Psycho-Geometrics
The Theoretical Underpinnings of Psycho-Geometrics

- Relatively “New” Theory of Personality rooted in several “Old” disciplines
  - Psychology
  - Sociology
  - Anthropology
  - Philosophy
  - Architecture
  - Theology
  - Astrology

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First Principle of Effective Communication. . .

Know Thyself

• Pick a shape that you feel represents your personality—Label that shape 1
• Pick a second shape—label that shape 2
• Most people are predominately one shape but you can “change shapes” depending upon life circumstances
• 86% chance of being right when choosing

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SQUARE

- Organized, structured, serious
- Hardest Workers—Finish all tasks assigned in a timely, orderly, neat complete fashion
- Prefer rules over Guidelines
- Consistent, stable, calm
- Disciplined
- Routines keep them organized
- Data Collectors/Statisticians
- Accountants
- Law Enforcement Officers
- Military Personnel—especially front line
- Most Loyal Friends

- Obsessive Compulsive Disorder
- Long time to make decisions—must have all the facts in first
- Appear aloof from others because they keep their personal lives separate from their professional lives
- Resistant to Change
- Over Protective Parent – Strict
- “Black/White” Thinkers—fail to see gray areas—”Right/Wrong” nothing in between
- Tight with money-emphasis on savings
- Poor Sense of Humor

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Everyone’s been there and will be there again
Period of Growth
Very Open Minded—suggestible
They will get the most out of this exercise because their mind is like a sponge—eager for knowledge
Good sense of humor
Playful
Sudden bursts of energy
Unusual caring, empathy and support

State of confusion, erratic behavior
Unpredictable, mood swings
Forgetful
Either very late or very early for events
Avoids conflict
Compulsive (may overeat or engage excessive drinking or smoking)
Critical of others (dissatisfied w/ self transferred to others)
Fatigue, minor illness, accident prone (“mind elsewhere”)
• New- Borns
• Teenagers
• Newlyweds/ Newly Divorced
• New Supervisors—change in job/position
• New Home—relocation
• New school (Jr. High, High School College, Grad School, etc.)

GOOD NEWS! IT DOESN'T LAST FOREVER!

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TRIANGLE

- Leadership Shape
- Focused, Goal-oriented Individuals
- Understand the politics of organizations—how to get to the top (And they like it!)
- Courageous, skilled communicators
- Respect Loyalty—committed
- Decisive—able to think on their feet and make quick decisions
- Strong, practical, common sense
- Hard worker who plays hard, too
- “Can Do” Attitude
- High Energy
- Great Visionaries

- Must be in Control at all times
- Absent from the Family
- Inability to admit mistakes
- Impulsive with decisions
- Tempers—capable of physical violence (control issues)
- Compulsive (may drink/smoke excessively)
- Manipulative
- Do not forget transgressions
- Tact and Diplomacy skills are weak
- No problem stepping on people, leaving dead bodies in their path to get where they want

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“People People”
- Best communicators—Best listeners
- Confidants, sincere, caring, empathic, Genuine
- Relationship oriented—peacemakers
- Friendly, Nurturing, Loving
- Accommodating
- Pleasant, personable, smiling
- Good customer relations
- Popular, Thinks of others (birthday cards)
- Honor commitments
- Therapists Nurses Care givers
- Sales Clerks, Secretaries
- Good work ethic

- Hate Conflict
- Prone to gossip because everyone tells them everything
- Accommodating—to the point where they neglect their own needs
- Keep harmony at any cost
- Late from lunch—someone telling them about their troubles
- Suffer from guilt and sometimes transfer this to others
- Wishy-Washy parenting
- Want to please everyone despite knowing this to be unrealistic
- Over-emotional “Emo”
- Gullible
- Self-denigration—blame themselves first

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SQUIGGLE

- Sex-craved People—Sensuous
- Most Creative
- Always asking “What If. . .”
- Great ideas—vision—very important to growing organizations
- Conceptual—able to see big picture
  Great motivators
- Wit and Humor of the Team
- Energetic—Take initiative
- Artists, Musicians, Performers Poets or Chefs
- Strategic Planners
- Scientist/Researchers
- Professors, Preachers
- Friendly, Fun, Party Animals

- Poor follow-through
- Disorganized, notes on napkins, messy desks—when they start cleaning you know they don’t have enough work
- Impractical, unrealistic
- Illogical
- Uninhibited—prone to risk taking
- Naïve—little fear
- Short attention span
- Bore easily—understood you 10 minutes ago
- Do not enjoy rules or structure
- Poor money managers, don’t do well with budgets
- Don’t worry about consequences of actions

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LEFT BRAIN THINKERS: CONCRETE, CONCISE, ORDERLY

RIGHT BRAIN THINKERS: CREATIVE, VISIONARY, PEOPLE-ORIENTED
HOW TO “FLEX” TO OTHER SHAPES

- To motivate a **Square** give them information to do a task in detail and preferably in writing
- Slow down your rate of speech
- Use statements: “No rush. . .” to avoid bringing out negativity in the person or adding to their feelings of being overwhelmed
- Make your appearance neat
- Be punctual for meetings appointments, dates
- Be patient-- they tend to be slow processors of verbal information
- If your boss is a **Square**, present your ideas in writing – be clear and concise

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HOW TO “FLEX” TO OTHER SHAPES

- Never argue with a **Triangle** it’s a no-win situation
- Don’t be wishy-washy; they respect assertiveness
- Get the Triangle involved in your cause by soliciting their input “I would appreciate your suggestions. ..” “ DO you have any recommendations?”
- When discussing a triangle’s behavior or addressing difficult situations avoid putting them on the defensive—use “I” statements rather than “You did. .. or You didn’t”
- If your supervisor is a **Triangle**, present your ideas in writing—be clear, concise, and cc: his/her boss to ensure they do not take credit for your idea.

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HOW TO “FLEX” TO OTHER SHAPES

- Make **Circles** feel appreciated. Pat them on the back
- Ask about their relationships—be sincere
- Be prepared to roll up your sleeves and work side by side with them on certain tasks
- Let them know you back them up; support them
- Value their people skills
- Don’t underestimate their intelligence or wisdom
- Utilize their strengths (organize the company picnic, holiday party)
HOW TO “FLEX” TO OTHER SHAPES

- Give Squiggles freedom to use their imagination and be innovative
- Limit their structure—guidelines—not rules
- If they need to follow guidelines, organize the information on different colored paper if you want them to read the whole thing not just the first and last page
- Use media, graphics, visual aids to hold their interest on important subjects
- Value their vision—creativity is an asset—but keep them on task
- Teach them how to delegate; make sure they are aware of timelines in advance

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HOW TO “FLEX” TO OTHER SHAPES

• With Rectangles decide who they are today—find out from a Circle what the situation is before rushing to judgment.
• Remember they are changing and growing daily so don’t take mood swings personally.
• Allow them to make mistakes and opportunity to correct them themselves—don’t do for them—this enables.
• Be tolerant, understanding.
• Be a good listener and nurturing—promote confidence in them—praise their efforts.
• Give them direction—clear cut simple rules.
• Realize this is only temporary.

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It takes every shape working together to form a successful, balanced organization.
NON-VERBAL COMMUNICATION

- “Actions Speak Louder than Words”
- 93% of communication is non-verbal (only 7% of how we communicate is done through words)
- 53% of communication is through facial expression/posture/gesture
- 38% of communication is tone of voice
- **Why is understanding non-verbs so important?**
  - Non-verbals almost never lie!
  - Body Language, when carefully observed, can tell what a person is feeling which is often different than what they are saying.
  - “Reading” non-verbals gives you a more complete picture of the communication
COMMON NON-VERBAL EXPRESSIONS

- OPENNESS/CONFIDENCE
  - Hands open; palms up; men unbuttoning or removing jacket; eye contact; smiling; leaning forward; relaxed, hands away from face

- COOPERATION/READINESS
  - Standing with hands on hips; feet apart, head titled, Sitting with legs uncrossed
  - Moving closer to the person with whom you are communicating

- INDIFFERENCE/BOREDOM
  - Leg over arm of chair; drumming fingers or pencil on table, legs crossed, women shaking of one foot, looking at the exit or the clock, yawning
  - “cold shoulder” turning body away from person speaking,

- NEED FOR REASSURANCE
  - Clenched hands with thumbs rubbing, stroking arms, cuticle picking, touching a chair before sitting, hand to throat (women) often displaced to seemingly check to see if necklace is there.

- ANXIETY
  - Nail biting, finger movement, sighing, rapid twitchy movements, clearing throat, heavy breathing, lips quivering, voice strained, tremors (hands, knees)

- FRUSTRATION/ANGER
  - Making fists; hands on hips, stomping; sitting on edge of chair ready to lunge or escape; white knuckles, hostile stare; putting out cigarette with forceful grinding motion, running fingers through hair, lips pursed, tight jaw, snorting (and not with laughter) Power Stance
How does the use of technology affect communication?

**POSITIVES/ PROS**

- Improves communication by reaching more people faster and efficiently.
- Cost effective—e-mail; websites; e-newsletters reduce costs of paper, printing, time, postage.
- Data can be stored and reviewed at later dates w/o relying on person’s memory of a conversation or meeting.
- Information can be reviewed, edited, read and re-read for clarity and accuracy before disbursed; whereas with direct face to face communication there is no delete or backspace buttons—words are out there can’t take them back.

**NEGATIVES/ CONS**

- Eliminates the “human” element. Personal contact is key to interpreting a person’s character and reactions and establishing commonality. It is also the only way to ascertain whether people know or understand fully the message behind the directives.
- Easy to form “mis-understandings” when people read something and interpret it multiple ways w/o benefit of nonverbals like tone, facial expression, hand gestures.
- Easy to have “missed” understandings when people either don’t read or ignore electronic messages and then use plausible deniability to avoid accountability: “I didn’t get that memo” “I didn’t see that in the Newsletter”
Common E-mail Misinterpretations:

- 😊 Generally means “just joking” when inserted in or after text; Also means “friendly” or “have a nice day,” or “Smile” if attached to a signature.
- --Can give the reader the impression that the writer is not professional—“juvenile” “girly” “silly”

- Typing in all caps, using larger than 12 point font, **Typing in Bold print:** implies that you want to stress a point—if the whole text is in caps could be interpreted as “shouting” or “yelling at” the reader, when in fact the writer could have neglected to take their caps lock key off.

- “Replying to All” and “Mass E-mails”= Unintended recipients. Perceived as computer illiterate or incompetent or thoughtless or ego-centric.

- F/U

- * Thoughts on confronting or disciplining someone you supervise via e-mail?
- * Thoughts on sending performance evaluations via e-mail?
Can you guess the meaning of this Japanese gesture?

a. I'm scared like a bunny
b. I've been hearing things about you
c. I'm angry

- **I'm angry** is the correct answer. International differences in gestures are remarkable, and, there is no 'international language' of gestures. Instead, cultures have developed systems of unique gestures, and it is almost never possible for us to understand intuitively the gestures from another culture.
Can you try to guess what this French gesture means?

- a. I don't believe you
- b. I wish I hadn't seen that
- c. I am looking at a very handsome man

**I DON'T BELIVE YOU** is the correct answer: The number of unique international gestures is astonishing. Despite the growth of international communications media, unique gestures -- such as this French gesture for 'I don't believe you', are often misinterpreted.
NON-VERBALS AND CULTURE

Can you guess what this Iranian gesture means?

a. Good luck to you
b. You will always be number one for me
c. "Screw You" (obscene)

"Screw you" is the correct answer. This gesture teaches an extremely important lesson. While it is identical to the American/English gesture for “Good Luck to you” or “O.K.” it is an obscene gesture in the Iranian culture, and an American traveling in Iran would outrage people there if the American performed this gesture.

NEVER ASSUME that you know what a gesture means, even if it looks familiar. For this reason, when in another culture or society, you should never 'mirror' a gesture that someone presents to you because no matter how unintentional, we could be deeply offending that person and inviting conflict.