



PSYCHO · GEOMETRICS®

aka

S H ▲ P E S

The Science of Behavior
The Art of Communication

YOUR GUIDE

to understanding your communication style
and the communication style of others,
plus tips for Shape Flexing to strengthen your relationships
personally and professionally

PSYCHOGEOMETRICS.COM





What are your SHAPE strengths?

Here's what it all means.

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

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

By using this information you will learn more about yourself, you will better understand the behaviors of others, and how to “flex” to others who have different communication traits, behaviors and ways to interact as part of their communication style.

EMBRACE DIFFERENCES - LEVERAGE STRENGTHS
COMMUNICATE MORE EFFECTIVELY



THE BOX

"If you want it done right, do it yourself."

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, org 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 and may be slow decision makers as they are always in search of more information on which to base their decision.

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:

- Forget large meetings. Put Boxes in small groups of people whom they know well.
- Make sure there are few surprises, crises and chaos.
- Do not push a Box to make a quick decision.
- Be calm, unemotional and logical.
- Be on time.
- Be sure to recognize and reward his or her hard work.

Communicating with a Box:

- Keep it professional, objective and on topic.
- 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.
- Slow it down. Give a Box time to think before replying; don't rush in to fill every pause in the conversation.
- Establish an agenda beforehand.
- Give a Box material he or she can read in advance or as a follow-up.



THE TRIANGLE

"Never let them see you sweat."

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.

"Flexing" to a Triangle:

- ▲ Make the Triangle the leader and put him or her in control.
- ▲ Seek out the Triangle's opinion.
- ▲ Let Triangles be the rule-enforcers.
- ▲ Encourage ambitious goal-setting.
- ▲ Confront conflicts head-on. Be frank.
- ▲ Commend Triangles on their achievements.

Communicating with a Triangle:

- ▲ Be prepared to negotiate. Provide options.
- ▲ Be direct and to the point; get to the bottom line quickly.
- ▲ Let the Triangle be in control of the discussion. Triangles are interrupters.
- ▲ Demonstrate your track record. A Triangle wants to work with other successful people.
- ▲ Talk fast. Triangles are busy people.

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.**

THE RECTANGLE

"Please listen to me, then tell me what to do."

The Rectangle is the only shape that's not a pure - it's an adaptation of the box, allowing enough room for all of the other shapes to be part of it's DNA. For this reason, **the Rectangle symbolizes change and inner growth**. We all pass through Rectangle periods in life. People are not "permanent" Rectangles, nor is the Rectangle considered to be a Primary or Secondary Shape. **The Rectangle is a transitional shape and is a temporary condition** when we are going through a 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 is in a state of change - he or she may be changing careers, newly graduated, getting married (or divorced), having a baby, or moving across the country.

"Flexing" to a Rectangle:

- Provide clear instruction and structure for all tasks. Repetition is key.
- Establish a routine for all activities.
- Be patient; Rectangles are unsure of themselves and often ask for help.
- Create a supportive, mentoring relationship.

Communicating with a Rectangle:

- Listen before you speak. Discover which role the Rectangle is playing, then adjust your communication to it.
- Be prepared for lots of questions.
- Discuss new projects and ideas.
- Be clear and concise; don't confuse the issue.
- Eliminate potential distractions. Keep the Rectangle focused on you.

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 in to his/her new life/situation and find that his or her primary and secondary shapes have matured, taking into account the value of the other shapes as part of their communication style.



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 bold Circle favors bright, warm colors and likes to decorate with plants, pictures and inspirational quotes or words that represent their values.

"Flexing" to a Circle:

- Remember that, to a Circle, everything is personal. Circles need to feel liked by their co-workers, bosses and others.
- Acknowledge birthdays and special occasions.
- If you make a mistake, be honest. A Circle will forgive almost anything except a lie.
- Ask Circles how they feel, rather than what they think.

Communicating with a Circle:

- Open the conversation by asking about the Circle's family, a pet or, recent vacation.
- Talk problems out; invite the Circle to lunch to discuss the issue.
- Create a group consensus.
- Use emotion. Let the Circle know how important this is to you.
- Shake hands, smile, be warm and friendly.

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 tend to act more as stabilizers than leaders in the workplace 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.



THE SQUIGGLE

"Life is short - eat dessert first!"

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.**

They can, however, be very **motivating to be around.** 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 **directness in speaking** - 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 are frequently flustered, in a hurry, and rarely finishing 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 is a powerful shape.** Squiggles, however, will feel exert over them and do best with Circles who will give unequivocal support. They will wear out the calm, logical Box person with their high drama and emotion.

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

"Flexing" to a Squiggle:

- 🌀 Be prepared for surprises or eccentric behavior.
- 🌀 Create periods of urgency balanced by time off.
- 🌀 Create an exciting/fun atmosphere.
- 🌀 Reward the Squiggle's creativity.
- 🌀 Encourage discipline and adherence to rules. Squiggles require follow-up.

Communicating with a Squiggle:

- 🌀 Raise your level of enthusiasm!
- 🌀 Set up a brainstorming session.
- 🌀 Squiggles often jump right to the end.
- 🌀 Ask them to stop and fill in the blanks.
- 🌀 Speak quickly. The Squiggle is impatient and on the move!

PSYCHO·GEOMETRICS®

AT WORK AND HOME

PSYCHO·GEOMETRICS® 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 change the way you communicate and relate to the people you work and live with.

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.

WORK/HOME ASSESSMENT

I am a _____ (shape). I am a _____ (shape).
This is my #1 preference (primary) This is my #2 preference (secondary)

My least preferred shape is a _____ (#5 choice).

I believe the shape of my organization is _____.

My boss, business, or life partner, is a _____, _____.
#1 (primary) #2 (secondary)

My co-workers, teammates, clients are:

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

_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

How can I be more effective with the people I work with? Live with?

Who am I in conflict with? How can I relate better to them?

My spouse, significant partner is a _____, _____ (shape).
#1 (primary) #2 (secondary)

My friends/children are:

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

_____	_____	_____
_____	_____	_____
_____	_____	_____

WHAT SHAPE IS MOST LIKELY TO SAY...

- _____ “If it feels good, just do it!”
- _____ “If you want it done right, you have to do it yourself.”
- _____ “I need to think about it before I decide.”
- _____ “I can just feel the positive vibes in here.”
- _____ “The report speaks for itself.”
- _____ “I just need someone who can listen and let me talk this out.”
- _____ “Forget the details... just get to the bottom line.”
- _____ “We’ve always done it this way, why change?”
- _____ “You mean I have to be here at 8:00 a.m.???”
- _____ “The report speaks for itself.”
- _____ “Let’s just throw it all against the wall and see what sticks!”
- _____ “Did you see his face? He’s definitely upset.”
- _____ “I just love my teammates...we’re like family.”
- _____ “I’m out of here....”
- _____ “We’re just one big, happy family.”

MY PSYCHO·GEOMETRICS® ASSESSMENT SCORE

Write your score from the PSYCHO·GEOMETRICS® Assessment below to use as a convenient reference.

PSYCHO·GEOMETRICS®

ASSESSMENT SCORECARD

BOX	TRIANGLE	RECTANGLE	CIRCLE	SQUIGGLE
_____	_____	_____	_____	_____

SHAPES

for work & for living

TRAITS, BEHAVIOR, & HOW YOU RELATE TO OTHERS

These are the three things that determine your communication style. They are also the three parts of the Shapes Assessment.

Check out the entire online learning series at psychogeometrics.com.

“The thing I love most about PSYCHO·GEOMETRICS® is that it gives you the tools to have a powerful, influential, and effective voice on any platform, with any audience, while still being authentic.”

-Susan Hite

Innovator & CEO of PSYCHO·GEOMETRICS®



PART ONE

Traits that best describe who you are.



PART TWO

Behaviors that most accurately describe what you do or how you act.



PART THREE

Phrases that most accurately describe how you relate to others.

Share with Others

Share your **SHAPE EXPERIENCE** on your favorite social media and tag [#psycho_geometrics](https://twitter.com/psycho_geometrics).



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PgeoShapes



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SHARE PSYCHO·GEOMETRICS® in your company, with your team or family. Learn How at PsychGeo.com

Business units that benefit from PSYCHO·GEOMETRICS®

Here are just some of the key business units who have used, or are using, PSYCHO·GEOMETRICS®; from orientation and onboarding, talent management and leadership development to increasing motivation, engagement, quality, efficiency and overall productivity.

COMMUNICATIONS
HUMAN RESOURCES
INFORMATIONAL TECHNOLOGY
LEGAL
MARKETING
OPERATIONS AND MANUFACTURING
QUALITY ASSURANCE
REGULATORY
RESEARCH AND DEVELOPMENT
SALES

Industries Utilizing PSYCHO·GEOMETRICS®

Here are just some of the industries who have used, or are using, PSYCHO·GEOMETRICS® as part of their culture; from orientation and onboarding, talent management and leadership development to increasing motivation, engagement, quality, efficiency and overall productivity.

AGRICULTURE HOSPITALITY
AUTOMOTIVE INSURANCE
BANKING REAL ESTATE
COMMUNICATIONS RETAIL SALES
HEALTHCARE SPORTS
EDUCATION TRANSPORTATION

ENTERTAINMENT AND RECREATION
TRAVEL AND TOURISM

I was amazed how my team took the PSYCHO·GEOMETRICS® assessment in the morning, then were using it fluently that afternoon in other meetings and discussions. As a result, communication effectiveness has increased more than 50%.

CHRISTOPH
Senior HR Business Partner, Medical Device Company

The shapes language instantly became part of our common language in the company; and now 15 years later, it's part of our culture.

JACKIE
Vice President of Global Consumer Business

What's PSYCHO•GEOMETRICS®?

PSYCHO•GEOMETRICS® is a communication system that identifies the Science of Behavior and the Art of Communication. It was created in 1978 by Susan Dellinger, PhD, and inspired by the work of psychiatrist and psychoanalyst Dr. Carl Jung (1875-1961), who is credited as the founder of analytical psychology. In the early 2000's Dr. Dellinger partnered with Jack Wolf, PhD and the PSYCHO•GEOMETRICS® written and online assessment was created.

In 2020, President of Hite Resources Inc., Susan Hite, purchased PSYCHO•GEOMETRICS®, becoming the Innovator and CEO, to lead the rebrand of "Shapes" to include a Digital Learning Series.

As a result of taking the PSYCHO•GEOMETRICS® assessment, you will discover what your "shape" says about you: **who you are, what you do, and how you interact with others. You will also learn why you think, feel, act, worry, plan, communicate, work and live the way you do.**

Through raised awareness and understanding:

- you will see why others act, react and interact the way they do. Understanding is the key to embracing differences and strengthening communication, teams and relationships.
- you will understand and get along better with the people you work with and live with every day, and, as a result,
- you will enjoy better cooperation, less stress and more positive results with coworkers, friends and family.

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



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