

What can you expect from your Profile?

You can use the Questa Enneagram Self-discovery 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.

Your Main Type is identified based on how well you know yourself and on how you have responded to the 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.

The Self-Discovery profile is a synthesis of the following aspects from the Enneagram perspective –

- ✓ Who you are as a person
- ✓ How your Personality is formed and structured
- ✓ What does your world look like?
- ✓ What your childhood may have been like
- ✓ How do you come across at the workplace?
- ✓ How you make relationships work for you
- ✓ How do you come across to people in social situations?
- ✓ How you approach and deal with conflict situations
- ✓ What could be some of your key talents and possible challenges areas
- ✓ How you may be accessing behaviour traits of the other types
- ✓ How do your instincts influence your Main Type?

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

So feel free to embark on this new path of 'Self-Awareness and Re-Discovery'.



“Knowing yourself is the beginning of all wisdom”

- Aristotle

Principles of Enneagram



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

No Type is better than any other

All Types have their Innate Talents as well as Challenges

People are more than their Type – Enneagram doesn't stereotype

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

The 9 types are not static – they are interrelated in specific ways, as indicated by the inner lines of the symbol

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 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.



Limiting Beliefs are the thoughts that we believe to be true but limit us in some way. They restrict us from exploring other aspects of our personality which we may not have looked into, because we feel we may not be capable enough.



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



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 avoiding 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 Is Enneagram?



Enneagram is a framework that can be practically applied
to transform the way we move

from **Personality**

Which is our

- » worldview
- » limiting beliefs
- » what we value
- » what we avoid
- » thinking, feeling and behaviour patterns



to **Presence**

Which helps us

- ✓ break free from these patterns
- ✓ transform our talents into strengths
- ✓ have a more emotionally intelligent approach to life
- ✓ allow moments of 'flow' and 'peak performance' to emerge naturally

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MODULE 1 – 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 9

"Somethings will just take care of themselves"



Receptive Peacemaker

Pleasant | Patient | Easy-going | Agreeable | Complacent |
Supportive | Self-effacing | Reassuring | Inclusive

Your Personality Description as an Ennea Nine



You are someone who is **devoted towards internal and external peace for yourself and others**. You ignore the disturbing aspects of life to seek harmony with those around you. You are eager to see a silver lining in every cloud and tend to focus on the bright side of life.

You are able to **see the interconnection** in all aspects of life, which gives you a feeling of inner serenity. You are good at putting people at ease and creating an environment where everyone is welcome.

You provide a **reassuring steady presence** by connecting with yourself and others and by allowing yourself to be a source of calm and quite strength. Your accepting and non-judgmental traits enable you to see multiple sides of a story and empathize with different perspectives.

You tend to avoid conflicts and would like to **get along with everyone at all points of time**. Your harmonious and pleasant nature makes you a very likable person.

Sometimes it is also possible that in order to keep the peace, you may **ignore your own needs and desires**. When you take this too far, you can become extremely neglectful of yourself.

Emotionally you can be **steady**, and you don't experience a lot of ups and downs. You may have unconsciously **turned down the volume on your anger** so that it doesn't bubble up at an inconvenient time and create disharmony with others.

You tend to **go with the flow**. More often than not, you may find yourself saying "yes" and may at times find it difficult to say "no" to other people's agendas.

Conflicts make you feel unsettled and unbalanced. You have a keen eye for anything that may “rock the boat” and misalign people. When you are directly facing a conflict, you may avoid the situation, but when it is between other people you may find yourself mediating them effectively.

You are someone who is seen as **kind, understanding, and dependable** but also a bit hesitant and modest, to the point of being self-effacing.

You can come across as a very busy person, but in spite of that can have **problems taking practical action** in your life. Today is more important to you than tomorrow. Change as a concept is difficult for you because change brings instability.

You can be **quite stubborn** and don't like others pressurizing you. Literally like an ostrich with its head in the sand, you don't want to know about things which will disrupt your view of the world. Often, it is possible you can make people think that you're paying attention, but in reality, you have **checked out and zoned** into your own inner world.

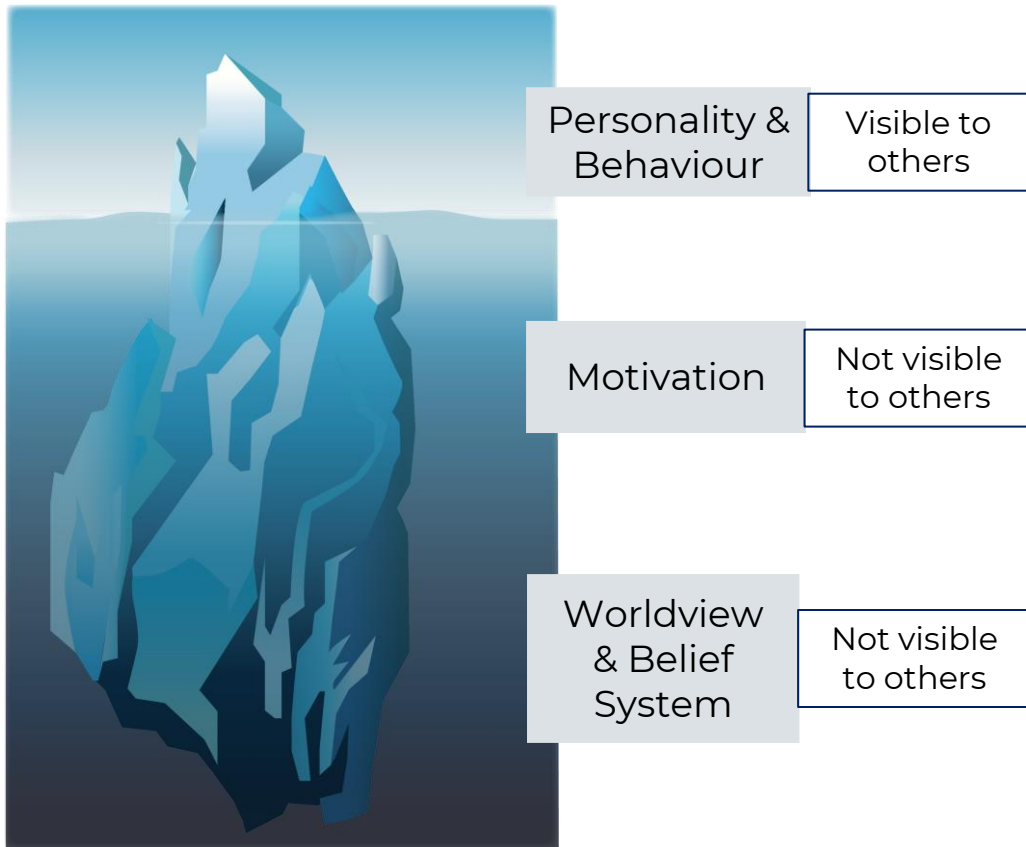
You can **trust and accept people** without discrimination. You tend to embrace people from all cultures and societal classes, thus bringing in unity. You can truly be someone who **transcends all barriers** and helps people adjust with each other, in the personal as well as the professional front.

Sometimes you may operate in an **automatic pre-programmed** way, which can translate to an inability of knowing what you want, an incapacity to connect with your deeper self and a hesitancy to voice strong opinions and assert your will on the world.

“The planet does not need more successful people. The planet desperately needs more peacemakers, healers, restorers, storytellers, and lovers of all kinds.”
- Dalai Lama



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.

The External World of Ennea Nine

How Others See You

- Others see you as **accepting of everyone**, someone who respects the opinions of everyone around them, takes diverse views into consideration and helps people in coming together to accept diverse perspectives.
- The downside of this is others may sometimes also see you as a person who **takes a long time in reaching a decision**, can be democratic and consequently **delay the process of arriving at a conclusion**.
- You may come across as someone who has the ability to **listen to them and understand them**. They see you as **flexible and adaptive** to your surroundings even to the point of being compromising.
- You are seen as someone who **walks away from confrontations and disputes** rather than having a disagreement.
- Others may see you as **patient and perceptive, supportive and reassuring**.



What makes it hard to be an Ennea Nine

- Being **judged and misunderstood** for being indecisive.
- **Caring too much** about what others will think of you.
- Feeling **critical of yourself** for lacking initiative or discipline.
- Feeling that **people do not listen** to what you have to say or that they don't take you seriously.
- Being **confused about what you really want**.
- When **people are constantly trying to push you into action** by reminding you of the problems and difficulties of life when all you want is to be left alone.
- Easily **getting swept up in other people's agendas** and losing track of your own desires and direction in life.



Your Personality Structure as an Ennea Nine



Your Worldview or Limiting Belief

“The world won’t value your efforts, so it’s better to stay comfortable and be in alignment with others.” As a young child you might have felt a loss of connection with your parents. Because you are afraid of losing connection with others, you believe you need to disconnect from yourself. You do this by not creating waves, not expressing yourself assertively and going with the flow.



Your Adaptive Strategy

Is an **inertia towards your own self and priorities**. You might forget about yourself and merge with others. You may substitute non-essentials and comforts for your real priorities.



Your Limiting Fear

The fear you experience and operate from is the **fear of losing a connection with others**.



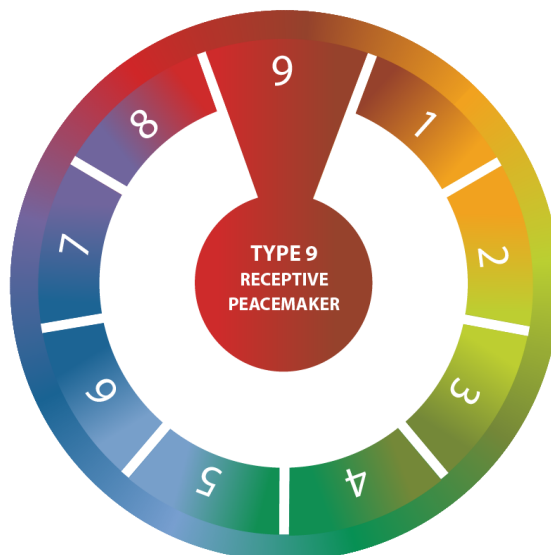
Your Motivation

To deal with this fear you seek **harmony and peace**.



Your Focus of Attention

You focus on the **positives in a situation and downplay** and ignore potential **conflicts**.



Ennea Nine as a Child

**“I don’t like to be ignored, but I don’t like to have too much attention.
I don’t like to be put on a spot.”**

- View of An Ennea Nine Child

A message which an Ennea Nine child may have subconsciously picked up during childhood could be along the lines of **“It’s not ok to assert yourself”** so you may have learned to be adaptable and agreeable, with an even temperament, learning at an early age to tune out of uncomfortable situations. This may have caused you to be an easy-going child, who could relax and go with the flow of life.

You might have had a sweet spirit and a talent for sensing the latent needs of others. It might have been quite unconscious but as a child, you may have been overlooked or your preferences or opinions may not have been taken into consideration. You may have learned the art of merging with others, without drawing too much attention to yourself.

In a harmonious family setting, you could have felt very nurtured, but you might have gotten angry when there was conflict between family members. At times, when your anger may have been overlooked or ignored, you might have mentally checked out and left the room. That guiding principle still holds true for you as an adult.

Alternatively, you might have adapted to being the moderator or the peacemaker during family conflicts. You had a hard time differentiating your own feelings from those of your parents. Somehow creating your own identity was not an important aspect for you.



An Ennea Nine at Workplace

- You are **approachable and diplomatic** and are able to get along with a wide range of people. You could be the best person to work in multi-cultural environments, where you bring in the gift of mediating and understanding different points of view to ensure that everyone is in agreement.
- Your **approach to problem-solving** is to get everyone together and hear what they have to say. You focus more on solutions than blaming others when things go wrong. You automatically find ways to diffuse tension by being witty, gentle and kind. You may be unwilling to take a decision or a stance if there is not enough alignment or consensus.
- Your **communication style** may tend to be rambling with long sentences; hence you may want to adopt a crisp style to communicate what you want to convey to your colleagues, without losing their interest.
- You can **passively resist what is happening around you**, without saying why you are against it or what you are mad about.



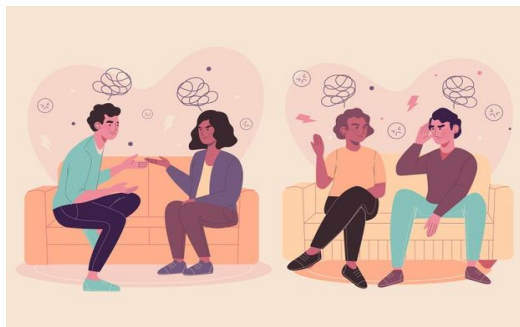
- You come across as **supportive, non-judgmental and inclusive**, someone who can build bridges in the spirit of cooperation.
- You don't work well in environments where there is excessive pressure, tight deadlines, decisions that disregard the opinions of others, and disturb the harmony of the group, and there is a rigidity around how work is done.
- You are a **creature of habit and you appreciate predictability** and routine in your workplace. For instance, you might prefer to commute on the same route everyday, pick up your coffee on the way and finish going through your mails before getting into meetings.
- You are **definitely not someone who would like interruptions** during vacations or weekends or like to take back work home.
- Even though you might be **very talented and skilled, you may tend to undersell yourself**. It may be inherently difficult for you to take unpopular decisions or fire people when the job demands it.

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 conflict 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 Ennea Nine in Relationships

- You make a **wonderful partner, parent or friend to people around you**. In a tough situations, you can step up and go beyond the call of duty.
- You seek out partners with whom you can **have a peaceful, harmonious relationship**. In fact, you may prefer that your partner takes the lead in the relationship. You may seek someone with whom you may share values and life desires.
- In relationships, your **presence can be very soothing** for people who are emotionally reactive and pessimistic.
- Your desire to remain **free of conflict may be so strong that you cling on to a few relationships** long past their expiry date.
- Your house will display **comfort rather than style**. Your qualities as an Ennea Nine would be reflected in your home and surroundings with peaceful colour tones mostly in softer shades, and a laid-back yet cozy home.
- Your children/partner/**family members may benefit from the routine** which you establish around your household, as this gives stability and consistency .
- That special place which you call your **home might be a place where you retreat - either to enjoy the quiet and the peace or to engage in activities** which enhance them.

Conflict Resolution Style of an Ennea Nine



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 **'Positive'** about situations. You may tend to deny problems, stress, or negative experiences.
- Though you may be very adaptable towards people and situations, you tend to show inflexibility when an action has to be taken on decisions, problems or issues.
- Your "we can get through this" attitude may seem superficial to others whereas for you, it may be that you don't want to dive deeper into a situation that can cause disharmony.
- The downside to this is that you may not see the problems and issues until it is too late to take corrective action.

Social Style of an Ennea Nine

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



- Your social style is **'Withdrawn.'** Even though you are amongst people in a social setting, you can be quiet and observe others rather than actively participate in the group, but when asked to summarize you would be able to share divergent points of view.
- You may actively disengage, detach and distance yourself from what is happening around you. You also have a desire to follow your own way, hence, in social situations when there is pressure to change you may tend to withdraw from the conversation.
- You are very good at reading the emotional current of the group and power relationships.

Some Talents and Challenges of an Ennea Nine

Mostly, we have spent our life working on our weaknesses and zeroing in on our mistakes and thereby ignoring our strengths. We work with the myth that fixing our weaknesses will make everything ok. We think that 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 as compared to when we are 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 realized yet that these are your talents or gifts. You might be able to relate to some of the challenges and some may come as a surprise to you.

Talents

- » Diplomatic
- » Dependable
- » Develops Lasting relationships
- » Receptive & Accommodative
- » Inclusive & Collaborative
- » Open-minded
- » Patient
- » Empathic
- » Efficient Mediator

Challenges

- » Unassertive
- » Passive-aggressive when pressured
- » Tendency to check-out
- » Indecisive
- » Doesn't take Initiative
- » Procrastinator
- » Dislikes Change
- » Stubborn

MODULE 2 – ENNEAGRAM INSTINCTS

Our evolution as human beings has taken us through three basic survival strategies also known as Instincts. The main Enneagram type is flavored with or is influenced by one or two of the basic instincts. This explains why people of the same type may come across differently. Knowing our instinctual patterns can help us live a healthy and a more balanced life and enjoy better relationships.

There are three instincts in us – the Self Preservation Instinct (SP), the Social Instinct (SO) and the One-on-one Instinct (1-O-1). You may have one dominant instinct followed closely by another instinct and one of the instincts maybe less developed.

Read through the next two pages to understand which flavors your personality more.

What are Instincts?



Self Preservation
Instinct

The Self Preservation Instinct (SP) refers to the 'instinct to survive' – to have physical safety and having material comfort needs met.

The SP Nine, is a pleasant easy-going and nice person, who does not ask too much from life, preferring simple pleasures like – eating at the nearest fast-food restaurant, watching their favorite re-run on TV, or zoning out on a comfortable chair.

Though they can be quite talented they are usually not very ambitious. They use food and drinks to suppress feelings of anxiety and anger and can often possess large appetites.



Social Instincts

The Social Instinct (SO) is the instinct to belong and be accepted by the society or social community at large.

The SO Nines are the countertype among the three instincts. They love to bring people together and like to reduce conflicts.

While they may be physically involved with people around them, they can be emotionally, and mentally disengaged.

They are conventional and conformist and try to meet the expectations of their social circle while also being anxious about losing their identity.



One-on-One

The One-on-One Instinct (1-O-1) is the instinct for deep meaningful connection (with a person/specific individuals) or an intense experience.

The 1-O-1 Nines seek a complete partnership, thinking of it as "our life" than "my life."

Because it is too painful to be on their own, 1-O-1 Nines feel connected to a relationship and see it as an extension of themselves.

They can be very kind, gentle and tender but their affection can come across as fake to others as they are not connected emotionally and mentally.

Your Instinct

Self Preservation Instinct



As a SP Nine, you are pleasant, easygoing and a person who does not ask much from life. You need to find a sense of comfort and satisfaction of physical needs to thrive in this world - activities such as eating, reading, playing games, watching television, sleeping or even working are some things you would love to do.

The structure that routine brings to you helps you to work around the potential conflict which you may be avoiding. You are quite talented though you may not be very ambitious, as being ambitious itself can create conflicts with people.

You are someone who likes to have concrete experiences and don't relate to abstract ideas and you find it easier to deal with an experience than working with a theory.

You love spending time alone, and find it relaxing to be by yourself and enjoy whatever activity you are engaged in. You are loving, affectionate, endearing to others and intuitive.

The biggest challenge you face is to push back on the demands that others place on you. Others find you supportive and nurturing without being bossy.

At times you may be irritable and stubborn and find it difficult to accept that the other person might be right.

MODULE 3 – WINGS & LINES

The Enneagram helps us pinpoint and understand how to undertake the journey of self-discovery and transformation. Each type has two wings and two lines which shows 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 – Wings are the Types on either side of Our Main Type. These wings influence our Main type without changing it. 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.

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. Those points are mentioned on the next page. 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.

Your Wings



Wing of 8

- You have the ability to be agreeable and comfort others with endurance and strength.
- You may be both powerful and gentle and be able to easily engage with people, mediating with them, and reducing conflicts.
- You may enjoy socializing and having a good time and tend to stick with comforting routines.
- You can also be stubborn and defensive, tending to dig in your heels in and refusing to listen to anyone.
- You can be practical and concerned with your immediate physical and financial needs.

Wing of 1

- You may come across as imaginative and creative and able to synthesize different points of view.
- You can be very good at non-verbal communication like – art, instrumental music, dance, sports, etc.
- You need an external order and structure in order to have an internal structure.
- You may get caught up in non-essential activities and busy-ness.
- You can come across as energetic, in a detached and uninvolved way that may interfere with your ability to stay with long-term goals or enlist others to join you.

Your Lines



Line to 6

- You can find in yourself the courage to be somebody, take a stand and state your case.
- You start to consider the negative outcomes as well as the positive ones and instead of avoiding conflict you are motivated to do what is right.
- You genuinely want to connect with others and work towards building a harmonious community.
- Instead of being relaxed, you could become more rigid and obsessive, and you could blame others for your problems and react defiantly.
- You may become worrisome and fearful when things become too intense and may make mountains out of molehills in your mind.

Line to 3

- You can get focused and goal oriented. Instead of being a passive recipient you step up and take action to make a difference in the world.
- You assume the attitude that "You are important; that you do matter," instead of saying "It doesn't matter" or "I don't matter."
- You may at times tend to engage in busy work as a way to distract yourself from what really needs to be worked on.
- Instead of purposefully living your own life, you may take on a lot of projects to have something to do.
- You become organized and structured from within so that no external pressure is required to get you going.

Your Growth Journey

Now that you have gone through the Self-Discovery 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?

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.

If you want to know how Enneagram can help you grow and make your life better, you are not very far from learning exactly that. You took this assessment with an objective in mind. This profile has been a **first step towards achieving that objective**. Now after having created an awareness about yourself through Enneagram the next step would be to know what developmental or **growth paths** and **strategies** are available to you for becoming a better version of yourself and how you can **maximize your potential**.

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

We have various curated programs which can be customized just for you. Our programs include group learning through workshops and personalised one-on-one coaching. For those of you who want to become Enneagram Practitioners, we also have Accreditation Programs.

You can get in touch with us at - support@questaenneagram.com or visit us at www.questaenneagram.com

Glimpse of the 9 Enneagram Types



Enneagram Type One – Ethical Perfectionists are highly principled, quality conscious, have high standards, and are detail oriented. They are skilled process-setters, structured, organized 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 in their behaviour. 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, independent, and observant in their behaviour. They love to pursue knowledge and seek a deeper understanding of the world around them. They are skilled at deriving groundbreaking insights in their area of expertise. They often prefer privacy and time alone to think, and hence withdraw from others.

Glimpse of the 9 Enneagram Types



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 for 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.

ACKNOWLEDGEMENTS



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