

What Shape Are You?

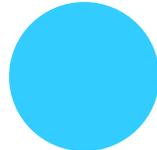
Psycho-Geometrics®

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- A Visual Assessment -

Which of these five geometric shapes do you think best describes you as a person, not physically, but in terms of your personality?

(If you find this difficult to answer then choose the shape you like the most).



The shape that I think **best** describes me as a person is:

The shape that I think **next best** describes me as a person is:

The shape that I think **least** describes me as a person is:

Box (Analytical, Blue)



- Are very busy people – excellent administrators.
- Tidy
- Logical
- Happy to follow procedures, processes and policies
- The hard worker. They get the job done.
- Prefer clear specific instructions.
- Need rules, deadlines and the right equipment.
- Data-Collectors – love collecting information, entering it into a database or filing it under the appropriate heading.
- Don't like meetings — want to be left to get on with the job.
- Do it well, but within the parameters given.
- Often don't like socialising at work - prefer to keep work life and private life separate.
- Rarely creative.
- Organisational skills.
- Analytical
- Loves routine
- Doesn't always trust the spoken word, would rather have things in writing
- If you are a squiggle, you are in trouble if you haven't got a square around.
- Loyal in relationships
- Often collects things

Triangle (Driver, Red)



- Strong personalities.
- The triangle is focused on the goal.
- The triangle is a leader – certainly in their own mind.
- Displays the strongest leadership of the five shapes.
- Fast thinkers, fast processors, smart, quickly process linear information.
- Witty, 'Land on their feet'.
- Highest level of self-confidence of all five shapes.
- Demands loyalties from you — never cross a triangle.
- Ambitious, competitive, moving upwards.
- They move politically in the hierarchy.
- They get to the top first but may leave others in their wake.
- They get there in their own way.
- Swift decision makers.
- They 'shoot' from the hip. (Squares are slow decision makers, they want data first).
- A risk taker

The Squiggle (Expressive, Yellow)



- The most creative and innovative.
- Ideas people.
- High energy.
- The Eccentric.
- Unique, open ended with no beginning or ending. No closure.
- Mind functions in a random manner.
- Mind goes all the time, can't switch off.
- Loves to do the unique and unusual — the cutting edge thing.
- Needs freedom.
- Own way, own time, own rules.
- A free agent.
- Most enthusiastic, energetic and dramatic of all five shapes.
- They make a contribution, but are tough to manage.

Circle (Amiable, Green)



- Loves, cares, nurtures.
- Best team player of the five
- Excellent with customers and with analysing people.
- Circles need to know we are having a wonderful time. They need to smooth troubled water, keep people happy, harmonise to find a solution.
- The best listeners and communicators.
- Able to empathise.
- But also sufferers.
- (Is it reasonable to keep all people happy all of the time?).
- The most difficult thing to deal with is conflict. "How could that person be so rude?"
- Comes to management with fabulous people skills.
- Excellent reader of people.
- They know if someone is lying before the others.
- Great at interviewing and placing people.
- Not good at getting tough or making a decision.
- Empathetic and generous.

Rectangle

- Confused - In a state of transition and change.
- The other four shapes are solid states.
- The rectangle often can't decide which shape to choose.
- In a state of vacillation, ambivalence, change and growth.
- Step out oneself in order to look at which shape you want to be.
- This is a period of re-examination.
- Thinking through what it's all about.
- There are times when we are all rectangles - Adolescents, adult adolescents (midlife crisis).
- When we take a new role we feel like a rectangle for a while.
- Haven't played this role before.
- We experiment.
- This is the only shape which can be any one of the other four shapes in one day.
- People keep trying them on to see which fits, eg. new managers are rectangles for a while; this shape is unpredictable.
- Walks away and looks back to see how they took it.
- They are most interesting and stimulating people.
- They are growing, changing and evolving.
- They like new experiences; they are hungry for it and are ready to learn.

The Psycho-Geometric Shapes were developed by Dr. Susan Dellinger in 1978 and her book '*Communicating Beyond our Differences*' was published in 1989.

See www.psycho geometrics.com

- Psycho-Geometrics is an accessible and memorable way to help create a shared understanding and shared vocabulary around behaviours and personality types.
- Psycho-geometrics can be used to help people work better together and to help individuals think about and improve their own personal effectiveness.

Psycho-Geometrics can help you and others in your organisations:

- Understand why you work well with certain people but not others.
- Understand why there can be friction between you and some people but an almost immediate chemistry with others.
- Understand why it's more difficult to communicate with some people than others at work (and socially).
- Understand why people have such different perceptions from your own perceptions

Conscious flexing – thinking about your own shape preferences and making small changes to help you work well with people of other shapes.

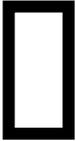


In terms of Leadership and Management style Psycho-Geometrics can help you do the following:

- Choose an appropriate style of leadership based on:
 - the results you want to achieve
 - the person or team that you are leading
 - your preferred personal style
 - the 'shape' of your organisation

- Quickly describe or visualise ways of behaving as a leader that can get results

- Identify and analyse the behaviour of others as a way of choosing an appropriate leadership and management approach

Shape	Leadership/Management Strength	Leadership/Management Weakness
	<ul style="list-style-type: none"> • Provides clear parameters for team members • Has an attention to detail 	
	<ul style="list-style-type: none"> • Provides vision and focus • Able to make quick decisions 	
	<ul style="list-style-type: none"> • Ability to listen to others as they are undergoing change themselves • Happy to take a risk 	
	<ul style="list-style-type: none"> • Caring and wanting to ensure people are happy • Will consider impact on people of any actions 	
	<ul style="list-style-type: none"> • Can create enthusiasm and excitement amongst others • Allow a lot of autonomy in others 	

Using Shapes to consider other organisational issues

Shapes and Customer Focus

Shape	Customer Strength	Customer Weakness
	<p>Uses systems and processes correctly.</p> <p>Fills in detailed customer reports</p>	<p>May not be creative in trying to help customers</p> <p>Uncomfortable if customer has not followed correct procedures</p>
	<p>Results orientated, looking for fast resolution of customer problems</p>	<p>May be perceived as abrupt by customer</p> <p>May not be nurturing enough when dealing with a customer</p>
	<p>Able to adapt quickly and easily to customer's personality type</p> <p>Can attempt different solutions</p>	<p>May be overly interested in self-reflection</p>
	<p>Will be perceived as a good listener, caring.</p> <p>Works well with other people to solve customers' problems.</p>	<p>May over-promise/under-deliver to customers in terms of time and or costs.</p> <p>May be less results orientated or financially driven</p>
	<p>Will take a creative approach to customer problems when needed</p> <p>Is interested in new ways of working and is responsive to change</p>	<p>May lack follow-through on long-term customer issues due to being more easily distracted</p> <p>May be unrealistic in what customer can achieve.</p>

Shape Flexing - Using Shapes to Make Changes

- You can use conscious 'flexing' to put aside your own primary shape and pull out another. We can deliberately flex to be one of these shapes if we need to and this can be a useful tool at work.
- We all have all five shapes within us.
- There is an 86% probability that one shape is right for you — or two shapes which are close, one at work or at home.
- When you recognise people who are different shapes from you, it can be helpful to try to reflect their shape as a way of reducing the risk of conflict during change.
- One shape dominates at a given phase or stage of our lives
- The other shapes are all available to us when we need them. We know how to be the other shapes.
- We all like and get on with people who are like ourselves, so recognise the other shapes you are dealing with and, where possible, match them.

For example...

- Do you need to use different vocabulary to communicate with different people
- How effective are you at delegating? Do you use all 5 shapes when you delegate?
- Are the people you work with motivated by the same things that motivate you?
- Will it help you to understand the shapes of the people you work with?