

THE ENNEAGRAM

Is at the heart of everything we do



When I first learned my type, it was astonishing how real it was... so much of me started making sense when I understood what shapes me and what makes me who I am. And once you have that awareness, you have such a powerful tool to work with. Then you can actively start managing your own life and fixing and improving things.

Dave Aitken

- CEO, FNB Tanzania

Emotional Intelligence (EQ) is the best predictor of success in any field. It's no surprise that people who understand themselves and can control their emotional state while also understanding and empathising with others, build the best relationships and get the best results as leaders and team mates.

The tool that provides the most specific and personal insight for EQ development is the Enneagram, a personality profiling tool that can be traced back to Evagrius the Solitary, a monk and ascetic who lived in Alexandria around 385AD. It's the 'missing piece' - a pathway to greater self awareness and social skilfulness, that lasts.

The Enneagram provides laser like insight into the core of human behaviour and serves as a road map to navigate frailties while also fundamentally improving effective interaction.

9 STYLES AND A WORLD OF DISCOVERY

The Enneagram is much more than a personality typology. It illustrates the nine different archetypes of the human personality and offers extremely accurate wholistic descriptions of how each style thinks, feels and behaves. Uniquely, it also explains the underlying drives and motivations for these patterns.

So the Enneagram serves as a road map you can consult any time you feel lost or confused by what is happening between you and those around you. It's a growth tool, built for a lifetime.

Andrew  Hughes

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Energise . Engage . Evolve

SO HOW DOES IT WORK?

The Enneagram helps individuals to develop greater self-awareness, self-acceptance and to take personal responsibility for their behaviours, changing a pattern of holding others or circumstances accountable for their problems and difficulties to one of taking responsibility for the consequences of their actions.

What each person changes will vary between personality types, but what is universal is the 'rounding' of personality and improvement in relationships and communication.

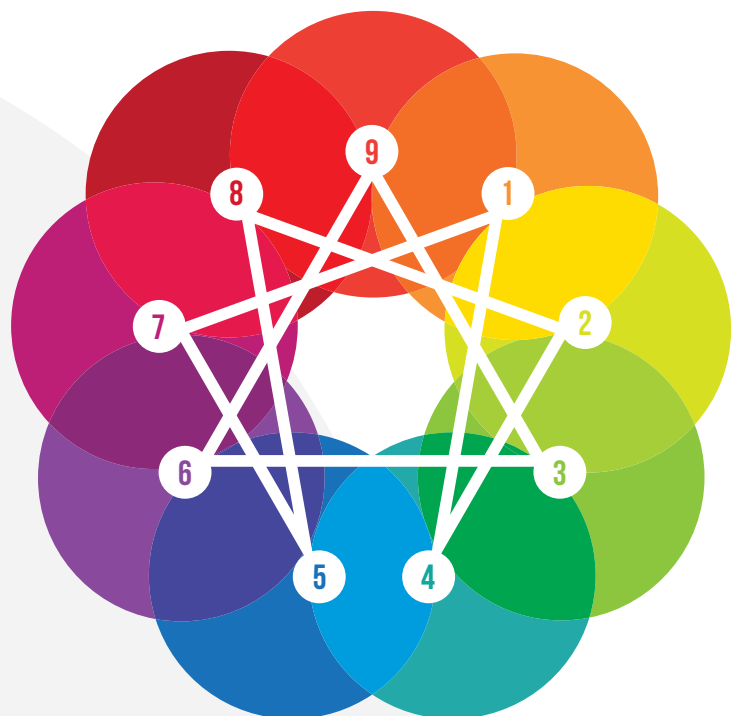
Far from being a one-size-fits-all approach, the Enneagram zeroes in on the critical aspect of understanding people problems: acknowledging that people are different and identifying the differences in style, perspective and focus that can (and do) lead to problems. It's the code-breaker anyone can understand and use. This enables everyone to become 'active' in their work environment rather than passive recipients.

'Enneagram' is derived from the Greek words *ennéa*, meaning 'nine' and *grámma*, meaning something 'drawn' so it's essentially a description of the human psyche which is principally interpreted as a typology of nine interconnected personality types.

The Enneagram journey begins with a personal questionnaire that takes approximately 10 minutes to complete. The results of the survey provide a starting point for identifying patterns of behaviour and the psychological structure of those patterns.

Our experience is that people are universally intrigued by the depth and accuracy of the Enneagram. It uncovers the basis of personality and the true source of behaviour providing key insight into why we become ineffective and how we can function at our best. It's disarming. After more than a decade of coaching, team building and leadership training, the Enneagram has proven to be the most popular, effective and revealing tool we have used by a long margin.

- 1 THE REFORMER
- 2 THE HELPER
- 3 THE ACHIEVER
- 4 THE INDIVIDUALIST
- 5 THE INVESTIGATOR
- 6 THE LOYALIST
- 7 THE ENTHUSIAST
- 8 THE CHALLENGER
- 9 THE PEACEMAKER



A PERSONALISED ROADMAP FOR GROWTH

The Enneagram reveals specific development paths and activities tailored to the individual that are both challenging and universally beneficial, so change becomes clear, rewarding and long lasting.



The Enneagram is the great organiser, unifier, tenderiser. It nails you on your shit... It's like a meat tenderiser or a field plough, it takes the hard chunks of earth that are our habitual patterns and unexamined assumptions and makes them something you can plant on. It makes people more mindful and aware and open.

Andrew Greenberg
CEO, Greenberg Strategy

The Enneagram has specific applicability to businesses as each of the nine personality styles has developed different coping strategies and means to achieve outcomes and relate to others. Given that corporate survival depends upon the ability of people to work together, being able to understand and work with others' point of view is critical.

The Enneagram shines a light on the strategies each style employs to survive in the world. These coping strategies of personality are the grist in the way of change and productivity and every other business outcome that can be influenced by the behaviours of humans involved in the process. The problem isn't that these strategies exist, it's that they are unconscious and become 'the way we do things' or 'the way we are'. When those strategies are challenged, each person will react against that threat. This is what being 'defensive' means.

HOW DOES IT SHAPE THE WORKPLACE ?

AN IMPRESSIVE PEDIGREE

The Enneagram is used widely in the public and private sectors as an important element of team building and leadership development. A tool rooted in ancient philosophy, it's lauded by some experts as the best EQ development tool currently available and incorporated into the L&D framework by high profile businesses including Coca Cola, Toyota and Disney. It's also taught at Stanford and UCLA as part of their Business School Leadership streams.

The Enneagram provides the escape ladder from that reactive dance. It provides insight and strategies for development in all areas, including:

- Communication ✓
- Team development ✓
- Getting results ✓
- Building relationships ✓
- Dealing with conflict ✓
- Leading teams ✓
- Collaboration ✓
- Championing change ✓
- Self-mastery ✓

USING THE ENNEAGRAM FOR POSITIVE CHANGE

During our training participants share their Enneagram findings as a group to understand more about themselves and their behaviours. Attendees will be asked to share their insights and provide examples of where they have seen typical behaviours of their style in themselves.

While this may sound confronting, the beauty of the Enneagram is that it provides an opportunity for people to be affirmed for their innate strengths as well as providing an impersonal yet impressively accurate looking glass into "areas for growth". Participants are universally disarmed by the fact that their unhelpful thinking, strategies and reactions are not unique but are totally predictable. Laughter is common as participants read about themselves.

Participants learn more about themselves and their reactions as they discover and share:

- The best of, the worst of and the reasons behind their particular style
- The 'wing' and 'social style' that flavours their predominant personality type
- The manipulation strategies they use to influence others
- Three steps to stop their reactive strategies

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RELATIONSHIPS AND TEAMS

Without awareness the personality style of one person may agitate another and vice versa. The Enneagram provides a guidebook to understand why some people are always in conflict, and why others can never get anything done on time. The Enneagram provides insight into and solutions for:

- Typical points of frustration for each style in a work environment
- How 2 styles may clash
- The communication gap between styles
- How some styles project their inner concerns outwardly
- Patterns of and addiction to reaction

From there, teams commonly change their language and approach to each other, agreeing on new ways of communicating that are inherently more compassionate and productive. Accountability follows. Every process, project and outcome benefits from a team that understands itself and is bound together by its humanity.

For more information on how to transform your performance and organisation working with the Enneagram, please contact Andrew.

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