

Narration Transcript: Psycho·Geometrics® Module 4, Shape Motivation

SLIDE #	Narration
SLIDE 1	Welcome to the continuous digital learning series of Shapes, powered by Psycho·Geometrics®. This is Module 4, which focuses on the practical application of Shape Motivation for effective communication.
SLIDE 2	<p>In this module, you will learn what motivates and demotivates your shapes and the shapes of others, then increase the probability you stay motivated and communicate in a way that motivates others.</p> <p>To maximize your experience, it is helpful to know your Shape Results, especially your Primary and Secondary Shapes, from the Shapes Assessment, powered by Psycho·Geometrics®. We recommend that you take a moment now to review your “shapes scores.”</p>
SLIDE 3	<p>Let’s clarify our objectives. By the end of this module, you will:</p> <ul style="list-style-type: none">• Number 1, understand the terms motivation and demotivation and how they relate to the five geometric shapes within the Psycho·Geometrics® Communication System,• Number 2, know how to apply Shape Motivation awareness to your personal shapes and communication style, understanding what motivates and demotivates you to be who you are, what you do, and how you interact with others,• Number 3, know how to apply Shape Motivation awareness to understand others. Specifically, what you say and do, and how you say and do it, that motivates or demotivates others because of who they are, what they do and how they interact with others,• And finally, number 4, you will be prepared to decide how you may change to be more motivated and less demotivated overall. <p>This may include how you modify your communication to motivate, not demotivate others by being true to who you are, how you act, and how you naturally interact in your relationships, with your team, family, friends, and people in general.</p>
SLIDE 4	To begin, what do we mean by “Shape Motivation”? Motivation can be defined as the driving force behind all action. It is an internal state that stimulates and activates your shapes behavior and gives it direction. It’s a natural force that can propel you forward. In fact, being motivated can keep you in a state of forward motion. Think of motivation as important as the air you breathe. Motivation can contribute to your physical, mental, and emotional growth and overall health.
SLIDE 5	While also an internal state, demotivation is the opposite of motivation. It can be defined as a lack of drive or movement. It is also a natural force, but instead of propelling you forward, it can slow you down, cause you to stumble, perhaps even causing you to fall. Demotivation can contribute to a lack of energy or desire to use your Shape Strengths, or manage your Shape Challenges, in order to be the best possible version of who you are, what you do, or how you interact with others.

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SLIDE 6	<p>Consider each of the five geometric shapes.</p> <ol style="list-style-type: none"> 1. What would naturally motivate each shape? For example, if you have something to say and you want to raise the probability that a Triangle would be interested in hearing it or acting because of it, be brief, direct, and give the Triangle 3 options. Triangles like to be in control. 2. What would naturally demotivate each shape? Let's use the Triangle again as an example. A Triangle would be less likely to openly listen, or act as a result of your communication if you are too emotional, dramatic, or take too long to get to the point. Triangles are busy. <p>Keep in mind that what motivates one shape may demotivate another. The Triangle appreciates communication that is direct and to the point, however a Circle may be demotivated if no consideration is given to how others may <i>feel</i> as a result of the communication. Circles don't care how much you know, until they know how much you care.</p>
SLIDE 7	<p>As you can see, one size does not fit all, which is why Shape Flexing, as explained and illustrated in Module 3, is so important for effective communication. The exact same behavior or situation can motivate one person, but completely demotivate another. Every shape is different, and one shape does not fit all.</p>
SLIDE 8	<p>Click the icons for examples of motivators and demotivators.</p>
SLIDE 9	<p>The Squiggle may find it exciting to be on an offsite retreat without a formal agenda and plenty of time for discussion, socialization, and outdoor activities. The Squiggle likes the variety and just going with the flow. The Circle, who loves to connect with others personally in a casual, relaxed setting, may also find it motivating. However, for the Triangle or Box, it is unnatural to allocate dollars and time to have a casual conversation in a relaxed setting, away from the office. It is also illogical to think you could quantify the dollars and time spent to "strengthen the team" on a spreadsheet or to a board of directors.</p> <p>Keep in mind that when we use examples about one specific shape, we are referencing <i>100%</i> of that shape. Of course, no one is 100% of one shape all the time, and everyone has more than one shape that represents their communication style. So, these examples are <i>general</i> examples, considering the traits of only one shape. It is true that a Box does value efficient meetings and prefers to work alone, but a mature, experienced, and healthy Box, regardless of their other shape traits, is smart enough to know that taking a break to have some fun and working with others can be beneficial.</p>
SLIDE 10	<p>An exploratory series of meetings that requires an open mind, asking questions, listening, and waiting to make any decisions for at least 6 months, may be motivating to the uncertain Rectangle. The Rectangle may be experiencing or anticipating change, but this situation may be demotivating to a Triangle, who tends to be impatient.</p>
SLIDE 11	<p>An enthusiastic speech may be just what a Squiggle needs to get motivated by an upcoming project, but the Box may not be interested because "it is just a bunch of hype and fluff".</p>

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SLIDE 12	A contest among the team to recognize individual performance could be highly motivating to a Triangle, who loves to compete, but equally as demotivating to a Circle, who prefers collaboration and teamwork, as opposed to being #1 on the team.
SLIDE 13	In this exercise, you must match the description to the best shape that would find a situation motivating. Press the Start button to begin.
SLIDE 14	Drag the descriptions to the shape that would find these situations <i>motivating</i> .
SLIDE 15	These are the appropriate placements for the possible motivators. Remember, it's important to know what motivates and demotivates you, but also important to know what motivates and demotivates others.
SLIDE 16	If awareness is key, let's see how well you identify possible <i>demotivators</i> for each shape. In this exercise, you must select the shape that best matches the demotivator for that shape. Press Start to begin.
SLIDE 17	Click the arrows to select the appropriate Shape from the drop-down menus that best match the <i>demotivators</i> .
SLIDE 18	These are the correct responses. Keep in mind, one way to strengthen communication in your personal or professional life, is to approach others in the way they like to be treated. Why would someone be motivated to listen to you and consider what you have to say? If you can communicate with others, aware of their possible shapes and in the way they prefer to "receive" communication, they are more likely to be <i>motivated</i> by your communication style, than <i>demotivated</i> .
SLIDE 19	With awareness, knowledge, skill and genuine desire, you have the power to raise the probability you stay motivated, as well as motivating others.
SLIDE 20	To raise the probability that you communicate effectively with others, you must consider what motivates others to be interested or excited about what you have to say. Even if it is uninteresting to them, you would like to convince them to consider your points, which may lead to something they find motivating. Ask, Consider, Include, Share, Inform, Brainstorm, Connect Behavior to Results, then you be you . You can still be you and say what needs to be said, but what you say and how you say it is the key to effective communication with all people, of all shapes. Granted, it will likely take more time to consider the shape motivators and demotivators prior to your communication, but it will probably make for more efficient, productive, and satisfying meetings when team members are motivated to participate. Let's take a moment for some reflection in the following activity.
SLIDE 21	You can do this activity alone or with your work team, your business or life partner, your family or friends.
SLIDE 22	You've been asked to communicate that an accountability team meeting is being scheduled on a weekly basis, same day, same time. Before you deliver the message, consider how each of the shapes may receive the message.

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	Who do you think will look forward to this new meeting or who do you think will dread it?
SLIDE 23	How could dreading or looking forward to a meeting impact such things as turnover, morale, open-mindedness, engagement, collaboration, creativity or productivity? Choose one or more to reflect upon or discuss with your partner.
SLIDE 24	<p>In summary, now that you have participated in the Shape Motivation module, you should</p> <ul style="list-style-type: none"> • Number 1, understand motivators and demotivators of each of the five geometric shapes within the Psycho·Geometrics® Communication System, • Number 2, know how to apply Shape Motivation awareness to your personal shapes and communication style, understanding what motivates and demotivates you to be who you are, what you do, and how you interact with others, • Number 3, know how to apply Shape Motivation awareness to understand others, and specifically what you say and do, and how you say and do it, that motivates or demotivates others because of who they are, what they do and how they interact with others, • And finally, number 4, you will be prepared to decide how you may want to change to be more motivated and less demotivated overall. <p>This may include how you modify your communication to motivate, not demotivate others by being true to who you are, how you act, and how you naturally interact in your relationships, with your team, family, friends, and people in general.</p>
SLIDE 25	Click and bookmark these links, plus be sure to download important course resources from the Resources tab, found in the upper right corner of this course.
SLIDE 26	<p>Congratulations, you have now finished this module. You are now ready to move to the next module in this digital learning series of Shapes, powered by Psycho·Geometrics®. Module 5, Strategic Shaping, features a Five-Star Communication Process that identifies the shape order of what to say and the shape style for how to say it.</p> <p>This is especially helpful when preparing communication for different audiences of all shapes, crucial conversations, resolving conflict, and for sales and service excellence.</p>