

# What Is Enneagram?



The Enneagram breaks down the patterns of human behaviour into nine personality types that have different, yet interconnected ways of perceiving and experiencing the world, enabling us to understand some of the most important questions in life like – ‘Who am I? Why do I do what I do? How do I think, act, and feel? How do I work on areas of my personality that I have been wanting to develop/enhance? How can I be more successful and satisfied in life?’

## Principles of Enneagram

When working with Enneagram there are some basic principles that one should keep in mind

No Type is inherently better or worse than any other type. All Types have their Innate Talents as well as Challenges.

People are more than their Type. Enneagram doesn't stereotype. Everyone is a unique mixture of his or her basic type and usually a mix of two types adjacent to it called the Wings.

Enneagram focuses on the motivation of the person and not on his/her behaviour.

The 9 types are interrelated in specific ways, as indicated by the inner Lines of the symbol. They provide pathways for further growth and development.

Within the Enneagram, there is no ideal profile, and the world has diversities across personalities and each one of them helps make the world a better place. Enneagram Types are the same across all genders, races, ages, qualifications, professions, industries/sectors, states, nationalities. The above data is based on research done across various geographies and cultures.

# Some Key Enneagram Concepts



**Worldview** is the story we tell ourselves about how the world works and what we can expect from it. It is how we see and perceive the world and the things around us.



**Motivation** is a process that involves biological, emotional, and social forces driving us towards our goal-oriented behaviour.



**Idealised Self-Image** is an image of what we should be, must be, or aspire to be, in order to be acceptable. The idealised image is chiefly a glorification of the needs that have developed.



**Blind Spot** is the obstructed view of an emotional area in a person's life. It can be something that a person is unaware of or something they've chosen to ignore. Often the behaviour becomes habitual and normalised.



**Focus of Attention** are filters that we develop based on our worldview. They allow us to notice or focus more on certain things and thereby avoid certain other things.



**Wings** are the Types on either side of our Main Type. They influence our Personality in both desirable and undesirable ways.



**Lines** connect the Enneagram Types with one another. Each type has 2 lines emerging from it. One line focuses on the behaviour of a person when s/he feels secure and moves towards growth and the other line focuses on the behaviour of a person when s/he is under stress. While the person's Main Type remains the same throughout their life, they can access their lines for making shifts in their perspectives.



**Talents** are special gifts we possess which are innate and can be developed by us into strengths by using the necessary skills and knowledge.



**Challenges/Areas of Improvement** are some traits, qualities, or abilities that we need to work on, develop or enhance.

# What can you expect from your Profile?

You can use the Questa Enneagram Profile as a practical and insightful guide. It is an invaluable resource that you can use to become consciously self-aware of how to be more effective, both personally and professionally. It's engaging, relevant, useful and is an excellent way of uncovering the multiple facets of your personality.

The Main Type is identified based on how well you know yourself and on how you have responded to statements in the assessment. While reading the profile, take out some time to introspect and reflect. There could be some aspects that you are able to strongly resonate with and some that you may not associate with.

Your Enneagram Profile is a synthesis of the following aspects from the Enneagram perspective –

Who you are from the Enneagram perspective (Your Main Type)	How your Personality is formed and structured?	What does your world look like?
Your Childhood Patterns	Your Workplace Behaviour	How you make Relationships work for you?
Your key Talents and Challenges	Your Social Interaction and Conflict Resolution styles	How you use some other types of Enneagram

This profile will help you to re-point your internal compass in the direction which leads you to self-awareness and transformation.

We invite you to embark on this new path of 'Self-Awareness and Re-Discovery'.

**“Knowing yourself is the beginning of all wisdom”**

**- Aristotle**

# Facets of QE Assessment

These are the various components that we will be covering in your Enneagram Profile!



Main Type

The Enneagram Main Type drives the way we think, feel and act. It determines how we perceive the world around us, what motivates us, how we cope with our fears, how we work with our talents, values, and where we focus our attention. It includes the overall personality traits and characteristics that we tend to display.

There are many facets or layers to the Enneagram. It is not just about exploring the Main Enneagram Type as that would not give us the necessary information required to understand the psychodynamics of personality and behaviours. Also, it is important to keep in mind that individuals are more than their types.

The layers in the QE- Standard Assessment profile connects the main type to –



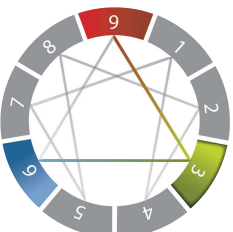
Tri-type

The **Tritype** which points to the fact that though we have one core motivation, we do use the other centres to balance our behaviours. The same is supported by the Triune Theory by Paul Maclean where he mentions that we have 3 centres of intelligence in our body – Head, Heart, and Gut.



Wings

The **Wings** are the types on either side of our Main Type. These Types (Wings) influence our Main Type without changing it.



Lines

The **Lines** act as the basic building blocks of Enneagram and hence are important for taking the transformational journey towards growth. While the person's Main Type remains the same throughout their life, they can access their lines for making shifts in their perspectives.

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# SECTION 1

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## Understand Yourself through Enneagram

Though your motivation comes from your Main Enneagram Type, your Tri-type provides an additional flavour to your behaviours.



# YOUR MAIN TYPE

**There are nine points on the Enneagram circle that make up the Nine Types – one of these is your Main Type.**

The Main Type drives the way we think, feel and act. It determines how we perceive the world around us, what motivates us, how we cope with our fears, how we work with our talents, values, and where we focus our attention. It includes the overall personality traits and characteristics that we tend to display.

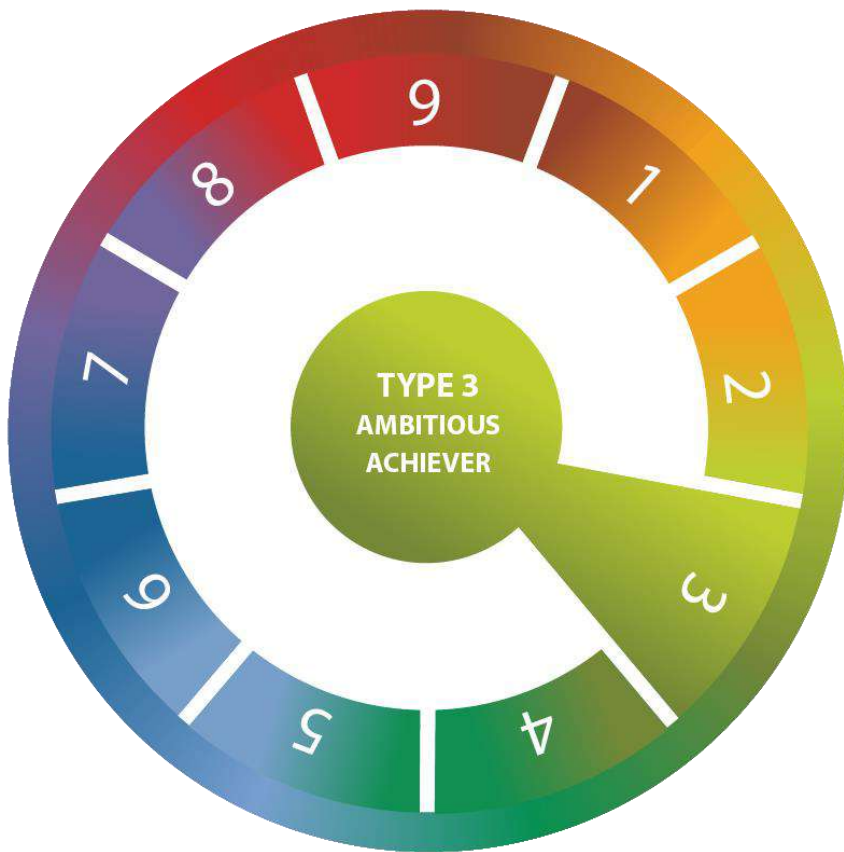
Our personality type develops in our childhood and is a combination of nature versus nurture. Our personality remains constant throughout our lives, though as we grow and evolve in life, we may consciously or unconsciously use adaptive and growth strategies. The intention of the profile is to make these strategies more conscious for you.



# Your Main Type

## Ennea 3

### The Ambitious Achiever



***“Winning isn’t everything, it is the only thing”***

*Some words to describe you*

**Adaptable | Excelling | Driven | Image-conscious | Self-assured  
| Energetic | Competent | Diplomatic**



# Your Personality Description as an Ennea Three



You are someone who is extremely ambitious and has a mission in life to **excel at everything you do**. You are competitive and **focused on setting up goals and achieving them**. Your life is about striving to be the best and to be **seen as successful** - collecting symbols of success all around you to outshine the rest.

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You can be **adaptable and self-assured**. You like to project an image of success and competence. You put a lot of attention and energy into presenting an image that people will admire.

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You bring **efficiency and pragmatism** to whatever you do, using techniques and formulas to get your job done as efficiently as possible.

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You can embody the best in any culture. Since you possess all the socially valued qualities, you can come across as a **living role model to others**.

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You have a natural goal-orientation. You take on tasks and projects and focus on completing them in an efficient manner, so as to look good in the eyes of others. You **believe in yourself and in developing your talents** and capacities. You spend a great deal of time developing yourself and using your gifts to contribute to the success of others too.

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**Appearances matter a lot to you** and others may even see you as a social climber - right from what you wear, where you live, what car you own, to who you are friends with. Who do you form connections with, what organisation you work for, and how you provide material security to your family plays a big role in your life.

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What keeps you going is **your impression** on others, **receiving admiration** from them, and getting their attention.

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You have an intuitive sense of what other people expect. **Reading a room and understanding power relationships** is an innate ability that you possess. You are adaptable and can negotiate and compromise to get things accomplished.

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Winning is very important to you - **second-best is not a terminology that is part of your vocabulary**. If you can't win, then most probably you will not do it. You believe that the world needs a winner.

You can **put your feelings aside** in order to focus on the job at hand. In fact, right from an early age, you may not have put a lot of emphasis on feelings. Somewhere it might be possible that you have put your desires on a back burner and focused only on wanting recognition and success.

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Excess of everything is bad and the very same **competitiveness** which keeps you on top of the game **can also make you impatient** and a workaholic.

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At times, you might come across as **inauthentic to others**, as you base your actions on what other people value rather than on what you value. You are quick to adapt as per situations and people.

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You tend to have a **phobia of failing** and you might be constantly comparing your achievements with that of others to see if you are the best.

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The **pressure** to be outstanding in every area of your life **can be intense and draining** and this may result in a conflict within yourself, especially, when it comes to your family or your career. At these times you may resort to **projecting an image rather** than actually being that way.

## A Moment of Reflection..

What does success mean to you? What drives you to it? Are the goals that you are pursuing really the things you want to achieve in life? Why do you have the goals that you have set for yourself? Does wanting the best out of yourself in every goal you set, exhaust you? Do you ever take up a goal without really having any interest in that area? If you do, what were you pushing yourself towards? Did it really make you happy?

Reflecting on this as a daily practice will help you to choose goals that are really important for you and not drive yourself to exhaustion.

Winning is fun... Sure.  
But winning is not the point  
Wanting to win is the point  
Not giving up is the point  
Never Letting up is the point  
Never being satisfied with  
what you have done is the point.

~ Pat Sumitt ~

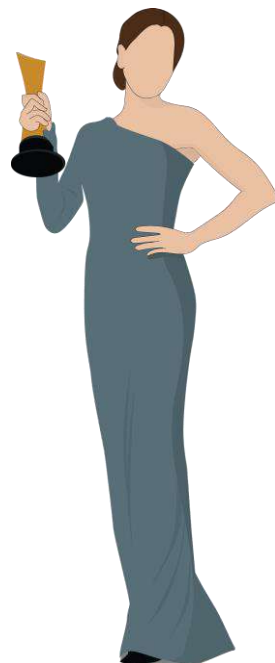


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# The External World of an Ambitious Achiever

## How Others See You

- They see you as someone who is **goal-oriented** and is extremely efficient; someone with the **ability to get things done**, a self-assured person with the charisma to win people over.
- They may also see you as an **extremely competitive** person, **sensitive about status and image**, and impatient when confronted with inefficiency.
- You may be **cheerful and busy** but focused on results and success.
- Sometimes you may be seen as **opportunistic and your annoyance may be visible to them**, especially when they need more time to make a decision.
- You may at times come across as **extremely self-confident, sometimes bordering on arrogance**.



## What makes it hard to be an Ennea Three

- Having the feeling that you may **not be good enough** when you compare yourself to others.
- Adaptability, while it has its uses, can also become an issue as you **may feel exhausted at times** trying to impress the people around you.
- The **fear of not being seen as successful**. It really bothers you when others don't acknowledge the excellence that you bring to the table.
- The **feeling of frustration** when you feel you are surrounded by inefficient and incompetent people.
- **Keeping your feelings aside** all the while to get the job done has its disadvantages, as you never go back and connect or experience those feelings again.
- When **people block the path to your goal** and waste your time.
- When you want to focus on quickly finishing the task at hand but are **forced to manage other people's feelings** instead.



# How is Personality Formed?



Years of research on human behaviour suggests that we are born with certain predispositions (nature) but our early childhood experiences and environment (nurture) leads us to adopt certain behaviours that we think are acceptable – to ensure our safety and security. When these behaviours get repeated, they become a pattern and as per neuroscience, neural pathways are created in our brain. Along with our belief system, our worldview, and our motivation, these patterns form our personality.

The behaviour that other people see is just the tip of the iceberg, and the rest of the personality is below the waterline. Even we may not be aware of some aspects of our personality. Any sustainable change which we intend to work with starts from below the waterline.

## Your (Ennea Three) Personality Structure below the waterline



**Your Worldview or your Limiting Belief** - Because the world values winners I must avoid failure at all cost and must organize the world to ensure my success. I see life as a contest to be won and I find myself constantly striving to be successful – to be the best and to avoid failure at all cost.



**Motivation** - Is to outshine others and be the best.



**Idealised Self Image** - I am somebody and admirable, if I perform, achieve and am successful.



**Your Focus of Attention** - Being successful and ensuring high regards and respect of others; achievement; productivity and performance; winning and succeeding.



**Blind Spots** - Avoids failure and inefficiency.

# The Ambitious Achiever as a Child

**“If I am working on a big goal, try not to get in my way, try to help me but try not to become my boss”**

- View of An Ennea Three Child

A message which an Ennea Three child may have subconsciously picked up during childhood could be along the lines of **‘It’s not ok to have your own feelings and identity’** so you may have put your energies into excelling in activities that made you look better in front of your parents and teachers so you could get praise and positive attention.

As a child, you might have been well-liked by other children and adults. You would have been the most capable and responsible child in your class or school, very active in school clubs, projects, extra-curricular activities, and quite busy working on multiple projects at the same time.

At an early age, you may have learned that you need to put in a lot of hard work to receive appreciation from your parents, teachers, peers, and friends’ group.

You realised that you are valued for doing certain things very well and learned to get validation of your worth through achievement and performance.

You might have had a deep emotional bond with one of your parents who played the role of a nurturer. Subconsciously, you learned to adapt yourself to do things that were pleasing to this person.

At a young age, you may have learned to conform to your family’s or culture’s preferred image.



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## An Ennea Three at Workplace

- You are one of the types who is most comfortable at the workplace because one of your primary motivations is to **gain recognition and achievement**.
- Even if you are someone who is a stay-at-home person, you would choose to **bring efficiency** in the way you keep your house or in the way you make gourmet dishes, entertain guests, and gain compliments.
- You are **smart, ambitious, and charismatic** in your workplace and you may be willing to do whatever it takes for you to get ahead, even if it means cutting corners. Even though the work may get done efficiently, the quality of your work may suffer at times.
- Your **approach to problem-solving** is 'let's just concentrate on getting this done' and your **belief at work is** 'things work best when I'm allowed to shine'.
- You can make a **phenomenal salesperson**. You love selling an idea and because you are so **adaptive and attuned** to what others want, you know exactly what to say to inspire and motivate them to buy your idea.



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- You **bring a lot of energy and focus** to group tasks and assignments. You are **self-confident and self-assured**; and have a **clear idea of how to reach your goal** and achieve success.
- Your communication style can be **crisp, efficient, and precise**. You don't waste time with unnecessary words and emotions to placate team members.
- While you know it's important to research before deciding the future course of action, you can get **frustrated and impatient** when you get caught up in analysis-paralysis.
- Failing is not an option for you. You like to be in the driver's seat and ensure that you and your team succeed. You are **good at motivating others** though you can also get angry with people when they don't deliver on commitment.



# Working on Relationships with Enneagram

Our quality of life is greatly determined by our relationships but, more often than not, we struggle to understand the source of conflicts in our relationships.

The Enneagram helps us realise that not everyone thinks, acts, and feels the same way as we do. This makes us open to diverse viewpoints and a greater understanding of the person we may want to deepen our relationship with.

Your understanding of who you are affects your relationships – the ones that you already have and the ones that you seek. The Enneagram enables us to look deeply within ourselves and allows us to have meaningful relationships with our family, friends, co-workers, and clients.



## You as an Ambitious Achiever in Relationships

- You are drawn to partners who **value authenticity**. You appreciate it if they are motivated, goal-oriented, and committed to the kind of lifestyle that you look forward to. You can tend to be a workaholic neglecting your relationships, at the expense of seeking success.
- As someone who puts their **feelings aside, you may sometimes be on an auto-pilot mode**, unconsciously viewing your partner, family, or friends as an action item on your to-do list.
- You are committed to working on yourself and your relationships, often motivating your partner to do the same.
- You have a **talent for multi-tasking**, which could be extremely stressful for others around you – friends and co-workers. Your close ones might feel less important than your ambitions.
- You prefer to have **friendships that are free and undemanding**, tending to avoid high-maintenance friendships as it may take away your energy from attaining your goals.
- Your need for **seeking validation and approval extends to your partner and family** too, hence, you may tend to do nice things for them to get that approval.



## Reflection Exercise for Workplace



Now that you have gone through the initial section of the report, list down some of the descriptors or attributes that you can relate to. Identify the ones that describe how you want to be seen by others? What attributes do you want to keep, and which are the ones that you feel require introspection and reflection?



While you are focused on achieving your goals, you may, at times, become impatient with any obstacle that comes in your way. Are others able to keep up with you and your pace? How does it make you feel? How does it make them feel? Does it cause friction or differences at times?



How does it feel when your colleagues don't recognise your contributions or appreciate you for your success? What are the thoughts that emerge? See for the next couple of days if you do not receive recognition and appreciation from others, can you keep your motivation levels? If you are able to do this successfully, see if are you able to do this for an extended period.



Threes feel that how they are perceived by others is everything and, in their desire, to be accepted, they adapt to the expectations of others and work hard to maintain their image. What is the image you are currently projecting to your colleagues, to your manager, and to your team members? Are they the same or different? Are they in line with your self-image?

## Reflection Exercise for Relationships



Think about a time in your relationship when you chose to make yourself vulnerable? How did that make you feel? Were you able to connect to your deeper feelings and needs? What motivated you to do that? Did it benefit you? How did it affect your relationship in the short-term and in the long-term?



What if you stopped making everything you do with, or, for your family/friends, a goal that has to be achieved? How would you feel? Would you feel good? How do you think your relationship with your family, friends, and close ones will be impacted? Would engaging in those activities become fun, enjoyable, and relaxing? Would others enjoy it more?



Threes are so focused on their goals that everything else can seem like a distraction. How does it impact your personal relationship? Are you able to give enough time to the needs of others and hear what they have to say? Do you take out time to really express your own needs and feelings?



In close relationships, do you open yourself up enough to your partner, children or parents so that they can see the real you and not the image that you project to them? Will this help them get to know you better and love you for who you are? How will that make you feel?

# Conflict Resolution Style of an Ambitious Achiever



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All of us encounter conflicts and challenges at work and in life. We tend to react to these unconsciously depending on our Enneagram Type.

- You handle conflicts by being **'Competent'** and efficient. Emphasis is on being seen as capable.
- You have the capacity to resolve conflicts unemotionally, but since it takes away time and energy from your goals, you may see it as a waste of your time.
- The downside to this is that you divert your attention from your own emotions and that of others. Hence your approach to problem-solving may be more mechanical and task-oriented than human in nature.

# Social Interaction Style of an Ennea Three

Each Enneagram Type has a unique way of interacting with people in everyday life to get what they want; it also determines what energises them in social relationships.



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- Your social style is **'Assertive'**. You may come across as self-assured, energetic, and independent.
- You tend to go after goals, seeking success and admiration from those around you. Your adaptive style comes in handy at these times, as you can tune into what others may be looking for and ensure that your style suits your audience.
- You are very aware of who holds the power, who can positively or negatively impact your goals, and how they can help you get the resources you need to get your job done.

## Some Talents and Challenges of an Ambitious Achiever

Mostly, we have spent our lives working on our weaknesses and zeroing on our mistakes, and ignoring our strengths. We work with the myth that fixing our weaknesses will make everything ok. We think if we excel at something it becomes our strength and it will naturally develop.

Various studies have shown that when we focus on developing our innate talents, we grow faster than when trying to work on our challenges.

We have listed below some Talents and Challenges as per your Ennea Type, please note that you may not be using all talents or may not have realised yet that these are your talents or gifts. You might relate to some of the challenges and some may come as a surprise to you.

- » High Energy
- » Adaptable
- » Success and Goal-oriented
- » Achieves Results
- » Sets up 'Efficient' Processes
- » Reads an Audience Well
- » Focused
- » Multi-tasking and Competent
- » Pragmatic



### Talents

- » Overly Competitive
- » Impatient with Others' Feelings
- » Limited Time for Personal Relationships
- » Image-conscious
- » Overextend Themselves and Others Causing Burnout
- » Believe Image is True Self
- » Superficial and Utilitarian in Approach

### Challenges



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# YOUR TRI-TYPE

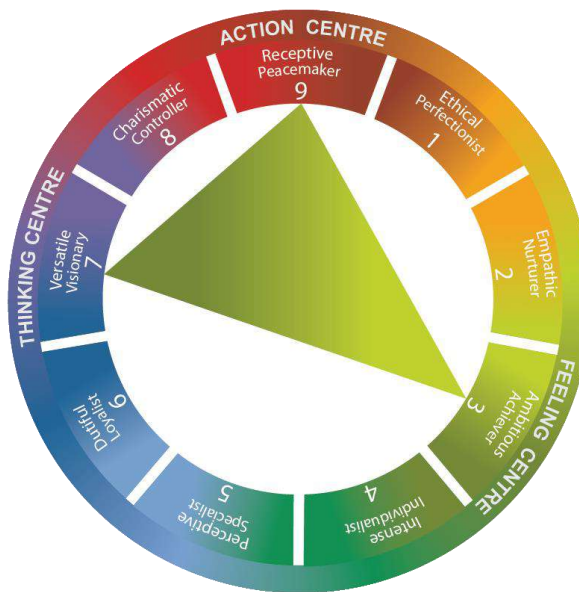
As humans, we all have three centres of intelligence – thinking, action and feeling. We tend to use them to varying degrees. Other than the main type, we use two other Enneagram Types to communicate with the world. While our Main Enneagram Type acts as the base of our personality, our tri-type helps us understand how we think, feel and act.

## **How does knowing our Tri-type help us –**

Knowing our Tri-type helps us understand what style do we adopt to express our three centres of intelligence – what drives us into action, or how we prefer to emotionally express ourselves, and what kind of a thought process do we have.

Two people with the same Main Type may still be different due to variations in their Tri-type.

# Tri-type



## Your Feeling Centre - Type 3: Ambitious Achiever



The Feeling Centre – deals with connections and relationships through feelings, moods, tones, and emotions. It focuses on the ‘emotional centre’ and is concerned with how we tend to express our emotions and interpret the emotions of others.

For you, goals are important, you need to be efficient, and you have a success mindset.

## Your Thinking Centre – Type 7: Versatile Visionary



The Thinking Centre – deals with information, logic, reason, and analysis. It focuses on the ‘intellectual centre’ and is concerned with how we perceive the information around us.

You think in terms of big ideas, innovation, brainstorming, and out-of-the-box solutions.

## Your Action Centre - Type 9: Receptive Peacemaker



The Action Centre - deals with the gut instinct or the body instinct. It focuses on the ‘motor centre’ and is concerned with movement and action.

You tend to avoid conflict, resist change, and tend to merge with other's agendas.

You can refer to page 21 for a glimpse of the nine Enneagram types



# SECTION 2

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## Maximise Your Potential Using Enneagram

Identify aspects of your personality that you can work on to  
begin your journey of transformation





# WINGS & LINES

The Enneagram helps us to pinpoint and understand how to undertake the journey of self-discovery and transformation. As mentioned earlier, the 9 types are interrelated in specific ways through Wings & Lines.

Our Wings & Lines allow us access to more types than just the Main Type and the Tri-type. Each type has two wings and two lines which show us ways to develop. Wings and Lines give us a map that tells us the pattern of our growth, as well as those that get us into trouble.



# Wings of an Ennea Three

Wings – Wings are the Types on either side of Our Main Type. These Types (wings) influence our Main type without changing it. These Wings help us to get more perspectives. We might be able to access both our wings or in some cases only one dominant wing might be flavouring our personality.



## Wing of Type 2 - The Empathic Nurturer

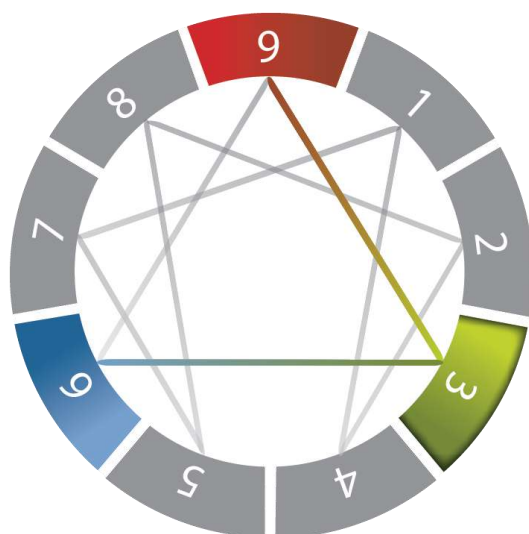
- When you use the wing of Two, you can be more emotional and spontaneous while engaging with others. You are more outgoing and vivacious.
- Since you have this innate desire to impress others, you can turn on your charm full-on, and that makes you quite charismatic.
- You can be generous, helpful, loving, and affectionate towards others while also maintaining the inherent goal and success-orientation and competitiveness.
- You can sometimes display a smooth, artificial personality that can undermine your effort to be popular. External validation and recognition becomes important to you.

## Wing of Type 4 - The Intense Individualist

- When you use the wing of Four, you can switch off from the permanent clamor for success and recognition and develop a habit to be with yourself to explore options and take a breather.
- In addition to being task-oriented and goal-focused, you can also be intellectual and want more time with yourself. So on one hand, you would have this powerful ambition, & on the other, there may be self-doubt creating a huge internal pressure.
- For you, self-esteem comes from your career and work success. You can also be more serious and task-oriented.
- The Wing of Four enables you to bring perfectionism into your work. You can be quite private and self-conscious but at the same time can display arrogance.

# Lines of an Ennea Three

Lines – The Enneagram is a dynamic system and as a result, we are not limited to just one Type. While our basic Personality is our Home Base, we move to at least 2 points on the circle. While the person's Main Type remains the same throughout their life, they can access their lines for making shifts in their perspectives. Lines act as the basic building blocks of Enneagram and hence are important for taking the transformational journey towards growth.



## Line to Type 6 - The Dutiful Loyalist

- You can be more loyal, responsible, and honour your commitments. You will put the interest of the group ahead of your own interests.
- Faith and trust become an intrinsic part of your personality and your focus may shift from the need to keep up your self-image and start working on something larger than yourself - a greater purpose.
- As a way of seeking validation from others, you may at times resort to creating affiliations with communities and groups.
- At times it may bring up unfamiliar experiences of fear and doubt. You may also start to feel insecure and start to doubt your own abilities.

## Line to Type 9 - The Receptive Peacemaker

- You learn to cooperate and work with others without needing to be the centre of attention.
- You become more self-accepting and contemplative. You bring a balance to not only yourself and to others around you, but also to the work that you do.
- Experiencing career setbacks can make you disillusioned with life and you can get burned out. At such times, you may retreat from the stage, and shut down from the pursuit of success.
- Instead of being your natural efficient self, you may just let go- 'How does it matter?' or 'what difference does it make?' may be your talking style at such times.

# Your Growth Journey

Now that you have gone through Your Enneagram Profile, were you able to resonate with it? Did you take out some time to introspect and reflect? Could you connect it with yourself or did you feel there were gaps? Take some time and reflect on the same!

The next step in the journey is to embrace change. In order to achieve anything, you need to know where you want to go, right? It's also critical to know where you are right now so you can plot a course from here to the fulfillment of the goals you are seeking.

Below are some areas of your life that you might want to look at –

1. Review each area on your Wheel of Life. You could, if necessary, split or rename areas to add in something that is missing, or make it more meaningful for you.
2. Rank your level of satisfaction with each area of life by drawing a curved line across each segment. Scoring is between 0 (very dissatisfied) and 10 (fully satisfied).
3. Is there an area where your dissatisfaction levels are high or in imbalance? Would you like to focus on it? Identify 3 such areas.



## Your Next Step Towards Development

After having taken the critical step of Self Discovery through the Enneagram Assessment, we are sure you would have gotten enough food for thought. Many of the aspects would have stood out for you and the Wheel of Life would have added some more dimensions to it. Keeping that in mind, would you like to now set up developmental goals to take your journey forward? What are the areas you would like to focus on?

Identify 3 goals that are most important for you and you would like to work on -

## Goal 1

## Action Plan

## Goal 2

## Action Plan

### Goal 3

## Action Plan

*This could really be a good start to your journey, and we wish you all the best!*

# How We Can Support You

**Self-Awareness** and **introspection** is an ongoing process.

Most of what you have read, you **may have known about yourself**, but some aspects may have come up as a surprise. You may have had **some insights** and 'aha' moments about yourself. What you choose to do with the areas that came as a surprise to you will define your self-discovery and transformation journey.

How can I delve deeper into Self-Awareness?

How can I take this forward?

What are the growth and developmental strategies available to me?

These are some of the questions you may have, and as you decipher these questions, you may or may not have someone who could help you navigate this journey. We at Questa Enneagram can provide you the required support and guidance, through our experienced coaches and facilitators who can create a reassuring and a non-judgmental environment for you to explore yourself further, **identify your growth paths** and **strategies** to become a better version of yourself.

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“Knowing others is wisdom,  
Knowing yourself is enlightenment”  
- Lao Zhu

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We believe in empowering individuals to take their transformative journey to maximise their potential. Hence, we have various curated programs that can be customised just for you. These programs include group learning through workshops and personalised one-on-one coaching.

You can visit us at [www.questaenneagram.com](http://www.questaenneagram.com) or write to us [support@questaenneagram.com](mailto:support@questaenneagram.com)

For those of you who want to delve deeper into Enneagram, we also have Accreditation Programs.

# The 9 Enneagram Types - An Overview



**Enneagram Type One – Ethical Perfectionists** are highly principled, quality-conscious, have high standards, and are detail-oriented. They are skilled process-setters, structured, organised, and rule-abiding. They take great satisfaction in being responsible and accountable and are realistic, thorough, neat, wise, and discerning.



**Enneagram Type Two – Empathic Nurturers** are generous, altruistic, and empathetic in their behaviour. They are skilled at knowing the needs of others and love attending to them. They enjoy feeling needed and helpful. They are hardworking and motivated people with a drive to connect with the world as generously as possible.



**Enneagram Type Three - Ambitious Achievers** are self-assured, focused on excelling, adaptable, preferring to focus on their goal and results. They are skilfully attuned to what is seen as successful by others and adapt themselves accordingly. They want to achieve great success and receive recognition and affirmation from others.



**Enneagram Type Four – Intense Individualists** are creative, sensitive, and expressive. They like to be unique and original; are skilled at being highly inspired and creative in their field. They seek their own identity and authentically express themselves. They may come across as distant and reserved but they do desire relationships.



**Enneagram Type Five – Perceptive Specialists** are curious, observant, and independent. They pursue knowledge and seek a deeper understanding of the world around them. They are skilled at deriving ground-breaking insights in their area of expertise and are often seen as withdrawn as they prefer privacy and time alone to think.



**Enneagram Type Six – Dutiful Loyalists** are warm, committed, engaging, hard-working, and responsible. They are skilled trouble-shooters and problem-solvers who consider the pros and cons of everything. They tend to be concerned with external threats and look for ways to keep themselves and their close ones safe. They are very loyal and want to build close relationships with others.



**Enneagram Type Seven – Versatile Visionaries** are enthusiastic, fun-loving, adventurous, and spontaneous. They are skilled at generating new, innovative ideas and love seeking out new experiences and better opportunities to keep their excitement going. They like to keep a busy calendar, are people-oriented, and enjoy pursuing new relationships.



**Enneagram Type Eight – Charismatic Controllers** are, confident, powerful, resourceful, and assertive in their approach. They are direct and straightforward and love engaging in debates. They are quick to get into action and skilled at making difficult decisions. They are fiercely independent and do not like to rely on others.



**Enneagram Type Nine – Receptive Peacemakers** are diplomatic, agreeable, accepting, optimistic, and adaptive in their behaviour. They like to maintain peace and harmony around them by diplomatically avoiding conflicts and are skilled at mediating conflicts between others. They tend to enjoy time alone or with smaller groups of people.