



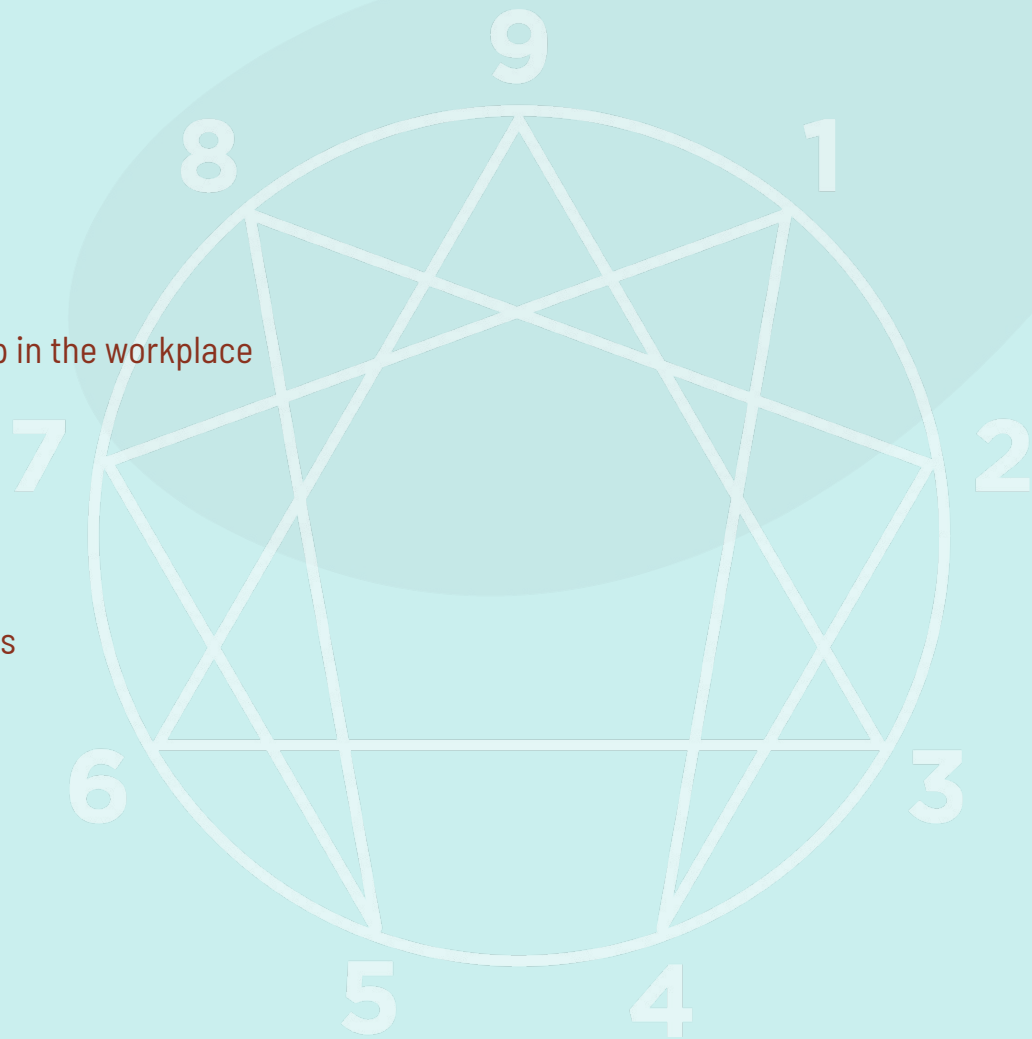
TRUITY

Enneagram @ Work

Understand yourself and your team at a deeper level

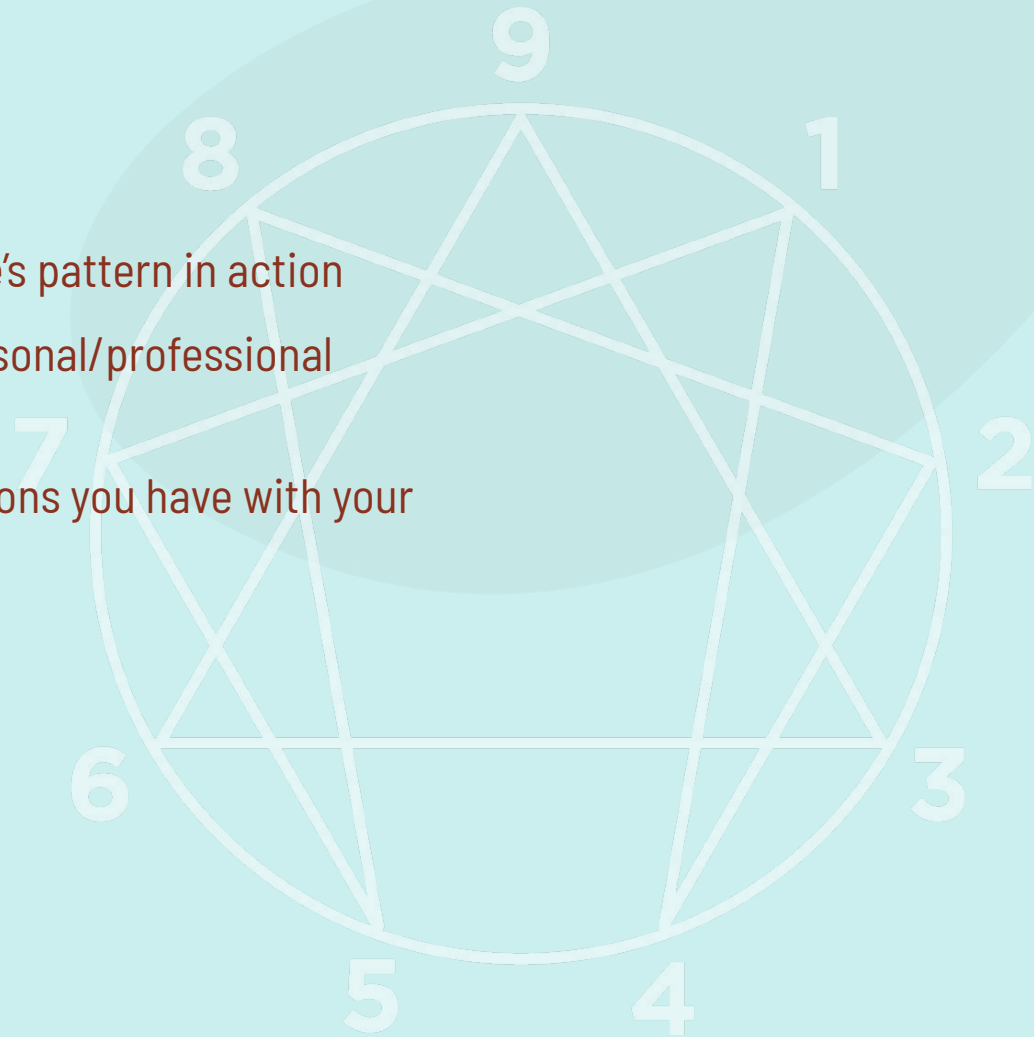
Agenda

- Introduction
 - What is the Enneagram?
 - How the Enneagram helps people develop in the workplace
 - General Guidance
- Team Profile
- Overview of the Nine Types
 - Core motivation, strengths and challenges
- Applying the Enneagram to work
 - Communication & Stress
 - On Teams
 - Team Insights



Objectives

- Increase your awareness of your type's pattern in action
- Apply your type's insights to your personal/professional development plan
- Apply the Enneagram to the interactions you have with your colleagues and team



Your Objectives

What would you like to know:

- About the Enneagram?
- About yourself?
- About your team?





How can the Enneagram help people develop in the workplace?

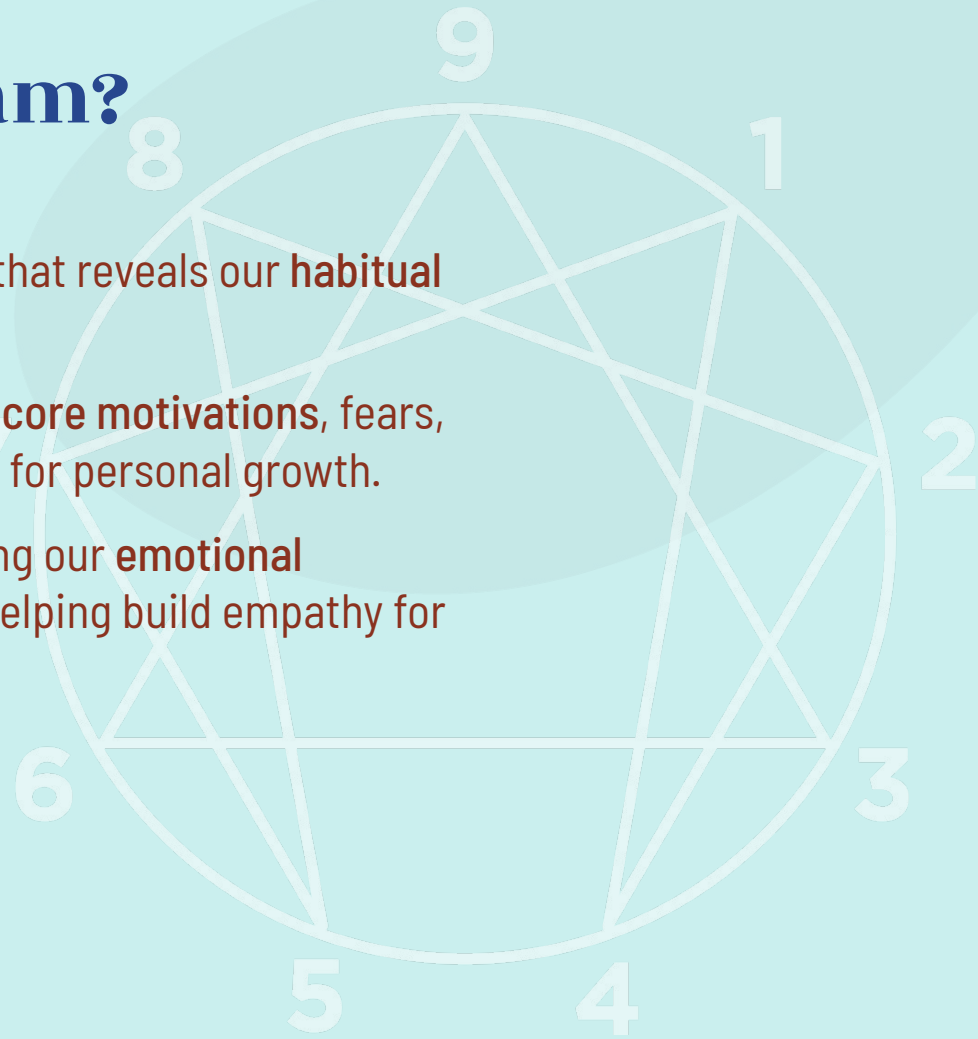


What is the  **ENNEAGRAM**



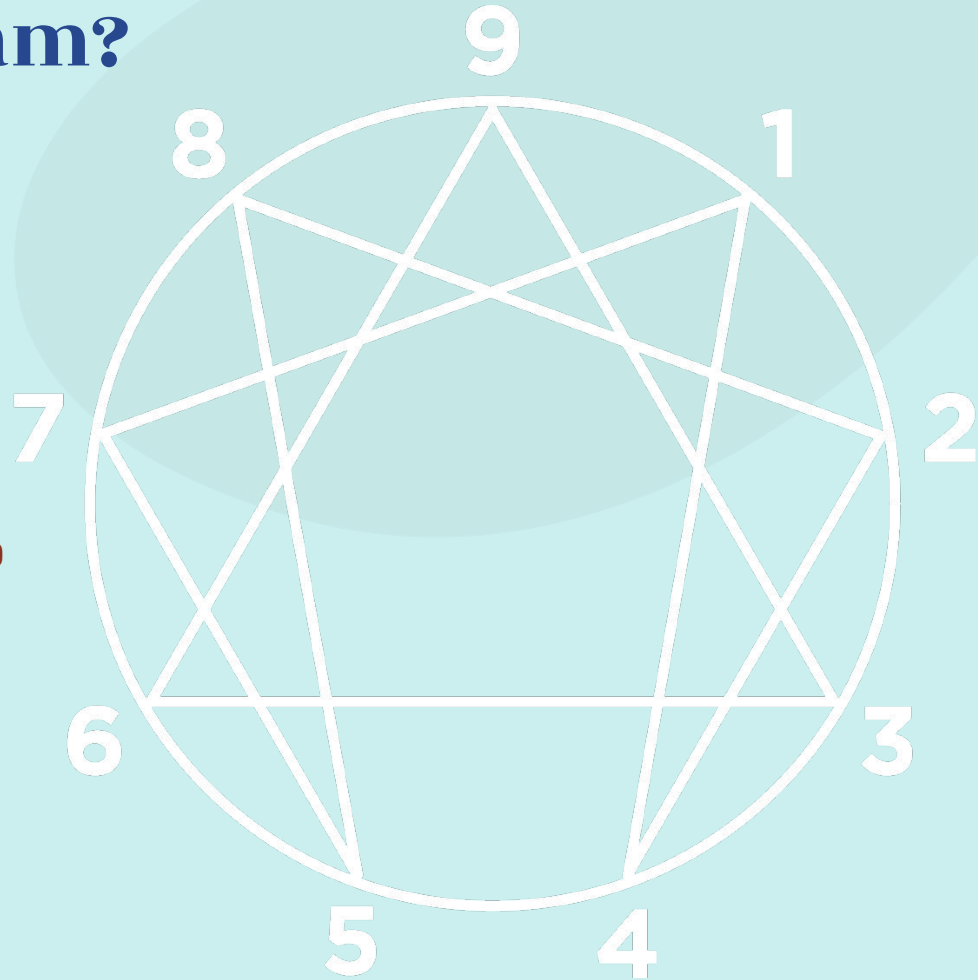
What is the Enneagram?

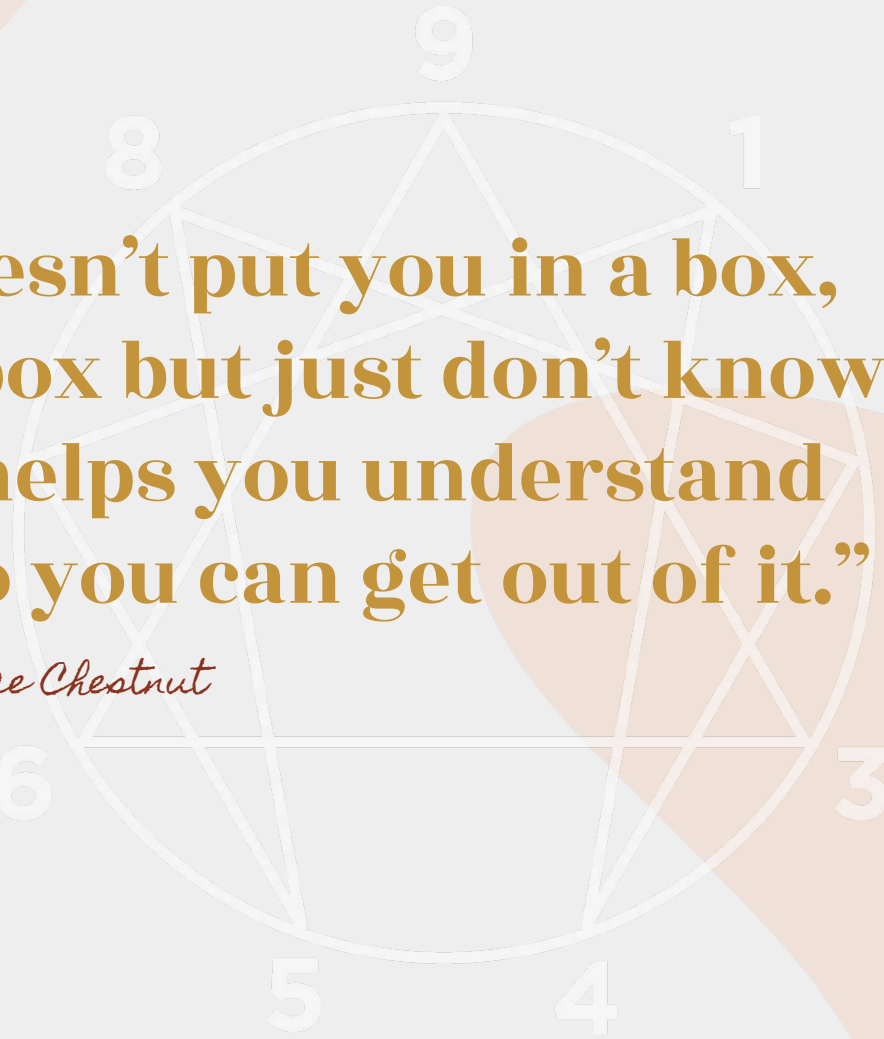
- The Enneagram is a personality system that reveals our **habitual patterns** and automatic programming.
- Each personality type has its own set of **core motivations**, fears, strengths, blind spots and opportunities for personal growth.
- The Enneagram supports us in developing our **emotional intelligence** and self-awareness, while helping build empathy for the attributes of others.



What is the Enneagram?

- “Ennea” = nine
- “Gram” = something written or drawn
- Nine personality types
- Has ancient roots
- Mid 20th century psychologists began to develop it for practical use



A large, faint Enneagram diagram is centered in the background. It consists of a circle with nine points, each labeled with a number from 1 to 9. Lines connect these points to form a complex geometric pattern of overlapping triangles and a central square. The numbers are arranged clockwise starting from the top right (1) and ending at the bottom (9).

**“The Enneagram doesn’t put you in a box,
you are already in a box but just don’t know
it. The Enneagram helps you understand
the box you are in, so you can get out of it.”**

- Beatrice Chestnut

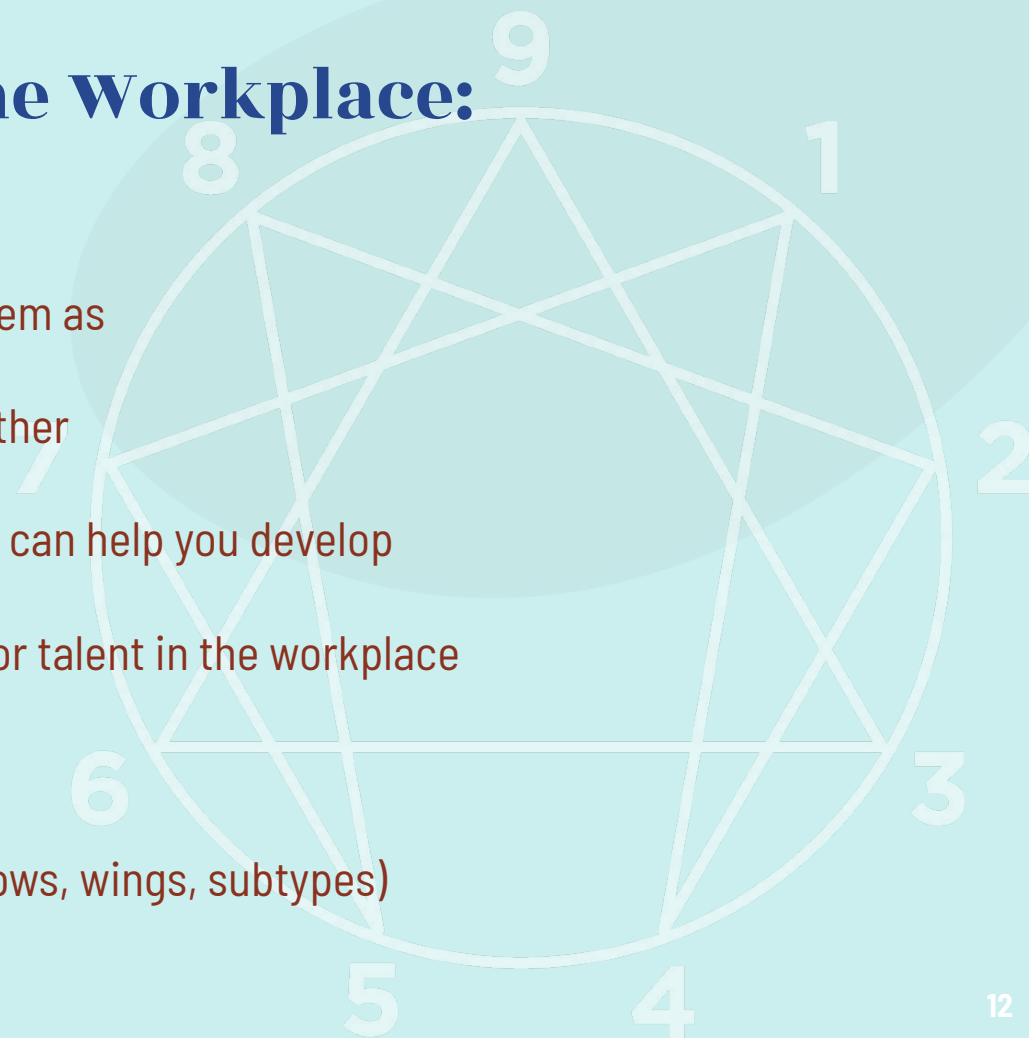
At work, this helps us:

- Honor your strengths
- Reach your higher potential
- Improve emotional intelligence
- Increase compassion
- Reduce reactivity
- Be more effective on teams and in leadership roles



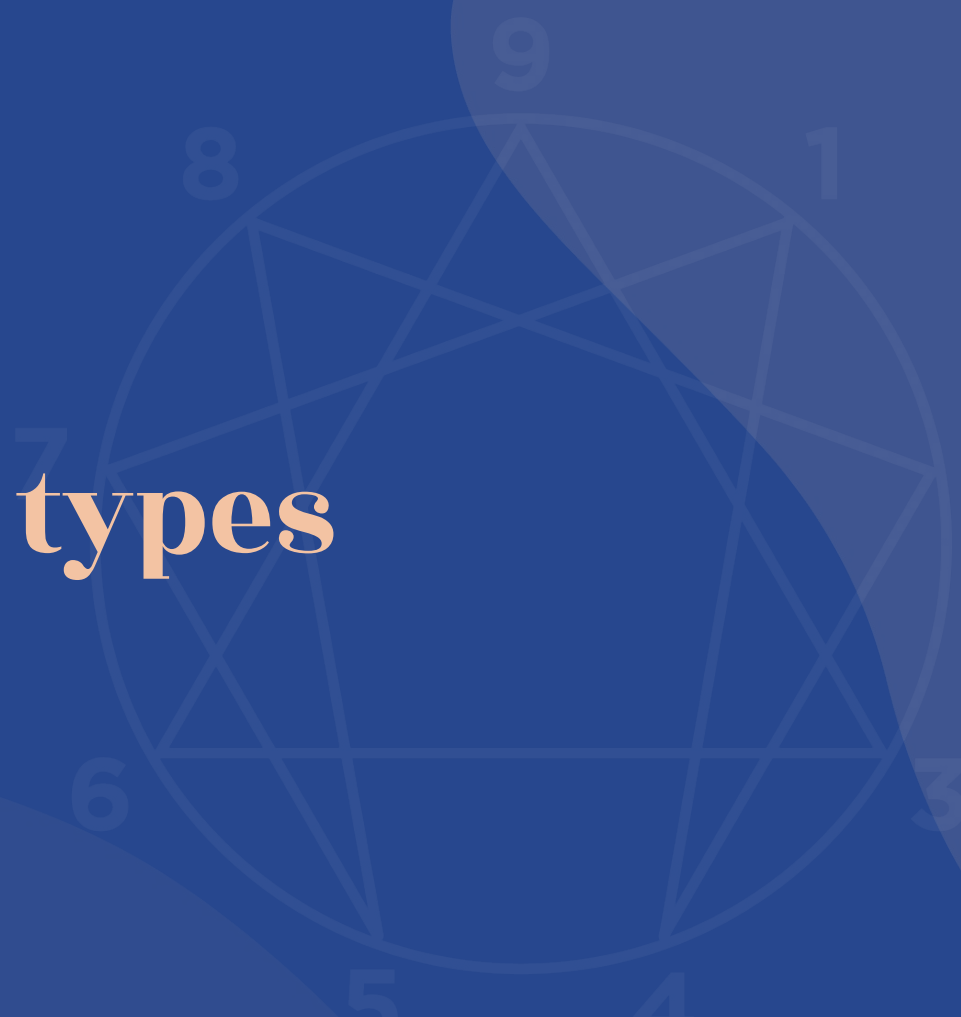
The Enneagram for the Workplace: General Guidance

1. Don't tell others what type you see them as
2. No type is better or worse than any other
3. Focus on investigating how your type can help you develop
4. Type does not relate to competence or talent in the workplace
5. You are only one type
6. The Enneagram has many layers (arrows, wings, subtypes)





The nine types



Type One: The Perfectionist

To live with integrity; to be right and good

Strengths:

- Drive for quality
- Conscientious & reliable
- Hold themselves and others to high standards
- Quick to find practical solutions
- Know the right way to complete tasks

Challenges:

- Too focused on the details
- Overly critical
- Only sees one right way to do something
- Works too hard to make things perfect
- Struggles to delegate
- Others not following the rules

Type One: Growth Tasks

Objective

- To shift from “one right way” to being open to alternatives

Practice

- Ask questions instead of critiquing others suggestions
- Appreciating imperfection and “good enough”
- Delegating tasks to others

Type Two: The Giver

To be liked and appreciated

Strengths:

- Service-oriented
- Empathizing & supporting people
- Genuine interest in others
- Senses what others need
- Creating positive experiences

Challenges:

- Giving more than they receive and feeling frustrated
- Expressing their own needs directly
- Giving critical feedback
- Getting too involved in others lives
- Putting relationships ahead of performance

Type Two: Growth Tasks

Objective

- *To shift from being helpful to being independent*

Practice

- Notice when you are overstepping
- Speak plainly with people who prefer rational communication
- Balance relationships with performance/productivity

Type Three: The Achiever

To be seen as successful

Strengths:

- Goal-oriented
- Working hard to get the job done
- Focus on efficiency
- Read an audience to adapt to needs of situation
- Public speaking and delivering presentations

Challenges:

- Dealing with failure
- Overly competitive and driven
- Over-working
- Irritated by obstacles, delays and incompetence
- Looking “bad”

Type Three: Growth Tasks

Objective

- *To shift from needing to be seen as successful to focusing on what really matters*

Practice

- Be prepared to discuss failures
- Disclose your feelings and express yourself in a genuine way
- Value collaboration instead of competition
- Slow down and assess what really matters in life

Type Four: The Individualist

To find meaning and be understood deeply

Strengths:

- Emotional depth and sensitivity
- Creative approach to problem solving
- Clear creative vision
- Seeing complexity others overlook
- Patience when dealing with difficult issues

Challenges:

- Overemphasizing feelings and personal experiences
- Rarely satisfied
- Feel misunderstood
- Taking action

Type Four: Growth Tasks

Objective

- *To shift from longing to contentment*

Practice

- Seeing your positive qualities
- Look for the positive in the present moment
- To see viewpoints that fall outside your value system

Type Five: The Investigator

To be wise, perceptive and insightful

Strengths:

- Gathering and evaluating information
- Insightful, objective analysis
- Subject matter experts
- Working alone for long periods
- Calm in a crisis

Challenges:

- Sharing personal information
- Establishing good working relationships
- Engaging in conflict
- Over or under sharing data
- Managing their energy

Type Five: Growth Tasks

Objective

- *To shift from being knowledgeable to being open to connection*

Practice

- Ask more questions, even if you think you know the answer
- Open up and share more personal information
- Use humor to engage with people

Type Six: The Skeptic

To feel safe from danger

Strengths:

- Anticipating problems
- Troubleshooting
- Clear communicators
- Questioning
- Practical
- Loyal

Challenges:

- Being overly cautious
- Trusting themselves and others
- Only seeing what could go wrong
- Taking action before they have assessed the risks
- Avoiding risks or taking too many risks

Type Six: Growth Tasks

Objective

- *To shift from being skeptical to trusting your competence*

Practice

- Take people at face value and question their motives less
- Trust your own insights, skills and abilities
- Work with people you trust and use them as a sounding board

Type Seven: The Enthusiast

To imagine a pleasurable future

Strengths:

- Optimistic & enthusiastic
- Imaginative and creative
- Planning for fun and future options
- Focused on what's working
- Quick thinkers

Challenges:

- Impulsive
- Feeling limited or constrained
- Resisting establishing protocols
- Discussing what's not working in depth
- Unrealistic time frames

Type Seven: Growth Tasks

Objective

- *To shift from being enthusiastic to being focused*

Practice

- Tell fewer stories and ask more questions
- Moderate your energy and enthusiasm to suit the situation
- Prioritize your ideas; say the most important thing first

Type Eight: The Challenger

To be in control of life

Strengths:

- Moves into action quickly
- Sees the big picture
- Takes charge easily
- Practical & direct
- Stands up for others
- Big-hearted and generous

Challenges:

- Impatient with slow moving people and projects
- Pausing, waiting and listening
- Lack of control
- Acknowledging weaknesses
- Forgets diplomacy is also valuable
- Doesn't appreciate their impact on others

Type Eight: Growth Tasks

Objective

- *To shift from being tough to being vulnerable*

Practice

- Listen carefully to alternate viewpoints
- Explain your thinking before taking action
- Use tactful language, including softer words and tone
- Share personal stories

Type Nine: The Peacemaker

To maintain a sense of peace and harmony

Strengths:

- Approachable & easygoing
- Inclusive
- Building consensus
- Seeing all sides
- Perceived as trustworthy by customers, clients and coworkers

Challenges:

- Reluctant to give an opinion
- Avoids conflict and tension
- Indicating yes, meaning no
- Adjusting too much for others
- Being told what to do

Type Nine: Growth Tasks

Objective

- *To shift from maintaining harmony to sharing your agenda*

Practice

- Reflect on what's important to you and your priorities
- Find ways to express your thoughts, ideas and feelings
- Be clear whether you are agreeing or disagreeing



Applying Enneagram to Work

Communicating Effectively

Referring to your past experience and the “Improving your communication” section of your report, discuss the following:

- How do you communicate when you are at your best?
- How do you communicate when you are not at your best?
- What is the flow on effect of both approaches?

Managing Conflict

Referring to your past experience and the “Under stress” section of your report, discuss the following:

- How do you define conflict?
- What is your initial response to conflict?
- How does that affect yourself and others?
- How does that impact your effectiveness at work?

Building Inclusive Teams

Referring to your past experience and the “Leadership Style” and “On Teams” sections of your report, discuss the following:

- What do you naturally value or champion on projects?
- What do you naturally discount or overlook?
- How can we make space for other styles or perspectives?
- As a team, how do we support individual and team development?



Exploring Our Team Dynamic

Team Map



Strengths by Center



Action Center (8/9/1)

Taking action, being practical,
creating order and structure

X%



Relating Center (2/3/4)

Building relationships, reading
people, relating to others

X%



Analytical Center (5/6/7)

Planning, insight, analysis,
brainstorming, delaying action

X%

Team Profile

- [Strength]
- [Strength]
- [Strength]
- [Strength]
- [Strength]

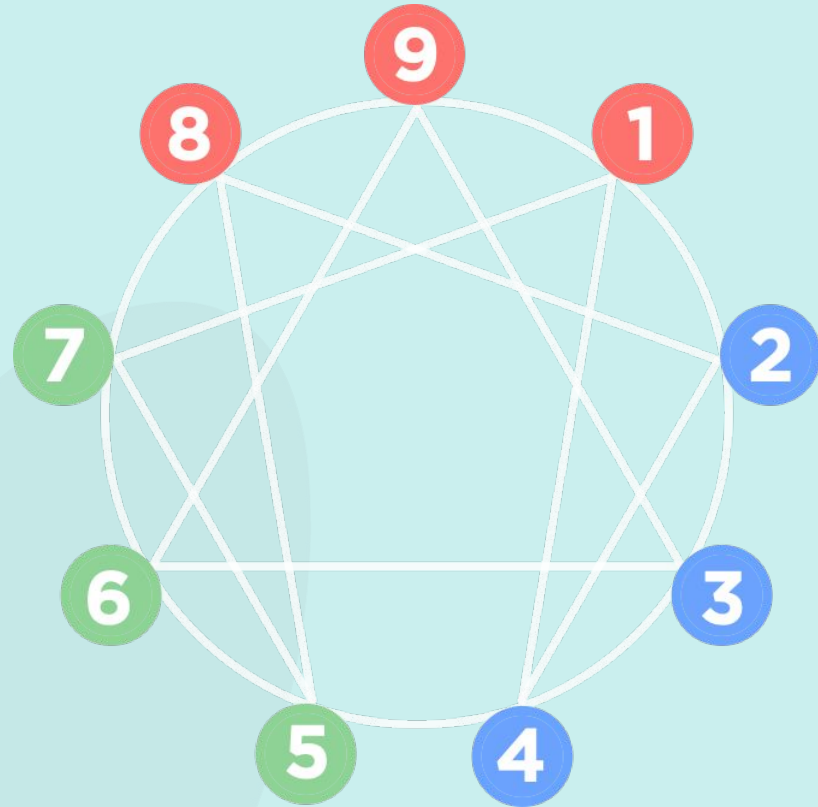
- [Blind Spot/Weakness]
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Team Discussion

Thinking about the mix of types on your team:

1. What are our team's strengths?
2. What perspectives is our team missing?
3. How does that affect the team? How does it impact our wider effectiveness?
4. How can we apply the Enneagram to our team?



Takeaways

Based on today's discussion and your Enneagram type:

- What was your biggest insight about your working style?
- What was your biggest aha about the team dynamic?
- Which growth task do you want to apply at work?



Resources

Learn more about your Enneagram type and others at
www.truity.com/enneagram/what-is-enneagram