



shapesfor couples

Powered by **PsychoGeometrics**[®]

PARTICIPANT WORKBOOK

12-Hour Workshop

Created and Written by





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PARTICIPANT WORKBOOK

12-Hour Workshop

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





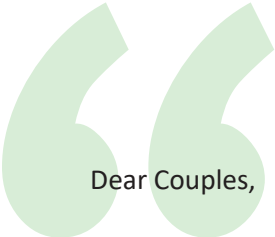
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Section 1 INTRODUCTION

Letter from Susan Hite, CEO and Innovator of PsychoGeometrics®



Dear Couples,

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.

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.

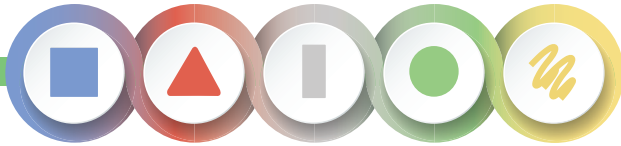
As you learn about the science of behavior and the art of communication, you will notice a shift in how you see yourself and your partner. Suddenly, you will understand why you feel, think, act, plan, love, celebrate, worry, stress, and de-stress like you do, and you will start to recognize the same 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.”

On behalf of our team at PsychoGeometrics, here’s to strengthening your communication, turning tension into traction, and ‘bettering your best’ as a happy and fulfilled couple!

Sincerely,

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.

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





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Section 2

WORKSHOP SLIDES & ACTIVITIES

Welcome and Overview



Workshop Agenda



Welcome & Overview

- Course Agenda
- Course Objectives
- Resources
- Introductions



The Five Modules

- Module 1: Introduction to PsychoGeometrics
- Module 2: Shape Perception
- Module 3: Shape Flexing
- Module 4: Shape Motivation
- Module 5: Strategic Shaping



Review & Wrap Up



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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.

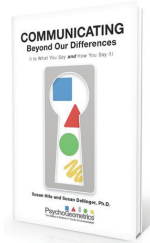


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Know your Resources

In your Shapes for Couples Toolkit, you will find...

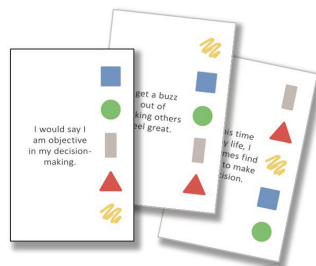
- 2 Shapes for Couples Participant Workbooks
- 1 *Communicating Beyond Our Differences* Book
- 2 Decks of the Shapes Card Game (decks of 10)
- 2 Written "Scratch Off" Shapes Assessments or Online Link to take the Shapes Assessment with Profile Report
- 2 Shapes Guides, hard copy or online version
- 1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



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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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Module 1: Introduction to PsychoGeometrics



About PsychoGeometrics

What is it?

- 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:

1. Traits
2. Behaviors
3. How you relate to others



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Notes:

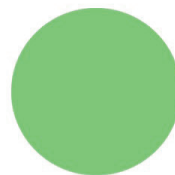
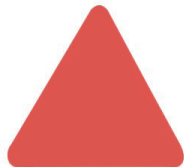
Just by looking at the Shapes:

1. What is your favorite Shape? _____
2. What is your second favorite Shape? _____
3. What is your least favorite Shape? _____

The Shapes Assessment

The Shapes Assessment By Sight

- Choose your favorite Shape.
- Choose your second favorite Shape.
- Choose your least favorite Shape.

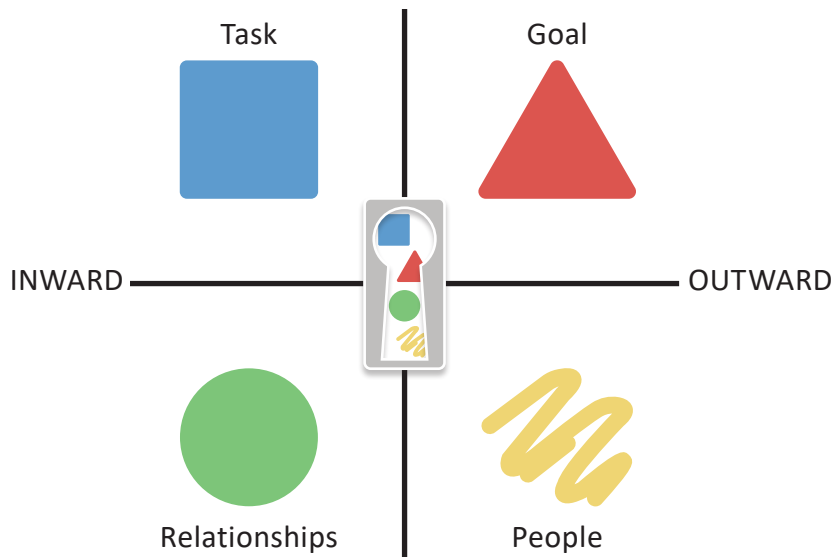


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Post Shape Assessment Questions:

1. What is your primary Shape? What did you score in that Shape?

2. What is your secondary Shape? What did you score in that Shape?

Notes:

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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The Five Shapes

PsychoGeometrics
The Science of Behavior + The Art of Communication

Logical, Linear, Factual		Creative, Innovative, Emotional		
INFO & STRUCTURE	ACTION & RESULTS	CHANGE & GROWTH	CONNECTION & HARMONY	ENERGY & CREATIVITY

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BOX

“If you want it done right, do it yourself.”

Breakout Discussion 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?

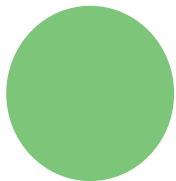


TRIANGLE

“When I want your opinion, I will give you mine.”

Breakout Discussion 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?



CIRCLE

“I don't care how much you know until I know how much you care.”

Breakout Discussion 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?



SQUIGGLE

“Life is short, eat dessert first.”

Breakout Discussion 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?



RECTANGLE

“Please listen to me, then tell me what to do.”

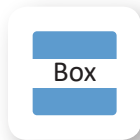
Breakout Discussion Questions:

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 a someone in Rectangle mode?



“ _____ ”

Building Trust with Your Partner



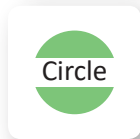
Do what you say you will do, and do it well, consistently. Ask me what I know and what I think.



Be confident, take action, and produce results. Follow me.



Tell me more. Listen to me, be patient with me, support me, and advise me.



Show you care about me, my team, and my family first. Appreciate me.



Just be straight with me. Give me the flexibility to get my job done.

Partner Discussion

1. Share your primary and secondary Shapes with your partner.
2. Knowing each other's Shapes, discuss specific ways you can build trust with one another?






What's Your Shape?

Understanding More about Yourself and Others – Partner Activity

1. What are your primary & secondary Shapes?
2. What are the 3 traits that best describe you?
3. What is the best way to communicate with you?






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. <i>"If you want a job done right, do it yourself."</i>
 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. <i>"Just make a decision, and right or wrong, work to make it right!"</i>
 Change and Growth	Growing, Searching, Exploring, Introspecting, Open, Undecided, Anxious, or Excited. <i>"Please listen to me, then tell me what to do."</i>
 Connection and Engagement	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>
 Energy and Innovation	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>

COMMUNICATING WITH EACH SHAPE



 Information and Structure	Keep it Professional. 1. Make an appointment, provide information, or an agenda, in advance. 2. Be punctual, prepared, calm, and patient. Boxes need time to think about it. 3. Be logical. Ask for results based on facts; include details, and engage Boxes with words like systems, data, value, process, efficient, or improve.
 Accountability and Results	Demonstrate Competence and Confidence. 1. Be assertive, have a controlled sense of urgency, think big picture and bottom line. 2. Be strong, but also show respect. Illustrate your own level of experience, knowledge, or expertise. 3. Think bullet points. Less is best. Offer 2 or 3 options. Engage Triangles when you give them control.
 Change and Growth	Be Open, Ask, and Listen. 1. Be open-minded, ask questions, and engage Rectangles when you say, "Tell Me More." 2. Listen for understanding and acceptance, not necessarily agreement or approval. 3. Be supportive and encouraging. Simplify recommendations, or instructions, and reinforce decisions.
 Connection and Engagement	Show Care and Emotional Intelligence. 1. Be friendly, sensitive, and aware of body language, facial expressions, and feelings. 2. Acknowledge shared interests, values, special occasions, and teamwork. 3. Engage Circles by promoting inclusion, connectedness, belonging, collaboration, and unity.
 Energy and Innovation	Be Enthusiastic, Creative, and Have Fun! 1. Be flexible, encouraging, spontaneous, and transparent. 2. Face challenges with hope, optimism, and innovation. 3. Embrace and promote differences. Highlight and reward the unique. Lighten up, and make it fun!

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!"

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?



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?



Module 2: Shape Perception



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.



How would you describe the picture above?

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.



How would you describe this picture?

How might an 18-year-old describe this picture?





How might an 88-year-old describe this picture?

What is Shape Perception?

An opinion about someone's communication style (traits, behaviors, and how they relate to others) based on environment, culture, past experience, or personal interpretation.



Use the chart below for the following Shape Perception Activities.

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

Self-Reflection

- Using the chart above, write down any possible positive and negative perceptions of your primary Shape.
- Write down any possible positive and negative perceptions of your secondary Shape.

Group Activity

- What could be the possible positive perceptions of each Shape?
- What could be the possible negative perceptions of each Shape?

Partner Discussion

- 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 experience? Cultural? Past or present environment?



Self-Reflection Questions:

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



Module 3: Shape Flexing



Shape Flexing

What is Flexing?

- 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.

Examples:

- Showing more or less emotion.
- Speaking pace.
- Volume of voice.



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Shape Flexing

Benefits of flexing include:

- Promotes trust.
- Shows respect and understanding.
- Enhances a positive exchange of engagement.
- Helps make the hard or awkward conversations easier.
- Turns tension into traction.



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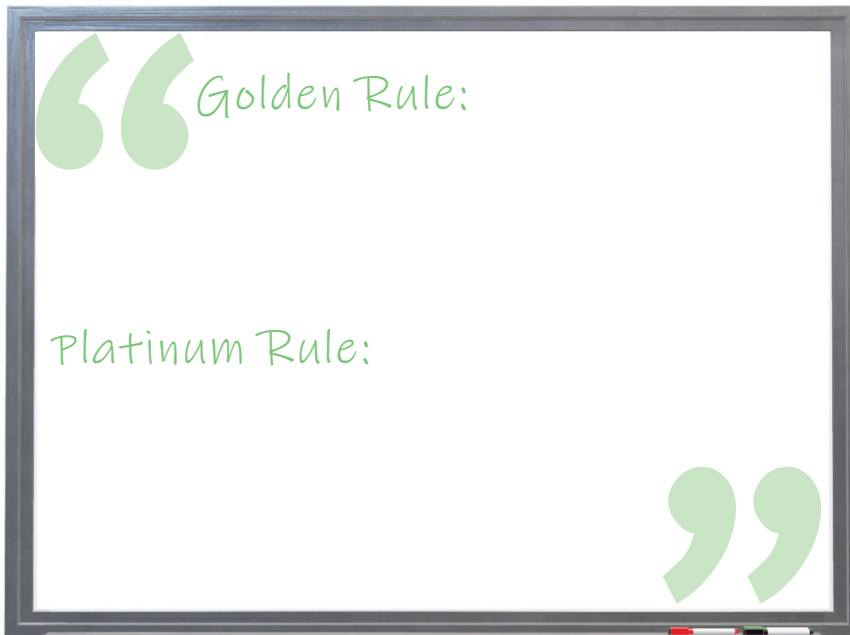
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What is Shape Flexing?

Shape Flexing is the skill set of adding a specific Shape behavior, or combination of Shape behaviors, to strengthen your communication effectiveness.



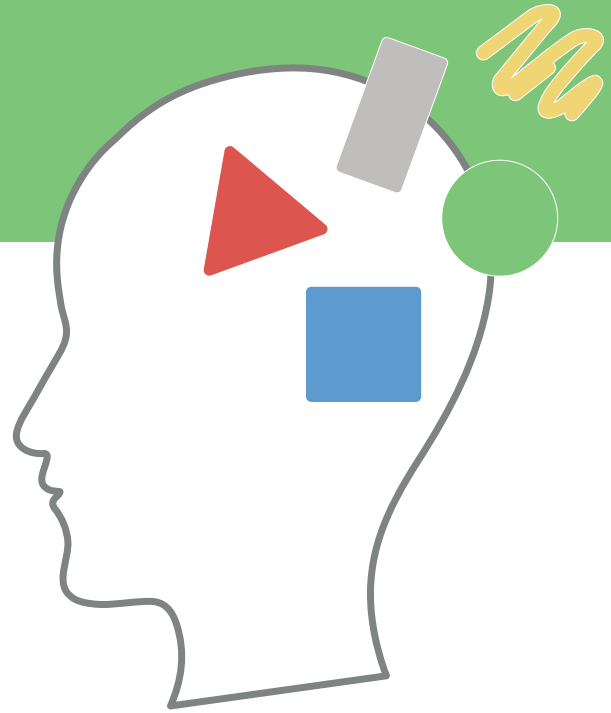
Notes:



Steps for Shape Flexing

- **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.

What does Shape Flexing look like for each Shape?



Slow it down.
Give it a heads up.
Stick to the facts.
Keep it steady.
Don't push it.

Reflection Questions:

1. 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?
2. What traits or behaviors does this person or people exhibit that are Box-like?
3. What are some specific ways to increase your communication effectiveness when communicating with this Box in your life?

Reflection Questions:

1. 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?
2. What traits or behaviors does this person or people exhibit that are Triangle-like?
3. What are some specific ways to increase your communication effectiveness when communicating with this Triangle in your life?

Less is more.
Get to the point.
Pick up the pace.
Provide three options.
Don't miss your exit ramp.

Connect.
Be nice and show it!
Be vulnerable and ask for help.
Don't be in a hurry.
Put people first.

Reflection Questions:

1. 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?
2. What traits or behaviors does this person or people exhibit that are Circle-like?
3. What are some specific ways to increase your communication effectiveness when communicating with this Circle in your life?

Reflection Questions:

1. 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?
2. What traits or behaviors does this person or people exhibit that are Squiggle-like?
3. What are some specific ways to increase your communication effectiveness when communicating with this Squiggle in your life?

Make it fun!
Bring the energy!
Leave some wiggle room.
Don't be too rigid or controlling.
Be flexible.
Change it up!

Be patient.

Provide clear instructions.

Listen for understanding.

Ask open-ended questions.

Keep Rectangles focused on what's important right now.

Reflection Questions:

1. 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.
2. What traits or behaviors does this person or people exhibit that are Rectangle-like?
3. 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.

Shape Flexing to Your Partner

Part 1: Individual Reflection

Knowing your Shapes, what are some specific ways your partner could Shape Flex to increase communication effectiveness with you?

Notes:

Part 2: Partner Discussion

Share with your partner examples of how they could Shape Flex to communicate more effectively with you.

Shape Flexing — Couples Reflection

What role does each Shape play in your relationship?
When is it beneficial to flex to each Shape?
Does your relationship need more or less of each Shape? Explain.





Self-Reflection Questions:

What are the top 3 things you've learned about your partner when it comes to Shape Flexing?

1.

2.

3.



Module 4: Shape Motivation



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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Shape Motivation

What is Demotivation?

- 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.




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Shape Motivation

What is Shape Motivation?

- 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.




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Shape Motivation

What is Shape Demotivation?

- 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.



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Notes:

What motivates and demotivates?

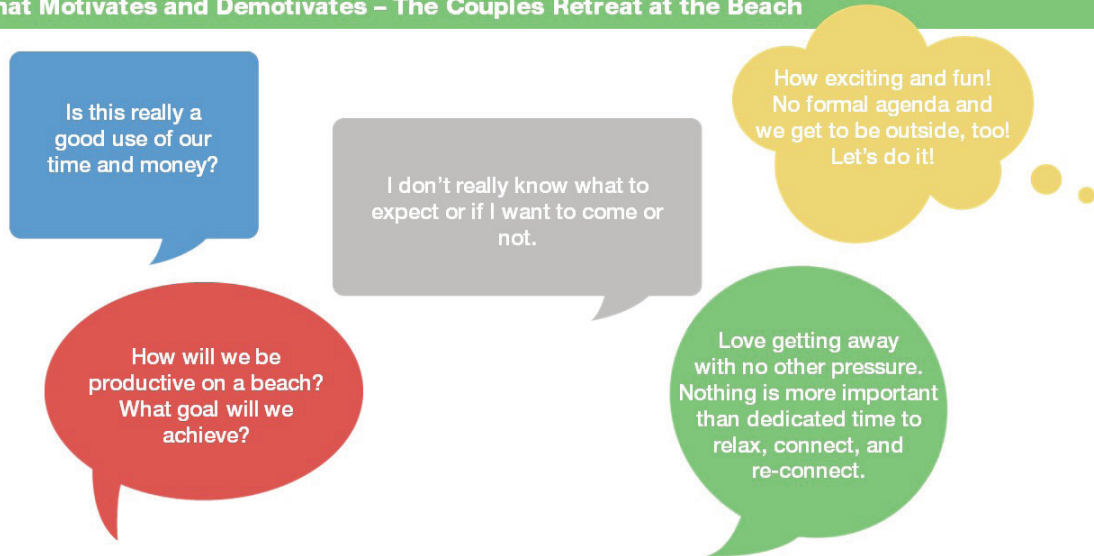
Scenario: The Couples Retreat at the Beach

You and your partner have been invited to an ocean-front couples retreat on the east coast of North Carolina.






The purpose is to get away from your regular routine to reflect, reconnect, share, and strengthen your relationship.

Let's take a look at how each Shape may be motivated or demotivated by this kind of retreat.






What Motivates and Demotivates – The Couples Retreat at the Beach



Notes:

-  **Box** "I make decisions based on facts, not emotions."
-  **Triangle** "If it's quick and gets results, I am all in!"
-  **Rectangle** "I am in a state of 'I don't know.' I need someone to listen then advise."
-  **Circle** "I value relationships and being in one accord."
-  **Squiggle** "If it's fun, different, and exciting, I'm interested!"

Use the chart below for the following Shape Motivation Activities.

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

Self-Reflection

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

Group Activity

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

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?

Notes:

Self-Reflection Questions:

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

Self-Reflection Responses:

1.

2.

Module 5: Strategic Shaping



Strategic Shaping

What is Strategic Shaping?

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




Notes:

Notes:








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
---	---	--	---	--

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See the two scenarios on the next page.

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!



Strategic Shaping with your Partner

Use the Strategic Shaping Model to “Shape” your communication in the two scenarios below.



Couples Scenario #1:

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.

Couples Scenario #2:

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.

Note:

The Strategic Shaping Model can serve as a 5-step process for effective communication, especially when it comes to planning, problem solving, or resolving conflict. Use it to guide your communication with one another.



Self-Reflection Questions:

1. What part of the Strategic Shaping Model is missing in your planning, problem-solving, or crucial conversations as a couple?

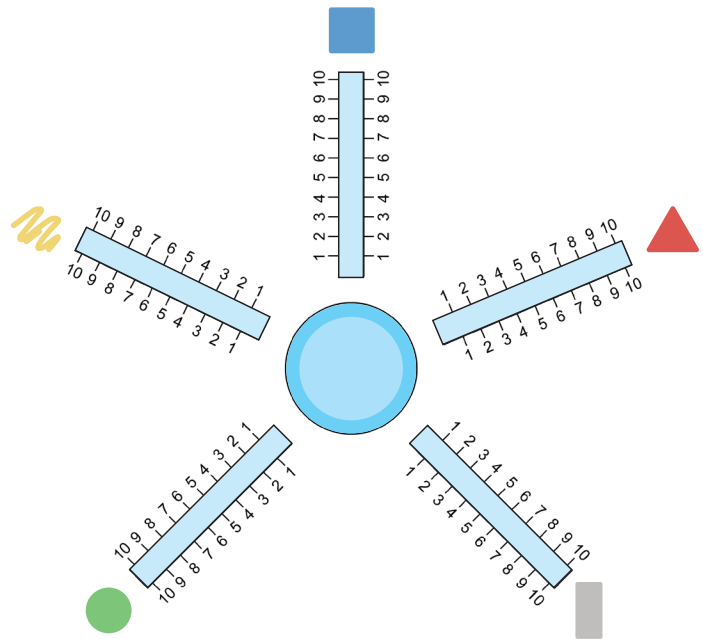
2. What part (Shape) means the most to you? To your partner?



Shapes Awareness Wheel – Self-Assessment

- Rate, on a scale from 1 – 10, how effectively you use each Shape in your relationship.
- 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
10: Nearly always used effectively



Partner Discussion

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?

Review & Wrap Up



Objectives Recap



- **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?

Did you meet the objectives? Check it off!

Notes:

Self-Reflection:

Take a moment to reflect on your "Shapes for Couples" experience.
What are your three biggest takeaways that will help strengthen your relationship the most?

1.

2.

3.

What will you do differently as a result?

Compare your answers above with those of your partner.



Couple's Reflection:

What are your three biggest takeaways as a couple that will help strengthen your relationship the most?

1.

2.

3.

Congratulations!

You are on your way to being a more effective communicator.

Section 3

KNOWLEDGE CHECK











Module 1: Introduction to Psychogeometrics



True or False?

1. Every Shape plays a role in effective communication.
True
False
2. Your primary and secondary Shapes are the Shapes in which you score the highest and are considered your communication strengths.
True
False
3. Your primary and secondary Shapes are determined by traits and behaviors that you've learned and developed.
True
False
4. If you score high in a Shape, it means you are good at using that Shape.
True
False
5. If you score low in a Shape, or if a Shape is not one of your primary or secondary Shapes, you won't be very successful at using that Shape for communication effectiveness.
True
False
6. Some Shapes represent your natural communication strengths and others represent a development opportunity to learn a new skill set.
True
False
7. Some Shapes are more valuable than others.
True
False
8. Some Shapes are less powerful than others.
True
False
9. It's typically easier to use your natural Shape strengths in your communication style than a Shape that requires you to learn or develop a new skillset.
True
False
10. The Rectangle is neither a primary or secondary Shape. It is a transitional and temporary Shape. It can be used subconsciously or consciously. Either way, when used as a skill set, it can be the key to strengthening your relationships by communicating effectively.
True
False











Connect each Shape with its appropriate description.

		Nurturers, caregivers, stabilizers, relationship-oriented, team players, collaborative, sensitive, emotional
		Informational, factual, detailed, organized, rarely shows emotion, needs time to make decisions, prefers working alone
		Creative intelligence, innovative, free spirit, high energy, spontaneous, bored quickly by routine, unique, idea producers
		Ambitious, competitive, decisive, strong opinions, quick to get to the point, bottom line, wants to be in control
		Growing, searching, exploring, introspecting, open, undecided

Module 2: Shape Perception



Below are possible positive and negative perceptions of each Shape. Choose the two positive and two negative perceptions that could represent each Shape and fill in the blank spaces in the chart.

Positive	Shape Perception Exercise		Negative
	Positive	Negative	
 open-minded	<input type="text"/>	<input type="text"/>	 too nice
 harmonizer	<input type="text"/>	<input type="text"/>	 egocentric
 objective	<input type="text"/>	<input type="text"/>	 confused
 exploring	<input type="text"/>	<input type="text"/>	 too accommodating
 creative	<input type="text"/>	<input type="text"/>	 apathetic
confident	<input type="text"/>	<input type="text"/>	intimidating
stabilizer	<input type="text"/>	<input type="text"/>	impractical
energizer	<input type="text"/>	<input type="text"/>	inflexible
action-oriented	<input type="text"/>	<input type="text"/>	rebellious
consistent	<input type="text"/>	<input type="text"/>	indecisive

Module 3: Shape Flexing



Choose an answer for the following:

1. To treat or approach others in the way they like to be treated or approached, you should:

- a. Practice the Golden Rule
- b. Practice the Platinum Rule

2. If you are communicating with a Triangle about an event in two days, what would be the most effective way to approach them?

- a. Be prepared for many questions.
- b. Briefly share a status update, provide three options, and ask for their opinion.
- c. Commend them on one of their achievements and ask them to tell you about it.
- d. Make a one-hour appointment to ensure they have all the details.

3. You recently received some feedback that you need to be “more professional” in your work interactions. What Shape and correlating behavior would best help you communicate more effectively, showing your professionalism with others on your team.

- a. Triangle. Skip the chit chat and get right to the bottom line.
- b. Rectangle. Show up with an open-mind, wanting to learn more.
- c. Box. Be on time, stay on task, respect the rules, remain objective, and think before speaking.

4. You are highly respected at work for your no-nonsense, direct, and to-the-point communication style. And yet your spouse has recently reminded you that your 13-year-old is less than impressed with your accolades at work. What might be the best way to Shape Flex and communicate with your 13-year-old?

- a. Start with your Triangle and Box. After all, it works with your colleagues! Bring your 13-year-old a gift. Tell them you would like to know what’s going on in their life. Invite them to lunch with you. “Does 1pm tomorrow work?”
- b. Start with the Rectangle. Approach your 13-year-old with the only objective of spending time with them, listening, and learning about what’s going on in their life.
- c. Turn into a Squiggle! Plan a really fun, exciting excursion! Tell your 13-year-old they can invite all of their friends!

5. You are finally getting a few days off for a vacation with your family or friends. Your sister has invited you to gather at her mountain home for a long weekend. You haven’t heard any details about when you should arrive, what you should bring, and how to plan for each day. Your natural tendency is to take charge and be prepared. How do you Shape Flex to embrace the moment and “go with the flow?”

- a. Tell yourself you are not the one who is planning it nor are you the one who is responsible for it. Give yourself permission to be the Squiggle and just “let go” and “just be.”
- b. Call your aunt and offer to create an itinerary and distribute to the other family members and friends.
- c. Say nothing and hope it all works out for the best.

Module 4: Shape Motivation



Matching Motivators

Consider what would motivate each of the Shapes and match the Shape with what would motivate that Shape the most.



An opportunity to help others and/or the community by pulling together as a team, even if it means some personal sacrifice.



Clear expectations, a proven process, a budget for resources, and a timeline.



A challenge to overcome barriers and the freedom and flexibility to do it.



Someone who can listen, support, mentor, or advise me; provide information, expertise, or ideas to help me know what to do next.



An achievable goal and tangible reward, even if less than 10% of people have ever attained it.

Selecting Demotivators

Read the following statements and descriptions. Write the name of the Shape that would be the most demotivated under the statement.

1. Anything too rigid, structured or routine

2. Conflict, lack of emotion

3. No advance notice, no agenda

4. Being misunderstood as “wishy-washy”

5. Short-cuts that compromise quality

6. Lack of action, lack of control

7. Negativity, lack of emotion

8. Too many choices, too much information

9. Isolation

10. Lack of confidence

Module 5: Strategic Shaping



Strategic Shaping for Planning, Problem-Solving, and Conflict Resolution

Situation: Someone comes to you with an idea for an improvement and/or to solve a problem.

Response Objective: Because you have privileged knowledge that not everyone else has, you know that regardless of how great the idea is, it is unlikely it will be acted upon anytime soon. However, you want to respond in a positive and strategic manner to keep this person engaged.



Below is a Strategically Shaped-Response to the person who has come to you with an idea for an improvement and/or to solve a problem.

Read each of the five responses and answer the questions to identify the Shape and Shape order for when it would be communicated using the Strategic Shaping Model.

Response: “Your idea requires resources that we do not have at this time.”

What Shape is this? _____ What order should this Shape be used? (1-5)_____

Response: “That’s a good idea. I see and hear you have put a lot of time and thought into this. Thank you for wanting to help.”

What Shape is this? _____ What order should this Shape be used? (1-5)_____

Response: “That sounds interesting. Tell me more about your idea.”

What Shape is this? _____ What order should this Shape be used? (1-5)_____

Response: “What a creative idea! If you can think of a way to implement your idea within these rules, parameters, or boundaries, there’s always the possibility your idea could work.”

What Shape is this? _____ What order should this Shape be used? (1-5)_____

Response: “For the reasons I have shared, we do not have the resources to implement your idea at this time. What do you think next steps should be?” **or** “Although, right now, the answer is ‘no,’ here’s what I can recommend.”

What Shape is this? _____ What order should this Shape be used? (1-5)_____







Knowledge Check Answer Key

Knowledge Check Module 1: Intro to PsychoGeometrics (page 35)

1. True
2. True
3. False
4. False
5. False
6. True
7. False
8. False
9. True
10. True



















Knowledge Check Module 1: Intro to PsychoGeometrics (page 36)

Connect each Shape with its appropriate description.
Here are the correct Shapes.

	Nurturers, caregivers, stabilizers, relationship-oriented, team players, collaborative, sensitive, emotional
	Informational, factual, detailed, organized, rarely shows emotion, needs time to make decisions, prefers working alone
	Creative intelligence, innovative, free spirit, high energy, spontaneous, bored quickly by routine, unique, idea producers
	Ambitious, competitive, decisive, strong opinions, quick to get to the point, bottom line, wants to be in control
	Growing, searching, exploring, introspecting, open, undecided
	

Knowledge Check Module 2: Shape Perception (page 36)

These are possible positive and negative perceptions of each Shape.

Shape Perception Exercise	
Positive	Negative
 objective	 apathetic
 consistent	 inflexible
 confident	 egocentric
 action-oriented	 intimidating
 open-minded	 confused
 exploring	 indecisive
 harmonizer	 too nice
 stabilizer	 too accommodating
 energizer	 impractical
creative	rebellious

Answer Key

Knowledge Check Answer Key

Knowledge Check Module 3: Shape Flexing (page 37)

The correct responses are:

1. b
2. b
3. c
4. b
5. a



An opportunity to help others and/or the community by pulling together as a team, even if it means some personal sacrifice.



Clear expectations, a proven process, a budget for resources, and a timeline.



A challenge to overcome barriers and the freedom and flexibility to do it.




Someone who can listen, support, mentor, or advise me; provide information, expertise, or ideas to help me know what to do next.



An achievable goal and tangible reward, even if less than 10% of people have ever attained it.

Knowledge Check Module 4: Shape Motivation (page 38)

Here are the correct placements for what demotivates each Shape.

1. Anything too rigid, structured or routine 
2. Conflict, lack of emotion 
3. No advance notice, no agenda 
4. Being misunderstood as "wishy-washy" 
5. Short-cuts that compromise quality 
6. Lack of action, lack of control 
7. Negativity, lack of emotion 
8. Too many choices, too much information 
9. Isolation 
10. Lack of confidence 

Knowledge Check Answer Key

Knowledge Check Module 5: Strategic Shaping (page 39)

1.  Listen

Response: “That sounds interesting. Tell me more about your idea.”

2.  Care

Response: “That’s a good idea. I see and hear you have put a lot of time and thought into this. Thank you for wanting to help.”

3.  Inform

Response: “Your idea requires resources that we do not have at this time.”

4.  Create

Response: “What a creative idea! If you can think of a way to implement your idea within these rules, parameters, or boundaries, there’s always the possibility your idea could work.”

5.  Act

Response: “For the reasons I have shared, we do not have the resources to implement your idea at this time.”

“What do you think next steps should be?” *or*

“Although, right now, the answer is ‘no,’ here’s what I can recommend.”



