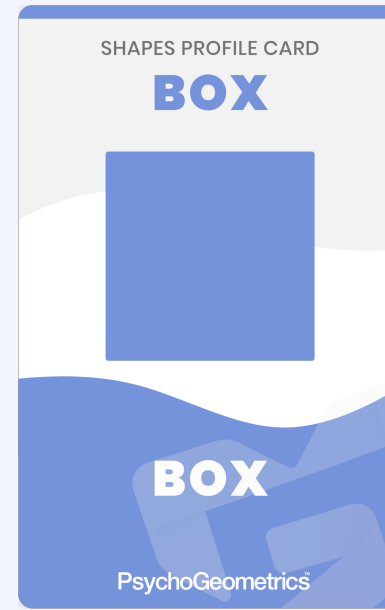


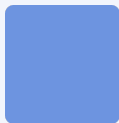
YOUR SHAPES PROFILE

BOX CIRCLE

EXPLORE YOUR SHAPES ASSESSMENT RESULTS BELOW



SHAPE RESULTS & REPORT BREAKDOWN FOR TERI BELLEAU



BOX 10

TRAITS

Detail oriented
Ethical
Traditional or Old-Fashioned
Dependable/Loyal

BEHAVIORS

I prefer established rules and routines
I am a quiet, private person
I always meet my deadlines

RELATING TO OTHERS

I'm not someone to be affectionate in public
I prefer working alone
I am a very loyal friend



TRIANGLE 3

TRAITS

Competitive

BEHAVIORS

I work hard and play hard

RELATING TO OTHERS

I prefer being in charge



RECTANGLE 3

TRAITS

None

BEHAVIORS

I am experiencing change in my life
My mood and opinions can change day to day

RELATING TO OTHERS

It helps me to have a strong mentor



CIRCLE 4

TRAITS

Sentimental

BEHAVIORS

Saying "No" is not something I do very well

RELATING TO OTHERS

If you ask, I will give you the shirt off my back
Sometimes I feel taken advantage of by others



SQUIGGLE 1

TRAITS

An *idea* person

BEHAVIORS

None

RELATING TO OTHERS

None

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LEARN WHAT YOUR SHAPE PROFILE SAYS ABOUT YOU.

Who you are, how others may perceive you to be, how you act and how you interact with others, primarily comes from the blend of two shape strengths.

Typically, this **blend** represents your Primary and Secondary shapes; however, all five shapes can influence your communication style and preferences in varying degrees, truly making your style **unique**.

Keep this in mind as you read more about your Primary and Secondary shapes below, knowing that **you are not just one shape** and that any part of a single shape description could be slightly altered when you consider how your other shape strengths may impact one another.

After reading your personal Shapes Report below, you will find some general information about all five shapes that may shed additional light on why you communicate in the way you do. **Understanding** who you and others are, how you and others act, how you and others interact, and why **is a critical component of effective communication**.

With understanding and personal desire to communicate more effectively, The PsychoGeometrics® System will show you how to use your natural shape strengths and your learned shape skills to shape flex, strengthening not only your communication but your relationships, as well.

It all starts right here...

UNDERSTANDING WHAT YOUR SHAPES MEAN

Dominant Shape(s)

BOX **CIRCLE**

Your Shapes Combination Profile indicates you may be someone who is both respected and well-liked.

It also suggests that you are naturally efficient with work projects (**BOX**) and naturally friendly and compassionate (**CIRCLE**) with people.

Because of your two Shape Strengths of **BOX** and **CIRCLE**, you are able to use **both sides** of your brain naturally. When your Shape Strengths work well together, this adds a unique element to your communication style, as you are able to be **both logical and sensitive**.

The **KEY** is to effectively manage the strengths of both shapes as a powerful blend.

At Work

You most likely have the natural ability to remain calm and organized in the middle of

chaos. Others often come to you for information. And, you typically have a positive attitude as well.

You take time to stop and chat with colleagues, but you also make sure that your projects are completed accurately and on time.

However, because you are both left-brain (**BOX**) and right-brain (**CIRCLE**), you can have conflicting needs, playing an internal tug-of-war with your **BOX** and **CIRCLE**.

On the one hand, you have a **strong work ethic**, keeping to a set routine, schedule and often working alone. But you also like being **part of a team, working in a small group, and socializing** with others.

Again, this is another example of why it is important that your Shape Strengths recognize the value of each other and work as a blend. Otherwise, your two Shape strengths are torn between what your **BOX thinks** you need to do and what your **CIRCLE feels** you want or should do.

If you are needed in a last-minute situation, the **BOX** in you is probably annoyed to be taken off task, plus you do not typically like surprises that impact your schedule. However, the **CIRCLE** in you willingly takes a break to be of help, even if it means you wind up working late to make up for lost productivity. Finding the **right balance of both** is important to your overall sense of well-being and overall satisfaction.

When **stressed**, you may tend to lose some of your self-confidence or completely **withdraw** for fear someone will see you as less than “perfect.”

You typically make **hard things look easy**, and you generally **have it all together**. You most likely do not want anyone to think any different.

When it comes to teamwork, you care more about belonging and contributing to the team than being #1 on the team. Your desire for harmony; however, can cause you to procrastinate and struggle with unpopular decisions because you like to keep everyone happy.

At Leisure

Your Shapes Profile indicates that you tend to be very committed and loyal to your family and friends and protective of your free time with them.

You may also be someone who values tradition and prefers a routine or schedule, even when it may be your day off or you are on vacation.

You are **generous by nature**, but you prefer to give and receive practical gifts. It is not that you are necessarily tight with money or even short on money. It is more that you feel **responsible** to spend money wisely. Lavish gifts that are more for luxury or fun may seem extravagant to you, plus if you gave such a gift, you would **worry** that it would put pressure on others to do the same for you.

In addition, your **BOX CIRCLE** shapes combination also suggests you are an advocate of “repairing vs. replacing,” whether it concerns “things” or “people.”

You tend to favor a clean and **efficient** living space, but one that also has a place to keep **sentimental** things and **pictures** of family and friends. Although you believe in a home environment in which tasks are equitably shared, you are most likely someone who **does not like conflict**, so you may find yourself doing more than your fair share of the work.

You may also be someone who has **strong values**, participating with a group that shares similar values on a consistent basis.

Your family and friends **trust your word**, especially in difficult times, and appreciate you for your **genuine care** and **concern** and your **dependability, consistency, and strong work ethic**.

Every now and then, however, your family and friends **may secretly wish** you would surprise them by doing something spontaneous, taking an occasional break from structure and routine, or doing something to treat or pamper yourself!

Talking Straight

You may find that you have a natural tendency to avoid conflict, and that you take too long to make decisions. In fact, if conflict will be involved, or if there is missing information that could possibly cause you to make a wrong decision, you may tend to put off the decision, or not make the decision at all.

However, especially in times of **change and stress**, you may notice that others seek you out for your **CIRCLE** reassurance and your **calm and BOX-like demeanor**.

One thing to keep in mind is that while you truly have the **potential** to excel using your **CIRCLE** and **BOX** Strengths, you will excel **even more** when you use **all five** shapes.

By now, you have learned that your natural combination of **BOX** and **CIRCLE** is a powerful blend that can provide **genuine care and compassion**, along with the **information, structure, or process for communicating**.

But is this enough to communicate and interact with others effectively?

What “strengths” or “skills” from the **RECTANGLE**, **TRIANGLE**, and **SQUIGGLE** be considered?

- **RECTANGLE** is the shape of **growth** and **change**.
- **TRIANGLE** is the shape of **strategic focus, action, and results**.
- **SQUIGGLE** is the shape of **innovation, spontaneity, flexibility, and uniqueness**.

CONSIDER THE VALUE OF USING THE RECTANGLE:

Does your **BOX CIRCLE** combination take the time to be **open-minded**, anticipating how “**change**” could **stimulate** your thinking and alter how you grow, develop and help others?

For example, if you think and feel how you have always felt and thought, and you do what you have always done, you may miss opportunities to “grow” personally and professionally as an individual, in a personal relationship, as part of a family, group or team or as a leader or team member at work, at home or at play.

Without consciously and intentionally being aware or anticipating **RECTANGLE** transitions, you do **not** typically recognize the need for change, change quickly enough, or understand why things may be changing in a direction you did not want or intend to go. As a result, in your personal and professional life, you or your contribution may be replaced, become obsolete, stagnant your growth or the growth of a relationship.

The **RECTANGLE** keeps you **viable**, and your Shape Strengths **relevant** and **applicable** by **raising your awareness** of changes or needed changes around you, both in your personal and professional life.

CONSIDER THE VALUE OF USING THE TRIANGLE:

The **TRIANGLE** is the shape of **strategic focus**, **action** and **results**. It is the **execution** of the **BOX-like plan**, **inspired** by your **CIRCLE'S** desire for harmony, agreement and alignment.

Without the **TRIANGLE**, very little gets done. Your **CIRCLE** has the **right intention**, your **BOX** has the **detailed plan**, but without the **TRIANGLE** focus, prioritization and results-oriented action, you tend to talk about it and work on it, instead of actually make it happen.

CONSIDER THE VALUE OF USING SQUIGGLE:

The **SQUIGGLE** is your opportunity to be more **flexible**, **less rigid** and **more creative** with **how** you use information and strengthen your relationships.

Because your Shape Strengths have **both right and left-brain traits**, you may find that even though your plan is flawless and your intent is good, you have a challenge getting others to get onboard. The **SQUIGGLE** gives you the opportunity to **Shape Flex** so that you can determine what might **motivate** others to contribute or help execute the plan. The squiggle also helps you **attract and bring general enthusiasm to your project**.

Today's Tip

Because you can be extremely serious-minded, intense and busy helping others, this not only can cause stress for you, but also stress for those who are around you.

Consider how you can lighten up from time to time, this gives others permission to do the same.

A little humor is a great way to relieve stress and keep things in perspective.

Little is BIG.

OVERVIEW OF THE PSYCHOGEOMETRICS® SYSTEM

The PsychoGeometrics® system provides useful feedback by analyzing your results based on:

ASSESSMENT SCORING GUIDE UNDERSTANDING YOUR SCORES

LOW (0-3)

If you score low in a shape, it doesn't mean you are below average, or that your score is bad.

It simply means you do not have a high percentage of this shape within you naturally. In fact, when using one of your lower score shapes, you may find it awkward or uncomfortable using it. Using one of your low-score shapes, even if you only use it sparingly, could be the very shape behavior that helps maximize or manage one of your shape strengths.

A low score can also signal a development opportunity for you.

MEDIUM (4-6)

If you score medium in a shape, it doesn't mean you are average, or that your score is average.

It simply means you have a medium percentage of this shape within you. It can influence your shapes with higher scores, but it is probably not your "go-to" shape.

Knowing how to leverage a medium score can help balance out a higher shape score, or help compensate for a lower shape score.

HIGH (7 OR MORE)

It simply means you have a high percentage of this shape within you naturally. Your highest shape score represents your Primary Shape. Your next highest shape score represents your Secondary Shape.

How you use and manage your high score Shapes determines if your Primary and Secondary Shapes are your strengths, your challenges, or a little of both as a communicator.

Knowing how to Shape Flex, which means learning how to naturally, skillfully and/or strategically use any of the shapes or blend of shapes regardless of your scores, is KEY to leveraging your Shape strengths, managing your Shape challenges, being an effective communicator and strengthening your relationships.

NOTE: THERE IS ONE EXCEPTION TO THIS SCORING GUIDE, WHICH PERTAINS TO THE RECTANGLE.

The Rectangle is neither a primary or secondary shape. It is a transitional and temporary shape. It is typical for most people to have a low score in Rectangle (3 or less). That is because most people are not naturally good at being open-minded, embracing and navigating their way through change.

The higher the score in Rectangle, typically the bigger the change. Therefore, unlike the other four shapes, a medium or high score in Rectangle doesn't indicate how much Rectangle you have within you naturally. Instead, it is an indication of how much change and growth is part of your life at this moment.

Changes can be exciting or scary, but either way most people find change challenging to manage.

You can learn more about the Shape Scores, Shape Perception, Shape Flexing and other Shape information and applications in our e-learning series.

**YOUR TRAITS**

In the category of “Your Traits,” the item choices focus mostly on human characteristics.

**YOUR BEHAVIORS**

In the category of “Your Behaviors” the item choices focus mostly on habits (repeated behaviors) at work and home.

**RELATING TO OTHERS**

In the category of “Your Interaction with Others,” your communication style is congruent with your thinking style, which influences the way you choose to communicate with others.

THESE THREE CATEGORIES OF THE ONLINE ASSESSMENT ARE TESTED BY GIVING YOU CHOICES THAT ARE SINGLE ADJECTIVES AND SHORT PHRASES THAT DESCRIBE THE FIVE SHAPES.

Communication is behavior and, as such, can be observed and quantified. Each of the five shapes demonstrate unique communication behavior. It is the blend of these three categories, tested in 89 item choices, that gives you your Personal Shapes Profile Report and indicates your personal communication style.

COMMUNICATION STYLE



Boxes prefer to communicate in **written form**. They tend to speak slowly, precisely, and **calmly** and use **limited body language**. They **prefer 1-to-1 communication** and can be uncomfortable in large groups.



Triangles tend to have **strong** and deeper voices than the other shapes and alter the volume for emphasis. They may also use **pointed gestures** and **direct eye contact**. They typically enjoy **competition** and thrive in small and large groups where they can be **in charge**.



Rectangles are in a **state of transition**. They may **hesitate** in their communication, carefully thinking and considering **each** of the four other shapes. They are good listeners and **ask questions often**. During this state of change, **they are not seeking to stand out**, but rather would prefer to hang out and **observe**, ask questions, and not calling attention to themselves.



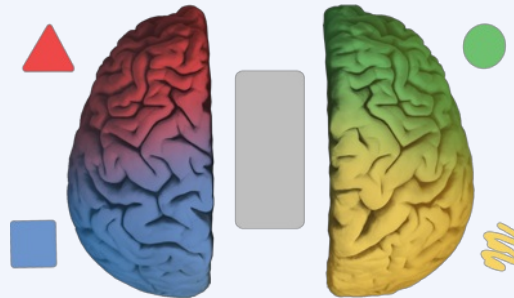
Circles exude **warmth** in their communication style. They tend to **smile, nod, gesture** and typically use **physical touch**, such as extending a **hand to shake** or **fist to bump**, a **pat** on the **arm or back**, or a **hug**. Circles communicate best 1-to-1, but they are **equally** as happy in small, intimate groups.



Squiggles are highly **energetic** and **expressive** in their communication style. They can get so excited that they lose their train of thought. They prefer large groups where they have an **audience** for their "**presentation**" or "**performance**."

THINKING STYLE

People who have either primary or secondary shapes of Box and Triangle tend to have left brain thinking styles.



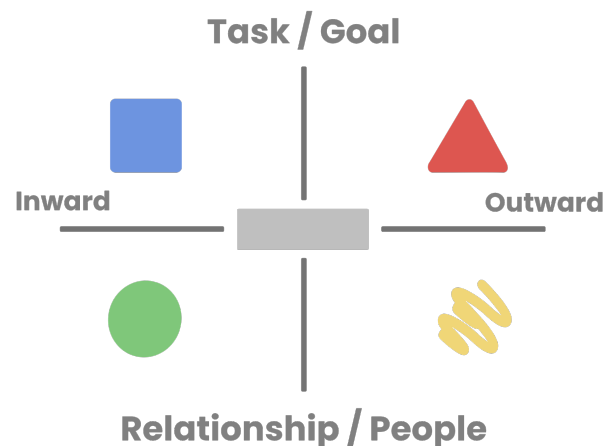
People who have either primary or secondary shapes of Circle and Squiggle rely more on their right brain.

This means that the Box and Triangle are linear shapes and are logical and sequential thinkers.

The non-linear shapes of Circle and Squiggle are more oriented to abstraction and creativity.

The Rectangle is the shape of change and growth, and with raised awareness and skill, can be used to think, see, and feel using each of the four other shapes, drawing from both sides of the brain. The Rectangle is not a primary or secondary shape, but rather a transitional shape during period of change in one's life.

ALL FIVE SHAPES



THE BOX

The **BOX** is a **left-brain, inward, and task-oriented shape**. The Box is also **dedicated, committed and loyal**, both personally and professionally. As the most left-brain shape of all five shapes, the Box is the **most organized** of the Shapes.

In addition, the Box is typically a **logical and practical** individual who values an **orderly process**. People with strong Box-like traits and behaviors tend to also be **perfectionists**.

In fact, the Box person is also the most **knowledgeable** of the Shapes. Some of the Box's most positive traits are **dependability, perseverance, and patience**.

On the other hand, Boxes **can be perceived as nit-picking, aloof, and resistant to change**. Although not naturally outgoing in social situations and typically choosing to work alone, Boxes are loyal, sometimes to a fault, and make **trustworthy business and life partners, colleagues, and friends**.



THE TRIANGLE

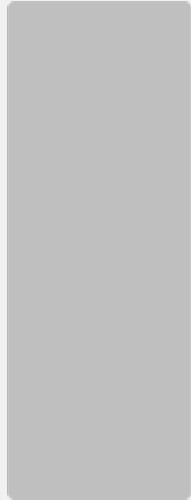
The **TRIANGLE** is a mostly **left-brain, outward, and goal-oriented shape**. The Triangle typically seeks **leadership**, but sometimes leadership opportunities naturally find the Triangle.

They are adept at **taking charge** and can **unknowingly intimidate others** with their **confidence** and **decisive decision making**. By nature, Triangles often feel “**destined to succeed.**”

One of the Triangle’s strengths is the ability to **delegate** work to others – a key skill in any type of leadership role. Although they are effective negotiators, Triangles are **highly opinionated** and can sometimes get so **focused** on the **immediate need to act**, that they are not broad, or global, conceptual thinkers.

Instead, they are naturally **quick decision-makers** and can be extremely focused on each singular objective. This **bottom-line oriented person** bores easily, can become **impatient**, and ask others to “**Get to the point!**”

Often **athletic**, or **sports-minded**, they are **highly competitive** in most everything they do. Even when a Triangle may not be well-liked, Triangles are typically highly **respected**, for **getting things done**.



THE RECTANGLE

The **RECTANGLE** is the shape of **change and growth**, having the ability to use **both left and right brain traits** and able to **see through the lens of the other four shapes**.

Rectangle behavior is typically a **state of transition**, a temporary state of change.

In some cases, the rectangular phase is **exciting** because the Rectangle is in a **learning phase** and **searching for something new** in their lives.

On the other hand, the rectangular phase can be **confusing, frustrating, sad, or scary**, depending upon the reason for the change.

Rectangles can be **highly inquisitive** and **courageous** during this **period of change** and will often **experiment** and **try new things**. Even so, the state of “**I don’t know**,” means it is **uncertain** where the future will take them.

Some people experiencing the Rectangular phase are the **rookie** in a **new and unfamiliar situation**, who is suggestible and **vulnerable**. This sometimes produces a **lack of confidence** spawning **indecision** and **inconsistency**.

It has been said that the only predictable thing about a Rectangle is that they are unpredictable! The good news is – Rectangular periods are **temporary**...it will pass.



THE CIRCLE

The **CIRCLE** is a mostly **right brain**, **inward** and **relationship-oriented shape**.

Circles are very much focused on the **well-being of others** and achieving and sustaining **harmony** among the team. Circles **do not like conflict** and will often back down in the face of an argument, to keep the **peace**.

In general, Circles are **good communicators** who can **listen and empathize** well with others. Because of this, they can be very **persuasive**.

They prefer one-to-one communication.

They can be **generous to a fault** and **too accommodating** at times. Circles tend to act more as '**stabilizers**' than leaders in the workplace. They are also good **mentors** who genuinely enjoy empowering and enabling of others.



THE SQUIGGLE

The **SQUIGGLE** is a **right brain**, **outward** and **people-oriented shape**. True Squiggles might even call themselves **eccentric**.

These individuals tend to be exceptionally **creative**, **expressive**, and **witty** and can be the least-organized of all the Shapes.

Squiggles typically struggle with routine work and prefer **variety** and the **freedom** to be **spontaneous** in their day to day schedule.

Squiggles tend to be the "**idea producers**" in society, and when settling on a specific idea can be extremely **excited** and **intense** about a project. Squiggles also tend to bring **energy** to others, and they can be the most **inspirational** and **motivational** of all the shapes.

Remember all 5 Shapes are within you!

“Although you typically have a primary and secondary shape that you are naturally good at using, this does not mean you cannot access or be good at using the other shapes.”

It is true that some shapes are easier and more natural to use than others, but it is also true **you can learn to use the other shapes**, acquiring or developing specific skillsets that correspond to each of the remaining shapes.

The best communicators learn to **“FLEX”** to their less dominant shapes to connect and communicate more effectively with others.

LEARN MORE

Whether you are looking for Virtual, Online, OR Onsite Learning, we have options based on your specific objectives and budget.

REAL-TIME, FACILITATOR LED LEARNING

Live Keynotes, Workshops and Training Programs are available both online and in-person for business units, specific departments or groups, and teams.

SELF-DIRECTED ONLINE LEARNING

Choose the course in your area of interest and learn at your own pace.

TEAM BUILDING VIRTUAL OR ONSITE LEARNING

Whether you register for a teambuilding series, or a stand-alone team building experience, your team can participate both virtually and in-person.

LEARN MORE ABOUT SHAPES and HOW TO USE SHAPES TO STRENGTHEN YOUR COMMUNICATION AND YOUR RELATIONSHIPS.

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