

# Using The Enneagram in Business!



What is the Enneagram?

- A personality system with \_\_\_ different types.
- Tool for growth and self-awareness.
- Helps you better understand \_\_\_\_\_ and \_\_\_\_\_.
- Helps you understand and maximize your gifts.

How can we Use the Enneagram?

It helps us \_\_\_\_\_ our strengths.

It helps us \_\_\_\_\_ damaging habits.

It helps us \_\_\_\_\_ liberating habits.

It helps us \_\_\_\_\_ relationships with empathy, communication, and understanding.

## The Nine Types

Type 1 - the Reformer

- Core Motivation: **Integrity**. To be good, responsible, and improve the world.
- Core Fear: being bad, wrong, or defective.

- Fatal Flaw: Frustration

## Type 2 - the Helper

- Core Motivation: **Love**. To feel loved, needed, and know others feel loved by them.
- Core Fear: being unworthy of love, rejected, or unwanted
- Fatal Flaw: Self-Reliance

## Type 3 - the Achiever

- Core Motivation: **Worth**. To feel worthy, valued by others, and add value to the world.
- Core Fear: being worthless, seen as incompetent, or failing to be successful.
- Fatal Flaw: Deception

## Type 4 - the Individualist

- Core Motivation: **Identity**. To be oneself and authentic, freedom to feel, loved as they are.
- Core Fear: being without identity, insignificant, flawed, or plain.
- Fatal Flaw: Comparison

## Type 5 - the Investigator

- Core Motivation: **Competency**. To be enough, not lacking in knowledge or ability. To understand and have clarity.
- Core Fear: being useless, incapable, not being enough or having enough.
- Fatal Flaw: Hoarding

## Type 6 - the Loyalist

- Core Motivation: **Security**. To have support, safety, and guidance.
- Core Fear: being without support, fear itself, being blamed, and being alone.
- Fatal Flaw: Distrust

## Type 7 - the Enthusiast

- Core Motivation: **Freedom**. To be happy, content, and free from pain.
- Core Fear: being limited or trapped, deprived of happiness, trapped in emotional pain, missing out.
- Fatal Flaw: Indulgence

## Type 8 - the Challenger

- Core Motivation: **Protection**. To be self reliant, and not controlled by others.
- Core Fear: being hurt or controlled by others, vulnerable, or betrayed.
- Fatal Flaw: Domination

## Type 9 - the Peacemaker

- Core Motivation: **Peace**. To have inner stability, and a conflict-free environment.
- Core Fear: being in conflict, feeling left out or overlooked, losing themselves and their identity.
- Fatal Flaw: Numbing

# Maximizing Your Unique Gifts

## Type 1's Gifts: Discipline, Standards, and Structure to the Workplace.

- Before starting a project, discern what's "good enough" and accept it instead of what's perfect.
- Delegate tasks to others and trust them to do a good enough job.
- Look for the positives to balance the negatives.
- Schedule in time for play.
- Practice letting go of imperfections

## Type 2 Gifts: Warmth, Anticipation of others' needs, Ability to connect people.

- Schedule in time to meet your own needs instead of only focusing on others' needs (massages, alone time, socializing, etc.).
- Distance yourself from the people who only value you for what you do.
- Make a list of what YOU like/want
- Choose one thing to do this week simply because you want to

## Type 3 Gifts: Excellence, Motivation, and Inspiration.

- Take time to rest and be alone proactively, before burnout sets in.
- Schedule regular time to be alone, rest, and reflect on how you're feeling.
- Prioritize things you enjoy, regardless of how they make you look good for other people.
- Journal regularly.
- Create time for authentic check-ins with your team.

## Type 4 Gifts: Creativity, Vision, and Empathy.

- Let go of past failures or feelings of shame that are holding you back.
- When others criticize or reject your work, accept it and act on it. Release the need for others to appreciate and recognize your work.
- Make time for time to be alone, away from distractions and stimuli, to rest and reflect.
- Write out goals for your day, week, month, and year.

- Set timers to keep you on track
- Get moving physically.

### Type 5 Gifts: Insight/Foresight, Problem-solving, and Analysis.

- Accept that you've done enough research and planning and act on your good ideas.
- Engage the outside world even when you don't feel like it. Start exercising regularly or take up dancing to get into your body.
- Make time each day for silence - mental and physical.
- Write out a "Top 5" list for the day to get out of your head.
- Engage socially even when you're tired.

### Type 6 Gifts: Loyalty, Dependability, and Well-rounded Advice.

- Ask yourself for advice before asking others, write a pros/cons list or journal about the options - then make a decision!
- Make intentional time away from work for rest and loved ones, so you don't get caught in cycles of overthinking and overworking.
- Write out a "Top 5" list for the day to get out of your head.
- Make time for mental & physical silence each day.
- Make a pro/con list - then ACT!
- Set aside time for vision-casting.

### Type 7 Gifts: Energy, Optimism, and Vision-casting.

- Set goals for the day and set timers for difficult or boring tasks so you don't avoid them but also limit time on them.
- Resist the urge to get distracted by putting away your phone and focusing on just one thing at a time (no multitasking).
- Make time for silence - to be alone and away from distractions.
- Schedule in time to reflect regularly.
- Set timers for difficult/boring tasks.

### Type 8 Gifts: Implementation of ideas, Natural leadership, and Forward Movement.

- Be intentional about taking time away from work to rest - you don't have to push as hard as you are to make things work.
- Recognize what you can and can't do. Ask for help when you need it, especially emotionally. Don't seclude yourself out of fear of betrayal.
- Make time to be still - away from responsibilities & activity.
- Schedule time to reflect and check in with how you're feeling.
- Ask about others' feelings and act on them.

## Type 9 Gifts: Collaboration, Practical Application, and Conflict Resolution.

- When you face a difficult task, don't go with the easiest way to accomplish it. Start working on it a little at a time in advance - use timers and rewards if need be!
- Ask yourself what you want, and bring that to the table when you're negotiating, compromising, or in conflict. Don't automatically merge with the other person and what they want.
- Make time to be still and reflect, away from distractions.
- Make a list of what matters to you (not what's important).
- Schedule in time for exercise or time in nature.