



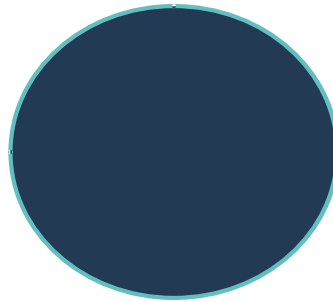
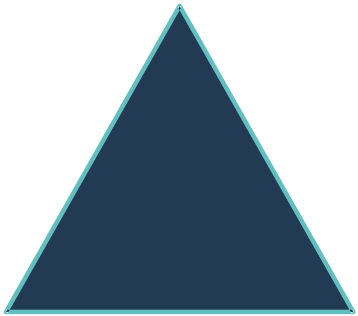
Different Shapes
Make
Great Teams



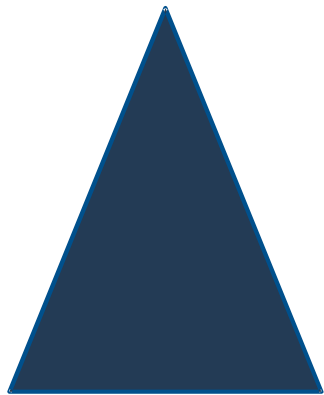
A collection of colorful wooden blocks and letters scattered on a surface. The blocks are in various colors including light wood, dark wood, red, orange, and teal. A semi-transparent white box is centered over the image, containing the text "Your Shape" in a dark blue serif font.

Your Shape

What shape are you?



The Triangle



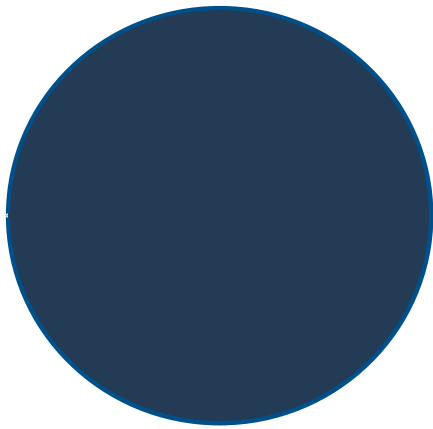
- Needs control
- Likes to be in charge
- Results oriented & task focused
- Might miss the details

The Square



- Thoughtful
- Fact Oriented
- High Technical Competence
- Needs a lot of data to make decisions

The Circle



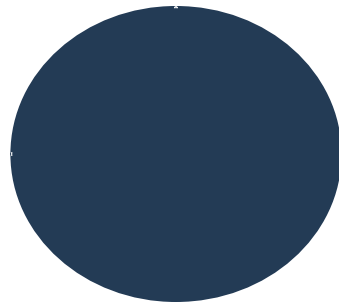
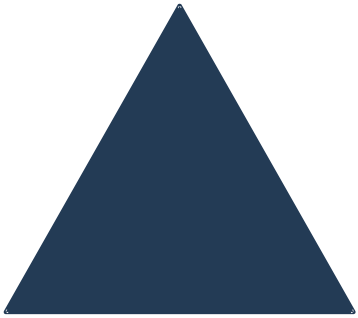
- People-Oriented
- Friendly
- Supportive
- Dependable
- Avoids Conflict

The Squiggly

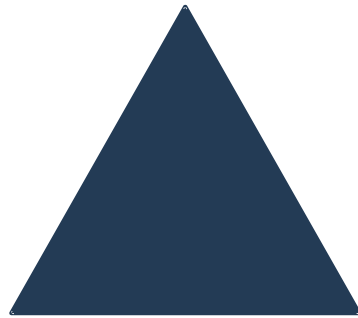


- Intuitive
- Creative
- Big Picture & Future
- Details might fall through the cracks and they move on to another project

What shape are you?



Tell us about yourself!





Characteristics: Sensor, Ambitious, Task Oriented, Do well under pressure, Wants to know what and when, Competitive, Decisive

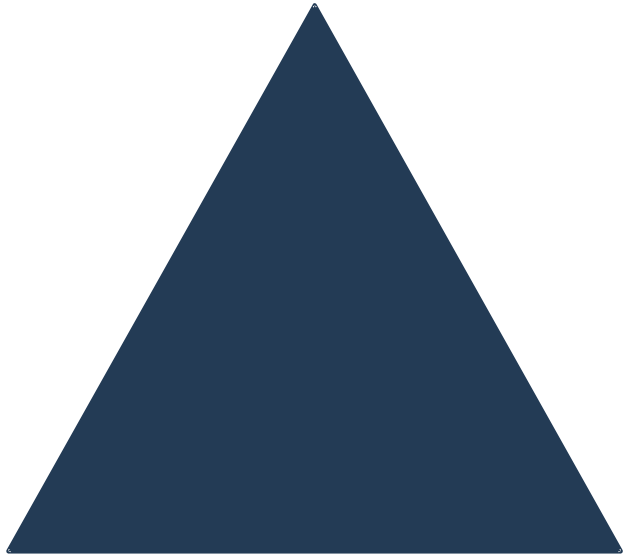
Personal Habits: Interrupts, Power handshake, Early Arriver, Joke Teller

Conflict Styles: Direct Confrontation, Competition, Capable of Compromise

Need: Control

Time Focus: Present

How to Please: Do the “little things”, Show leadership in the team, Don’t badmouth a team, Make all communication direct



For those who are not triangles, what are some positives they bring to the team?

What are some thoughts on things they need to be cautious of on a team?



Tell us about yourself!



Characteristics: Organized, detailed, analytic, persevering, perfectionist, meticulous, patient


Personal Habits: loves routine, prompt, collector, strong sense of loyalty

Conflict Styles: competitor? Compromise? Collaborative? Avoidance? All depends on the situation....

Need: To be correct


Time Focus: Past

How to Please: Do your job, meet all deadlines, pay attention to details and be to work on time.

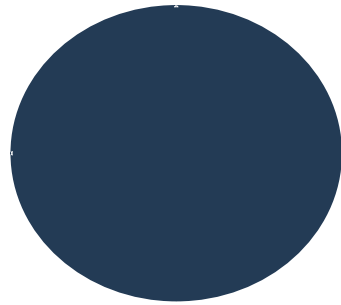


For those who are not squares, what are some positives they bring to the team?

What are some thoughts on things they need to be cautious of on a team?



Tell us about yourself!





Characteristics: Feeler, Friendly, Relationship oriented, team oriented, Reflective, Tactful

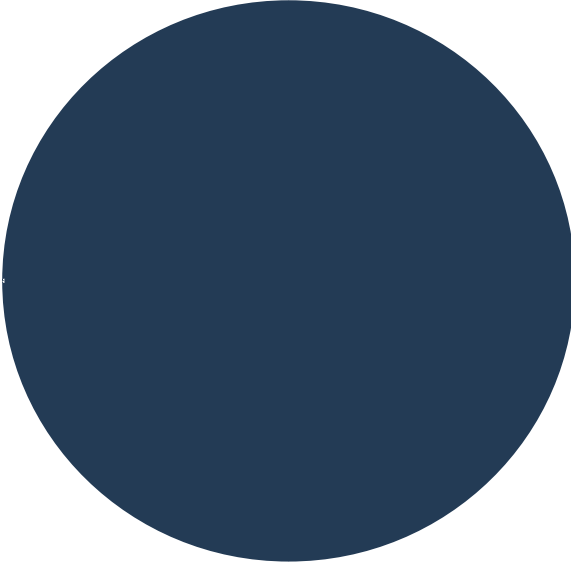
Personal Habits: Peacemaker, easy going, love hobbies, good cooks, TV watchers and talkative

Conflict Styles: Hates disharmony and will take things personally

Need: Harmony & Stability

Time Focus: Present

How to Please: Be prepared to stop what you are doing to chat, expect lots of meetings and don't lie!



For those who are not circles,
what are some positives they
bring to the team?

For those who are not circles, what's
some thoughts on things they need
to be cautious of on a team?

Tell us about yourself!

)))





Characteristics: Creative, Intuitive, Aggressive, Idea Oriented, Expressive/Dramatic, Witty

Personal Habits: Strategic Planner, Spontaneous, Disorganized, Life of the Party

Conflict Styles: They will avoid it, very persuasive, very competitive

Need: Room & Freedom

Time Focus: Future

How to Please: Keep paperwork away and impatient with those that don't walk to the talk



For those who are not squiggles, what are some positives they bring to the team?

For those who are not squiggles, what's some thoughts on things they need to be cautious of on a team?

All Shapes
are Good!



Discuss in Your Groups:

How have you used your
shape **effectively** with your
team?

When has it gotten in the
way?

Find out your team member
shapes!

Which shapes do you need
on your work team?

Communicating with Team Members Based on Shapes:

Triangles: Be Direct & Focus on Results

Squares: Bring Facts & Details

Circles: Focus on people & show support

Squiggles: Focus on possibilities & keep them engaged

Different Shapes & One Team

Triangles:

- Drive Results
- Close Business
- Move things Forward

Squares:

- Protect Accuracy
- Understand Coverage Details
- Reduce Errors

Circles:

- Build Client Loyalty
- Strengthen Relationships
- Create Trust

Squiggles:

- Generate Ideas
- Spot Opportunities
- Embrace Change

Insurance is a relationship
business!

Let's talk about adjusting
your approach to customers
based on shapes.

If Your Customer is a
Triangle...

What do they want from
you?

What frustrates them?

If Your Customer is a Square...

What do they want and from you to make a decision?

What questions might they ask?

If Your Customer is a Circle...

What matters most to them?

Why might they stay loyal to
your company?

If Your Customer is a Squiggly...

Do they want lots options?

How will you keep them focused on the “next step”?

Thinking about your shape...

Which customer is the easiest for you to work with?

Which customer stretches you the most?

Any questions?



The Starfish Story



Thank you for
your time today!



Teri Smiley
Owner/Instructor
Starfish Partnerships
teri@starfishpartnerships.com
770.315.8031

Social Media
[@starfishpartnerships](#)
www.starfishpartnerships.com