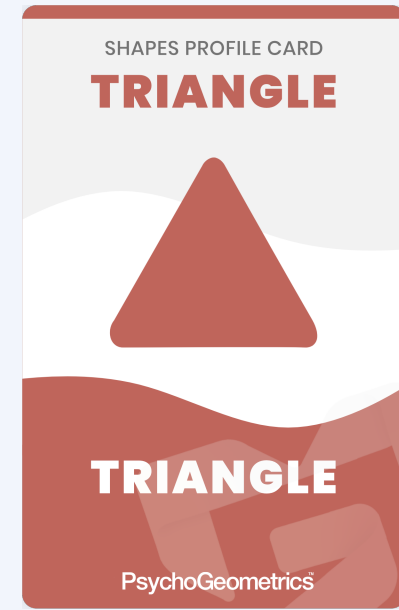
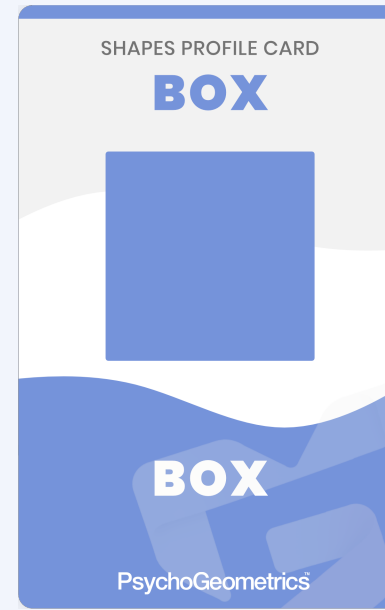


YOUR SHAPES PROFILE

BOX TRIANGLE

EXPLORE YOUR SHAPES ASSESSMENT RESULTS BELOW



SHAPE RESULTS & REPORT BREAKDOWN FOR KEITH HOWE



BOX 8

TRAITS

Ethical
Punctual
Dependable/Loyal
Practical

BEHAVIORS

My closets and drawers are neatly organized
I always meet my deadlines

RELATING TO OTHERS

I think before speaking
I am a very loyal friend



TRIANGLE 7

TRAITS

Competitive
Take-charge leader
Risk-taker

BEHAVIORS

I make decisions swiftly and decisively
I am a tough negotiator

RELATING TO OTHERS

I prefer being in charge
People often say I am a role model for them or others



RECTANGLE 1

TRAITS

None

BEHAVIORS

I am experiencing change in my life

RELATING TO OTHERS

None



CIRCLE 1

TRAITS

None

BEHAVIORS

None

RELATING TO OTHERS

If you ask, I will give you the shirt off my back



SQUIGGLE 4

TRAITS

None

BEHAVIORS

I am easily bored
I love surprises!

RELATING TO OTHERS

I am great at motivating others
Sometimes I overpower others with my energy and enthusiasm

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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 TRIANGLE

Your Shapes Combination Profile indicates that you are someone with **strong left-brain traits** and **behaviors**, especially when communicating with others.

*The **BOX** in you prefers a methodical approach, taking the time to discuss and consider the details, then process information before making a decision.*

*In contrast, your **TRIANGLE** tends to be direct, to the point, and you like to move quickly toward the bottom line.*

Although at times, you may experience an internal “**tug-of-war**” between your **BOX** and **TRIANGLE**, you have come to realize, or maybe in the process of realizing, that your Shape Strengths **Combination** is quite **powerful** when your **BOX** and **TRIANGLE** work together.

For example, your **BOX** strength means you are naturally good at being **logical, objective, organized, and detail-oriented**. Having these strengths from your **BOX** means your **TRIANGLE** can be all the **more confident** in setting **TRIANGLE** goals based on the **BOX** facts and more focused on the things that are **proven** to matter.

*Given that the **TRIANGLE** in you is naturally competitive and likes to win, the **BOX** makes sure you have the accurate information to execute a successful game plan.*

At Work

In addition to being very **organized** (**BOX**) and **ambitious** (**TRIANGLE**), you may be someone who believes there is a “right way” to do almost everything, and it is **your responsibility** to make sure the right path is taken.

In fact, because you are a **left-brain dominant person**, you can become **stressed and frustrated when expectations are not clear, and goals and deadlines are missed**.

In these cases, you may find that you tend to **hyper-control** the situation and become even **more determined, intense, and focused**. While this works **for you** as a way **to control your response** to stress and also stay in **control**, keep in mind it can be somewhat **intimidating to others**, who, instead of relentlessly pressing on, need a break to pause, step away, re-evaluate the situation, then determine next steps.

You **can be** an effective team player **if** you respect your teammates and believe the team project is of value. Your leadership skills will often emerge in the team setting, as others look to you for guidance, whether you have the title of “leader” or not.

You also have the **courage** to take a stand, and you are willing to be fully **accountable** for your decision. You are not a natural risk-taker but will carefully analyze and calculate your options.

*When working with a team, the **TRIANGLE** within you typically likes being in charge, while the **BOX** in you appreciates the opportunity to embrace conflict, engage in crucial conversations, and have intelligent debates that argue your case or prove your point.*

By nature, you tend to put a lot more pressure on yourself than others would ever put on you. You are probably **not** one to make an excuse, but you will provide an explanation. You also tend to be extremely loyal and **committed** to your work.

The **BOX** in you may prefer to have the time to process information before making a decision, while the **TRIANGLE** in you tends to be direct, to the point, and quick to make the decision.

Although at times, you may experience an internal “**tug-of-war**” between your **BOX** and **TRIANGLE**, you have come to realize, or

maybe in the process of realizing, that your Shape Strengths Combination is quite powerful when your **BOX** and **TRIANGLE** work together.

For example, your **BOX** strength means you are naturally good at being logical, objective, organized, and detail-oriented. Having these strengths means your **TRIANGLE** can be more confident in setting goals based on the facts and more focused on the things that are proven to matter. Given that the **TRIANGLE** in you is naturally competitive and likes to win, the **BOX** makes sure you have the accurate information to execute a successful game plan.

In fact, because you are a **left-brain dominant person**, you can become stressed and frustrated when expectations are not clear, and goals and deadlines are missed. In these cases, you may find that you tend to **hyper-control** the situation and become even more **determined, intense, and focused**.

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When working with a team, the **BOX** in you appreciates the opportunity to **embrace conflict, engage in crucial conversations**, and have **intelligent debates** that **argue your case** or **prove your point**. The **TRIANGLE** within you typically likes **being in charge**.

By nature, you tend to put a lot more pressure on yourself, than others would ever put on you.

You are probably not one to make an excuse, but you will provide an explanation. You also tend to be extremely **loyal** and **committed** to your work.

At Leisure

You are a hard driver at work, and you may find this naturally carries over into your personal life, as well.

Typically, in order for your **BOX** and **TRIANGLE** to function in a healthy and effective manner, you may discover or may be discovering now that your **life away from work needs to include a place where you can unwind, relax and recharge your batteries.**

In addition, you may find **interpersonal relationships are challenging** for you, especially when communicating with those who have **CIRCLE** and **SQUIGGLE** strengths.

It is common that someone with strong left-brain traits and mental skills may also need an extracurricular activity, outlet or interest, away from work, to release stress, whether it is a form of exercise, playing a sport, attending an athletic event or concert, or starting a home-improvement project.

Such activity may give you a different or refreshing perspective on how the rest of the world functions outside of work.

Talking Straight

People are generally drawn to your **TRIANGLE** sense of authority and unassuming, calm, and consistent **BOX**-like demeanor.

Others know that if they get on board with you, they will not only get the map but also the driver to get them there.

While you have the potential for both leadership and management, without a good coach, talented mentor, or soft skills training, you may have challenges connecting with people. You are smart and visionary, but will people follow you? Typically people do not care how much you know until they know how much you care. Although it is not your intent, you can sometimes come across as non-emotional, closed-minded, unapproachable, dogmatic, stubborn, or rigid.

One thing to keep in mind is that while you truly have the potential to excel using your **BOX** and **TRIANGLE** Strengths, you will excel even more when you use all five shapes. For example, your natural combination of **BOX** and **TRIANGLE** provides solid information, the time-tested process, and a detailed plan, as well as the strategic focus and results-oriented action.

Is this enough to communicate and interact with others effectively? What “strengths” or “skills” from the **RECTANGLE**, **CIRCLE**, and **SQUIGGLE** should be considered?

- **RECTANGLE** is the shape of growth and change.
- **CIRCLE** is the shape of harmony, empathy, connection, and engagement.
- **SQUIGGLE** is the shape of innovation, spontaneity, flexibility, and uniqueness.

CONSIDER THE VALUE OF USING THE RECTANGLE:

Does your **BOX TRIANGLE** combination take the time to be open-minded, anticipating how “change” could stimulate your thinking and enhance your results?

For example, if you think how you have always thought and do what you have always done, you may miss opportunities to “grow” personally and professionally.

Without consciously and intentionally being aware or anticipating **RECTANGLE** transitions, you do not typically recognize the need for change (unless it is a change you make and can control), 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 CIRCLE:

The **CIRCLE** is your connection with people, but not necessarily your best shape for showing people you care. Typically, people show care, concern, and even love through their Shape Strengths. When you show that you care, it is probably communicated through your **TRIANGLE** or your **BOX**. For example, if your friend is going through a hard time, your **TRIANGLE** wants to take

immediate action to solve the problem. The **TRIANGLE** in you does not stop to think about how it might be better to empathize first, such as asking how your friend is feeling or if your friend just wants to sit and talk. Or, you may show you care through your **BOX** logical approach, showing little emotion and starting with an analysis of the facts. And finally, it could be a blend of both logic and action.

It is important to keep in mind that listening is a form of caring, but it is not the first thing you think of as a **BOX TRIANGLE** when someone needs your help.

How can you use a “touch” of **CIRCLE when using your **BOX** or **TRIANGLE** to show that you care?**

Keep in mind communication is 93% what people see and hear and only 7% of your actual words. Consider your tone, pace, facial expressions, body language, and physical gestures. For example, a **BOX** tends to use less emotion than any other shape, having a logical, linear approach. A **TRIANGLE** tends to jump right in, getting to the bottom line then giving direction. Instead of using either of your strengths as a starting point, which would be your natural tendency, develop the art of effective communication by shape flexing and starting with your **CIRCLE**. This may mean shifting to a more empathic tone or simply being still, open-minded, and present with your friend without jumping ahead to what you are going to do.

Shape Flexing for the **BOX and **TRIANGLE** might sound like this: “I care about you. What do you need most from me right now?”**

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 or how you set your goals.

Because your Shape Strengths are left-brain dominant, you may find that even though your plan is flawless and your goals are clear, you have a challenge getting others to be as committed or passionate about it as you. The **SQUIGGLE** gives you the opportunity to Shape Flex so that you can determine what might motivate others to get on board, and how you can bring general enthusiasm to your project.

The **SQUIGGLE** also complements your **BOX** and **TRIANGLE** by helping you lighten up a bit and make time to have some fun. Perhaps you do not think this is something you need, but it may be something others need who work or live with you.

Because you can be extremely serious-minded, intense, and focused, others tend to feel your stress. When you 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.

Today's Tip

Managing your Shape Strengths is important to your success, and the success of others who are important to you. Part of managing and leveraging your **BOX** and **TRIANGLE** Strengths is including the other three shapes behaviors in your communication. These three shapes complement your strengths, helping to ensure the best possible version of you.

Meanwhile, take time to tell others what they mean to you and remember that sometimes it is OK to just go with the flow!

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.



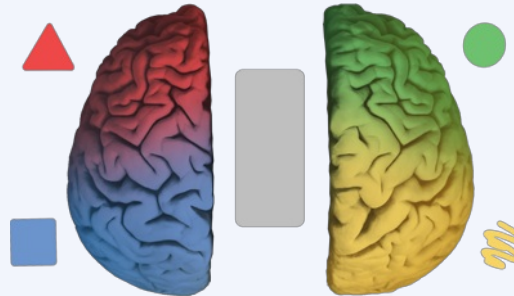
Circles exude **warmth** in their communication style. They tend to **smile, nod, gesture** and typically use **physical touch**, such as extending a **hand to shake** or **fist to bump**, a **pat** on the **arm or back**, or a **hug**. Circles communicate best 1-to-1, but they are **equally** as happy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



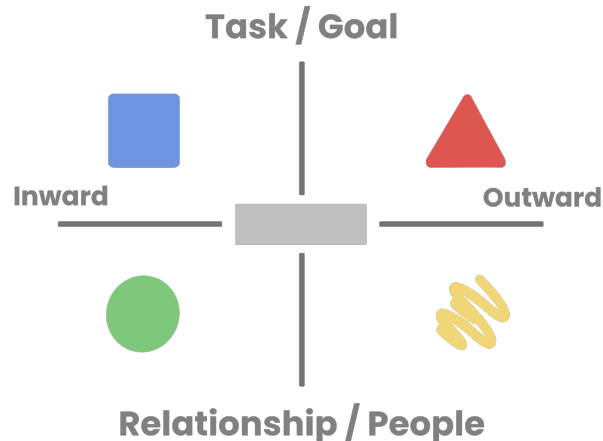
People who have either primary or secondary shapes of Circle and Squiggle rely more on their right brain.

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

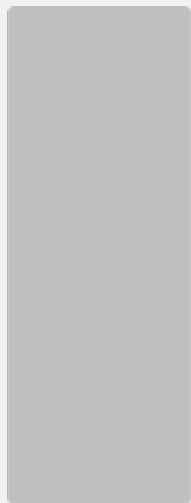
The **TRIANGLE** is a mostly **left-brain, outward, and goal-oriented shape**. The Triangle typically seeks **leadership**, but sometimes leadership opportunities naturally find the Triangle.

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.

Just [click here](#) and explore our e-learning series.