

12 SHAPES

Understanding People: Its easier than you think

The key to understanding people lies in understanding their core fears and core value systems. There are two Core Fears that every person on the planet battles every day, to some degree. We all have both in our subconscious programming, but we are dominant in one. They are...

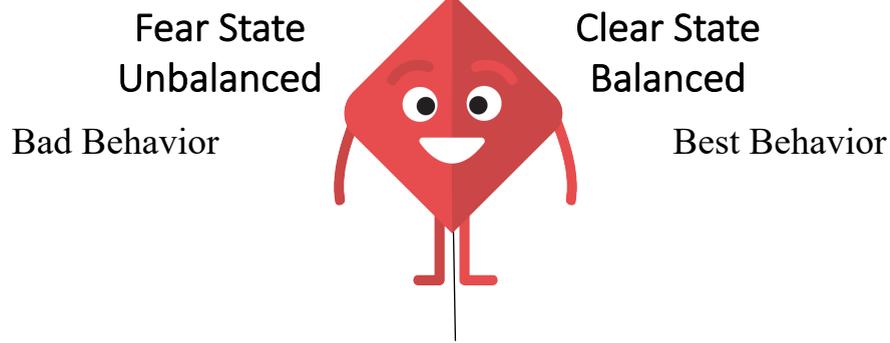
1. The fear of failure- the fear of not being good enough.
2. The fear of loss – The fear that life isn't good enough or isn't what you wanted. You experience this whenever things aren't right.



The first step to understanding a person's shape is determining what their core fear is: Which Fear is Your Dominant Core Fear?

Remember we all have both of them in play, to some degree, every day. But when we get triggered and behave at our worst – it is usually always the same fear issue most of the time. It is either a failure, insecurity, looking bad, being criticized or judged issue, or it's loss, feeling mistreated, taken from or that life isn't fair or right.

Two States

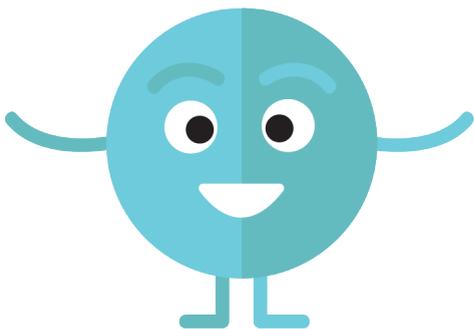
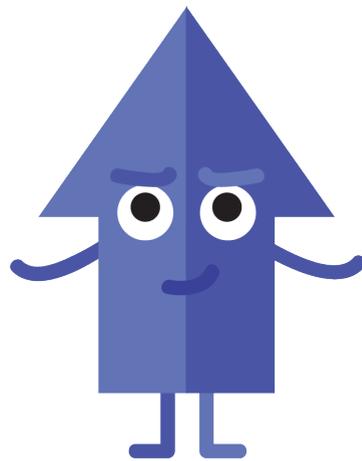
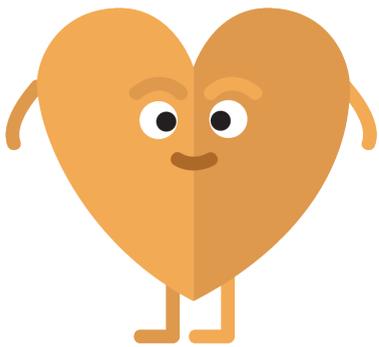
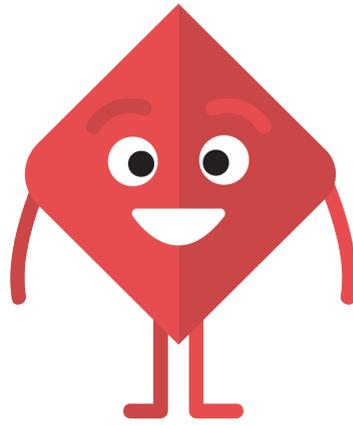
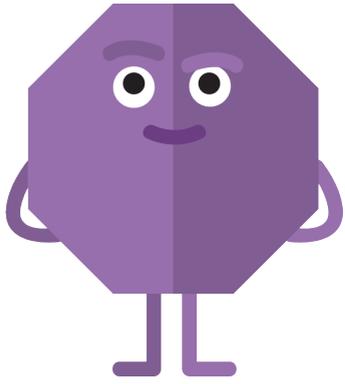


We all have the same two sides - just different good & bad behavior and different value systems!

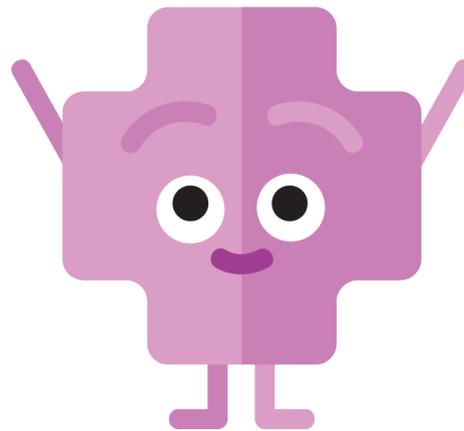
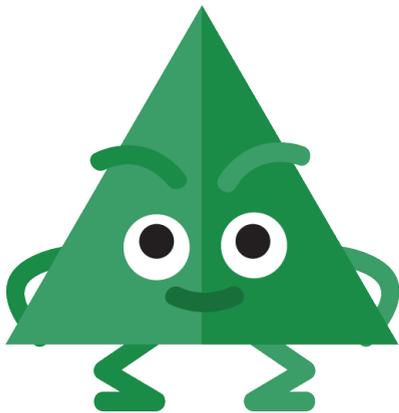
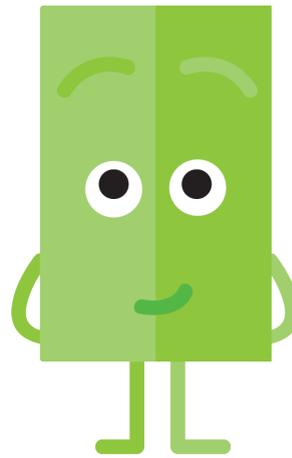
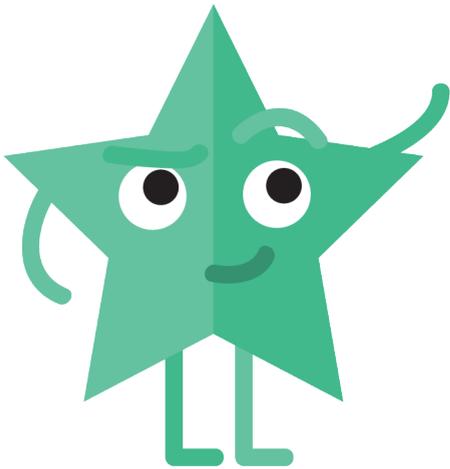
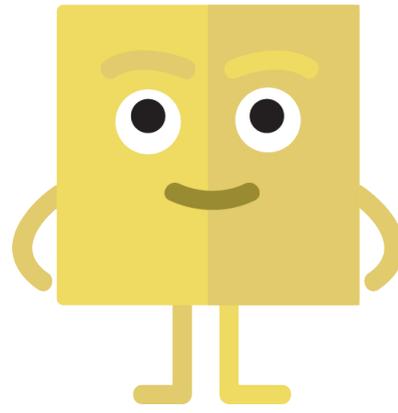
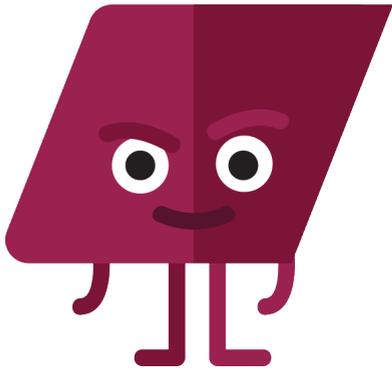
Can you see that you subconsciously expect others to have your strengths and weaknesses – and you judge them as wrong, because they aren't you?

The Four Value Systems:





What is your biggest trigger? What do you care about most?
What others could do to understand and support you better?



What is your biggest trigger? What do you care about most?
What others could do to understand and support you better?

Beating the Fear of Failure

When you were a small child you adopted beliefs about yourself and your value – you adopted beliefs about how to see value in other people too.

What about you are you afraid isn't good enough?

What about your appearance isn't enough?

What about your performance isn't enough?

What about your property isn't enough?

What about your life hasn't been good enough?

Who were people your family judged?

Who were the people your family was intimidated by?

What did you family value in people? (Accomplishments, appearance, etc.)

You learned as a child that some people are better than other people. **You learned that value has to be earned and can change.**

Did you learn to see life as a test and your value was on the line?

THESE ARE ONLY BELIEFS.... Not facts.

You need a different policy on this. Something you could trust as truth that would create better results and less fear.

You could change the foundational principles upon which you determine the value of all human beings. **You could decide that all human beings have the exact same value – based on their uniqueness and their nature. This would mean you have the same value as everyone else no matter how you look, perform, what you own or what anyone else thinks.**

Write s new policy on how human value is determined...

The Fear of Loss

What ways has your journey been off track (from what it could have/should have been) ?

How has your life journey been ruined by a bad choice or someone else's choices?

What have you lost?

How have you been cheated, taken from or mistreated?

What are the worst things that have happened to you?

Beating the Fear of Loss

Let's explore a different option:

Is there order in the universe?

What can you see that could be proof there is order in the universe?

What can you learn from Viktor Frankl and his question in the concentration camp about whether life is random chaos or order, meaning and purpose?

IF LIFE IS A CLASSROOM – could it be a perfect classroom?

What do we mean when we say perfect?

If you choose to trust there is order in the universe – versus chaos, what difference might that make on how you view your past experiences?

How differently might you see your situation right now – if you chose to trust it was your perfect classroom for a reason?

How different might you feel about your future if you chose to trust the journey?



Voice of Fear

Voice of Inner Truth

Fear

All about Me
Needy incapable of love

Value is changeable
You must earn it
Perfect or not good enough
External Validation

Trust and Love - Clarity

Loves Self and Others
Can give love

Value is absolute
and infinite
Always good enough
Internal Validation



Drama

Criticism
Sees people as different from me
Shame and Blame Game

Two core fears

- 1) I might not be good enough or loved – a fear of failure.
- 2) My life might not be good enough – a fear of loss.

Accuracy

Compassion
Sees people as the same as me
Responsible & Forgiving

Two new perspectives

- 1) My value is infinite and cannot change – life is a classroom.
- 2) My life is the perfect classroom for me and every experience is a lesson.

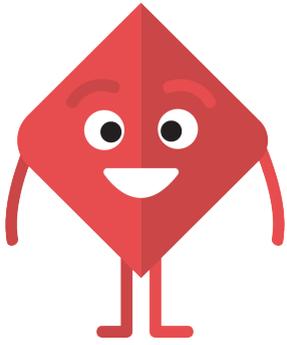
The Clarity Formula™

Trust

Love

1. I choose to trust that my value is infinite, absolute and unchangeable.
2. I choose to trust that whatever happens will be my perfect classroom journey.

1. I choose to see the other person/people as the same as me.
2. I make a love motivated choice, which might be towards God, another or myself.



DIAMOND

Order/Control

FEAR STATE/ UNBALANCED

Anxiety
Pressure to be perfect
Restlessness
Unsatisfied
Hides truth about inner pain
Needs Change
Unhappy if not busy
Can be pushy or controlling
Insomnia
Perfectionistic
Control Freak
Micro Manager
Overwhelmed
Pleaser
Trouble with Patience

CORE FEARS

Fear of looking bad
Fear of failure

As a Leader

On task
Perfectionistic
Organized and Self Controlled
Composed
Conservative
Logical
Numerically motivated
Practical
Solution Focused
Private

They are great employees other than the problem of being too hard on themselves and others. They need lots of reassurance they are meeting expectations.

CLARITY STATE/ BALANCED

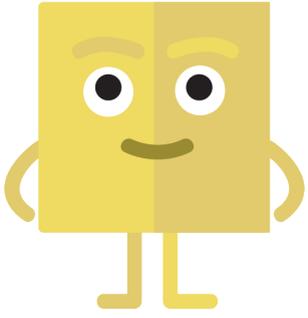
Rule Keeper
Organized
Hard worker
Well groomed
Takes care of things
Gets things done
Creator
Capable
Smart
Watchful parent
Success financially
Put together
Happy
Tidy and fastidious

CORE VALUES

People
Love and attention
Peaceful time and relationships
Good communication
Things going right

As an Employee

Responsible
Dutiful
Committed
Perfectionistic
Attentive to details
Rule keeper
Conservative – doesn't like to take risks.
Strong sense of right and wrong.
Tidy and organized.



SQUARE

Order/Control

FEAR STATE / UNBALANCED

Feels rejected and or betrayed
Depressed
Judgmental
Holds Grudges
Arrogant
Critical
Victim mentality
Blames others for everything
Heart closed
Stuck in negative attitude
Complainer
Likes being sick or down at some level
Sharp tongue
Sarcastic
Brooding anger or broken and pathetic
Grief loss state

CORE FEARS

Fear of Loss (control)
Fear of Looking bad
Fears being hurt or betrayed
Fear of loss

As a Leader

Motivated
Great at creating systems and implementing them.
Critical of those not doing things right.
Detail focused.
Strong – they won't be a push over.
If you need stubborn strong, rule keeper who will enforce rules, they are perfect.
Can be overly stubborn though and may need improved people skills to become a good leader.
They are sometimes not good at validating and encouraging employees.

CLARITY STATE/ WHEN BALANCED

Productive
Detail focused
Organized
Get's things done
Finisher
Supportive
Great role models
Strong
Intelligent
Self reliant
Capable
Grounded
Level headed
Creator of systems

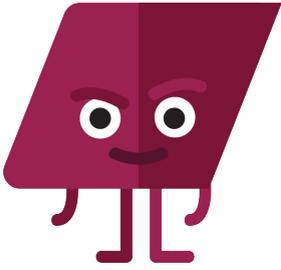
CORE VALUES

Ideas
People who do nice things for him
Money
Loyalty

As an Employee

Strong
Intelligent
Self reliant
Capable
Level headed
Productive
Detail focused
Can buck the system and not follow well if they don't agree with how things are done.
Can be disrespectful if they don't respect leaders.

These people are opinionated. They can be experts on everything, they will want to create changes and improve things, but it has to be their way. Give them autonomy to implement their ideas. Validate their ability to see all the moving parts and create systems



RHOMBUS

Order/Control

FEAR STATE/ UNBALANCED

Angry
Arrogant
Selfish
Toxic
Unsatisfied
Materialistic
Greedy
My way or no way
Perfectionism
Hard on people
Tyrant
Dogmatic – black white thinking
Not compassionate
Talks down to people
Disloyal
Competitive

CORE FEARS

Fear of loss (control)
Fear of looking bad
Fear of disorder

As a Leader

Unsatisfied
Unhappy if not busy
Can be pushy or controlling
Perfectionistic
Control Freak
Trouble with Patience
Driven
Almost always successful and will make money.
Great leaders with vision and drive, but not always good with people. Can have anger issues.
Fears loss and can get upset if feels taken from.
They can be hard on employees and drive high turn over. They have ego.

CLARITY STATE/ BALANCED

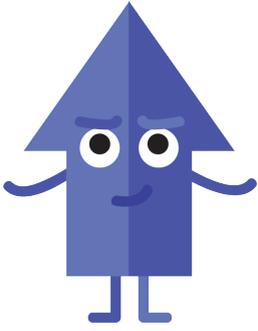
Organized
Good leader
Get's things done
Strong
Good at delegation
Usually makes good money
Successful
Strong sense of identity
Capable
Courage
Drive
Decisive

CORE VALUES

Things
Money
Success
Ideas
People who do nice things for him
Money
Loyalty

As an Employee

Productive
Detail focused
Organized
Finisher
Strong
Intelligent
Capable
Can disrespect authority.
Can rock the boat and even try to take over. They prefer to be the boss.
Can be controlling and dominant and inflexible.



ARROW

People/Pleasers

FEAR STATE/ UNBALANCED

Disconnected
Shame and Fear of rejection
Disconnected with past
Struggles in relationships
Poor house keeper
Doesn't slow down or relax enough
Not overly maternal
Struggles with intimacy
Not animal people
Hates being controlled
Bored easily
Very Private
Not skilled socially
Very suppressed
Walls up
Works better alone

CORE FEARS

Fear of Failure to Please
Fear of Judgment
Fear of criticism
Self care, exercise important

As an Employee

Responsible
Driven
Diligent
Trustworthy
Over delivers most of the time.
Fast workers and very productive
Can rush jobs and not catch details.
Not perfectionistic

Validate their performance and all they have achieved and do. They fear criticism so be gentle.
Encourage them to be a team player.

CLARITY STATE/ BALANCED

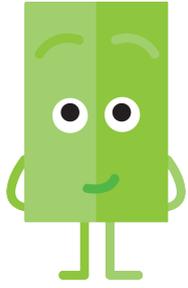
Independent
Make it happen people
Successful and driven
Driven by global change advocacy or divine purpose
Not materialistic
Savvy at making money
Capable
Fast worker
Craves solitude
Focused on the future
Self motivated
Great mothers and employees

CORE VALUES

Tasks
Hard work
Validation
Money saved not spent
Brilliance

As a Leader

Focused Fastidious
Struggles to trust others
Would rather work alone
Independent
Accountable
Productive
Could if unbalanced push people too hard or expect more than what's reasonable in work hours.
They are happy to work lots of hours so they expect that of others.
Can be impatient with those who aren't motivated.



RECTANGLE

People/Pleasers

FEAR STATE/ UNBALANCED

Internal Anxiety
Don't like to be alone
Has social anxiety
Desperate to be liked
Overly Sensitive
Emotional
Impatient
Domineering
Arrogant
Moody
Forgetful yet smart
Procrastinates
Insecure
Not good with words
Awkward
Indecisive
Not really driven
Subconscious self focused
Hard to relate to
Needs approval from others
Nervous
Will feel bad if not invited but won't come if is invited
They want you near but not too close

As a Leader

Knowledgeable
Analytical
Thorough
Logical
Pragmatic
Patient
Confident
Rational
Driven

CLARITY STATE/ BALANCED

Good friend
High achievers
Smart and capable even
brilliant in some areas
Organized
Passionate
Motivated
Strategic
Neat and proper

CORE FEARS

Fear of failure (to please)
Fear of rejection
Fear of Change
Fear of not being good enough

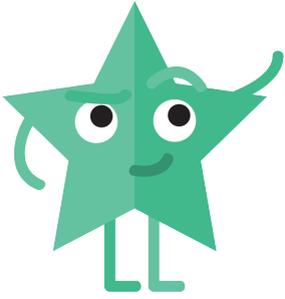
CORE VALUES

Ideas
Validation
Quiet time to do what they want
Ideas

As an Employee

Competitive
Great work ethic
Strive for excellence
Put in the time and extra work
Motivated to be successful
Desire to create value for the company
Innovative and progressive

Facilitate extra training and opportunities, as they are motivated by learning new things. They can be arrogant and experts on everything. Are slow to make decisions and follow through because they want to be accurate and make the right decisions.



STAR

People/Pleasers

FEAR STATE/ UNBALANCED

Overly dramatic
Attention seeking
Highly impressionable
Anxious
Needy for validation
Materialistic
Insecurity
Emotional
Moody
Self-centered
Dreamers
Head in the clouds
Unrealistic
Struggles with boundaries
Can be too trusting
Not good with budgets
Trouble sleeping
Trouble making decisions
Starter not finisher
Perfectionist
Feels unintelligent

As a Leader

Friendly
Encouraging
Stylish
Put together
Well presented
Self serving

Make sure they have a strong work ethic.
Try to not place them too close in the workplace to their friends.
Be specific about your intentions and expectations and that they understand your expectations clearly.
Be clear and explain the importance of timelines/deadlines.

CLARITY STATE/ BALANCED

Artistic
Creative
Great performers
Beautiful
Magnetic
Popular
Friendly
Fun
Sexual
Fights for underdog
Hosting & hospitality

CORE VALUES

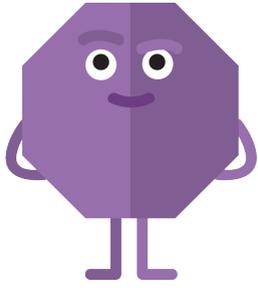
Appearance
Popularity
Creativity
Things

CORE FEARS

Fears not being good enough
Not being appreciated
Not having security

As an Employee

Can be selfish
Driven to look good
Charismatic
Competitive
If has problems in personal life or health their work will suffer
Distractible



OCTAGON

Order/Control

CLARITY STATE/ BALANCED

Responsible
Intuitive
Psychic
Confident
Good at networking
Cause driven
Spiritual
Reads people well
Will go for it in life – go big
Loves freedom
Very decisive
Don't stay in bed if depressed
Great networker
Connector
Influencer

CORE VALUES

People
Spiritual Gifts
Loyalty
Freedom
Appearance

As a Leader

Strong and confident
Need to be right
Desire to have control
Need to meet deadlines
Desire to make a difference
Want to look good and be acknowledged for their efforts

Fear of loss means easily offended.
These people can control and divide.
They can be a toxic influence that needs to be closely watched and managed when they are unbalanced.

FEAR STATE/ UNBALANCED

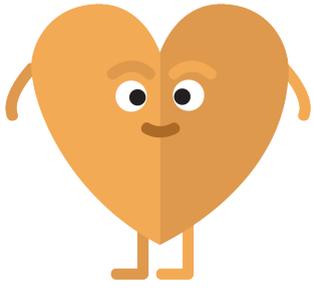
Suspicious
Suppositious
Jealous
Not responsible for what happens to them
Disagreeable
Critical
Judgmental
Know it all/expert on everything
Resistant to therapy
Manic behavior
Moody or emotional
Gossiper
Hard on self
Bossy and controlling
Believes in possession by evil
Anger problems
Rambles/talks too much
Victim mentality
Arrogant
Know it all/expert on everything

CORE FEARS

Fear of loss (people)
Fear of others being better
Fear of not being important

As an Employee

Responsible
Intuitive
Can initiate conflict and rivalry
Have a desire to do a good job
Are quick to give feedback, and try to make improvements and create change.
This can be a good thing or a bad thing.
Give solid examples and proof of your feedback.
These employees are often not really open to changing themselves.



HEART

People/Pleasers

CLARITY STATE / BALANCED

Laid back
Loving
Nurturing
Not materialistic
Empathetic
Compassionate
Great parent
Slow to anger
Kind

CORE VALUES

People
Validation
Kindness
Quality time

As a Leader

Can have a victim mentality
Easily intimidated by others
Unclear about how to fulfill their responsibilities and duty.
Lack self confidence.
Indecisive
Unclear about how to create change.
Unmotivated when unbalanced

They want to please you and do a good job.
Include them in decision making with deadlines when possible. Easily overwhelmed
Loyalty and pleasing behavior may prohibit them asking for help or clarification.
Unlikely to meet deadlines on their own.
Super sensitive to feedback – they feel they have failed and/or disappointed you.

FEAR STATE / UNBALANCED

Plays small/shoots low
Needy for validation
Homebodies
Doesn't care about appearance
Not motivated
Slow worker
Hates hard work/effort
Lazy
Inconsistent
Stubborn
Not driven
Sense of entitlement
Pain over past hurts or events
Not organized/may be messy
Feels helpless and hopeless
Too emotional/dramatic
Insecure

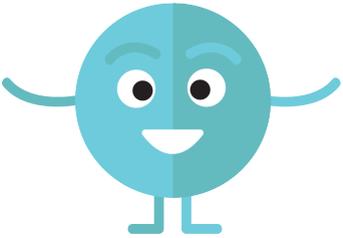
CORE FEARS

Fears loss of people
Fear of Failure
Fear of not being accepted
Fear of making mistakes

As a Employee

Responsible though slow workers
Wants to please you.
Need a lot of reassurance.
Need to give clear instructions and set hard deadlines.
Loyal and peacekeeper
.Great friend and coworker who create a great friendly environment in the workplace.

They are very sensitive to criticism so be sure to praise and build them up first.



CIRCLE

People/Pleasers

FEAR STATE/ UNBALANCED

Can be a Doormat
Needy
Frustrated easily
Dreamer
Lonely
Doesn't finish things
Dramatic
Focus on negative
Worrier
Victim mentality
Martyr complex
Expects life to always be smooth
Needs lots of physical affection
Can't do conflict
Clingy
Dependent
Sense of Entitlement
Feels mistreated
Pleaser
Fear of Abandonment
Fear of being alone

CORE FEARS

Fear of failure (to please)
Fear of loss
Fear of being alone
Fear of being rejected

As an Employee

Motivated
Honest
Want to please you
Desires freedom and flexibility.
Great capacity to adapt to change.
Love to try new things and learn.
Innovative
Often tell you what you want to hear but
can at times struggle to follow through.
Want to be liked by co workers.

CLARITY STATE/ BALANCED

Always improving
Loves learning
Loves change, new things
Affectionate
Caring loves everyone
Good listener
Nurturer
Love animals, people and music
Shows emotion
Great communicator
Good at negotiating
Generous
Heart felt
Good with money
Loves nature and being outdoors
Sexual
Peacemaker

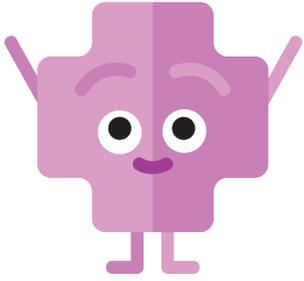
CORE VALUES

People
Love and attention
Peaceful time and relationships
Good communication
Things going right

As a Leader

Open minded
Enthusiastic
Innovative
Willing to take risks
Motivated to create permanent and drastic
change.
Compassionate and attentive to needs
and wants of other people.
Can find conflict and confrontation
challenging.
Can struggle to be consistent.

They can sometimes overpromise and
then feel pressure to deliver. Might tell
you what you want to hear.



CROSS

Things/Ideas

FEAR STATE/ UNBALANCED

Easily offended
Impatient
Melancholy
Irritable
Argumentative
Talks too much on Soapbox
Anger
Grudges
Struggles to connect
Feels misunderstood
Stubborn about ideas
Closed minded
Might lose family over commitment to a cause or ideal
Often feels mistreated

CORE FEARS

Fears failure to achieve
Fear life is unfair
Fear of judgment
Fear of impending doom on planet

As a Leader

Decisive
Strong Leader
Great with follow through
Passionate
Direct
Can see the big picture
Cares about growth and development
Always learning

Validate their commitment and drive. Ask them what they care about and put them in charge of that.

They are very passionate about making a difference – they work best if they can see direct efforts for their exertion and they feel they are making a contribution. Don't talk politics, religion or the environment unless you are ready for an argument.

CLARITY STATE/ BALANCED

Sense of Duty
Hospitable
Driven
Fight for good cause
Wants life of meaning
Very intelligent
Good debater
Loves arts, literature and music
Peacekeeper for world
Fights for injustices
Believes in helping others not self
Usually democrat or communist, labor party
Leadership skills
Enthusiastic
Would lose life for cause

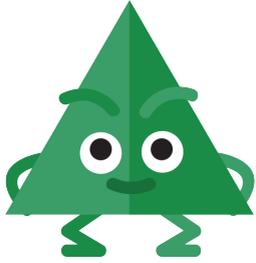
CORE VALUES

Ideas
Knowledge/education
Helping people or the planet
People that agree or will listen

As an Employee

Responsible
Committed
Desire to make a difference
Works well as a team
Wants to be of service to others and the greater good
Desire to create lasting and significant change
Motivated
Hard worker

Be honest, these people will hold you to your word!



TRIANGLE

Things/Ideas

FEAR STATE/ UNBALANCED

Too apathetic
Holds onto junk too long
Hoarding
Lazy
Sluggish
Not put together
Self-centered
Trouble in relationships
Irritable
Critical
Obsessed with Issues
Lacks compassion
Impatient
Disorganized
Messy
Easily insulted
Hates small talk
Unkempt when depressed
Gambling problems
Dreamer

CORE FEARS

Fear of failure to achieve
Having ideas rejected
Not being recognized
Not being able to invent

As a Leader

Arrogant
Intelligent
Brilliant
Can be one track minded
Accurate
Can create change
Logical
Pragmatic
Hard working

CLARITY STATE/ BALANCED

Frugal
Easily satisfied
Learned
Focused
Can be funny
Quick Witted
Smart
Optimistic
Educated
Inventive
Inquisitive
Mechanical
Philosophical thinking
Strong
Generous

CORE VALUES

Things
Saving money
Knowledge
things
Anything free
Old stuff

As an Employee

Obsessive/Driven
Motivated to make things right
Great work ethic
Wants to make things better

Ensure you have your facts right, these people are very literal.
Make expectations very clear.
Focus on the truths and the data.
Not very good team players
Competitive
Workaholic



OVAL

People/Pleasers

FEAR STATE/ UNBALANCED

Doormat
Weak
Anxious
Not real personable
Excitable
Clings to things
Struggles with reading, writing and speaking
Tires easily with mental work
Uncomfortable with comfort and validation
Insecurity
Weary of Life
Nothing to say
Lack of passion or purpose
Painfully Shy
Social Anxiety
Naïve
Dogmatic – black and white thinking
Lack of convictions
Worthiness issues

As a Leader

Doesn't like being hard on people
They are a better follower.
Rule Keeper
Logical
Obedient
Wants to please
Does things quickly
Not a risk taker

Build them up and tell them how they can please you best.
They play it safe and do their due diligence – great people who follow protocols and systems.
Not terribly innovative or creative when unbalanced.

CLARITY STATE/ BALANCED

Good at math
Good follower
Organized
Good at sorting things
Very moral rule keeper
Obedient
Runs great home
Service
Easy going
Easy to please

CORE VALUES

Things
Positive validation
Any achievement
Kind people

CORE FEARS

Fear of Failure (to please)
Fear of not being accepted
Fear of making mistakes

As an Employee

Follower
No drama
Consistent
Loyal
Diligent
Practical
Caring
Generous
Great employee