

WHAT SHAPE ARE YOU?



Square *"If you want the job done right..."*

Characteristics	Personal Habits	Conflict styles	How to please
Organized Detailed Analytic Persevering Perfectionist Meticulous Patient	Loves routine Prompt Collector Strong sense of loyalty	Competitor? Compromise? Collaborative? Avoidance? (Response will vary depending on the situation)	Do your job Meet all deadlines Pay attention to details Be to work on time

Organized and a hard worker, you like structure and rules and dislike situations in which you don't know what's expected of you. "Tell me the deadlines and I'll get the job done," you say -- and you deliver. You prefer working alone to teamwork. Logical, you think sequentially -- A, B, C, D. You collect loads of data and file it so information is easy to locate. But you have trouble saying, "I've got enough information," and making a decision.



Circle *"a friend in need..."*

Characteristics	Personal Habits	Conflict Styles	How to Please
Feeler Friendly Relationship oriented Team oriented Reflective Tactful	Peace maker Easy going Hobbies Good cook TV watcher Talkative	Hates disharmony Will take it personally	Be prepared to stop what you are doing and chat. Expect lots of meetings Do not lie - admit errors instead.

You are a people person, the shape with the most empathy, perception and consideration for the feelings of others. You listen and communicate well. You read people and can spot a phony right off. You like harmony and have your greatest difficulties in dealing with conflict and making unpopular decisions. You are easily swayed by other people's feelings and opinions. You can be an effective manager in an egalitarian workplace, but have difficulty in political environments with a strong hierarchy. If you're a woman, even if you're not a circle, some circle traits have been conditioned into you.



Triangle *"Not always right..."*

Characteristics	Personal Habits	Conflict Styles	How to Please
Sensor Ambitious Task-oriented Do well under pressure Wants to know what and when Competitive Decisive	Interrupts Power handshake Early arriver Joke teller	Direct confrontation Competition Capable of compromise	Do the "little things". Show leadership in the team. Don't "badmouth" a team. Make all communication direct and succinct.

A leader, you are decisive and able to focus on the goal. You have confidence in yourself and in your opinions, and you don't hesitate to tell everyone else the way the world is. You can be dogmatic and shoot from the hip. You like recognition and are delighted to tell people about your accomplishments. You can be self-centered and egotistical. You put stock in status symbols. American business has been run by triangles, and this shape is most characteristic of men.



Rectangle *"Somewhere over the rainbow..."*

Characteristics	Personal Habits	Conflict Styles	How to Please
Curious Adventurous Searching Inquisitive Growing Inconsistent	Embrace change Forgetful Outbursts Take chances	Completely avoid conflict	Don't push Offer suggestions and ideas

You are a seeker and an explorer, searching for ways in which you want to grow and change. You ask: who am I? What is the world about? You are the most receptive of the five shapes to new learning. You are the only shape that's not frozen, and you cause your co-workers confusion when you change from day to day. All people go through rectangular periods when they're in a state of change.



Squiggle "Life is short..."

Characteristics	Personal Habits	Conflict Style	How to Please
Creative Intuitive Aggressive Idea oriented Expressive/dramatic Witty	Strategic planner Spontaneous Disorganized Life of the party	They will avoid Very persuasive Very competitive	Keep paperwork away Impatient- walk and talk

You are creative, a "what if" person who's always thinking of new ways to do something. Your mind never stops and you do cognitive leaps -- from A straight to F. You see the forest and miss the trees. You don't like highly structured environments. You don't tolerate the mundane well and have a short attention span. If you don't get excitement at work, you'll cause it elsewhere in your life.

Personal Reflection:

How do you think your "shape" could influence your approach to the following components of the preceptor role?

- ☐ Tasks/organization
- ☐ Giving/receiving feedback
- ☐ Dealing with conflict

Reflect on the questions below.

1. How would you describe your personality?
2. How would you describe your communication style?
3. How do others perceive/respond to your communication style?
4. How do you commonly react under stress?