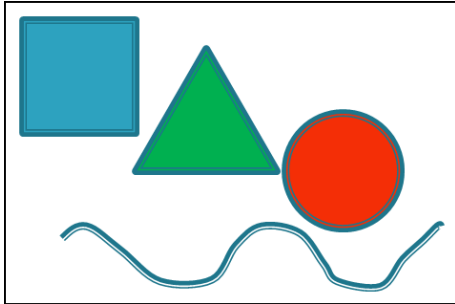


Lesson 2: The Foundation of MAST Methodology

Part C

Examining Shapes Personality Theory



Another personality theory that has shaped the MAST methodology is the Shapes theory.

Connie Podesta, a motivational speaker, devised the Shapes method for sales consultants to be able to rapidly determine the personality traits of their customers in order to tailor sales presentations to them. She distinguishes personality types based on which of the four shapes a person most closely identifies with.

The shapes are square, triangle, circle, and squiggle. With which of these shapes do you most closely identify?

Square Personality Traits

If you are a square, you are very organized and detail-oriented. You are dedicated and can be counted on to do what you say. You prefer to work on your own rather than in teams, which can be good or bad depending on the type of work you are doing.

You feel that you are the only one who can do things right. Because of this, delegating tasks is not your strong suit.

You like to know what's going on. You don't deal well with ambiguity or surprises. You usually show up 5-10 minutes earlier than expected and can't stand it when people are late.

Although you are a hard worker, people may not enjoy working with you because you see fun as not an integral part of a job.

You think logically and enjoy analyzing data and numbers, but you find it hard to express emotion.

Triangle Personality Traits

If you are a triangle, you are very action and results oriented. You tend to be impatient with those who aren't able to do several things at once the way you can. In order to achieve results, you make decisions quickly, but these decisions are sometimes made impulsively.

Although you are a good multi-tasker, you have a short attention span, making it difficult to concentrate on one task for a long time. You are extremely detailed and focused to the point of being obsessive-compulsive about getting things exactly right.

You are very competitive and hate to lose. You think your way is always best, so you rarely apologize. You are confident and outspoken, and you like to argue and debate.

You are self-motivated and like to be in charge, but you may not want to give others a chance to lead or express their ideas.

You show up on time.

Circle Personality Traits

If you are a circle, you are very sociable. You like to engage in small talk, but this may be perceived as wasting time by the more results-oriented shapes.

You are a problem-solver, but tend to be judgmental. You try to fix everyone else and change their behavior.

You want everyone to get along together. You hate confrontation.

You are optimistic and tend to think you have more time than you do, thus you have a tendency to be late.

You enjoy having fun and laughing. You work best on a team, but you tend to talk too much and waste time. You are a people pleaser, so you sometimes go along with the crowd in order to get along.

You have no difficulty expressing emotions, but you often take things personally. You feel responsible for others, but often feel guilty when you can't protect them.

Squiggle Personality Traits

If you are a squiggle, you think outside the box, generating an abundance of ideas, but many of these ideas are not practical. You are very disorganized, making it difficult to implement the good ideas you have.

You love having fun, but have a hard time being serious when the situation calls for it.

You enjoy change and love to try new things. However, you become bored rather quickly. You have lots of energy, but tend to be impulsive, often speaking before you think or acting without doing enough research.

Implications of Shapes Personality Theory

This quick analysis of people may make it easier to assign tasks to them. For example, you would probably not want to ask a Squiggle to organize a project, but the Squiggle may come up with creative ideas that could move a project forward. When grouping people in teams, you would not want a team of all Squiggles, because nothing would get done.

Analyzing your own shape can help you work with others because you recognize your own tendencies to clash with some of the other shapes. For example, a Square may be aware of the need to be more tolerant of those who are less organized but more creative, realizing that these people bring different types of talents to the project. Squares may effectively utilize their strengths by taking upon themselves the tasks of keeping track of details so that others may be free to be more creative. They could also make a conscious effort to be more spontaneous and to relax and allow themselves to have some fun.

Examining Left/Right Brain Theory

Another theory that relates to personality type is the left/right brain theory.

The thinking part of the brain, the cerebrum, is separated laterally into two hemispheres, the left and the right hemispheres. Studies on patients with brain damage have allowed scientists to determine how each side of the brain controls different functions.

As early as 1861 physicians such as Pierre Broca and Karl Wernicke observed that certain aspects of language appear to be localized to certain areas of the brain. Roger Sperry shared the Nobel Prize in Physiology or Medicine in 1981 for his discovery that the left and right halves of the brain appear to perform different functions.

Most people are not likely to be strictly left-brain or right-brained: we use each side of our brain depending on the task we're dealing with. However, some theorists and researchers believe that there may be one side of the brain that we draw on more, which can in turn make the personality traits characteristic of that side of the brain to be more dominant than others.

Left/Right Brain Dominance

According to the theory of left-brain or right-brain dominance, each side of the brain controls different types of thinking.

- **The Left Brain:** Best at tasks that involve logic, language and analytical thinking. The left brain is often described as being better at language, logic, critical thinking, numbers, and reasoning.
- **The Right Brain:** Best at expressive and creative tasks. Some of the abilities that are popularly associated with the right side of the brain include recognizing faces, reading and expressing emotions, music, color, images, intuition, and creativity.

Implications of Left/Right Brain Theory

Education usually is more focused on tasks at which left-brained individuals excel.

To best utilize capabilities of those with right-brain dominance, instruction should connect with both sides of the brain by incorporating more patterning, metaphors, analogies, role playing, visuals, and movement into their reading, calculation, and analytical activities.

Left-brain thinkers would do best at tasks requiring logic and analytical abilities, whereas creative tasks would best be left to right-brain thinkers.

It would be best to distribute left and right brain thinkers throughout teams, rather than having teams that are predominately either left or right-brained.

Why Are Personalities Important?

The ways in which individuals best learn vary according to who they are, how they think, and to some extent, what their preferences are. Personality theory and assessment helps a MAST facilitator understand these individual traits and to adapt the learning/teaching, drafting, and checking steps to the strengths and weaknesses of the individual. This enables individuals to be successful and to take ownership of their parts of the project.

Please proceed to Part D of Lesson 2.

Exercise: Reading Text (Time: 10 minutes)

Print out a copy of the book of Philemon for each participant. This copy should not have any paragraph divisions, but the verses should be marked.

Have each participant silently read the book of Philemon and then write in their notebooks one sentence that sums up the book.

Some internet resources for the book of Philemon:

<http://www.judeminstries.org/details.php?tableID=592&studyID=15>

<http://www.gotquestions.org/Book-of-Philemon.html>

http://www.danielakin.com/wp-content/uploads/old/Resource_500/Philemon.pdf

<http://inpb.org/biblesite/7130phne.htm#Purpose>

[http://img.forministry.com/89190031-2018-4852-828838AFB27D78BD/DOC/Discussion questions from key passages in Philemon.pdf](http://img.forministry.com/89190031-2018-4852-828838AFB27D78BD/DOC/Discussion%20questions%20from%20key%20passages%20in%20Philemon.pdf)

<http://ministry-to-children.com/bible-lesson-philemon-think-and-respond/>

[http://churchofchristatharrodsburg.com/bible/new testament/bible_063.ppt](http://churchofchristatharrodsburg.com/bible/new%20testament/bible_063.ppt)

<https://www.biblegateway.com/resources/commentaries/?action=getBookSections&cid=12&source=1>

Text of the book of Philemon (New International Version):

¹ Paul, a prisoner of Christ Jesus, and Timothy our brother, to Philemon our dear friend and fellow worker— ² also to Apphia our sister and Archippus our fellow soldier—and to the church that meets in your home: ³ Grace and peace to you from God our Father and the Lord Jesus Christ. ⁴ I always thank my God as I remember you in my prayers, ⁵ because I hear about your love for all his holy people and your faith in the Lord Jesus. ⁶ I pray that your partnership with us in the faith may be effective in deepening your understanding of every good thing we share for the sake of Christ. ⁷ Your love has given me great joy and encouragement, because you, brother, have refreshed the hearts of the Lord's people. ⁸ Therefore, although in Christ I could be bold and order you to do what you ought to do, ⁹ yet I prefer to appeal to you on the basis of love. It is as none other than Paul—an old man and now also a prisoner of Christ Jesus— ¹⁰ that I appeal to you for my son Onesimus, who became my son while I was in chains. ¹¹ Formerly he was useless to you, but now he has become useful both to you and to me. ¹² I am sending him—who is my very heart—back to you. ¹³ I would have liked to keep him with me so that he could take your place in helping me while I am in chains for the gospel. ¹⁴ But I did not want to do anything without your consent, so that any favor you do would not seem forced but would be voluntary. ¹⁵ Perhaps the reason he was separated from you for a little while was that you might have him back forever— ¹⁶ no longer as a slave, but better than a slave, as a dear brother. He is very dear to me but even dearer to you, both as a fellow man and as a brother in the Lord. ¹⁷ So if you consider me a partner, welcome him as you would welcome me. ¹⁸ If he has done you any wrong or owes you anything, charge it to me. ¹⁹ I, Paul, am writing this with my own hand. I will pay it back—not to mention that you owe me your very self. ²⁰ I do wish, brother, that I may have some benefit from you in the Lord; refresh my heart in Christ. ²¹ Confident of your obedience, I write to you, knowing that you will do even more than I ask. ²² And one thing more: Prepare a guest room for me, because I hope to be restored to you in answer to your prayers. ²³ Epaphras, my fellow prisoner in Christ Jesus, sends you greetings. ²⁴ And so do Mark, Aristarchus, Demas and Luke, my fellow workers. ²⁵ The grace of the Lord Jesus Christ be with your spirit.