

Personalities and Team Development

We all have different personalities that affect the way we relate to people, think, and learn.

Shapes Personalities

To determine your shape, try the following simple test:

- ☐ **Draw a circle, square, triangle, and squiggle.**
- ☐ Put a **1** under the shape that best represents you. Put a **2, 3, and 4** under each of the remaining shapes in descending order as they represent you.

Here is a description of each personality shape.

Squares are:

- Detail-oriented
- Dependable and responsible
- Work hard
- Organized—hate clutter
- Love data, numbers, policies, and procedures
- Analytical
- Can be stubborn
- Hesitant to change
- Logical
- Expressing emotion may be difficult
- Best when working alone rather than on a team
- Frugal
- See fun as a luxury

Helpful tips for squares:

- ☐ Let go and have a bit more fun.
- ☐ Let people know what you want and what you need.
- ☐ Be more open to change.
- ☐ Try being more spontaneous.
- ☐ Smile!

Triangles are:

- Concerned with the bottom line
- Hate to lose even more than they love to win
- Extremely confident
- Love to debate and argue
- Outspoken
- Can be sarcastic
- Smart—know a little about everything
- Like to be in charge
- Love to multi-task
- Rarely apologize
- Successful
- Impatient
- Self-motivated

Helpful tips for triangles:

- ☐ RELAX once in a while!
- ☐ Slow down and give people a chance to get on board.
- ☐ Multi-tasking may keep you from finishing your projects.
- ☐ Give others a chance to lead.
- ☐ Realize that you are not always right.

Circles are:

- Love to have fun and laugh
- Work best on teams
- Take things personally
- Empathetic and compassionate
- Great storytellers (often exaggerate the story to make it sound better)
- Want to “fix” everyone else
- May give silent treatment when they feel hurt or angry

- Struggle setting boundaries
- Talk too much
- Hate conflict and confrontation
- Often feel guilty and responsible for others
- Over-commit—can't say no

Helpful tips for circles:

- ☐ You are responsible TO people, not FOR people!
- ☐ Learn to say no without guilt.
- ☐ Hold others accountable.
- ☐ Remember you can't always please everyone.

Squiggles are:

- Like to be around people who are fun
- Adapt easily to change
- Super energetic
- Love to try new things
- Get bored easily
- Shoot from the hip—don't always research first
- Idea generators
- Not as organized as they should be
- Speak before they think

- Don't like to be told what to do
- Counterintuitive
- Like attention

Helpful tips for squiggles:

- ☐ SLOW DOWN—otherwise, you miss necessary details!
- ☐ Listen rather than plan on what you're saying next.
- ☐ Some situations require seriousness rather than fun.
- ☐ Focus on the topic at hand.

Summary chart:

	Circle	Square	Squiggle	Triangle
Focus	People	Facts	Fun	Achievement
Oriented	People	Time	People	Time/Goal
Thinking	Collaborative	Research	Entertaining	Direct
Expectations	Involvement	Completeness	Creativity	Get to the point

Why do shapes matter in translation?

- All personalities have something to contribute to the project.
- God created each one with different focus, orientations, and objectives.
- Historically, squares have had the primary responsibility for translation.
- A team approach invites all personalities to be involved.

When building a team, look for different personalities instead of all similar ones.

- ☐ Squares provide focus on quality, details, and precision.
- ☐ Circles provide focus on community, respect for others, and opportunities to contribute.
- ☐ Squiggles provide focus on creativity, beauty, fresh ideas, and enthusiasm.
- ☐ Triangles provide focus on achievement, hard work, and success.