**WHAT SHAPE ARE YOU?**

**Square “If you want the job done right...”**

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

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...”**

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

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...”

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Personal Habits</th>
<th>Conflict Styles</th>
<th>How to Please</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sensor</td>
<td>Interrupts</td>
<td>Direct confrontation</td>
<td>Do the “little things”.</td>
</tr>
<tr>
<td>Ambitious</td>
<td>Power handshake</td>
<td>Competition</td>
<td>Show leadership in the team.</td>
</tr>
<tr>
<td>Task-oriented</td>
<td>Early arriver</td>
<td>Capable of compromise</td>
<td>Don’t “badmouth” a team.</td>
</tr>
<tr>
<td>Do well under pressure</td>
<td>Joke teller</td>
<td></td>
<td>Make all communication direct and succinct.</td>
</tr>
<tr>
<td>Wants to know what and when</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Competitive</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Decisive</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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...”

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Personal Habits</th>
<th>Conflict Styles</th>
<th>How to Please</th>
</tr>
</thead>
<tbody>
<tr>
<td>Curious</td>
<td>Embrace change</td>
<td>Completely avoid conflict</td>
<td>Don’t push</td>
</tr>
<tr>
<td>Adventurous</td>
<td>Forgetful</td>
<td></td>
<td>Offer suggestions and ideas</td>
</tr>
<tr>
<td>Searching</td>
<td>Outbursts</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inquisitive</td>
<td>Take chances</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Growing</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inconsistent</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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. Students are being given the same set of questions to reflect on themselves. You may consider these questions as part of the initial discussion you have when you meet your student the first time.

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?
5. When you consider the upcoming clinical rotation:
   - What are you most excited about?
   - What are you most nervous about?