

# ***Lesson: Shape Up!***

## **Professional Development Unit: Resource Management**

**Lesson Outcome (Focus):** To discover your personal resource value and become aware of the value in others

**Group Size:** Entire class

**Time Required:** 1 hour

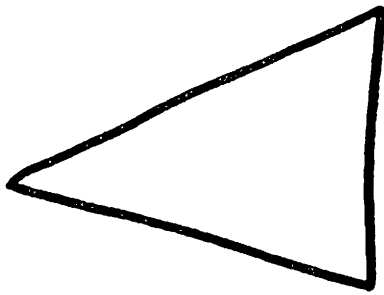
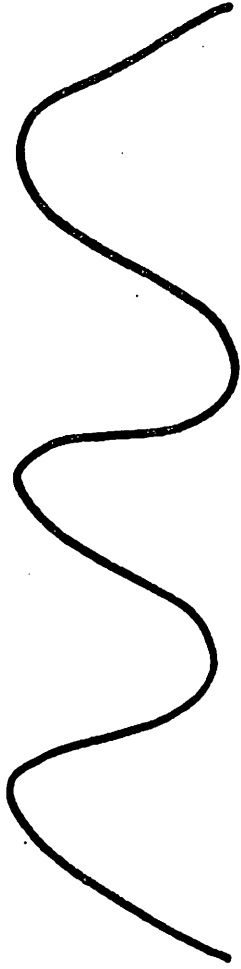
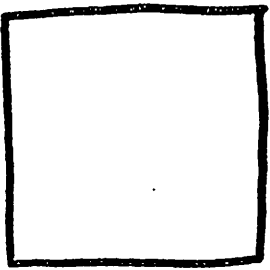
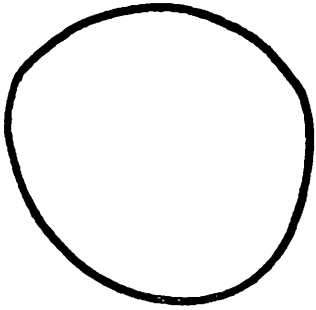
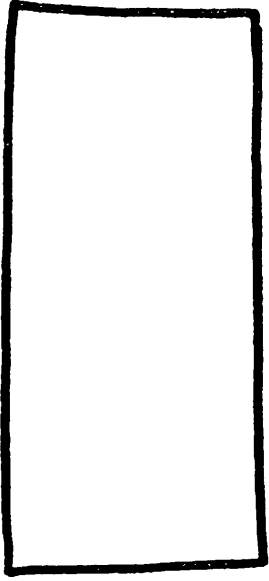
**Materials:** Overhead transparencies of shapes & style definitions & handouts (attached)

**Setting:** Classroom

**Process: Prior to Class:** Make the transparency and copies of handouts

- Activity:**
1. Put overhead up and ask participants to copy the figures onto a piece of paper.
  2. Have participants select the shape that most appeals to them and put a #1 next to it on the paper.
  3. Next, have participants identify the shape that they like 2nd, 3rd, 4th and 5th best (#5 being the least appealing).
  4. On the back of the paper, have participants draw a larger version of their #1 shape, with a smaller version of their #2 choice inside. (This drawing will represent the most dominating personality trait, and will tell in part how the person typically processes information - also referred to as one's "primary" and "back-up" styles).
  5. Please note: responses may reflect some situationally variables &/or responses in the real world (apart from this exercise) may necessarily be in response to situationally specific variables.
  6. Hand out copies of primary style definitions to those who chose them.
  7. Put up overheads of style definitions and discuss.

- Debrief Questions:**
1. How could this information be useful to you as a resource?
  2. How might this information affect your resourcefulness with others?



## THE SQUARE (OR BOX)

- Left-Brained
- Rational, sequential, analytical
- Linear thinkers
- Convergent thinkers
- Need structure and order
- "By the rules" in belief and practice
- Rigid and somewhat closed to "different" ideas
- Believe, act on "the letter of the law"
- Predictable, orderly
- Need time to think
- Perfection and accuracy in thought and work
- Very task oriented
- Do best with one task at a time
- Need detail
- Need it in writing
- Methodical
- Make decisions only after they've studied "all" the facts
- Sometimes slow in decision making
- Very cautious in risk taking
- Persistent
- Do not like change; prefer stability and status quo
- Tend to be content oriented; less concern with feelings
- Tend to be print learners

\*How to shake a "box" up: rearrange the pages of a report or move the stapler on his/her desk!

## THE TRIANGLE

- Still predominately left brained in thought patterns
- Still predominately convergent in thought patterns
- These tend to be the "movers, shakers, and doers" that "make things happen"
- Well balanced
- Ambitious
- Upward bound; while they like some loose structure, they'll not be bound by it
- Action and results oriented
- Like challenge
- Interpret policies, rules very loosely; to get job done
- "Find ways around, over, under and through" obstacles
- Tend to be "bottom liners; " "PLEASE get to the point"
- Dislike excessive detail
- Make lists, lists and more lists; they use them for organization and structure and get "highs" from checking off accomplishments
- Enjoy a multiplicity of things going on at once; one thin at a time is boring
- Can't stand to sit still
- Act, move, and make decisions on limited information
- Aggressive gamblers with somewhat limited assessment
- "Close enough" is good enough; finite accuracy is not their "turn on"
- Dynamic personalities
- Stand out in a crowd
- Tend to be impatient with others
- "Tell me what you want and get out of my way"
- Does not read thoroughly; skims
- Put pressure on selves "to get things done"

\*squeeze a triangle: they'll do something

\*to drive them "nuts": drag your feet

## **THE CIRCLE**

- More right-brained
- Divergent thinkers
- Very adaptable, approachable, social, talkative
- Well rounded personalities; get along well with everybody
- Dislike conflict; to this end, very accommodating
- People oriented with excellent interpersonal skills
- Less concerned with "content"; more concerned with "affective" domain and feelings
- Tend to be excellent readers of "body language" and paraverbal communications
- Sensitive
- Like a cat, very resilient; in spite of "problems", they'll land on their feet
- Enjoy fun and good times
- Structure and detail are not their thing but they'll adapt
- Not overly pressured by deadlines, etc.

\*squeeze a circle: they'll talk and bounce back; they'll roll with the punches

\*to drive them "nuts": exclude them from a gathering

## THE RECTANGLE

- More left brained than right
- Shares many of the characteristics of the "box" but to a lesser degree
- Convergent thinkers
- More flexible than a "square" or "box"
- Very stable; "both feet on the ground"
- "No nonsense" people
- "Flexibility within stability"
- Believe, act in accordance with "the spirit of the law" but stay within the boundaries
- Tend to involve more people in discussion, decision making
- Calculated risk takers
- Consensus oriented
- "Team" players
- Good people skills
- "Doers;" Task oriented
- Not as concerned with precision as the "box"
- They'll do the project fairly and cooperatively
- "Fair and Equitable" are their hallmarks

\*squeeze a rectangle: they'll form a committee ("two heads are better than one").

## THE SQUIGGLY

- Very right-brained
- Divergent thinkers
- Eclectic
- Like freedom
- Dislikes structure
- They'll write the rules
- Appear disorganized to others; especially to "squares" and "rectangles"
- Creative, spontaneous, fluid and flexible
- Good interpersonal skills and sociable - but can be very independent
- Relate best to the "big" picture
- Generally dislike detail
- In thought, can jump from "A" to "Z" without any problems; not necessarily sequential
- Tend to bore easily, they get ahead of everyone else
- Avid risk takers and gamblers, "que sera sera"
- Flexible; adjust and adapt
- Enjoy **different** things, versus a boring routine
- Like challenge, unusual variety
- Theme song: "Don't Fence Me In" and "I'll Do It My Way"
- Philosophies: "Whatever it takes, we'll do it" and "If you can't go around, under or through it - blow it up!"
- Likeable people though often viewed as "scatterbrained" - especially by boxes
- It's really hard to insult a "squiggly"... they'll wonder what your problem is, shrug it off and forget about it easily
- Visual learner, don't ask them to read a manual!
- Squeeze a "squiggly" and they'll leave their bodies - the cliché (the lights are on and nobody's home)
- To drive them nuts - hold a booooring meeting