

What is it?

The **shapes assessment™** is a psychometric tool that identifies your traits, behaviors, and how you relate to others.

- It's Simple, memorable, and quick.
- Takes 15-minute or less.
- Helps you understand your communication style and the communication style of others.

Why do you need it?

- **Increase retention and productivity.**

The **shapes assessment™** is part of a strong onboarding process. Great employee onboarding can improve employee retention by 82% and productivity by 70%.

- **Demonstrate your commitment to diversity, equity, and inclusion.**

The **shapes assessment™** is a critical component of a healthy culture. More than 95% say taking it makes them feel welcome, comfortable, important, and understood from day 1.

- **Improve engagement, motivation, job satisfaction, and referrals.**

Employees who are made to feel welcome, comfortable, important, and understood are 3x as likely to be motivated, engaged, and refer others to their company as a great place to work.

- **Strengthen Communication, reduce complexity, and increase efficiency.**

Nearly 100% say the **shapes assessment™** has strengthened their relationships, teams, and communication, resulting in less complexity and wasted time.

- **Reduce Conflict and Stress**

More than 85% of employees say workplace conflict costs at least 25% of their time and is a major contributor to stress, burnout, and a desire to quit. This same 75% say after taking the **shapes assessment™**, resolving conflict feels less awkward, and crucial conversations are perceived as a positive and necessary step for success.

- **Increase Ownership and Accountability**

The **shapes assessment™** and its Shape Flexing tool teaches and motivates employees to take ownership of their behavior, linking behavior to results. A lack of ownership and accountability can contribute to low engagement and morale, which hurts overall productivity.

Resources: HRI 2001-2022 Data, Salesforce, Forbes, Brandon Hall Group.

How can you use it?

- Onboarding
- DEI - All Employee Training
- Team Building
- Management & Leadership Training

Who else?

More than 1 million people from more than 60 countries. More than 1,000+ companies and organizations. Want to learn more? contact infopgeo@psychogeometrics.com

What companies use it now?





What is the cost?

Only you know what ineffective communication costs; however, here are some survey results that may apply to your company, too.

- 86% of employees and executives say ineffective communication is #1 cause of errors.
- Ineffective communication causes workplace anxiety for 80% of employees.
- 57% of employees say they are not given clear directions by their manager or supervisor.
- 69% of managers are not comfortable communicating with their employees in general.
- Employee productivity can decrease 20-25% when people feel disconnected.
- 85% of employees admit not feeling engaged at work.
- Since the pandemic, 75% of employees say they feel more socially isolated, 57% feel greater anxiety, and 53% are emotionally exhausted, all playing a significant role in mental health wellness.
- More than 65% of people in the workplace say they ignore crucial conversations because they are afraid of conflict or how someone may react.



Resources: HRI 2001-2022 Data, SoftActivity, Pumble, HR Technologist, Salesforce, McKinsey&Company, Harvard Business Review, Dale Carnegie.

What are my options?



shapes assessment
Powered by PsychoGeometrics

Shapes Assessment™ Includes the complete Shapes Assessment™, Shapes Profile Report, and Shapes Guide.

[Get Started!](#)

#1 The shapes assessment™
\$24.95 per person.



- Create your dashboard and manage your own inventory.
- Buy in Bulk – Volume pricing starts at 1,000 assessments.
- Purchase a Subscription –Starts at \$65k.
- Your Employees access from your LMS or ours.

#2 The Shapes Online Learning Series
starts at \$199.95 per person.

- Five modules for continuous DIY learning throughout the year.
- Purchase a Subscription – Starts at \$75k.
- Your employees access the modules from your LMS or ours.
- Create your dashboard and manage your own inventory.



L1 + shapes assessment
Powered by PsychoGeometrics

Level 1: Introduction to PsychoGeometrics Includes Two Online Learning Modules and the complete Shapes Assessment

[Let's Learn Together!](#)



L2 shape perception

Level 2: Shape Perception Online Module Discover how others may perceive who you are, and how perception impacts effective communication

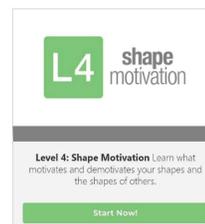
[Go Deeper!](#)



L3 shape flexing

Level 3: Shape Flexing Online Module Learn how to be more effective in your communication style by Shape Flexing, while still being true to who you are.

[Discover Who You Are!](#)



L4 shape motivation

Level 4: Shape Motivation Learn what motivates and demotivates your shapes and the shapes of others.

[Start Now!](#)



L5 strategic shaping

Level 5: 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.

[Shape Your Communication!](#)

#3 Licensing and Certification

- Starts at \$7,500
- Certify your own internal Shapes Facilitators.



Sharing SHAPES with your Team or Organization

WHAT YOU NEED TO KNOW

As a certified presenter, trainer, facilitator, or licensee of Shapes, it is important to realize that no single Shape can exactly define a person. Everyone, however, has a **DOMINANT SHAPE**, known as your **PRIMARY SHAPE** and a **SECONDARY SHAPE** that creates your communication style, consisting of natural traits, behaviors, and how you relate to others. 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 the Shapes Assessment and Shapes Online Learning Series as part of your professional development offerings, you are demonstrating your commitment to diversity, equity, and inclusion. This training is designed to support a culture that respects diversity, embraces differences, and works to leverage those differences as a team. The key is understanding then having the common language and tools to collaborate and align, strengthening relationships, teams, communication, and overall results.

EMBRACE DIFFERENCES - LEVERAGE STRENGTHS - COMMUNICATE MORE EFFECTIVELY