



WITH A PARTNER OR IN YOUR GROUP:

1. Share and Discuss the motivators for your Primary and Secondary Shapes.
 - Give an example of how these motivators contribute to engagement, relationships, teamwork, and overall communication.
2. Share and Discuss the demotivators of your Primary and Secondary Shapes.
 - Give an example of how these demotivators of your Shapes could impact your engagement, relationships, teamwork, and overall communication.

NEXT:





Review the Shape Motivators and Demotivators on the back of this card.

- How do your motivators contribute to your natural communication style using your Primary and Secondary Shapes?
- How would your natural communication style motivate the other Shapes?
- How might your natural communication style demotivate the other Shapes?
- What Shapes do you need to raise the probability that others are motivated by your communication style and not demotivated? Share and Discuss an example.

REMEMBER TWO THINGS:

1. Sometimes it's about how you Maximize, Manage, Modify, or Minimize a Shape by adding another Shape to your communication style.
2. All five Shapes contribute to your communication style and effectiveness to motivate others, but that doesn't mean you have to use all five Shapes equally. Your communication style can still be unique and effective.

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



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