



shapes assessment™

Powered by **PsychoGeometrics™**

The Science of Behavior + The Art of Communication

Your Guide

to Understanding Your Communication Style
and the Communication Style of Others



PSYCHOGEOMETRICS.COM



What are your SHAPES? *Here's what it all means.*

Before you begin, realize that no single Shape description can exactly define who you are. Everyone, however, has a **DOMINANT SHAPE**, known as your **PRIMARY SHAPE** and a **SECONDARY SHAPE** that creates your unique communication style. Your Primary and Secondary Shapes (your two highest Shape scores), along with the other three Shapes, can be used as a basis for understanding your communication and behavioral style, as well as the styles of others.

While you are born with natural **SHAPE STRENGTHS** that will stay with you all of your life, you can add other Shapes to your communication style as learned **SHAPE SKILLS**. Modifying your **SHAPE COMMUNICATION STYLE** is called **SHAPE FLEXING**, which can vary depending upon your current situation, environment, life changes, desired outcome, and other factors.

By using this information, you will learn more about yourself, better understand others, help others understand you, and how to Shape Flex, strengthening your relationships and overall communication.

**EMBRACE DIFFERENCES - LEVERAGE STRENGTHS
COMMUNICATE MORE EFFECTIVELY**

THE BOX

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

The **BOX** is the most organized of the Shapes and is typically a very tidy, logical and practical individual who likes everything to be orderly. The Box's most positive traits are loyalty, dependability, perseverance and patience.

Boxes are committed, working smart and hard, and typically don't mind working past "regular hours," if that's what it takes to get the job done and get it done right.

Boxes usually have a small circle of close friends that they have known for years, preferring small, intimate get-togethers over crowds or large parties.

Boxes are extremely focused in their actions and attention to detail. With a **tendency towards perfectionism, and an "I'll do it myself" attitude**, the Box may be viewed as a loner. They are not natural team players and prefer their own workspace. Boxes have a great fondness for manuals, organizational charts, and spreadsheets.

They like to be prepared and need a predictable environment where there are no surprises. **Boxes are resistant to change.**

They tend to procrastinate if they need more time or information to do the job perfectly, and, for the same reasons, may also be slow decision makers because they want to ensure they make the best decision possible.

They are great organizers and you can be sure that any event they are in charge of will be well planned in advance and executed with precision.



"Flexing" to a Box	Communicating with a Box
Forget large meetings. Put Boxes in small groups of people whom they know well.	Give Boxes plenty of time to prepare. This is not a person to stop in the hallway to iron out a problem or ask a question that requires a well thought out and accurate response.
Make sure there are few surprises, crises, and chaos.	Engage Boxes with words like systems, data, value, efficient, or improve.
Do not push a Box to make a quick decision.	Slow it down. Give a Box time to think before replying; don't rush in to fill every pause in the conversation.
Be calm, unemotional, and logical.	Establish an agenda beforehand.
Be sure to recognize and reward his or her hard work.	Give a Box material he or she can read in advance or as a follow-up.
Be on time.	Keep it professional, objective, and on topic.

THE TRIANGLE

Ever since the Egyptians built the pyramids with their pointed summits reaching for the sky, **the Triangle has stood for ambition and high achievement.**

The TRIANGLE shares several attributes with the Box, as they tend to be organized and focused.

Triangles are driven goal setters and high achievers. They are quick-thinking decision-makers who get straight to the point, declaring, "Get to the bottom line!"

Triangles are stylish, dressing for success in the latest fashions or career-minded attire. They seem to have boundless energy for accomplishing their goals.

Being the leader and/or in control is very important to Triangles. They are adept at taking charge and believe they are destined to succeed. **Triangles like things done their way** and often do not involve others in decision-making. **Their ability to delegate is a strong point** - a key skill for any good manager. They hold themselves, and others, to very high standards both personally and professionally.

Their office walls are usually decorated with status or power symbols, such as certificates, awards and degrees.

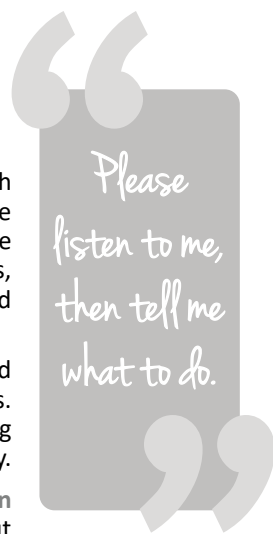
They are highly competitive and dislike being wrong, which they sometimes find hard to admit. Triangles have strong opinions and are often political.

Triangles live a fast-paced life. They have a few close friends but a wide range of associates and acquaintances that may be famous or powerful people.

When Triangles makes a decision... that's it! **They don't like to change their minds.**

"Flexing" to a Triangle	Communicating with a Triangle
Make the Triangle the leader and put him or her in control.	Be prepared to negotiate. Provide options.
Seek out the Triangle's opinion.	Be direct and to the point.
Let Triangles be the rule-enforcers.	Let the Triangle be in control of the discussion. Triangles are interrupters.
Encourage ambitious goal-setting.	Demonstrate your track record. A Triangle wants to work with other successful people.
Confront conflicts head-on. Be frank.	Talk fast. Triangles are busy people.
Commend Triangles on their achievements.	Have a sense of urgency and think bottom-line.

THE RECTANGLE



The Rectangle is a transitional Shape, allowing you to “see” through the lens of each of the other four Shapes. For this reason, the Rectangle **symbolizes Change and Inner Growth**. We all experience Rectangle phases in life. People are not permanent Rectangles, but experience the traits of the Rectangle for a temporary period when experiencing change.

Rectangles aren’t certain where their future will take them and may not be sure what they want to do with the rest of their lives. A Rectangle may be changing careers, newly graduated, getting married (or divorced), having a baby, or moving across the country.

Because of the extreme change in Rectangles’ lives, **they can often feel somewhat confused and insecure**. They want to “fit in” but may be experiencing a new and disturbing lack of confidence in their own ability. They are usually **caring, empathic, and supportive of others** - as they give to others what they need themselves right now.

Rectangles can also be highly inquisitive, questioning and courageous during these periods of change. However, because they are so open to new ideas, they can be suggestible and prone to manipulation, which they must guard against. This may be one reason why Rectangles prefer to stay in large groups where they can avoid being put on the spot” and do not like to be pinned down.

It may seem that Rectangles move from Shape to Shape - one day a Box, the next a Squiggle, then next week a Triangle - as they try to figure out their proper role in their new situation. **While creating their “new me”, they need approval from others**. An established routine helps to ground them. Rectangles **need support and mentoring from others** when they find themselves under stress.

Being a Rectangle is almost always just a temporary holding pattern. Eventually, the Rectangle will settle into their new life or situation and find that their primary and secondary Shapes have matured, taking into account the value of the other Shapes as part of their communication style.

“Flexing” to a Rectangle	Communicating with a Rectangle
Provide clear instruction and structure for all tasks. Repetition is key.	“Tell me more.” After listening, show genuine interest. Then give direction.
Establish a routine for all activities.	Be prepared for lots of questions.
Be patient; Rectangles are unsure of themselves and often ask for help.	Eliminate potential distractions. Keep the Rectangle focused.
Create a supportive, mentoring relationship.	Be clear and concise; don’t confuse the issue.
Be open-minded.	Be supportive, encouraging, and reinforce decisions.

THE CIRCLE

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

Throughout history, the **Circle has been the universal symbol of harmony, unity and balance.**

The CIRCLE is a creature of comfort. Such individuals like to work comfortably. The Circle likes to decorate with plants, pictures and inspirational quotes or words that represent their values.

Circles are very focused on the well-being of others and maintaining harmony. They do not cope well with conflict and will often back down from an argument in order to keep the peace. **Circles are good communicators** who can listen and empathize well with others, preferring to talk on a one-on-one basis. When it comes to expressing their own feelings or taking care of themselves, **they tend to put their own needs last.**

Many of the helping professions are filled with Circles. They can, however, be too accommodating at times which leaves them open to being exploited. Circles act as stabilizers and are **great team players.**

They have many friends, and are caring, sensitive, fun-loving 'joiners' who are at their happiest when those around them are enjoying themselves. In the eyes of a Circle, work colleagues are friends and they are more than willing to help others resolve their problems, often using the phrase, "No problem," or "My pleasure."

The Circle's right-brain influence stresses integration rather than separation. **They are wholistic thinkers concerned with how people and other living things relate to each other.** Thus, they are nature lovers, people-problem solvers, team players, and collaborators.

"Flexing" to a Circle	Communicating with a Circle
Remember that, to a Circle, everything is personal. Circles need to feel liked by their co-workers, bosses, and others.	Open the conversation by asking about the Circle's family, pet, or recent vacation.
Acknowledge birthdays and special occasions.	Talk problems out; invite the Circle to lunch to discuss the issue.
If you make a mistake, be honest. A Circle will forgive almost anything except a lie.	Be sensitive. Let the Circle know how important this is to you.
Ask Circles how they feel, rather than what they think.	Shake hands, offer a hug, smile, and be friendly.
Slow down; be in the moment and self-aware of body language.	Create a group consensus.

THE SQUIGGLE



The **Squiggle** is a mercurial shape, with no boundaries. It is representative of the **quintessential free spirit**.

SQUIGGLES tend to be **creative, expressive, dramatic, and witty**. They are the least-organized of the Shapes.

Squiggles are idea producers. When excited about a project they can become very intense or overly excited. They can also be quite volatile and are not especially good team players.

However, it can be very motivating to be around a Squiggle. Squiggles view themselves as being **unique** and frequently **challenge the status quo**. Some may go to extremes to illustrate this, becoming the “rebel” or the unfiltered person who speaks before thinking.

The Squiggle’s most positive traits include **transparency and honesty** - never telling a lie without tripping over it - high energy, animation, a sense of humor, and a natural, creative intelligence. Squiggles are playful and the **life of any party**.

Squiggles can be frequently flustered, in a hurry, and rarely finish a task.

Their life is one of constant change and they are **easily bored**, needing continuous stimulation.

Squiggles often use phrases such as, **“Just go with the flow,”** and “Lighten up - you only live once!” Squiggles also consider the word “no” to mean, “not right now, but not no forever! I will ask again!”

Squiggles are not naturally good listeners because they are so eager to share their ideas, leading others to sometimes view them as self-centered.

Like the Triangle, **a Squiggle can be influential**, likes being supported by the Circle, and is typically the opposite of the calm, logical Box.

Anything a little off-beat or considered avant-garde is right up the Squiggle’s alley.

“Flexing” to a Squiggle	Communicating with a Squiggle
Be prepared for surprises or eccentric behavior.	Be enthusiastic and positive, yet realistic.
Create periods of urgency balanced by time off.	Brainstorm, ask for new ideas, and be open to different and unique solutions.
Create an exciting and fun atmosphere.	Be less rigid and more flexible.
Reward the Squiggle’s creativity.	Ask them to connect the dots.
Underscore the value of discipline and routine.	Lighten up and have some fun!

AT WORK AND HOME

PsychoGeometrics™ is a tool you can use in all areas of your life. Now that you have an understanding of your strengths and potential weaknesses, you can use this information to modify your communication with others at work and home.

Completing the short worksheet and answering the following questions will make it easier for you to understand why you get along well with some people and why you are in conflict with others.

Consider Your Shapes and the Shapes of Others

I am a _____ (Shape). I am a _____ (Shape).

This is my #1 preference (primary) This is my #2 preference (secondary)

The Shape I need most for my personal or professional growth is

_____, and here's why: _____

_____.

I believe the main Shape(s) of my organization, team, family is _____.

This could mean: _____

_____.

My boss, business, or life partner, is a _____, _____.

#1 (primary) #2 (secondary)

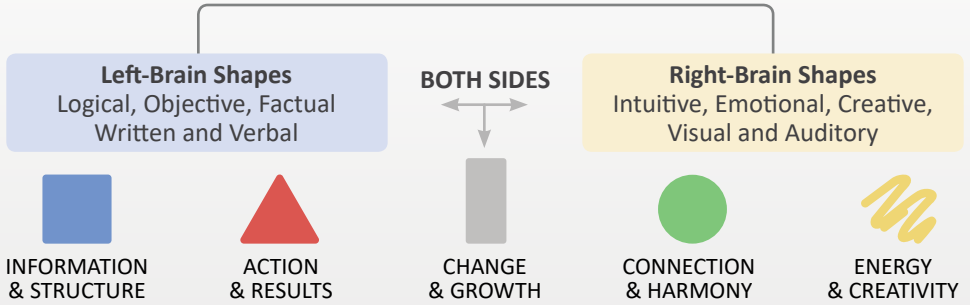
My clients, friends, family are:

Name: Shape #1 (primary) Shape #2 (secondary)

Name:	Shape #1 (primary)	Shape #2 (secondary)
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

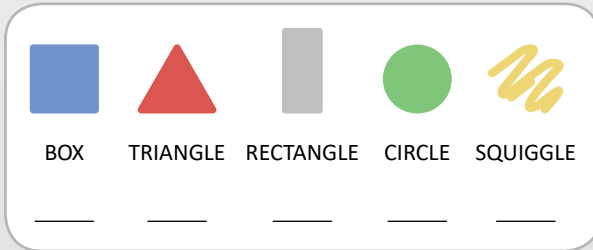
Ask the questions:






1. What are the possible positive and negative perceptions of my Shapes?
2. What motivates and demotivates my Shapes?
3. How could my Shapes motivate or demotivate others?



My PsychoGeometrics™ Shapes Assessment Score

Record your Shapes score from the Shapes Assessment below.



BOX TRIANGLE RECTANGLE CIRCLE SQUIGGLE

UNDERSTANDING YOUR SCORE

7 + HIGH – does not mean above average

4-6 MEDIUM – does not mean average

0-3 LOW – does not mean below average

A “HIGH” SCORE 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 natural potential to be great at using it.

A “MEDIUM” SCORE does not necessarily mean you are average at using that Shape. It means you have a medium percentage of that Shape within you naturally, and you have the potential to improve your use of that Shape as a learned skill.

A “LOW” SCORE doesn’t necessarily mean you are bad or below average at using that Shape. It means you have a low percentage of that Shape within you naturally, and it could represent a development opportunity for you to manage your Shape challenges so your Shape strengths can excel.

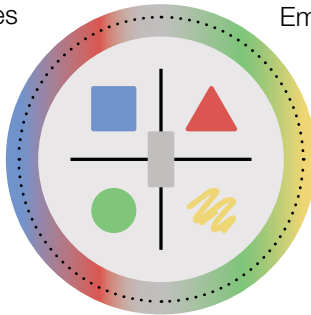
KEEP IN MIND:

1. Every Shape represents a Behavior.
2. Every Shape has Value.
3. There are Strengths and Challenges for every Shape.
4. You don't have to be great at all five Shapes but you do have to know how to use all five Shapes to communicate effectively.
5. You can't control what happens, but you can control your behavior, and your behavior influences your results.



PsychoGeometrics™ Gives You the Tools to:





- Increase Engagement Scores
- Increase Productivity
- Reduce Complexity
- Lower Turnover
- Boost Sales
- Reduce # of Complaints



- Embrace Crucial Conversations
- Simplify Processes
- Recruit the Right People for the Right Job
- Excel in Customer Satisfaction and Retention

Share with Others

Share your **SHAPE EXPERIENCE** on your favorite social media and tag #psycho_geometrics.

 PGEOshapes	 psycho_geometrics
 PgeoShapes	 psycho-geometrics

ONLINE LEARNING

Now offering The Shapes Online Learning Series for continuous improvement and development featuring 15 to 45 minute modules of interactive learning, activities, group discussion questions, and knowledge checks. Visit psychogeometrics.com/online-learning



• AN INTRODUCTION to PsychoGeometrics™

Learn more about the science behind PsychoGeometrics™, how to best take the Shapes Assessment, how to interpret your Shapes Score, and how to use your Shapes to strengthen your communication.

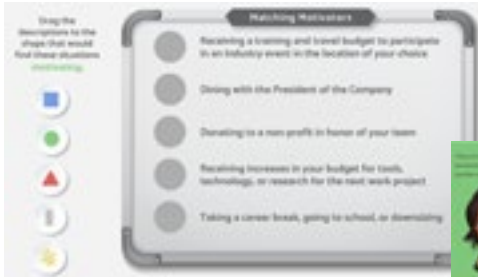


• SHAPE PERCEPTION

Discover how others may perceive who you are, what you do, and how you interact with others, both positively and negatively, and how perception impacts effective communication.

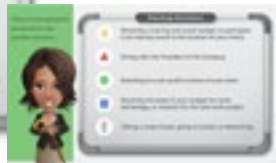
• SHAPE FLEXING

Learn how to be more effective in your communication style by Shape Flexing, while still being true to who you are.



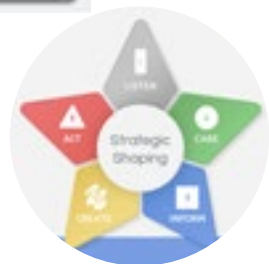
• SHAPE MOTIVATION

Learn what motivates and demotivates your Shapes and the Shapes of others.



• STRATEGIC SHAPING

A Five-Star Communication Process that identifies the Shape order of what to say and the Shape style for how to say it. Especially helpful for Engagement, Retention, Leadership, Sales and Service Excellence, Crucial Conversations, Feedback, and Coaching.



What Is PsychoGeometrics™ ?

PsychoGeometrics™ is a communication system, featuring the **shapesassessment™** as a psychometric tool to identify a person's traits and behaviors.

As a result of taking the **shapesassessment™**, powered by PsychoGeometrics™, you will learn what your "Shapes" say about you.

- **Traits - Who you are**
- **Behavior - What you do**
- **Interaction - How you relate to others**

Through raised awareness and understanding, you will also learn **WHY:**

- **You think, feel, act, worry, plan, communicate, work, and live the way you do.**
- **Others act, react, and interact the way they do.**
- **You get along with some people better than others.**

Understanding is the key to embracing differences and strengthening communication, teams and relationships.

As a result:

- **You will enjoy better cooperation, less stress, and more positive results with co-workers, friends, and family.**



THE RECTANGLE IS KEY

Determine Your Communication Style

Recognize Your Communication Strengths and Weaknesses

Gain Insight Into How You Relate to Others

Effectively Reduce Conflict at Work and at Home

Master the Art of Communication



Using Shapes for Simple, Efficient, and Effective Communication.

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