

What Shape Are You? Psycho-Geometrics®

Managing Change

How an understanding of people's personality
'shape' can help manage change



'...more flavour'

Yorkshire Regional Conference

Thursday 5th November 2009

The Edge
University of Sheffield

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“What Shape Are You?” in the workplace

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Visit www.psychogeometrics.com and for less than \$10.00 you can complete an on-line personal Shape Test and receive a multi-page report which details your Personal Shape Profile.

The normal price of this test is \$10.95 but you can get a 10% discount by typing the following discount coupon code when prompted: **redvanilla** Contact us if you want 5 or more people to take the test as we can send you a special group password to use at www.psychogeometrics.com.

📄 **Read the book**

For a in-depth understanding of Psycho-Geometrics® you can buy the 2008 edition of Dr Susan Dellinger's book "*Communicating Beyond Our Differences*" for £15.00. The books have all been signed by the author and you can take a book away today and pay us later or we can post a book to you for an additional £3.00.

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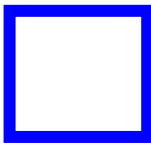
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Managing Change "What Shape Are You?"

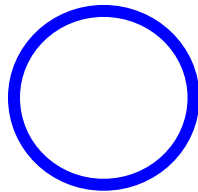
Using *Psycho-Geometrics*® as a tool for Managing Change

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).



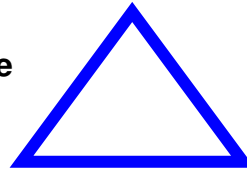
Box



Circle



Squiggle



Triangle



Rectangle

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: _____

An Explanation of *Psycho-Geometric*[®] Shapes

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

In Psycho-Geometrics, Dr. Dellinger explains not only how to determine your own personality type, she reveals how to use geometric psychology to identify the beliefs, values, and attitudes of any person you meet.

The shape you identified as best describing you as a person is **your primary** shape. You may have two 'primary' shapes. The shape you identified as least describing you as a person therefore represents the characteristics that you are **least likely** to display.

Why use Psycho-Geometrics?

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
- Increased self-knowledge about why you think and behave as you do.
- Adapt your behaviour according to who you are working with and what needs to be done.

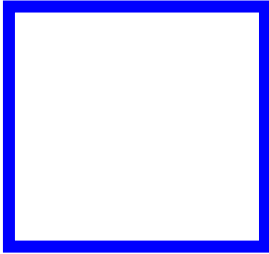
Left and Right Brain Function

People can be divided into two types, depending on which side of their brain is dominant. Your shape preference reflects the dominant side of your brain.



ANALYSIS OF SHAPES

The Box



Are very busy people – excellent administrators.

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

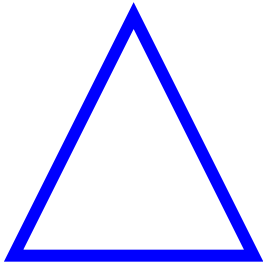
Doesn't always trust the spoken word, would rather have things in writing

If you are a squiggle, you are in trouble if you haven't got a square around.

Loyal in relationships

Often collects things

The Triangle



Loves recognition — the Leader.

The triangle is a leader – certainly in their own mind.

Displays the strongest leadership of the five shapes.

You never argue with a triangle - the triangle is right, sure, dogmatic.

The triangle is focused — see it pointed to something.

The triangle is focused on the goal of the moment and doesn't get side tracked.

They are left brain thinker.

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 leave a lot of people 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 — which is why they are the most successful.

The 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.

They step out of themselves in order to look at which shape they 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 (mid life 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.

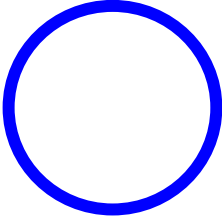
Walks away and looks back to see how they took it.

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 Circle



Loves, cares, nurtures.

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 skills.

Best team player of the five.

Excellent with customers and with analysing people.

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.

The Squiggle



The Eccentric.

Unique, open ended with no beginning or ending. No closure.

The most right brained.

Mind functions in a random manner.

Mind goes all the time, can't switch off.

The most creative and innovative.

Loves to do the unique and unusual — the cutting edge thing.

Sitting in front of a computer would be anathema to a squiggle.

Needs freedom.

Own way, own time, own rules.

A free agent.

Right brained/conceptual. Looks at how it fits, the system and process, not the nuts and bolts.



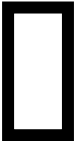
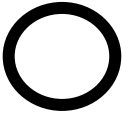

Asks why?

Most enthusiastic, energetic and dramatic of all five shapes.

They make a contribution, but are tough to manage.




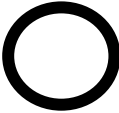

They are the most sexy of the 5 shapes!

Using Shapes to Manage Change

Shape	Managing Change Strengths	Managing Change Weakness
	<ul style="list-style-type: none"> • Attention to detail • Completer finisher • Can collect data to analyse different options for change 	<ul style="list-style-type: none"> • May personally prefer NO change • May use data to attempt to slow change • May not demonstrate enthusiasm for change
	<ul style="list-style-type: none"> • Will create a vision for change • Resilience to push change through • Sets goals and objectives to measure progress 	<ul style="list-style-type: none"> • May create resistance to change • Makes little allowance for and is not concerned about impact on others • Less concerned about details
	<ul style="list-style-type: none"> • Understands what change feels like and can empathise • May have developed strategies for coping with change 	<ul style="list-style-type: none"> • Too concerned with their own internal change • May not have decided what direction to go in
	<ul style="list-style-type: none"> • Will consider the emotional impact of change on others • Takes a team approach to change • May consult widely to engage people in change 	<ul style="list-style-type: none"> • Less focussed on the business aims of the change process • Could give up too early, too easily if change is difficult
	<ul style="list-style-type: none"> • Enjoys change for change's sake • Creates new ways of doing things • Can cope with uncertainty 	<ul style="list-style-type: none"> • May get bored of long-term change processes • Does not follow new processes or procedures

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.

Stop, Start and Continue

What could we stop doing or do less of?	
What could we start doing or do more of?	
What could we continue doing?	