

## What is the Enneagram?

The word Enneagram comes from the Greek words ennea (nine) and gram (points / what is written or drawn). It refers to the nine different Enneagram styles, identified as the numbers 1-9. Each number represents a worldview and archetype that resonates with the way in which people think, feel and act and how they stand in relation to the world, others and themselves.

The Enneagram Profile is a useful guide on the journey towards self-development, relationship building, conflict resolution and the improvement of team dynamics. It should be applied from an Open Systems perspective. It is therefore not aimed at “boxing”, limiting or categorising people. The Integrative Enneagram Report works with an individual as a more complex, layered, unique and distinct being than other Typing systems.

## Why work with the Enneagram?

The organisation consists of groups of individuals working together and as such the optimisation of the individual, team and organisational level behaviour and outputs contribute significantly to the overall success of the business.

The Enneagram creates meta-awareness at an individual and team level and uncovers the focus and patterns of behaviour that sub-consciously drive and motivate us to act in certain ways. In making these patterns and motivations conscious, the individual is able to develop and transcend these. The Enneagram also provides a very powerful model for understanding how development and integration operates, given the core motivational pattern we start from. It empowers the individual to take responsibility for his or her own behaviours and growth from a greater understanding of why they act and react in a certain way.



## Using the Enneagram as a development tool In Coaching:

The Enneagram has, over the past four decades, proven to be one of the most powerful tools in the coaching environment. When being coached, the use of the Enneagram does not only fast track insight, growth and integration for the individual client, but also gives durability and magnitude to the individual development process over time. The Enneagram is not a superficial framework to provide just a quick and short-lived insight. The depth and layered approach to the Enneagram enable the coaching process to allow the clients to develop themselves over time, as it continues to resonate more deeply as they change and their circumstances change. Through the lines, wings, centre of intelligence, instincts and levels of integration, more subtle and powerful pathways to development open up to the individual.

## Individual Benefits

- Creates meta-awareness at the level of motivation
- Increases consciousness and confidence
- Enables clearing of core emotional issues
- Provides a framework for understanding functional and dysfunctional behaviours that stem from core motivations
- Increases compassion for self and others
- Uncovers pathways to development and integration
- Positions these individual patterns and behaviours within current and historical context
- Increases productivity and motivation
- Creates a language and sensemaking framework that stretches deeper than a personality trait based approach



## Team Benefits

- Reduces judgement and criticism of others while building understanding and tolerance
- Provides a framework for making sense of team conflict and challenges
- Enables the team to move beyond a pattern of blaming conflict on “personality differences”
- Repolarises teams while dismantling more traditional “fault lines” in the team
- Improves working relationships and team productivity
- Enhances business procedures
- Improves communication while also developing a new language framework for team dynamics

## Organisational Benefits

- Decreases behind-the-scenes organisational politics
- Improves change management and decreases fear of change
- Can unleash organisational creativity through greater individual integration
- Improves productivity and performance
- Creates a framework which enables greater project leadership
- Builds organisational integrity
- Enables more impactful corporate communication
- Contributes to development of talent
- Plays a role in enabling culture change