your partner? • Can you recognize the possible positive and negative perceptions of your communication style by your partner, and the possible positive and negative perceptions you have of your partner's communication style? • Do you know how to use Shape Flexing to strengthen the effectiveness of your communication approach and responsiveness with your partner? <p>HRI shapesforcouples PsychoGeometrics 81</p>	<p>SCRIPT: Now let's take some time to review what we set out to achieve today.</p>


Review of Day One

Slide	Script & Instructions
<p>Workshop Day Two Agenda</p>  <p>Welcome Back! Recap of Day One Preview of Day Two</p> <p>Modules 4 & 5 Module 4: Shape Motivation Module 5: Strategic Shaping</p> <p>Review & Key Takeaways Shapes Awareness Wheel Review of Five Modules & Objectives</p> <p><small>HRI shapesforcouples PsychoGeometrics 92</small></p>	<p>SCRIPT: Now we are going to take a quick look at the agenda for Day Two. Day Two is a half day with more small group activities and discussion. We will go through modules four and five, which are Shape Motivation and Strategic Shaping. Then we will wrap up with a takeaway activity using the Shapes Awareness Wheel.</p>

 <p style="text-align: center;">End of Day One</p> <p><small>HRI shapesforcouples PsychoGeometrics 93</small></p>	<p>SCRIPT: This will conclude Day One of the Shapes for Couples Workshop. Thank you all for your engagement and participation! I am looking forward to another great day tomorrow!</p> <p>END OF DAY ONE</p>
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Day Two - Welcome Back!

Slide	Script & Instructions
 <p style="text-align: center;">Start of Day Two</p> <p><small>HRI shapesforcouples PsychoGeometrics 94</small></p>	<p>START OF DAY TWO</p>

 <p style="text-align: center;">shapesforcouples Powered by PsychoGeometrics</p> <p><small>HRI shapesforcouples PsychoGeometrics 95</small></p>	
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Day Two - Welcome Back!

Slide	Script & Instructions
<p style="text-align: center;">Welcome Back!</p> <p style="text-align: center;"></p> <p style="text-align: center;"><small>HRI shapesforcouples PsychoGeometrics 96</small></p>	<p>SCRIPT: Welcome back for Day Two of Shapes for Couples.</p>
<p style="background-color: #76b82a; color: white; padding: 2px;">Modules 1 – 3 Recap</p> <div style="display: flex; align-items: flex-start;"> <div style="margin-right: 10px;"> </div> <div> <p>Modules 1 – 3</p> <ul style="list-style-type: none"> Module 1: Introduction to PsychoGeometrics Module 2: Shape Perception Module 3: Shape Flexing </div> </div> <p style="text-align: center;"><small>HRI shapesforcouples PsychoGeometrics 97</small></p>	<p>SCRIPT: Yesterday, we learned about the first three modules of the PsychoGeometrics communication system, which are Introduction to PsychoGeometrics, Shape Perception, and Shape Flexing.</p> <p><i>NOTE: Ask for volunteers to summarize each of the three modules.</i></p>
<p style="background-color: #76b82a; color: white; padding: 2px;">Workshop Day Two Agenda</p> <div style="display: flex; align-items: flex-start;"> <div style="margin-right: 10px;"> </div> <div> <p>Welcome Back!</p> <ul style="list-style-type: none"> Recap of Day One Preview of Day Two <p>Modules 4 & 5</p> <ul style="list-style-type: none"> Module 4: Shape Motivation Module 5: Strategic Shaping <p>Review & Key Takeaways</p> <ul style="list-style-type: none"> Shapes Awareness Wheel Review of Five Modules & Objectives </div> </div> <p style="text-align: center;"><small>HRI shapesforcouples PsychoGeometrics 98</small></p>	<p>SCRIPT: Today, we are going to shift our focus to modules four and five, which are Shape Motivation and Strategic Shaping. The format will be similar to yesterday with small group activities and discussions. We will end the day with a takeaway activity using the Shapes Awareness Wheel.</p>

Module 4: Shape Motivation

Slide

Script & Instructions

Module 4: Shape Motivation



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PsychoGeometrics 89

SCRIPT: We will start today with Module Four, Shape Motivation.

Shape Motivation

Shape Motivation Objectives

- Introduce the concept of motivation and demotivation.
- Learn the PsychoGeometrics terms "Shape Motivation" and "Shape Demotivation."
- Know how to apply "motivation awareness" to understand what motivates and demotivates you and your partner.
- Use your knowledge to identify, clarify, and raise the probability that you meet your motivational needs and the needs of others.

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PsychoGeometrics 90

SCRIPT: In Module Four, we will introduce the concept of motivation and demotivation. Then we will learn the PsychoGeometrics terms "Shape Motivation" and "Shape Demotivation." From there, we will learn how to apply "motivation awareness" to understand what motivates and demotivates you and your partner. And finally, you will discover how to raise the probability that you meet your motivational needs and the needs of others.

Slide

Script & Instructions

Shape Motivation

What is Motivation?

- A driving force behind all action.
- An internal state that stimulates and activates your behavior and gives it direction.
- A natural force that can propel you forward.



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SCRIPT: Let’s start by defining the word “motivation.” Motivation can be defined as the driving force behind all action. It’s an internal state that stimulates and activates your behavior and gives it direction. However, it is important to note that what motivates one person, may not motivate another. Internal motivation is personal. Motivation is also a natural force that can propel you forward. This happens when something externally inspires you to get internally motivated. For example, a family wedding can be the external inspiration to get internally motivated to lose 10 pounds. Here’s another example. Your son is having difficulty in school. You have been considering finding a tutor for your child, but you keep thinking he will eventually get the hang of it. After all, it takes a while to get adjusted to a new school, and he has always pulled through before. However, when mid-term progress reports are sent home, you see that your son is failing English and is also struggling with math. The progress report is the external inspiration that gets you internally motivated to call a tutor today! Can anyone else think of another example when external inspiration gets you internally motivated to take the action you may have been putting off for a while?

NOTE: When someone shares an example, acknowledge their response. If time permits, ask for another example, also acknowledging their response and asking open ended questions so that they share more details. If you want to expand this workshop into a longer course, take some extra time here for partner or small group discussion about other examples of external inspiration that gets you internally motivated.

SCRIPT: As we can see, inspiration and motivation work hand in hand. It is being motivated that can keep you in a state of forward motion. Think of motivation as every bit as important as the air you breathe. It can contribute to your physical, mental, and emotional growth and overall health. Some people say motivation is just “fluff,” but motivation is truly the first step to productivity. It is also the first step to having the desire, energy, and resiliency to bounce back and keep moving forward, even when you don’t feel like it.

Module 4: Shape Motivation

Slide	Script & Instructions
<p>Shape Motivation</p> <p>What is Demotivation?</p> <ul style="list-style-type: none"> • An internal state. • Lack of drive or movement. • Natural force, but instead of propelling you forward, it can slow you down. • Can contribute to a lack of energy.  <p><small>HRI shapesforcouples PsychoGeometrics 92</small></p>	<p>SCRIPT: It may sound like a pretty simple question, but what is demotivation? Obviously, it is the opposite of motivation. So, what does that really mean? It’s an internal state, just like motivation, but instead of propelling you forward, it can slow you down, bring you to a standstill, or cause you to fall behind. Being demotivated means you have a lack of drive and energy, while the world continues on without you.</p>
<p>Shape Motivation</p> <p>What is Shape Motivation?</p> <ul style="list-style-type: none"> • Shape Motivation is specific to each of the five geometric Shapes of PsychoGeometrics. • It is what specifically motivates each of the Shapes, based on their natural traits, behaviors, and how they relate to others.  <p><small>HRI shapesforcouples PsychoGeometrics 93</small></p>	<p>SCRIPT: The good news is that with awareness, knowledge, skill, and desire, you have the power to raise the probability you stay motivated, get “re-motivated,” and communicate your motivation needs to others. You also have the power to approach others in way that will be motivating to them. In this case, think of yourself as the inspiration that can get others motivated.</p>
<p>Shape Motivation</p> <p>What is Shape Demotivation?</p> <ul style="list-style-type: none"> • Shape Demotivation is also specific to each of the five geometric Shapes of PsychoGeometrics. • It is what specifically demotivates each of the Shapes, based on their natural traits, behaviors, and how they relate to others.  <p><small>HRI shapesforcouples PsychoGeometrics 94</small></p>	<p>SCRIPT: Just as motivation is personal and specific to each of the Shapes, demotivation is also personal and specific to the Shapes, as well. Let me underscore that what motivates and demotivates one Shape may be drastically different than what motivates or demotivates another Shape. As is the case with Shapes in general, “one size” does not fit all.</p>
<p>What Motivates and Demotivates – The Couples Retreat at the Beach</p> <p>What motivates and demotivates?</p> <p>Scenario: The Couples Retreat at the Beach</p> <p>You and your partner have been invited to an ocean-front couples retreat on the east coast of North Carolina.</p> <p>The purpose is to get away from your regular routine to reflect, reconnect, share, and strengthen your relationship.</p> <p>Let’s take a look at how each Shape may be motivated or demotivated by this kind of retreat.</p> <p><small>HRI shapesforcouples PsychoGeometrics 95</small></p>	<p>SCRIPT: Let’s look at a specific example, such as a couples retreat at the beach.</p> <p><i>NOTE: Read the details of “The Couples Retreat at the Beach” scenario on the slide, which can also be found in your facilitator’s guide and in their participant’s workbook, as well.</i></p>

Module 4: Shape Motivation

Slide	Script & Instructions
<p>What Motivates and Demotivates – The Couples Retreat at the Beach</p> <p>Is this really a good use of our time and money?</p> <p>I don't really know what to expect or if I want to come or not.</p> <p>How exciting and fun! No formal agenda and we get to be outside, too! Let's do it!</p> <p>How will we be productive on a beach? What goal will we achieve?</p> <p>Love getting away with no other pressure. Nothing is more important than dedicated time to relax, connect, and re-connect.</p> <p>HRI shapesforcouples PsychoGeometrics 96</p>	<p>SCRIPT: Here we have the exact same situation yet, similar to Shape Perception, this exact situation can motivate some and demotivate others. It is important to be aware of not only what motivates and demotivates you, but also what motivates and demotivates your partner as well as others. In the case of “The Couples Retreat at the Beach,” here is how each of the Shapes might respond.</p> <p><i>NOTE: Read each of the bubble quotes on the slide (or in your facilitator’s guide) by each of the Shapes (the blue bubble quote represents the Box, red represents the Triangle, gray represents the Rectangle, green represents the Circle, and yellow represents the Squiggle). Now remind your participants by saying:</i></p> <p>SCRIPT: Keep in mind that when we use examples about one specific Shape, or share what each Shape may think, feel, or say, we are referencing 100% of that Shape. Of course, no one is 100% of one Shape, and everyone has more than one Shape that represents their communication style. These “bubble quote” examples are general examples, considering the traits of only one Shape. It is true that a Box values efficiency and cost effectiveness, but a mature, experienced, and “healthy” Box, regardless of their other Shape traits, is smart enough to know that getting away from the typical daily routine to a setting intended to be stimulating, different, relaxing, and fun can be beneficial to the team, family, or personal relationship.</p>
<p>Shape Motivation</p> <p>Box “I make decisions based on facts, not emotions.”</p> <p>Triangle “If it's quick and gets results, I am all in!”</p> <p>Rectangle “I am in a state of 'I don't know.' I need someone to listen then advise.”</p> <p>Circle “I value relationships and being in one accord.”</p> <p>Squiggle “If it's fun, different, and exciting, I'm interested!”</p> <p>HRI shapesforcouples PsychoGeometrics 97</p>	<p>SCRIPT: Let’s take a look at what might motivate you and others by understanding these quotes by each of the Shapes. One way to strengthen communication is to approach people in the way they would like to be treated. Knowing what motivates people will help you “Shape” your approach and raise the probability that your communication is effective and received in a positive manner.</p>

Module 4: Shape Motivation

Slide

Script & Instructions

Shape Motivation

Self-Reflection

1. Write down what motivates and demotivates your primary Shape.
2. Write down what motivates and demotivates your secondary Shape.

SHAPE	WHAT MOTIVATES	WHAT DEMOTIVATES
Information and Structure		
Accountability and Results		
Change and Growth		
Connection and Engagement		
Energy and Innovation		



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SCRIPT: Let's start with you. In your Shapes Participant Workbook, you will find this blank chart where you can capture what motivates and demotivates you and your primary and secondary Shapes. Write down what motivates and demotivates your primary and secondary Shapes.

NOTE: Give participants 3-4 minutes to reflect and write down their answers.

SCRIPT: Does everyone have at least one example of what motivates and demotivates for their primary and secondary Shapes? Great. Now we will expand on this exercise by doing a group activity.

Shape Motivation

Group Activity

1. What might motivate each Shape?
2. What might demotivate each Shape?

SHAPE	WHAT MOTIVATES	WHAT DEMOTIVATES
Information and Structure		
Accountability and Results		
Change and Growth		
Connection and Engagement		
Energy and Innovation		



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NOTE: This activity can be done in-person or virtually by creating small groups or breakout rooms.

SCRIPT: We will now move on to a group activity. Please get into small groups of five or six (If virtual, place participants in breakout rooms). With your group, discuss and write down examples of what could motivate and demotivate each Shape.

NOTE: Couples can either work in the same group or be split up to work in different groups.

NOTE: Give groups 10 minutes to discuss and write down their examples. After 10 minutes, bring participants back to the larger group and ask for volunteers to share.

SCRIPT: Does anyone have an example of what could motivate the Box? Demotivate?

NOTE: Repeat this process until you have discussed motivators and demotivators of each Shape.

NOTE: When someone shares an example, acknowledge their response. If time permits, ask for another example, also acknowledging their response and asking open ended questions so that they share more details. Repeat this process with each of the Shapes.

Shape Motivation

SHAPE	WHAT MOTIVATES	WHAT DEMOTIVATES
Information and Structure	A Logical Approach, A Proven Track-Record, Advance Notice, Facts, Following the Rules, Time to Process	An Emotional Approach, Lack of History or Research, Lack of Preparation, Being Put on the Spot, Baseless Assumptions, Non-Compliance, Rushed to Make a Decision
Accountability and Results	Results, Options, Control, Bullet Points, Direct, to the Point	A Slow Process, A Mandate, Lack of Control, Long Paragraphs, Drama
Change and Growth	Different Perspectives, Being Heard, Having a Mentor, Support from Others, Exploring What's Next	Close-Minded, Being Ignored or Patronized, Advice without Listening First, A Lack of Patience or Concern, Fear of the Unknown
Connection and Engagement	Inclusion, Stories, Appreciation, Teamwork, Collaboration	Overlooked, Spreadsheets, Conflict, Individual Competition, Resistance
Energy and Innovation	Freedom, Positive Energy, Standing Out, Fun, Excitement	Routine, Skeptical or Pessimistic, Fitting In, Basic, Indifference



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SCRIPT: Here are some of the most common responses of motivators and demotivators for each Shape.

Module 4: Shape Motivation

Slide

Script & Instructions

Motivating your Partner

Partner Discussion

- What are some specific actions or behaviors that motivate you?
- What are some specific actions or behaviors that demotivate you?
- What is an example of a time you felt motivated by your partner? What specifically did your partner do to motivate you?



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PsychoGeometrics 101

SCRIPT: Now that we know some examples what motivates and demotivates each Shape, let's talk about what specifically motivates and demotivates your partner. With your partner, discuss the following questions, 1. What are some specific actions or behaviors that motivate you? 2. What are specific actions or behaviors that demotivate you? 3. What is an example of a time you felt motivated by your partner? What specifically did your partner do to motivate you? Remember to actively listen when your partner is talking. Do your best to listen for understanding instead of thinking about your own response. When they are finished talking, try and paraphrase what you heard to ensure you understood them.

NOTE: Give couples about 10 minutes to discuss. After couples have had the chance to discuss, ask for volunteers to share any "ah-hah" moments.

Shape Motivation

Self-Reflection Questions:

1. Are you getting what you need for self-motivation?
2. What are the top three ways to motivate your partner?



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PsychoGeometrics 102

SCRIPT: Take a few minutes to answer the Self-Reflection Questions in your Participant Workbook.

NOTE: Give participants a few minutes to answer this questions. Ask for volunteers to share.

Module 5: Strategic Shaping

Module 5: Strategic Shaping



HRI

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PsychoGeometrics 103

SCRIPT: It's now time for our final module of the PsychoGeometrics communication system, module five, Strategic Shaping.

Strategic Shaping

Strategic Shaping Objectives

- Introduce the PsychoGeometrics term "Strategic Shaping."
- Understand and learn how to use the Strategic Shaping Model.
- Apply and practice using the Strategic Shaping Model in real life scenarios.



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PsychoGeometrics 104

SCRIPT: Here are the objectives. First, we will introduce the PsychoGeometrics term "Strategic Shaping." Then we will learn how to use the Strategic Shaping Model to maximize our Shape strengths, manage our Shape challenges, and leverage all five Shapes for the ultimate advantage to communicate effectively.

Strategic Shaping

What is Strategic Shaping?

The process of using all five Shapes to structure your communication for planning, problem solving, and conflict resolution.



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PsychoGeometrics 105



SCRIPT: Strategic means you have a detailed and planned strategy that has been thoughtfully created to achieve a specific purpose. When you add your knowledge of the Shapes, Strategic Shaping simply means using the strengths of all five Shapes in your approach. It is important to note that while all five Shapes are important to a successful strategy, all five Shapes do not need to be used equally. Similar to a recipe, there may be five important ingredients, but you only need a dash of salt compared to a cup of flour or sugar. The same is true of the five Shapes.

The Strategic Shaping Model is how you create your perfect recipe for effective communication, especially when it comes to planning, problem solving, and conflict resolution.



Module 5: Strategic Shaping

Slide	Script & Instructions
<p data-bbox="159 157 284 178">Strategic Shaping</p>  <p data-bbox="181 483 227 504">HRI</p> <p data-bbox="418 483 527 504">shapesforcouples</p> <p data-bbox="690 483 787 504">PsychoGeometrics</p>	<p data-bbox="820 157 1453 178">SCRIPT: Let's look at the necessary ingredients now.</p> <p data-bbox="820 199 1469 409">The first ingredient is the Rectangle. Most people do not think of listening as the first step to creating a successful strategy. However, listening to understand is the key and first step to effective communication, whether it's planning, problem-solving, or resolving conflict.</p> <p data-bbox="820 420 1469 724">For example, let's say you are trying to solve a problem, or someone has come to you for problem-solving advice. Our natural tendency is to start the problem-solving process by going to our most natural Shapes first, such as your primary and secondary Shapes. Very rarely do we think of the first step of problem solving to be pausing, then asking, and listening. It seems almost counterintuitive to most of us.</p> <p data-bbox="820 745 1469 882">This is why the Rectangle is the most valuable skill set we can develop. To train ourselves to start with Rectangle requires conscious thinking since it's not a natural place for most of us to start.</p> <p data-bbox="820 903 1469 1249">Think about it. If someone you love asks you to help them solve a problem, how would you naturally respond? A Box would remain calm and ask for the facts. The Triangle would spare you the time it would take to problem solve on your own, and instead, tell you the three things to do, and do now, to relieve your pain. The Circle would want to comfort you. The Squiggle would want to give you 10 ideas then encourage you to try them all until one of them works!</p> <p data-bbox="820 1260 1469 1354">Instead, Strategic Shaping means you intentionally use all five Shapes to help solve the problem. It starts with three little words, "Tell me more."</p>

Module 5: Strategic Shaping

Slide	Script & Instructions
<p data-bbox="159 155 285 176">Strategic Shaping</p>  <p data-bbox="159 485 228 506">HRI</p> <p data-bbox="418 485 532 506">shapesforcouples</p> <p data-bbox="691 485 792 506">PsychoGeometrics 107</p>	<p data-bbox="818 155 1469 877">SCRIPT: Secondly, you will definitely need a dose of Circle to ensure a successful recipe. It is implied that you care if you take the time to Rectangle listen for understanding. But to underscore how much you care, the second ingredient is to say it and show it. If the three most important words to problem solving is “tell me more,” then the four most important words to problem solving are, “I want to help.” Make sure your non-verbal communication supports your verbal communication. In other words, if you say you want to help, make sure your facial expressions, body language, and tone of voice is in alignment. Relax your face, soften your tone of voice, and make eye contact as you say you want to help. Extend a hand or, if appropriate in some personal relationships, touch their arm or place your hand on their shoulder to “show” you care. In some cases, when you have a personal relationship already in place with someone, you may even want to offer a hug. Say, “I’m here for you.” The Circle is not only how you show that you care, but also how you connect.</p>
<p data-bbox="159 896 285 917">Strategic Shaping</p>  <p data-bbox="159 1226 228 1247">HRI</p> <p data-bbox="418 1226 532 1247">shapesforcouples</p> <p data-bbox="691 1226 792 1247">PsychoGeometrics 108</p>	<p data-bbox="818 896 1469 1167">SCRIPT: Next, it’s time to take a step back from emotion and be objective. You can still show you care while wanting to know the facts, as brutal as they may be. It’s hard to help people if you don’t know the non-emotional details of the situation. You can say, “I care about you too much not to know or address the facts. That’s how we will figure this thing out!”</p>

Module 5: Strategic Shaping

Slide	Script & Instructions
<p data-bbox="159 157 284 178">Strategic Shaping</p>  <p data-bbox="181 485 228 506">HRI</p> <p data-bbox="418 485 532 506">shapescouples</p> <p data-bbox="690 485 792 506">PsychoGeometrics 109</p>	<p data-bbox="820 157 1461 562">SCRIPT: You have listened to understand. You have said that you care and want to help. You have asked for the facts. Now what? It's either time to get Squiggle creative, share some inspiration, and words of encouragement. The Squiggle says, "There's got to be a way. Let's dig deeper!" Or "If there's anyone who can do this, it's you!" The Squiggle may also sense it's time to take a break and lighten up before continuing the problem-solving process. "Let's take a break and go have some fun! The problem will still be here tomorrow, and we can tackle it head on then!"</p>
<p data-bbox="159 583 284 604">Strategic Shaping</p>  <p data-bbox="181 911 228 932">HRI</p> <p data-bbox="418 911 532 932">shapescouples</p> <p data-bbox="690 911 792 932">PsychoGeometrics 110</p>	<p data-bbox="820 583 1461 682">SCRIPT: Let's recap. You are trying to help someone solve a problem You have used the Strategic Shaping Model for the first four steps.</p> <p data-bbox="820 697 1469 1081">The person who has come to you for help knows you Rectangle understand and Circle care. They also know you have the Box facts of the situation and that you will Squiggle challenge the status quo, digging deeper for an idea that might not even make sense in the moment, but wind up being the game changer in the end. Now you have earned the right to Triangle advise, recommend, or guide. This is so important to "earn the right." It starts with the Rectangle. Listening doesn't mean you have to agree. It means you care enough to understand.</p> <p data-bbox="820 1096 1461 1291">Now is the time to make your recommendation to solve the problem, or initiate responsibility, accountability, and action on the part of the person who has come to you for help. The Triangle may say, "Now that we have talked it out, what do you think should be your next step?"</p>

Module 5: Strategic Shaping

Slide

Script & Instructions

Strategic Shaping Model – Problem Solving

Strategic Shaping Model for Problem Solving
 We tend to communicate using just our natural Shape strengths or using our natural Shape strengths first, sometimes without even thinking about it.

For example, when someone comes to you with a problem, your response typically comes from your **primary** or **secondary** Shape, or a blend of both.

shows compassion stays calm wants to advise is innovative wants to understand

HRI shapesforcouples PsychoGeometrics 111

SCRIPT: If you want to become a more effective communicator and strengthen the relationships that mean the most to you, the most important words you can say is, “Tell me more. I want to understand.” It takes an open mind and the discipline to use all five Shapes, starting with the Rectangle to communicate effectively, instead of jumping to your primary or secondary Shapes. Keep in mind that you show love, care, and concern through your natural Shapes. Instead of listening to understand as the first step of effective communication, you instinctively jump to your “go to Shapes.” These are your primary and secondary Shapes. It’s like breathing. You don’t even think about it. You just do it. That’s why using the Rectangle has to be a learned skill set, since being in an open-state of mind is not natural for most of us.

Whether the objective is to be an active listener to understand your partner, an open-minded leader to connect with your team, or a more creative, collaborative, or strategic problem solver, adding the Rectangle to your communication style is a game changer.

Strategic Shaping – Problem Solving Scenarios

With your partner:

- Read the scenario and discuss:
 - How might you naturally handle the situation using only your primary and secondary Shapes?
 - How might your response look differently using all five Shapes?
- Remember to use active listening during discussions with your partner!












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SCRIPT: Now you are going to have the opportunity to practice and apply the Strategic Shaping Model for problem solving. On the following slide, there is a scenario. Read the scenario with your partner and answer the following questions 1. How might you naturally handle the situation using only your primary and secondary Shapes? 2. How might your response look differently using all five Shapes? The questions and scenarios can be found in your Participant Workbook.

Remember to use active listening during discussions with your partner!

Module 5: Strategic Shaping

Slide	Script & Instructions
<p style="text-align: center;">Strategic Shaping with your Partner</p> <p style="text-align: center;">Couples Scenario #1:</p> <p>Your partner just received an unexpected inheritance. You think it should be used for a vacation and your spouse thinks it should be tucked away in your savings account. You are struggling to agree about what to do with the money.</p> <p style="text-align: center;">    </p>	<p><i>NOTE: Give couples five to seven minutes to discuss scenario #1. After five to seven minutes, bring couples back together for large group discussion. How did your conversation go? Would anyone like to share how they used the strategic shaping model in this scenario?</i></p> <p>SCRIPT: Now we are going to practice with another scenario. We will use the same instructions as scenario #1. Read the scenario and discuss the following questions with your partner. 1. How might you naturally handle the situation using only your primary and secondary Shapes? 2. How might your response look differently using all five Shapes?</p>
<p style="text-align: center;">Strategic Shaping with your Partner</p> <p style="text-align: center;">Couples Scenario #2:</p> <p>You just found out that you and your partner get the same days off for a holiday vacation! It has been a while since you've seen either one of your families. Your partner wants to visit their own family and you want to visit yours. The disagreement about where to spend the holidays is starting to frustrate you both and dampen your spirits.</p> <p style="text-align: center;">    </p>	<p>SCRIPT: Now we are going to practice with another scenario. We will use the same instructions as scenario #1. Read the scenario and discuss the following questions with your partner. 1. How might you naturally handle the situation using only your primary and secondary Shapes? 2. How might your response look differently using all five Shapes?</p> <p><i>NOTE: Give couples five to seven minutes to discuss scenario #2. After five to seven minutes, bring couples back together for large group discussion. How did your conversation go? Would anyone like to share how they used the strategic shaping model in this scenario.</i></p> <p><i>NOTE: If time permits, allow each couple to use the Strategic Shaping model to talk through their own frequently experienced "scenario" that often leads to conflict.</i></p>
<p style="text-align: center;">Strategic Shaping</p> <div style="border: 1px solid gray; padding: 10px; margin: 10px auto; width: 80%;"> <p style="text-align: center;">Self-Reflection Questions:</p> <ol style="list-style-type: none"> 1. What part of the Strategic Shaping Model is missing in your planning, problem-solving, or crucial conversations as a couple? 2. What part (Shape) means the most to you? To your partner? </div> <p style="text-align: center;">    </p>	<p>SCRIPT: Take a few minutes to answer the Self-Reflection Question in your Participant Workbook.</p> <p><i>NOTE: Give participants two/three minutes to answer this question. Ask for volunteers to share.</i></p>

Shapes Awareness Wheel

Slide

Script & Instructions

Shapes Awareness Wheel



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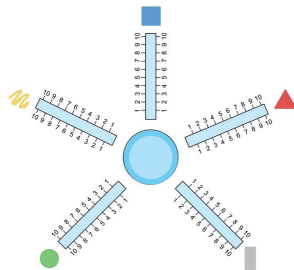
PsychoGeometrics 116

SCRIPT: Now, we are going to use a tool called the Shapes Awareness Wheel. This is a tool utilized for identifying, clarifying, and evaluating behaviors needed to achieve a certain goal or outcome.

Shapes Awareness Wheel – Self-Assessment

- Rate, on a scale from 1 – 10, how effectively you think you use each Shape in your relationship.
- Use the following scale to rate your Shape effectiveness.

- 1-3 Rarely used effectively
- 4-6 Sometimes used effectively
- 7-9 Most of the time used effectively
- 10 Nearly always used effectively



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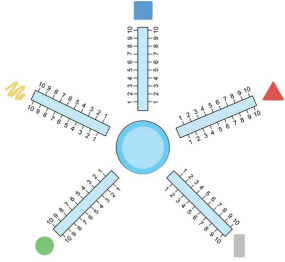
SCRIPT: Please use the Shapes Awareness Wheel in your Participant Workbook to complete this activity. Think of the Shapes Awareness Wheel as a way to show how smooth or bumpy your ride might be when it comes to communication effectiveness with your partner. Put your name in the hub of the wheel. The spokes represent the Shape behaviors you need to use for effective communication with your partner. Individually, you are going to rate, on a scale from 1 – 10, how effectively you think you use each Shape in your relationship by placing an “x” to represent a number on each spoke. Use the following scale to rate your Shapes: 1 – 3: Rarely used effectively, 4 – 6 Sometimes used effectively, 7 – 9 Most of the time used effectively, or 10: Nearly always used effectively.

NOTE: Give participants about five minutes to rate each Shape.


SCRIPT: Once you have rated how effectively you think you use each Shape with your partner, connect the “x’s” you’ve placed on each spoke of the wheel. Once completed, you should have something resembling a tire, even if it looks disproportionate. Take a look at your wheel. What is working well? What’s not? Is your ride smooth or is it bumpy? Do you have a “flat tire” in your communication effectiveness?

Remember this is a self-evaluation of how effectively YOU think you use of each Shape to connect and ultimately communicate with your partner. Now it’s time to compare with your partner.


Shapes Awareness Wheel

Slide	Script & Instructions
<p data-bbox="159 155 477 176">Shapes Awareness Wheel – Partner Discussion</p> <p data-bbox="240 201 425 222">Partner Discussion</p> <ol data-bbox="175 239 490 441" style="list-style-type: none"> 1. Show your wheel to your partner. Ask your partner if they agree with your self-evaluation of how effectively you use each Shape with them. Why or why not? 2. Does your relationship need more or less of each Shape? 3. What does more or less of each Shape actually look like?  <p data-bbox="181 483 230 508">HRI</p> <p data-bbox="418 483 532 508">shapesforcouples</p> <p data-bbox="688 483 792 508">PsychoGeometrics 116</p>	<p data-bbox="818 155 1468 390">SCRIPT: Now you will have an opportunity to discuss your Shapes Awareness Wheel with your partner. Show your wheel to your partner. Ask your partner if they agree with your self-evaluation. Compare your ratings with your spouse. Does your relationship need more or less of each Shape? What does more or less of each Shape actually look like?</p> <p data-bbox="818 411 1468 575"><i>NOTE:</i> Give couples, about ten minutes to discuss. After about ten minutes, bring participants back to larger group and ask for volunteers to share any “ah-hah” moments. Use open-ended questions to facilitate the conversation.</p> <p data-bbox="818 596 1468 932">SCRIPT: This is a tool you can use to evaluate your progress moving forward. You can also make it a couple’s wheel. Put both of your names in the hub. Let the wheel represent what you need as a couple to communicate more effectively. Identify specific traits, behaviors, or needed interactions representing each Shape. Discuss and evaluate often to determine if the needs have changed, and how effectively you are meeting the needs for effective communication as a couple.</p>





Review & Wrap Up

Slide	Script & Instructions
<p data-bbox="321 1188 636 1230">Review & Wrap Up</p>  <p data-bbox="181 1377 230 1402">HRI</p> <p data-bbox="418 1377 532 1402">shapesforcouples</p> <p data-bbox="688 1377 792 1402">PsychoGeometrics 119</p>	<p data-bbox="818 1050 1468 1734">SCRIPT: Over the course of this workshop, you have learned about PsychoGeometrics, the science of behavior and the art of communication. More specifically, you have learned about your communication style, the communication style of others, and how to strengthen your relationships by communicating more effectively. It started with the Shapes Card Game by identifying the traits and behaviors that naturally describe you and the ones that do not. While your natural Shape strengths, or as we have learned your primary and secondary Shapes, will stay with you all your life, it doesn’t mean you are limited to using just those two Shapes. You can now further develop your primary and secondary Shapes and add the other Shapes as learned skill sets to your communication style. This gives you the power to leverage all five Shapes to be the best possible version of yourself and to have an even higher probability of strengthening your relationships.</p>

Review & Wrap Up

Slide	Script & Instructions
<p data-bbox="168 155 334 172">The Five Modules Recap</p>  <p data-bbox="277 218 443 235">The Five Modules</p> <ul data-bbox="326 254 711 407" style="list-style-type: none">Module 1: Introduction to PsychoGeometricsModule 2: PerceptionModule 3: FlexingModule 4: MotivationModule 5: Strategic Shaping <p data-bbox="185 485 228 506">HRI</p> <p data-bbox="423 485 532 506">shapesforcouples</p> <p data-bbox="695 485 792 506">PsychoGeometrics 120</p>	<p data-bbox="821 155 1446 495">SCRIPT: We then spent some dedicated time learning about each of the five modules of the PsychoGeometrics communication system. You were given time to practice and apply what you learned individually, with your partner, and in small groups. Of course, learning is a continuous process, but you should have a good understanding of PsychoGeometrics. Now it's time for more application and practice as you leave this workshop and return to the "real people" in your "real life."</p> <p data-bbox="821 516 1446 1136"><i>NOTE:</i> If time permits, or you are looking to expand the length of this workshop, pause here to provide one more teaching moment. Ask your participants to use their pen and sign their name anywhere in their Shapes Participant Workbook. Now ask them, how did that feel? Did they even think about it, or did they just do it? Was it easy or hard? Now ask them to pick up the same pen in their other hand and sign their name again. Ask how did that feel? More than likely, your participants will tell you that it was awkward, uncomfortable, and that they consciously had to think about how to do it. Ask them how does their second signature look compared to their first signature. Chances are, you may hear someone say it looks like a five-year-old tried to do it. Now ask, do you think you could get better at using your non-dominant hand if you practiced every day? What if your next paycheck depended on it?</p> <p data-bbox="821 1157 1463 1598"><i>While you may never be as good at signing your name with your non-dominant hand as you are with your dominant hand, your signature will get better, and it will feel less awkward the more you practice. And, so it is with Shapes. Keep practicing every day by applying Shape Perception, Shape Flexing, Shape Motivation, and Strategic Shaping to your communication style. Little is big, and there is a cumulative value of doing the little things consistently over time. Even so, you will still walk away noticing big changes immediately in how you see yourself, others, and the world now that you know and understand the science of behavior and art of communication.</i></p>

Review & Wrap Up

Slide	Script & Instructions
<p>Objectives Recap</p> <ul style="list-style-type: none"> Do you understand your communication style, including strengths and challenges, and the communication style of your partner? Can you recognize the possible positive and negative perceptions of your communication style by your partner, and the possible positive and negative perceptions you have of the communication style of your partner? Do you know how to use Shape Flexing to strengthen the effectiveness of your communication approach and responsiveness with each other? Are you aware of what motivates and demotivates you and your partner, and can you adjust your communication accordingly, as a result? Will you be able to apply the Strategic Shaping Model for planning, problem solving, and conflict resolution to strengthen your relationship with your partner? 	<p>SCRIPT: Now let's take some time to review what we set out to achieve over the past couple of days.</p> <p><i>NOTE: Give participants a minute to do this, then ask them to go to their last "Self-Reflection" question for today.</i></p>
<p>Review & Wrap Up</p> <div data-bbox="289 577 662 850" style="border: 1px solid gray; padding: 5px;"> <p><i>Self-Reflection:</i> Take a moment to reflect on your "Shapes for Couples" experience.</p> <ol style="list-style-type: none"> What are your three biggest takeaways that will help strengthen your relationship the most? What will you do differently as a result? Compare your answers above with those of your partner. </div> 	<p>SCRIPT: Before we wrap up, please review your notes in your Shapes Participant Workbook, then reflect and write down your three biggest takeaways. As a result, what will you do differently moving forward to strengthen your communication as a couple?</p> <p><i>NOTE: Give participants a few minutes to answer this question and then ask if anyone would like to share their takeaways.</i></p> <p>SCRIPT: Would anyone like to share their biggest takeaway from today?</p>
<div data-bbox="159 997 795 1123" style="background-color: #4CAF50; color: white; padding: 10px; text-align: center;"> <p>Congratulations! You are on your way to strengthening your communication and your relationship with your partner.</p> </div>  	<p>SCRIPT: Congratulations! You are on your way to strengthening your communication and your relationship with your partner.</p>



Section 4

ACTIVITY INSTRUCTIONS

Activity Instructions

The Shapes Card Game

- Share your partner's name.
- Share where your partner is from.
- Read the statement on the card.
- Does it describe your partner? Why or why not?



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PsychoGeometrics 8

ACTIVITY: Shapes Card Game Partner Instructions (modification to take less time):

- Instruct participants to separate their cards into two piles; one pile for cards that describes their partner and one pile for cards that doesn't describe their partner.
 - Have couples find another couple to share with.
 - Give the couples 3-5 minutes to do the following with another couple.
 - Share their partner's name.
 - Share where their partner is from.
 - Pick a card from each of their piles (one that describes their partner and one that does not)
 - Read each statement and tell the other couple why or why not the statement describes their partner.
 - After the 3-5 minutes, have couples find a new couple and repeat the same process with two different cards from their piles. (You can have couples repeat this with up to 3 other couples).
 - Bring participants back together for large group discussion.
- Ask for a few volunteers to share an "ah-ha" or notable moment from their conversations.

Activity Instructions

Understanding More About Yourself and Your Partner

SHAPE TRAITS



<p>Information and Structure</p>	<p>Informational, Factual, Detailed, Organized, Rarely Shows Emotion, Needs Time to Make Decisions, Prefers Working Alone, Tends to be a Perfectionist. <i>"If you want a job done right, do it yourself."</i></p>
<p>Accountability and Results</p>	<p>Ambitious, Competitive, Focused, Decisive, Strong Opinions, Quick to Get to the Point, Big Picture, Bottom Line, Likes Options, Wants to be in Control. <i>"Just make a decision, and right or wrong, work to make it right!"</i></p>
<p>Change and Growth</p>	<p>Growing, Searching, Exploring, Introspecting, Open, Undecided, Anxious, or Excited. <i>"Please listen to me, then tell me what to do."</i></p>
<p>Connection and Engagement</p>	<p>Inclusive, Nurturer, Caregiver, Stabilizer, Relationship-Oriented, Sensitive, Emotional, Team Player. <i>"I don't care how much you know, until I know how much you care!"</i></p>
<p>Energy and Innovation</p>	<p>Creative Intelligence, Free Spirit, High Energy, Spontaneous, Bored Quickly by Routine, Unique, Idea Producers. <i>"Let's go with the flow and have some fun!"</i></p>

1. What are the 3 traits that best describe you?
2. What is the best way to communicate with you?



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ACTIVITY: Understanding your Shapes Activity Instructions:

- Give couples five minutes to discuss the following questions with each other (use the Shapes Traits Cards for examples of traits and communication styles.)
 - What are the three traits that best describe you?
 - What is the best way to communicate with you?
 - Bring couples back together for large group discussion.
- Ask for a few volunteers to share an "ah-hah" or notable moments from their conversations.

Activity Instructions

Shape Perception

Group Activity

1. What could be the positive perceptions of each Shape?
2. What could be the negative perceptions of each Shape?

SHAPE	POSITIVE	NEGATIVE
 Information and Structure		
 Accountability and Results		
 Change and Growth		
 Connection and Engagement		
 Energy and Innovation		



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ACTIVITY – In-Person Flip Chart Group Activity Instructions:

Activity Setup (prior to the start of the workshop):

- Space the five flip charts out in a circle around the room (leave plenty of space between flip charts).
- Draw a horizontal line through the middle of each flip chart and write “Positive” on the top section and “Negative” on the bottom section.
- Assign each flip chart with a Shape by drawing the Shape in the top right corner of the flip chart. (Blue for Box, Red for Triangle, Grey/Black for Rectangle, Green for Circle, Yellow/Orange for Squiggle).

Activity Facilitation:

- Split participants into 5 equal groups and assign each group to a flip chart.
- Give groups 3 minutes to write as many potential positive and negative perceptions for their flip chart’s assigned shape.
- After the 3 minutes, groups will rotate one flip chart to their right and repeat the same instructions from the first round.

Please note, participants can review, underscore, add, or question anything on the flip chart by adding tallies or question marks.

Groups rotate until they are back at their original flip chart (decrease time given after each rotation).

- Once back at their original flip chart, groups will identify their top three most common positive and negative perceptions and share back with the larger group.

Activity Instructions

Shape Perception

Group Activity

1. What could be the positive perceptions of each Shape?
2. What could be the negative perceptions of each Shape?

SHAPE	POSITIVE	NEGATIVE
 Information and Structure		
 Accountability and Results		
 Change and Growth		
 Connection and Engagement		
 Energy and Innovation		



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ACTIVITY – Virtual Group Activity Instructions:

- Split participants up into five breakout rooms.
- Put Shape assignments for breakout rooms in the chat (Breakout Room #1 – Box. Breakout Room #2 – Triangle. Breakout Room #3 – Circle. Breakout Room #4 – Squiggle. Breakout Room #5 – Rectangle.)
- Give groups 10 minutes to discuss and determine their top three positive and top three negative perceptions of their group’s assigned Shape.
- Bring participants back from breakout rooms for large group discussion.
- Ask each group to present their top three positive and top three negative perceptions.
- Facilitate the conversation.

