



shapesforfamilies

Powered by **PsychoGeometrics**[®]

PARTICIPANT WORKBOOK

Created and Written by





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PARTICIPANT WORKBOOK

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



CONTENTS



Section One: Introduction	
• Letter from Susan Hite, CEO and Innovator of PsychoGeometrics®	1
• About PsychoGeometrics	2
Section Two: Workshop Slides & Activities	
Welcome & Overview	5 - 6
• Workshop Agenda	
• Course Objectives	
• Resources	
• Introductions	
Module 1: Introduction to PsychoGeometrics	7
• About PsychoGeometrics	7
• The Shapes Assessment	7
• The Five Shapes	8
• Learning more about each Shape	9
• Shape Trait Activity	10
• Module 1: Family-Reflection	11
Module 2: Shape Perception	13
• Perception Introduction	13
• Defining Shape Perception	14
• Shape Perception Activities & Discussion	15
• Module 2: Family-Reflection	16
Module 3: Shape Flexing	17
• Flexing Introduction	17
• Defining Shape Flexing	17
• Steps for Shape Flexing	18
• Shape Flexing Activities & Discussion	19
• Speed Shaping	21
• Module 3: Family-Reflection	22
Module 4: Shape Motivation	23
• Motivation & Demotivation Introduction	23
• Defining Shape Motivation & Demotivation	23
• Shape Motivation Chart & Family Discussion	24
• Shape Mojo™ Game	25
• Module 4: Family-Reflection	26
Module 5: Strategic Shaping	27
• Strategic Shaping Introduction	27
• Strategic Shaping Activity & Discussion	29
• Module 5: Family-Reflection	31
Family Applications	32
• How does each Shape show Love?	32
• Building & Shaping Trust	32
• Shaping your Way through Change	33
• Family Awareness Wheel	34
Review & Wrap Up	37
• Review of Five Modules & Course Objectives	37
• Shapes Workshop Reflection – Key Takeaways	38
Section Three: Knowledge Check	39
• Questions & Activities	39
• Answer Key	44



Section 1 INTRODUCTION

Letter from Susan Hite, CEO and Innovator of PsychoGeometrics®



Dear Families,

We are excited to share a simple and effective way to strengthen your relationships by communicating more effectively, especially with the people who matter most, your family!

Our hope is that you enjoy this experience, and that “Shapes” becomes your family’s common language with one another. Understanding is the key to connectedness, and “Shapes” can now be your family’s new “superpower!”

As you learn about the science of behavior and the art of communication, you will notice a shift in how you see yourself and the members of your family. Suddenly, you will understand why you feel, think, act, plan, play, learn, love, celebrate, worry, stress, and de-stress like you do, and you will start to recognize the same about each other. Thoughts and feelings of confusion and frustration will turn into clarity, and your family will be able to talk in “Shapes” for simple and effective communication.

On behalf of our team at PsychoGeometrics, here’s to strengthening your communication, turning tension into traction, and being a resilient, high-functioning family.

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, Objectives, & Resources



Modules 1 – 5

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



Family Applications

How does each Shape show Love?
Building & Shaping Trust
Shaping your Way through Change
Family Awareness Wheel



Review & Wrap Up



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5

Course Objectives

- **Understand** your communication style, including your strengths and challenges, and the communication style of your family members.
- **Recognize** the possible positive and negative perceptions of your communication style by your family members, and your positive and negative perceptions of your family members.
- **Learn** the skill of Shape Flexing to strengthen the effectiveness of your communication approach and responsiveness with each member of your family.
- **Discover** what motivates and demotivates you and your family members 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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6

Know your Resources

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

- Shapes for Families Participant Workbook
- **Communicating Beyond Our Differences** Book
- Shape-MOJO™ Game
- Shapes Card Game (Deck of 10 Cards)
- Shape Traits/Communicating with each Shape Card



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7

The Shapes Card Game

- Pick a card from the deck.
- Read the statement on the card.
- Who does it describe the most? You? Or one of your family members?
- Give the card to who you and your family thinks it describes the most.



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9

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:


Capture your family's responses below. 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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Family Discussion:

1. Is anyone in your family a primary or secondary Box?
2. What value does this Box bring to your family?
3. Find a meme, picture, video clip, or song that represents the Box.



Family Discussion:

1. Is anyone in your family a primary or secondary Triangle?
2. What value does this Triangle bring to your family?
3. Find a meme, picture, video clip, or song that represents the Triangle.



Family Discussion:

1. Is anyone in your family a primary or secondary Circle?
2. What value does this Circle bring to your family?
3. Find a meme, picture, video clip, or song that represents the Circle.



SQUIGGLE

“Life is short, eat dessert first.”

Family Discussion:

1. Is anyone in your family a primary or secondary Squiggle?
2. What value does this Squiggle bring to your family?
3. Find a meme, picture, video clip, or song that represents the Squiggle.



RECTANGLE

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

Family Discussion:

1. Is anyone in your family in a Rectangle transition right now?
2. What value can the Rectangle bring to your family?
3. Find a meme, picture, video clip, or song that represents the Rectangle.



“

”

Shape Trait Activity

Understanding More about Yourself and Others – Family Activity

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

Capture your family’s responses below:

SHAPE TRAITS



	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>
	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>
	Growing, Searching, Exploring, Introspecting, Open, Undecided, Anxious, or Excited. <i>“Please listen to me, then tell me what to do.”</i>
	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>
	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



	<p>Keep it Professional.</p> <ol style="list-style-type: none"> 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.
	<p>Demonstrate Competence and Confidence.</p> <ol style="list-style-type: none"> 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.
	<p>Be Open, Ask, and Listen.</p> <ol style="list-style-type: none"> 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.
	<p>Show Care and Emotional Intelligence.</p> <ol style="list-style-type: none"> 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.
	<p>Be Enthusiastic, Creative, and Have Fun!</p> <ol style="list-style-type: none"> 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!



Family-Reflection Questions:

1. What have you learned or reinforced about your own communication style?

2. What have you learned about your family member's communication style?



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 pictures above? Capture your family's responses below:

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.



If you are 25 or younger, how would you describe this picture?

If you are 25 or older, how would you describe this picture?

How do you think someone 85 or older would describe this picture?


Capture your family's responses below:

What is Shape Perception?

An opinion about something or 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 Activity.

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

Family-Reflection Questions:

1. Is there a possible misperception of you that you would like to change?

2. Do you have a possible misperception of someone else in your family?



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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59

Shape Flexing

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.



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60



Notes:

Shape Flexing

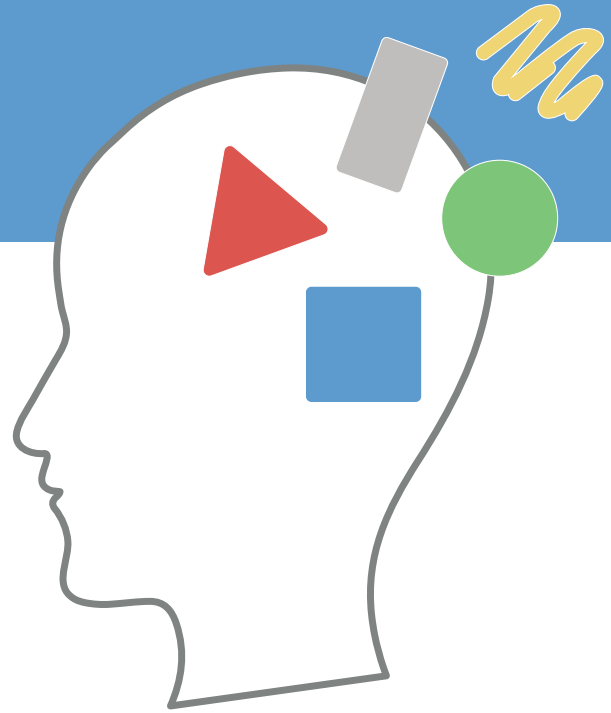
Steps for Shape Flexing

- **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.

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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.

Family Discussion Questions:

1. Who in your family is a primary or secondary Box?
2. How does/do the Box(es) in your family like to be approached?
3. What are a few examples of how you can flex to communicate with the Box(es) in your family?

Family Discussion Questions:

1. Who in your family is a primary or secondary Triangle?
2. How does/do the Triangle(s) in your family like to be approached?
3. What are a few examples of how you can flex to communicate with the Triangle(s) in your family?

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.

Family Discussion Questions:

1. Who in your family is a primary or secondary Circle?
2. How does/do the Circle(s) in your family like to be approached?
3. What are a few examples of how you can flex to communicate with the Circle(s) in your family?

Family Discussion Questions:

1. Who in your family is a primary or secondary Squiggle?
2. How does/do the Squiggle(s) in your family like to be approached?
3. What are a few examples of how you can flex to communicate with the Squiggle(s) in your family?

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.

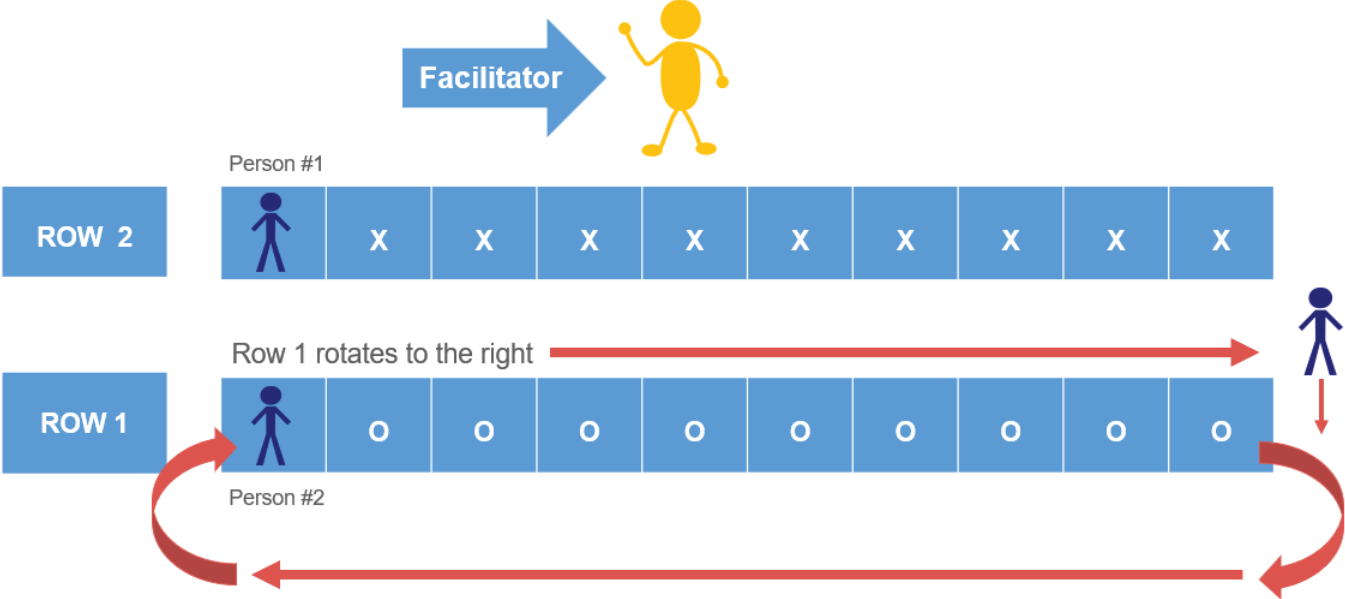
Keep Rectangles focused on what's important right now.

Family Discussion Questions:

1. Who in your family is going through a Rectangle change?
2. How does/do the person(s) in Rectangle mode like to be approached?
3. What are a few examples of how you can flex to communicate with the person going through a Rectangle phase?

Speed Shaping

Practice Shape Flexing by assuming the role of the assigned Shape!



Notes:



Family-Reflection Questions:

1. What are your top three takeaways from Shape Flexing?

2. How will you Shape Flex to best communicate with the members of your family?



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:

Use the chart below for the following Shape Motivation Activity.

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.

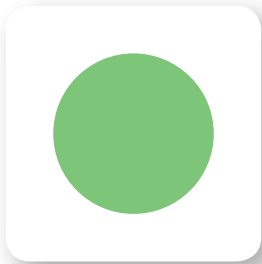
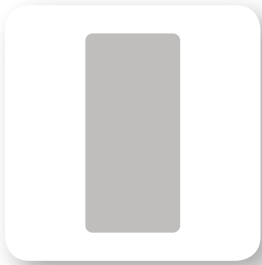
Family Discussion

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

What is “Shape Mojo™?”



- Your undefined personal way of getting something done related to your unique Shape combination.
- It’s what excites and interests you.
- It’s your special, “energizing” formula for showing enthusiasm through your Shapes.



Shape Mojo™ Game

S	H	A	P	E
		SHAPE “mojo”		



Family-Reflection Questions:

1. Are you getting what you need for self-motivation?
2. Is your family getting what it needs for motivation?
3. Could some of your actions be motivating some while demotivating others?



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:



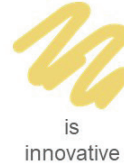
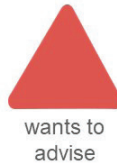
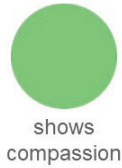
Strategic Shaping Model – Problem Solving



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.



See the five scenarios on the next page.

With your family:

- Discuss the following questions for the scenario your family selects:
 - How might you naturally respond using only your primary and secondary Shapes?
 - How might your response look differently using all five Shapes?



Strategic Shaping Scenario #1

You and your family have just moved to a new state. Your middle school-aged daughter is struggling to adjust to her new school. She is missing her old friends and feeling upset that she hasn't made any new friends yet.

Use the Strategic Shaping Model to plan your response when your daughter comes to tell you about the situation.

Strategic Shaping Scenario #2

You've just been invited by some kids from school to a movie this Friday night! You've recently moved to a new city, and this is the first time you've been invited to hang out with friends outside of school. You really want to go but know that your Grandmother is coming to town for the weekend. You are also aware that your dad has planned a family dinner at home.

Use the Strategic Shaping Model to help plan your approach when discussing the movie with your dad.

Strategic Shaping Scenario #3

You and your partner have an elementary-aged son. Lately, he seems to really be struggling in math. Prior to this year, he has always done "ok" in math. He never got A's (excellent performance), but he typically maintained B's (good performance), with an occasional C (satisfactory performance). On his last report card, he had a D (less than satisfactory performance) in math and his teacher mentioned her concerns during the last parent/teacher conference. You think it's time to hire a tutor, but your partner is not as convinced. Your partner says "It's only one report card! He'll bring up the grade. He is a smart kid!" You also believe your son is smart but feel strongly that he needs some extra help.

Use the Strategic Shaping Model to address your concerns and guide a conversation with your partner.

Strategic Shaping Scenario #4

It's finally summer vacation! You have a lot of plans this summer including a summer job, high school soccer workouts, a few college campus visits, and hanging out with friends. But none of these plans start until next week so you have the entire week to relax and enjoy the start of summer! On her way out the door for work this morning, your mom hands you a list of household chores and yard work that she would like you and your brother to complete this week. The list doesn't look that overwhelming for two people; however, your younger brother hasn't always been known to pull his weight. It seems like you are always the one stuck with most of the work. Although you are only 15 months older, you've always felt several years more mature than him.

Use the Strategic Shaping Model to approach your brother about splitting up the chores and yard work and executing your plan.

Strategic Shaping Scenario #5

If you prefer, please feel free to create your own scenario. Be sure to include a communication problem and then use the Strategic Shaping Model to help solve the problem.

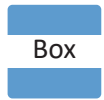
Family-Reflection Question:

1. What part of the Strategic Shaping Model will help you the most when communicating with your family?



Family Applications

How does each Shape show Love? Capture your family's responses below.



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!"

Family 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 family member(s) show(s) love the way you want to be loved? Is the way you show love the way your family member(s) want(s) to be loved?

Building and Shaping Trust — Capture your family's responses below.



Box

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



Triangle

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



Rectangle

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



Circle

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



Squiggle






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

Family Discussion

1. How might you build trust with a family member who is a primary Box? Triangle? Circle? Squiggle?
2. How might you build trust with a family member who is in Rectangle mode?
3. How would someone build trust with you?

Shaping Your Way Through Change

Embracing, Managing, & Leading through Change

SHAPE	What do you need to embrace change?	What do you need to manage change?	What do you need to lead change?
	the facts.	a routine.	a logical, proven process and plan.
	to be in charge.	options, something I can control.	authority, ownership, or influence.
	tell me more about the change.	a mentor, someone to listen, or advice.	experience or support.
	knowing how the change will impact me, my team, or family.	an opportunity to talk about it or "talk it out" with my team, friends, or family.	a collaborative and unified team.
	believing that the change will lead to more freedom and flexibility.	an opportunity to celebrate milestones along the way.	excitement, fun, inspiration to motivate others, innovation, freedom to operate.

Family-Reflection Question:

1. What is your natural response to change?

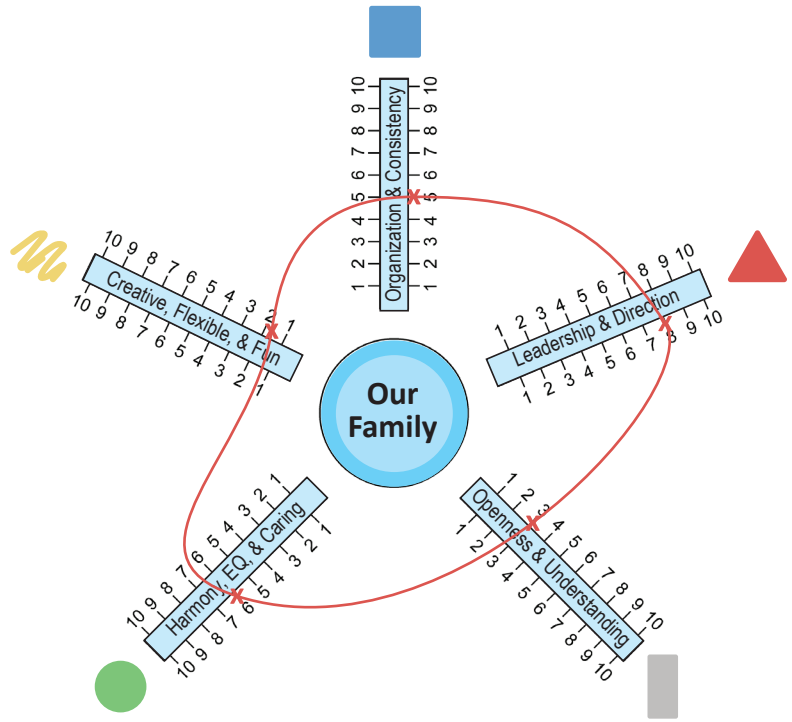


Family Awareness Wheel

- Read each statement that represents one of the five Shapes. As a family, discuss, evaluate, and rate how consistently your family is using this trait, behavior, or interaction in your family on a weekly basis. Use the scale of 1-10 and place an “X” on the number of each spoke that best represents your family’s evaluation.

1 - 3: Rarely
4 - 6: Some of the time
7 - 9: Most of the time
10: Nearly always

- Once you have an “X” on each spoke, you will connect the “X’s” on each spoke to draw your family’s tire.



Box

Our family has clear rules, guidelines, and/or a weekly routine that we follow consistently.



Triangle

Our family has clear direction.



Rectangle

Our family can be open-minded and says, “tell me more,” to understand one another.



Circle

Our family has a healthy balance of harmony, unity, and is sensitive to the needs of one another.



Squiggle

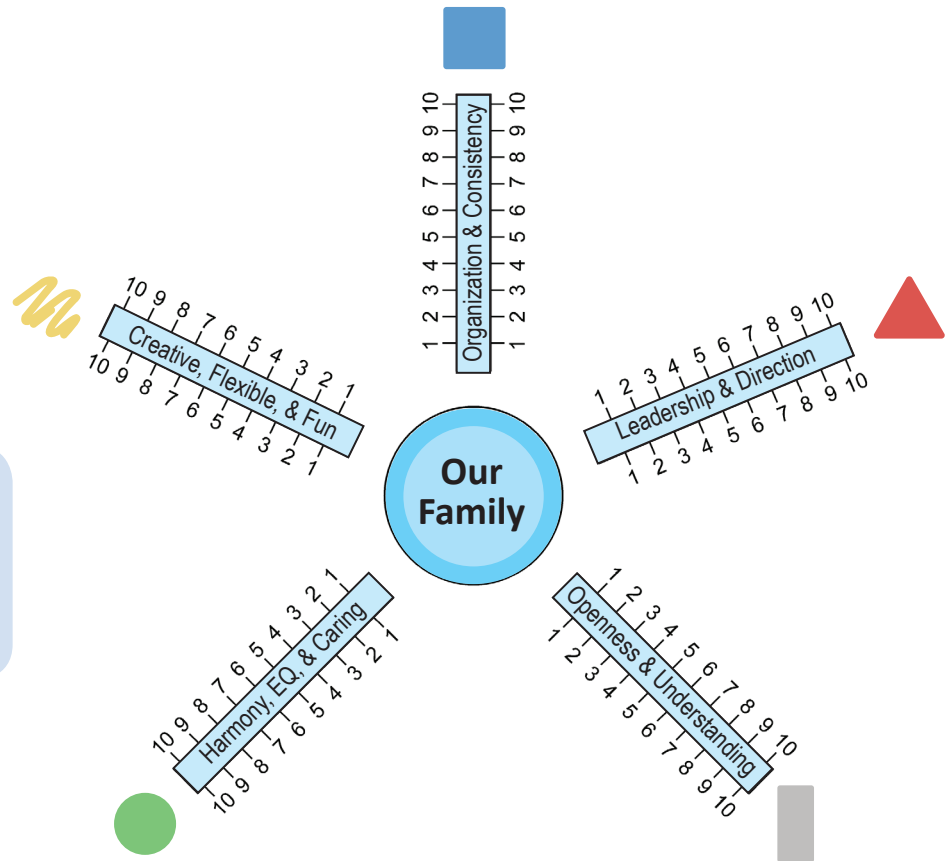
Our family can be creative, flexible, and knows when to lighten up and have fun!

Share with Another Family

Now you will have an opportunity to discuss your Family Awareness Wheel with another family. Please discuss the following two prompts with another family:

1. Share where you placed an "X" on each spoke.
2. Do you need to raise your level of awareness for using any of the Shapes in your family's communication style? If so, which Shape traits or behaviors?

1 - 3: Rarely
4 - 6: Some of the time
7 - 9: Most of the time
10: Nearly always



Review & Wrap Up



Objectives Recap



- **Do you understand** your communication style, including strengths and challenges, and the communication style of your family members?



- **Can you recognize** the possible positive and negative perceptions of your communication style by your family members, and your positive and negative perceptions of your family members?



- **Do you know how** to use Shape Flexing to strengthen the effectiveness of your communication approach and responsiveness with each member of your family?



- **Are you aware of** what motivates and demotivates you and your family members and can you adjust your communication accordingly?



- **Will you be able to apply** the Strategic Shaping Model for planning, problem solving, and conflict resolution, making the hard conversations easier and the result all the better?

Did you meet the objectives? Check it off!

Notes:



Family-Reflection:

Take a moment to reflect on the workshop.

1. What were your three biggest takeaways?



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		
<input type="text" value="open-minded"/>		<input type="text"/>		<input type="text" value="too nice"/>
<input type="text" value="harmonizer"/>		<input type="text"/>		<input type="text" value="egocentric"/>
<input type="text" value="objective"/>		<input type="text"/>		<input type="text" value="confused"/>
<input type="text" value="exploring"/>		<input type="text"/>		<input type="text" value="too accommodating"/>
<input type="text" value="creative"/>		<input type="text"/>		<input type="text" value="apathetic"/>
<input type="text" value="confident"/>		<input type="text"/>		<input type="text" value="intimidating"/>
<input type="text" value="stabilizer"/>		<input type="text"/>		<input type="text" value="impractical"/>
<input type="text" value="energizer"/>		<input type="text"/>		<input type="text" value="inflexible"/>
<input type="text" value="action-oriented"/>		<input type="text"/>		<input type="text" value="rebellious"/>
<input type="text" value="consistent"/>		<input type="text"/>		<input type="text" value="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 39)

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 40)

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 40)

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 41)

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 42)

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 43)



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.”

