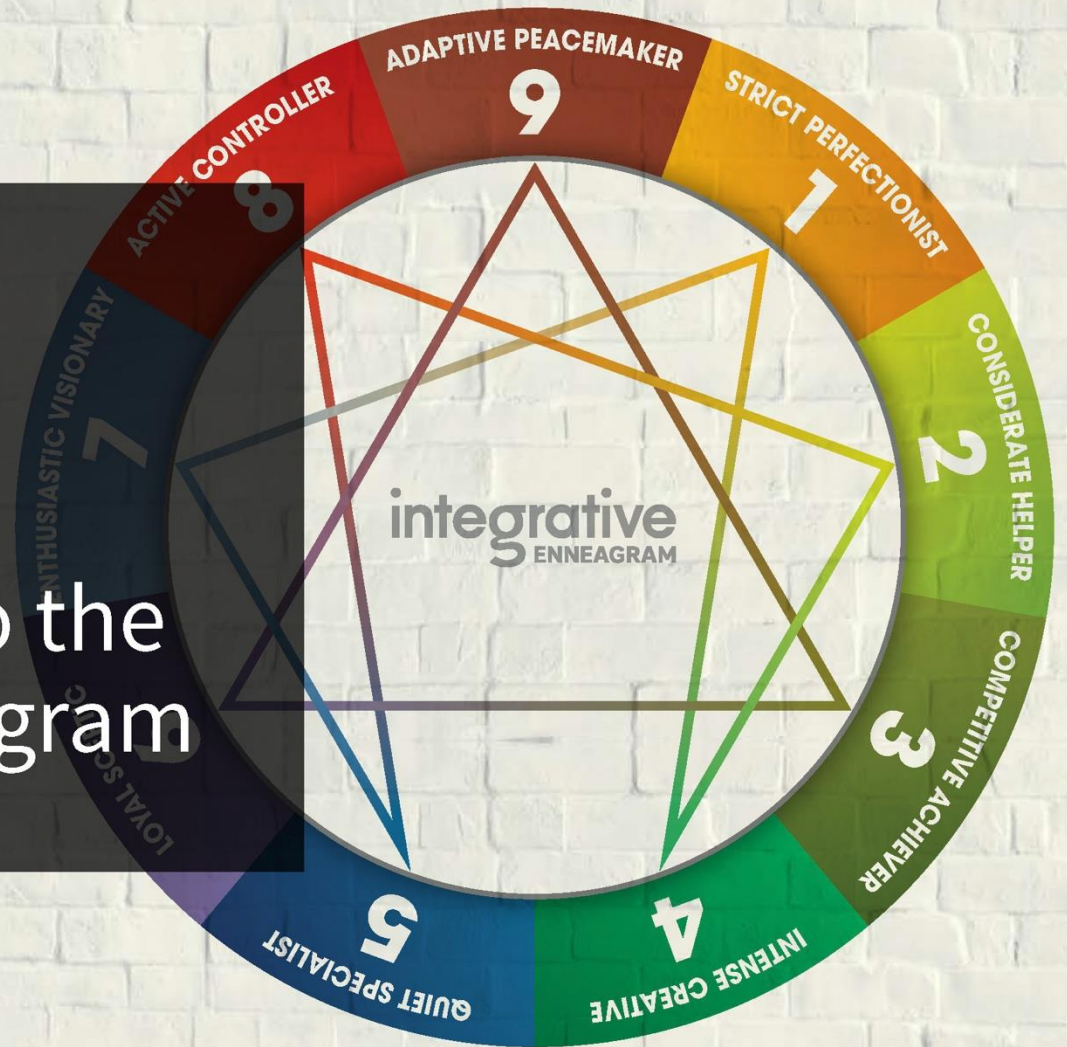


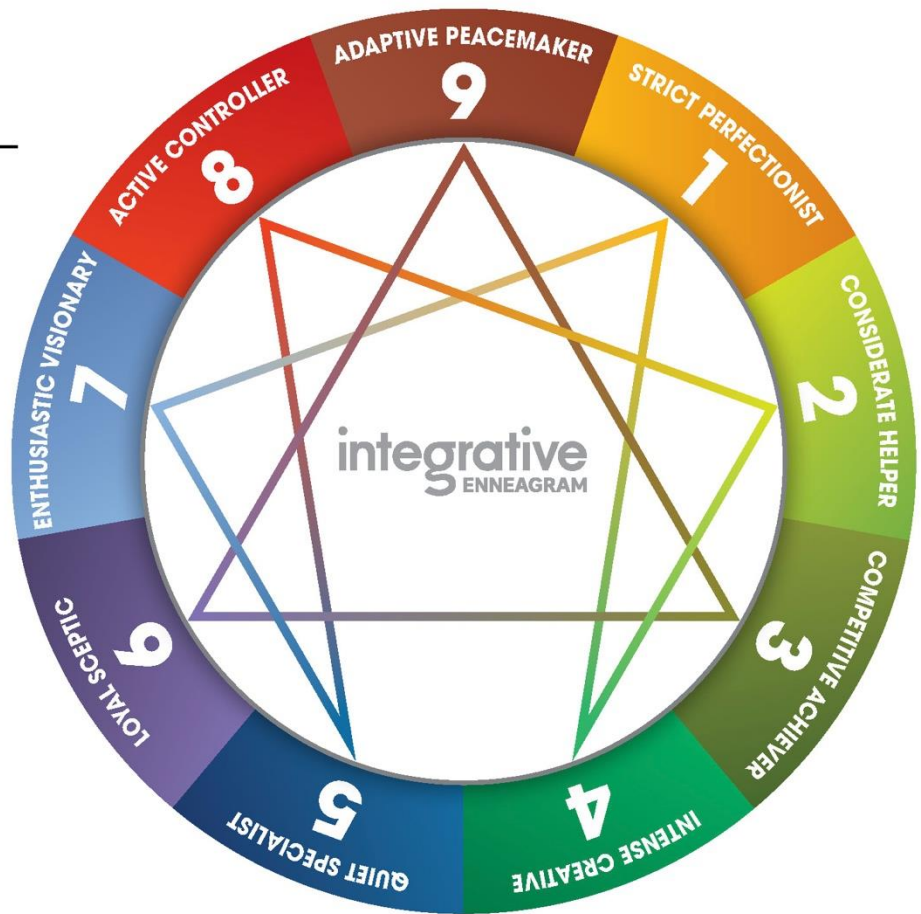


An introduction to the Integrative Enneagram



What is the Enneagram?

- Archetypal model of 9 Types used for personal development from open systems perspective – does not box people, rather measures where you resonate.
- Provides deeper insight into core motivations and fears driving behaviour, needs and interaction.
- Explores deeper layers of personality in understanding human nature and consciousness.



Behaviour



Personality



Defences



Motivations



Anxiety / Fear



Integrative Enneagram for INDIVIDUALS

- Three Centres of Intelligence (Head, Heart, Gut/Action)
- 9 main Enneagram Types
- Wings to each Enneagram Type
- 3 Instincts (Self-Preservation, One-on-One, Group)
- Contextual Strain / Stress Profile:
 - Happiness
 - Physical Strain
 - Psychological Strain
 - Interpersonal Strain
 - Environmental Strain
 - Vocational Strain
- Levels of Integration
(Development in relation to overcoming core fears)
- Stretch and Release points of Enneagram Type
- Reliability Measures and Raw Scores available to Coaches and Facilitators



Integrative Enneagram for PROFESSIONALS

- Behavioural aspects of main Ennea Type in a professional work environment
- Includes all information in Basic Enneagram Report
- Expanded Behavioural Indicators:
 - Communication Style
 - Giving and Receiving Feedback + Feedback Guide
 - Dealing with Conflict
 - Decision Making
 - Leadership and Management
 - Strategic Leadership
 - Team Behaviour
 - Your Ennea Type in a Coaching Relationship

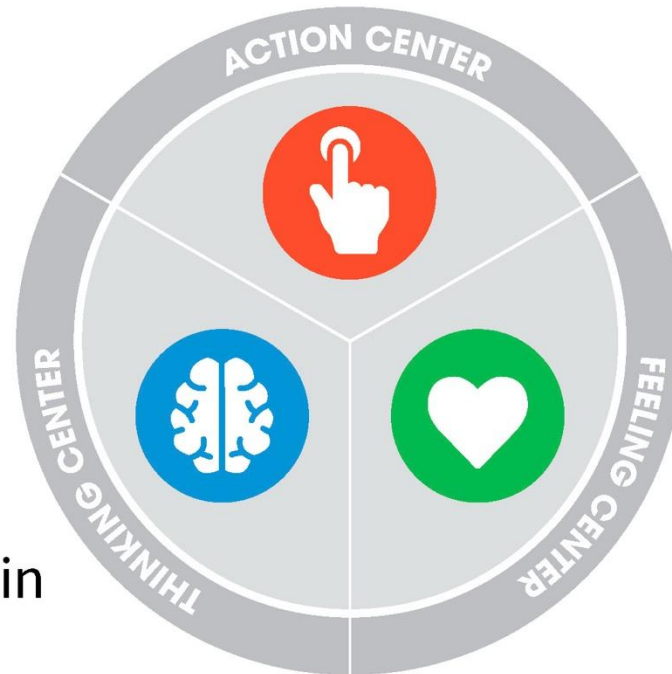


Centers of Intelligence

Action Center

Hot

Instinctual Center of brain
Doing language



Thinking Center

Cool

Prefrontal Cortex of brain
Cognitive language

Feeling Center

Warm

Limbic System of brain
Emotional language

Enneagram 8: Active Controller

- **Assertive**
- **Direct**
- **Decisive**
- **Self-assured**

You expand your influence by firmly taking charge of situations and by focusing on results and not holding back.

Key motivations: Being strong and in control, avoiding weakness and vulnerability, making things happen, making decisions.



I must be strong. I must be in control.

Enneagram 9: Adaptive Peacemaker

- **Easy-going**
- **Non-aggressive**
- **Accommodating**
- **Patient**

Patiently working to create a harmonious environment, you go with the flow while being aware of others.

Key motivations: Promoting harmony and peace, getting input from others, creating comfort and routines, avoiding conflict.



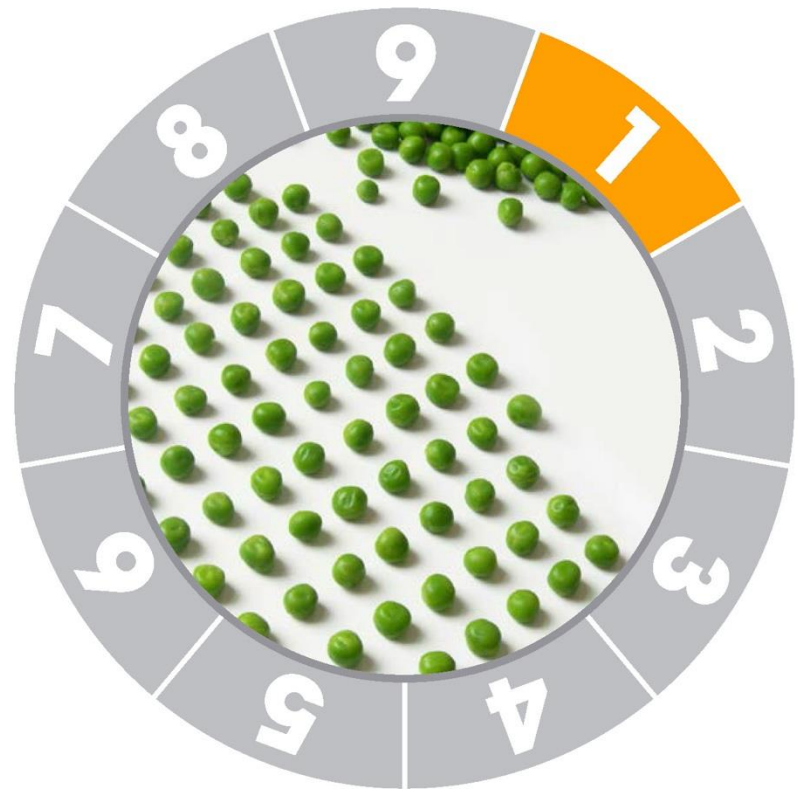
I must create harmony. I must avoid conflict.

Enneagram 1: Strict Perfectionist

- **Conscientious**
- **Perfectionist**
- **Critical**
- **Controlled**

Strong sense of “right” and “wrong”, believing that things are not worth doing if not done correctly.

Key motivations: Doing the right thing, avoiding mistakes and working towards self-improvement and self-control.



I must be perfect. I must not make mistakes.

Enneagram 2: Considerate Helper

- **Caring**
- **Generous**
- **Friendly**
- **Warm-hearted**

Self-worth invested in ability to be supportive and reliably available to people close to you.

Key motivations: Being helpful and dependable, providing for the needs of others, anticipating people's needs.



I must be helpful. I must be there for others.

Enneagram 3: Competitive Achiever

- **Ambitious**
- **Focused**
- **Adaptable**
- **Shrewd**

Your action-orientation and ambition combine to push you towards getting things done and achieving success in life.

Key motivations: Achieving goals, presenting image that supports what success means to you, being productive, performance.



I must be successful. I must be productive.

Enneagram 4: Intense Creative

- Creative
- Intense
- Emotional
- Expressive

Deep connection to emotions with a desire to live a meaningful, authentic life of self-expression.

Key motivations: Being authentic and expressing individuality, being attuned and true to your emotions, making a difference.



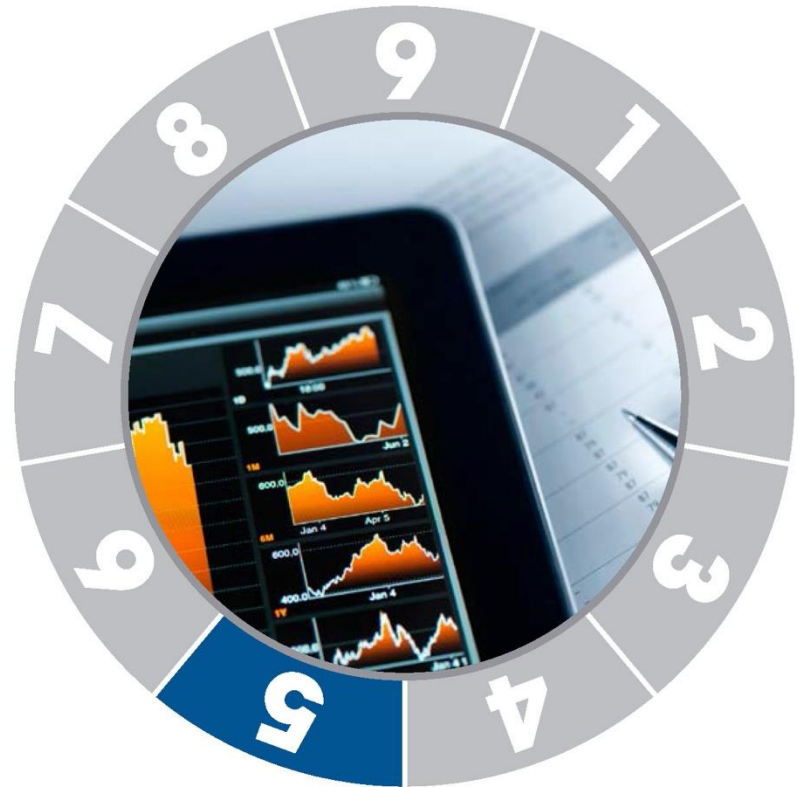
I must be authentic. I must go deep.

Enneagram 5: Quiet Specialist

- **Private**
- **Cerebral**
- **Detached**
- **Curious**

In trying to objectively understand the world you explore concepts and acquire in-depth knowledge.

Key motivations: Making sense of the world, conserving resources, avoiding dependence, pursuit of knowledge.



I must understand it. I must conserve my resources.

Enneagram 6: Loyal Sceptic

- **Cautious**
- **Loyal**
- **Anxious**
- **Alert**

Very aware of threats and what can go wrong, you are careful about who you trust and work towards creating safety and stability.

Key motivations: Creating stability and safety, protecting yourself, avoiding threats and risk, being loyal and responsible.



I must be vigilant. I must be responsible.

Enneagram 7: Enthusiastic Visionary

- **Optimistic**
- **Spontaneous**
- **Keen**
- **Uninhibited**

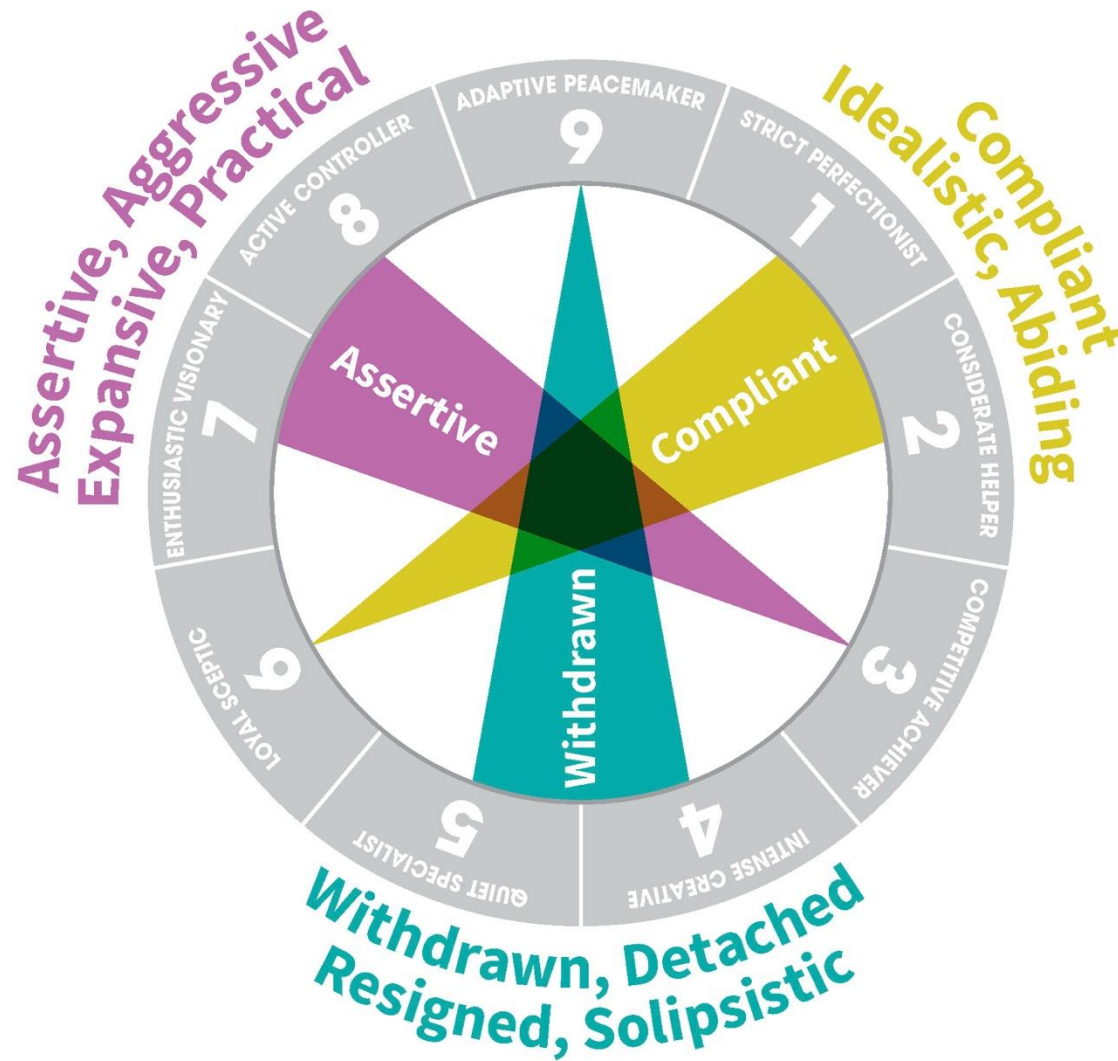
Actively seeking enjoyment and stimulation you are future-focused, active and positive in your approach to life.

Key motivations: Avoiding boredom and pain, experiencing the possibilities of life, pursuing interests and pleasure, freedom.



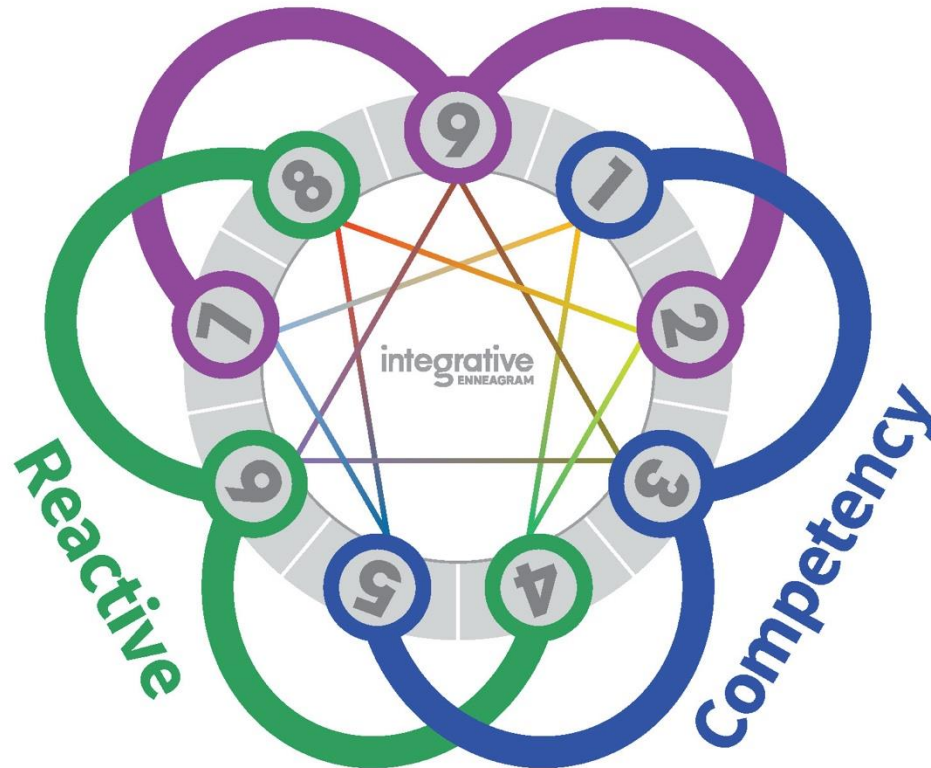
I deserve what I want. I must have freedom.

Behaviour Challenges (Hornevian groups)

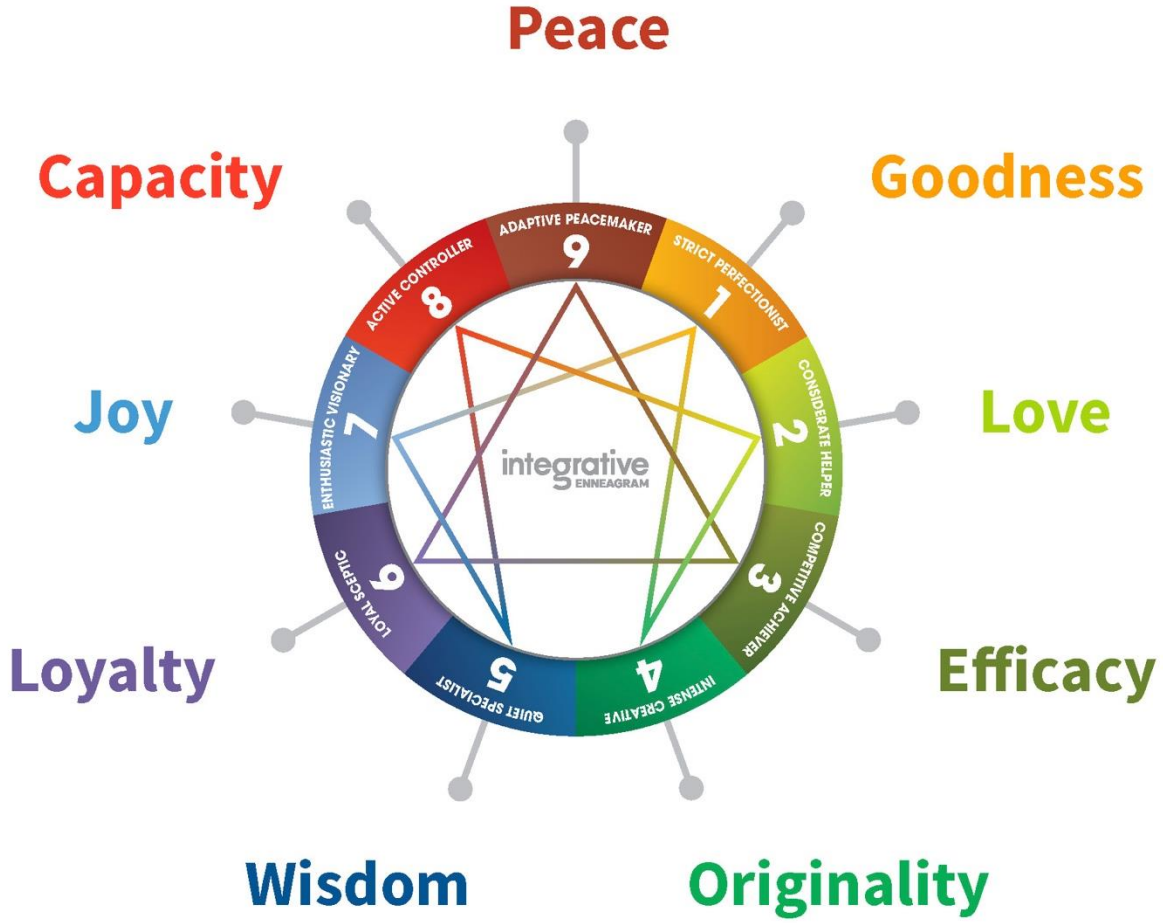


Harmonic Triad: Conflict Styles

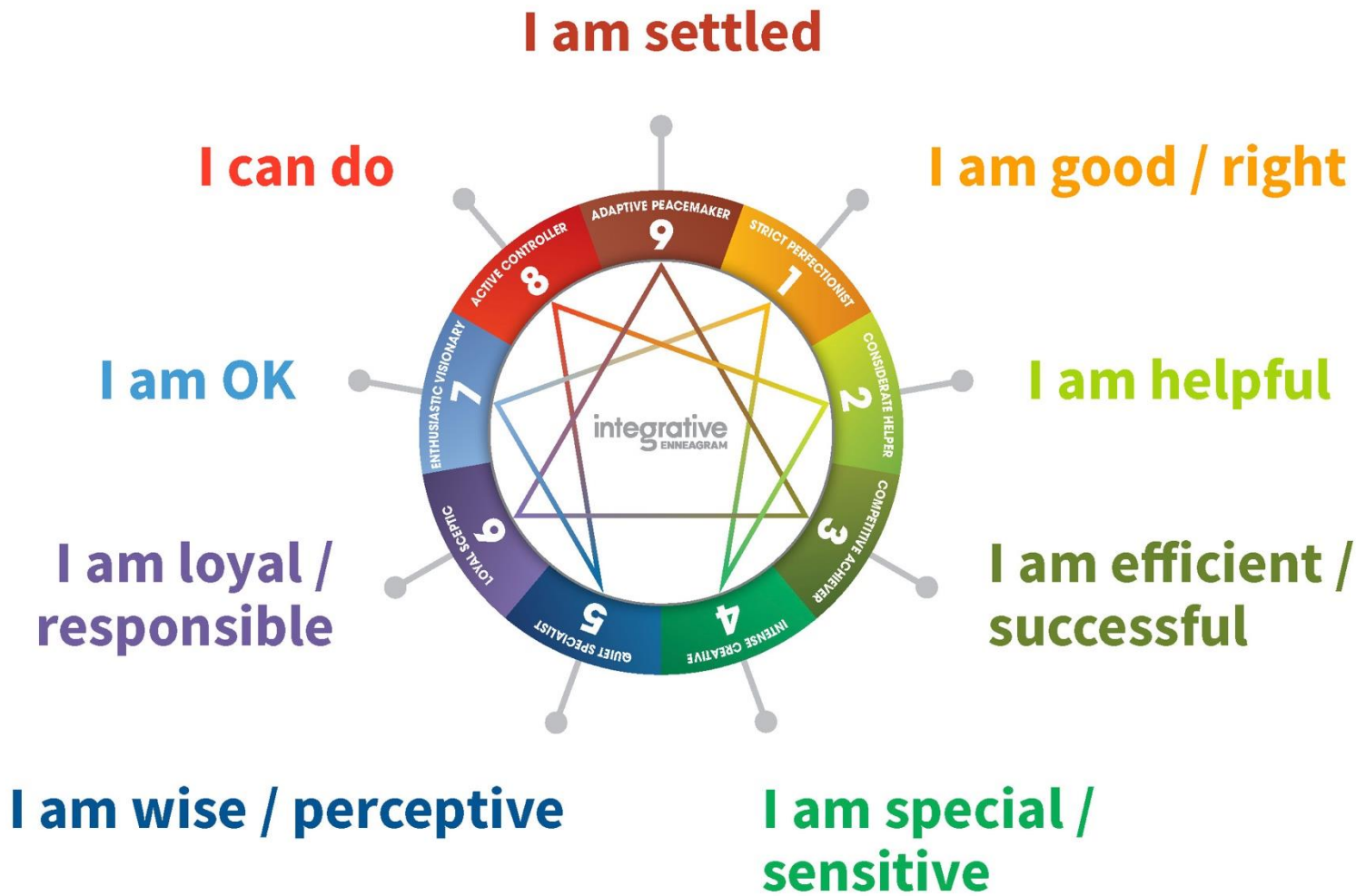
Positive Outlook / Escapist



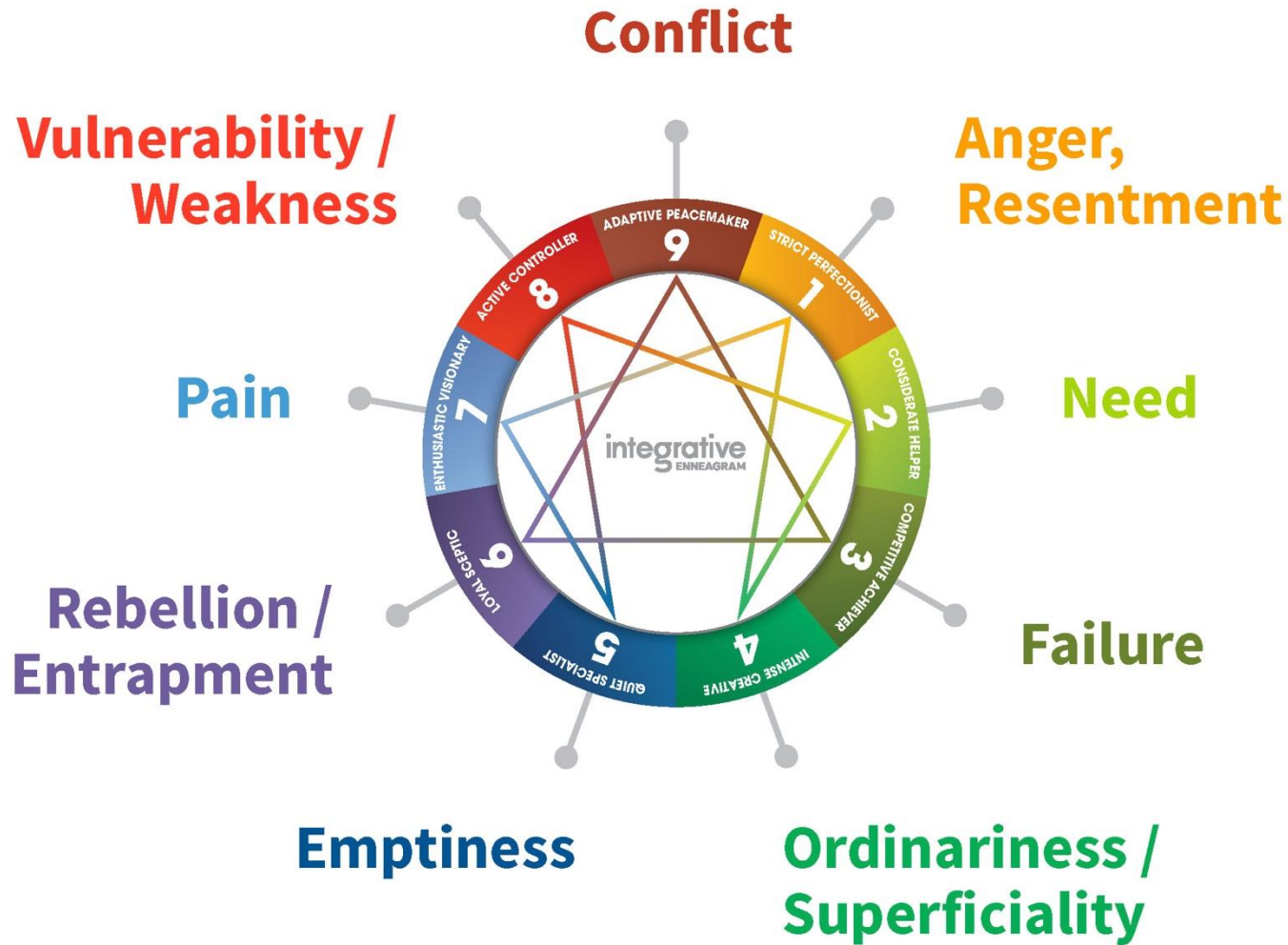
Moral Values / Ideals



Idealised Image



Avoidance / Blind Spot



Core Fears

**Being controlled
& Turmoil**

**Not being
good enough**

Being vulnerable

Being unloved

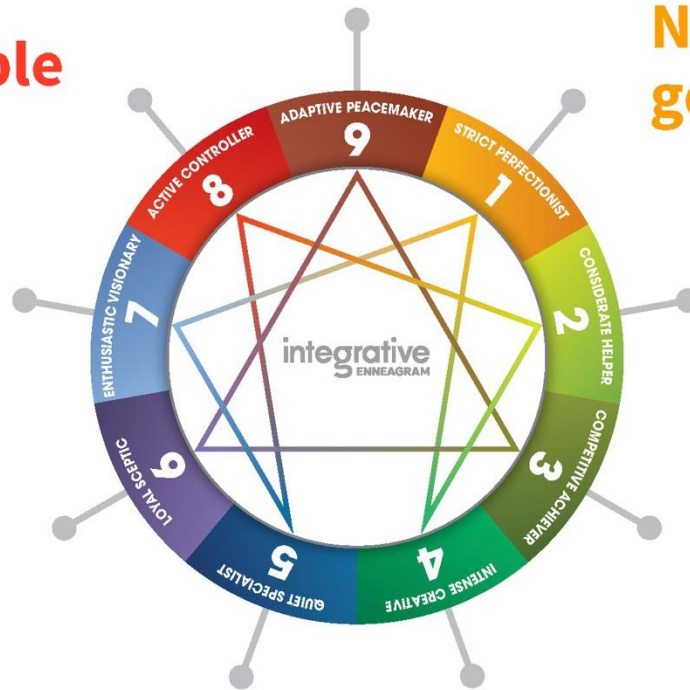
**Being limited
& Pain**

**Being insignificant
& useless**

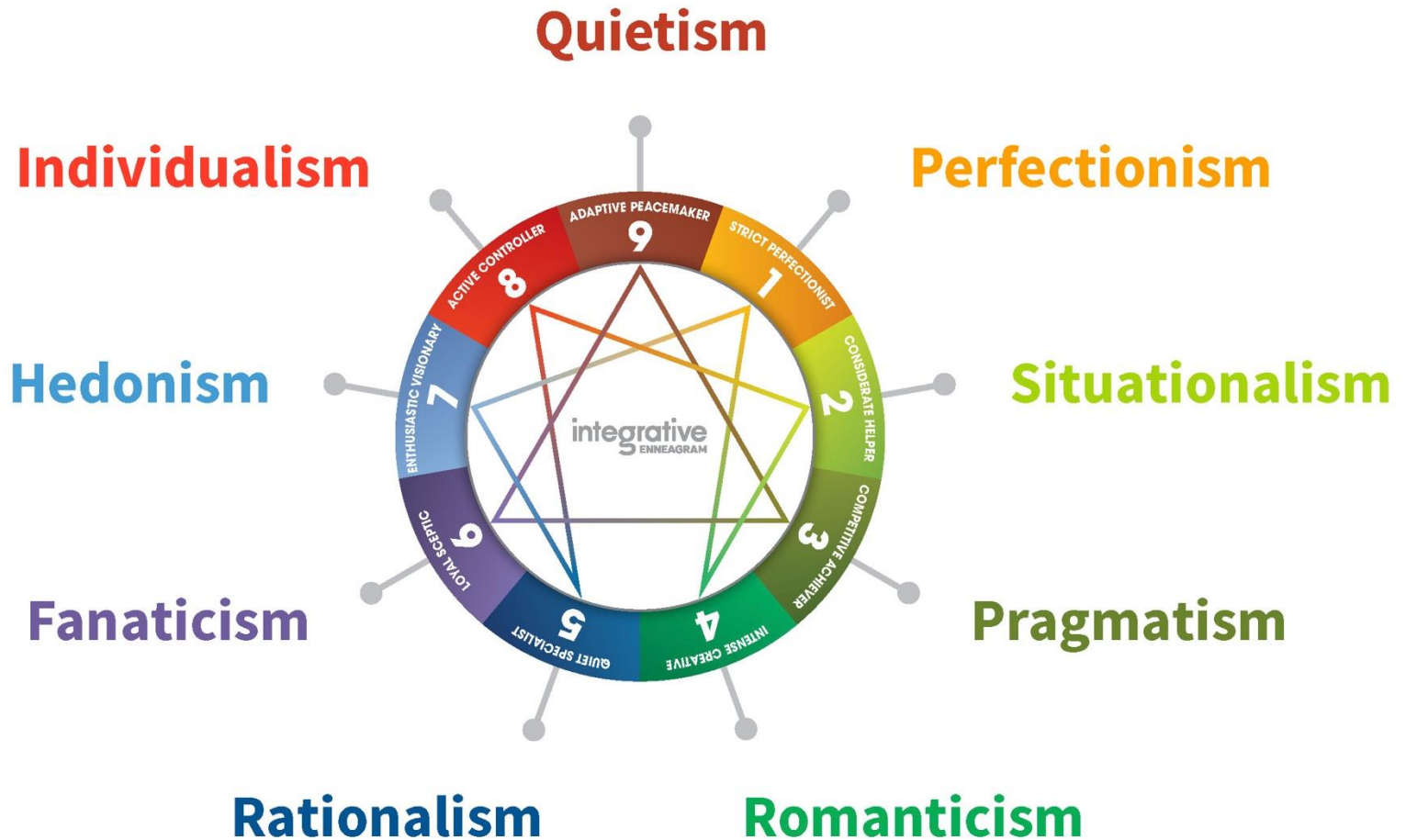
**Being alone in a
threatening world**

**Being dependent,
exhausted**

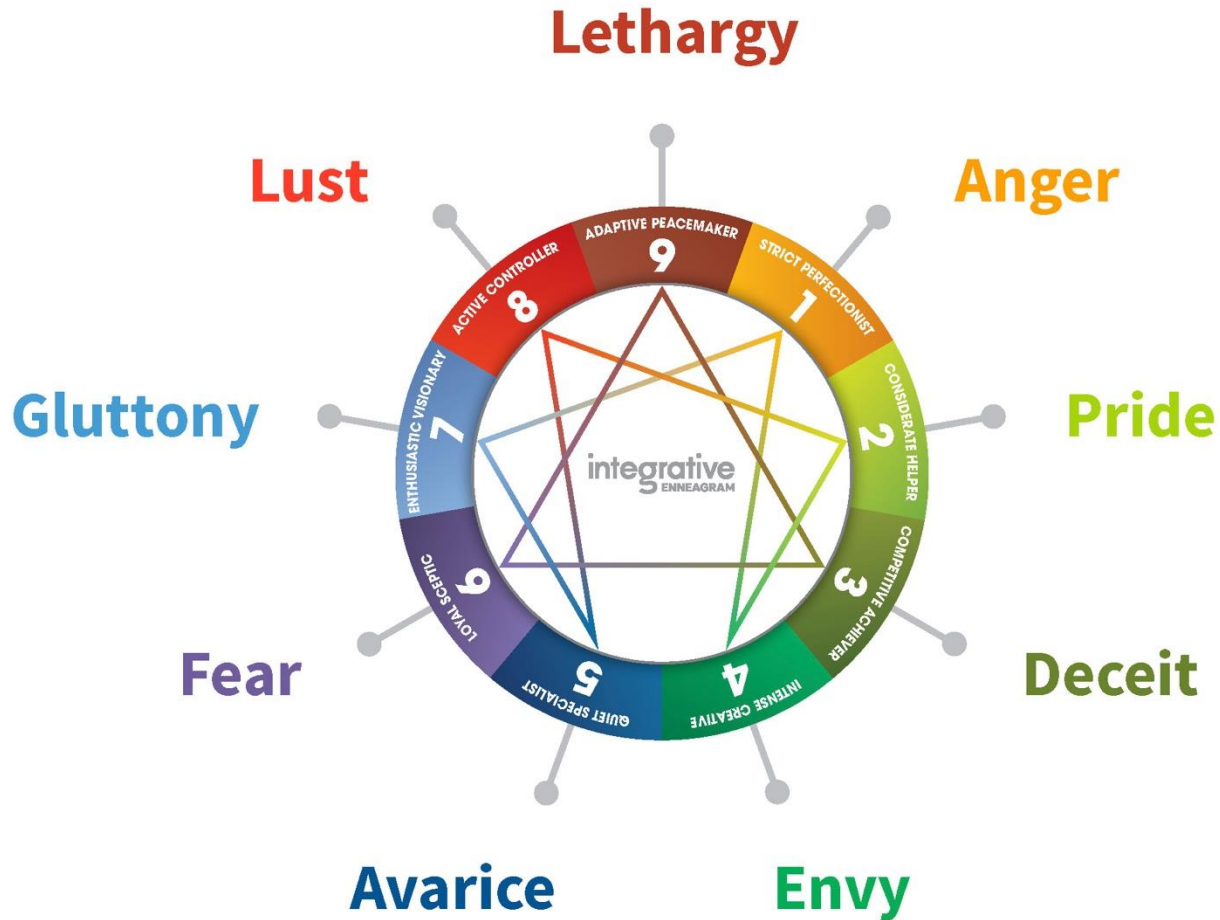
Being without identity



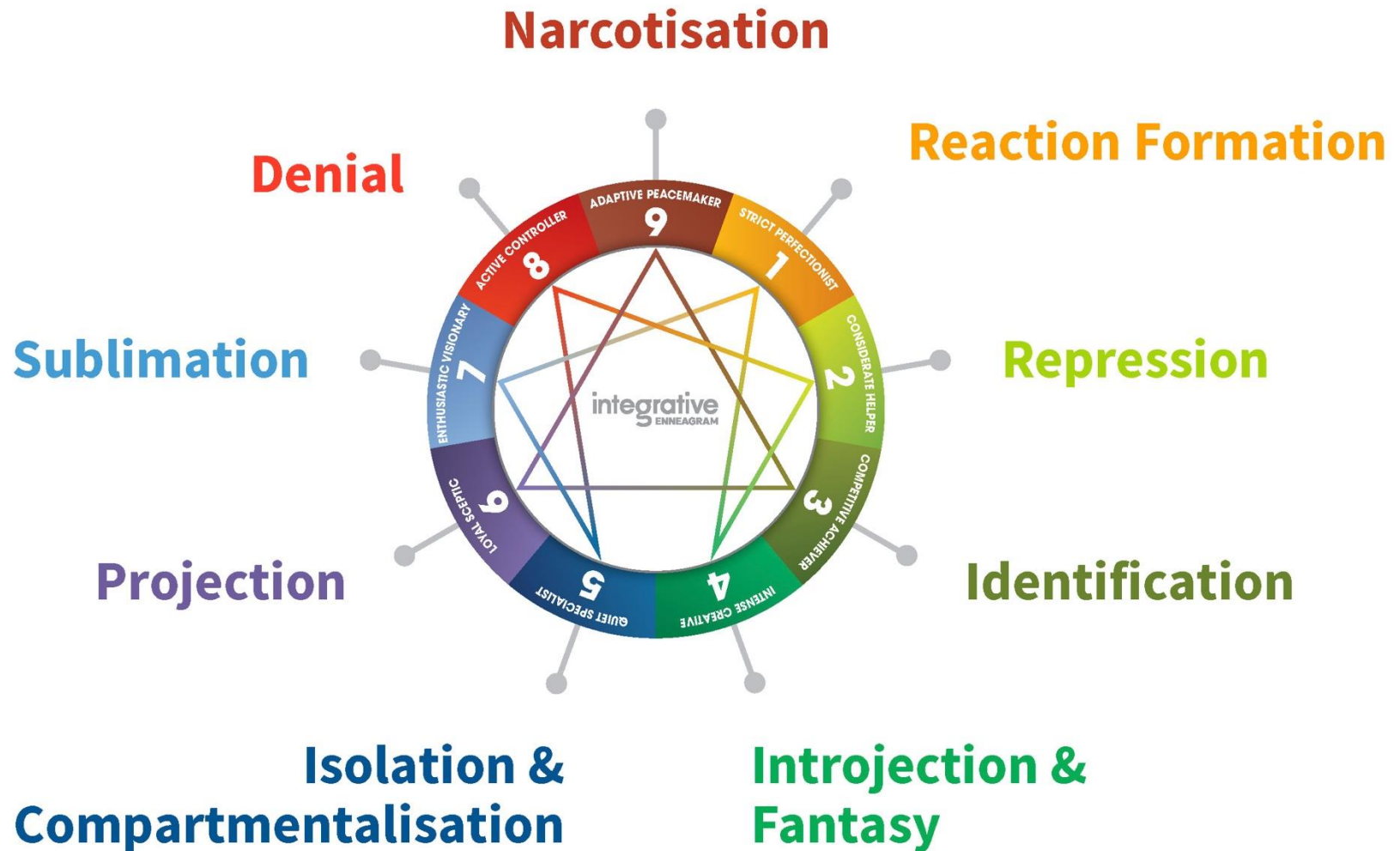
Distorted Principles



Vice / Shadow



Defence Mechanisms



Subtypes or Instincts



SP Self-Preservation / I

- Physical safety
- Wellbeing
- Material security
- Comfort
- Push for independence. You may not want to feel dependent on others to have your needs met. It also adds an element concerned with security and conservation of energy to your relationship with your environment and others.

Subtypes or Instincts



SX One-on-One / Us (Intimacy)

- Intensity of experiences
- Intimacy of relationships
- Actively seeking out experiences and relationships that promise very strong concentrations of energy that creates a feeling of contentment and completion this external activity or person.

Subtypes or Instincts



SO Social / We

- Interactions and relationships with other people
- Collective group activities
- Awareness of group norms and standards
- Aware of status and level of approval in groups
- Push towards community and shared purpose.