

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.

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.

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 may be some of your key talents and possible areas of challenges?
- ✓ 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.



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

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 at, 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.

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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 1

“If you want it done right, do it yourself”



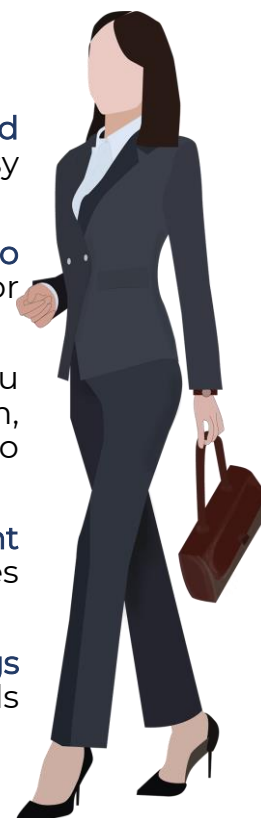
Ethical Perfectionist

Detail Oriented | Idealistic | Purposeful | Self-Controlled |
Judgemental | Principled | Righteous | Responsible

The External World of Ennea One

How Others See You

- They see you as a **very structured, organized methodical, disciplined, principled, responsible, busy** and a punctual person.
- You come across as **someone who inspires others to rise above themselves** and take them along for creating a higher sense of purpose or mission.
- People notice how **detail conscious** you are, how you can get down to the root cause of the problem, though at times they may also feel that you tend to micromanage a bit too much.
- Others see you as **someone who expresses resentment if people don't behave** as per the rules and guidelines that have been set.
- You may be always **correcting others and things around you**, looking for what is wrong and what needs to be improved.



What makes it hard to be an Ennea One—

- **Being disappointed with yourself** and others, when your expectations are not met.
- **Feeling burdened by too much responsibility.** Getting upset as you feel others don't try as hard as you do to get things right.
- **Being tense and anxious** and taking things too seriously.
- **Feeling unappreciated** for what you do for people.
- Your **need to always be right** takes you away from wanting to experience happiness.
- Your **over-critical nature** makes you feel guilty at times and takes away a lot of energy when you could be doing something else.
- Despite knowing fully well that there are grey areas everywhere, you still choose to **see things in black and white**. You wish you were less rigid in your perspective.



You may control or repress your anger, and you may rationalize and justify how you might be right, and others might be wrong. This builds up in the form of resentment and people might see it as criticism, judgement and outbursts.

You are someone who is detail-oriented and has high standards. You want to excel at everything. Being efficient means that things must be done the right way the first time. This kind of standard causes you to be very hard on yourself and others and doesn't allow you to relax.

You are good at identifying your thought process, skills and knowledge, but when it comes to understanding and handling your emotions you may tend to struggle. You may even find emotions illogical and distracting.

You are good at controlling your impulses, emotions and desires and you practice self discipline. This helps you to be focused and hard-working

You may tend to have very strong opinions and you can come across as quite vocal about the way you would like to do things. At these times people might perceive you as uncooperative. Values and standards are a particularly important and non-negotiable for you.

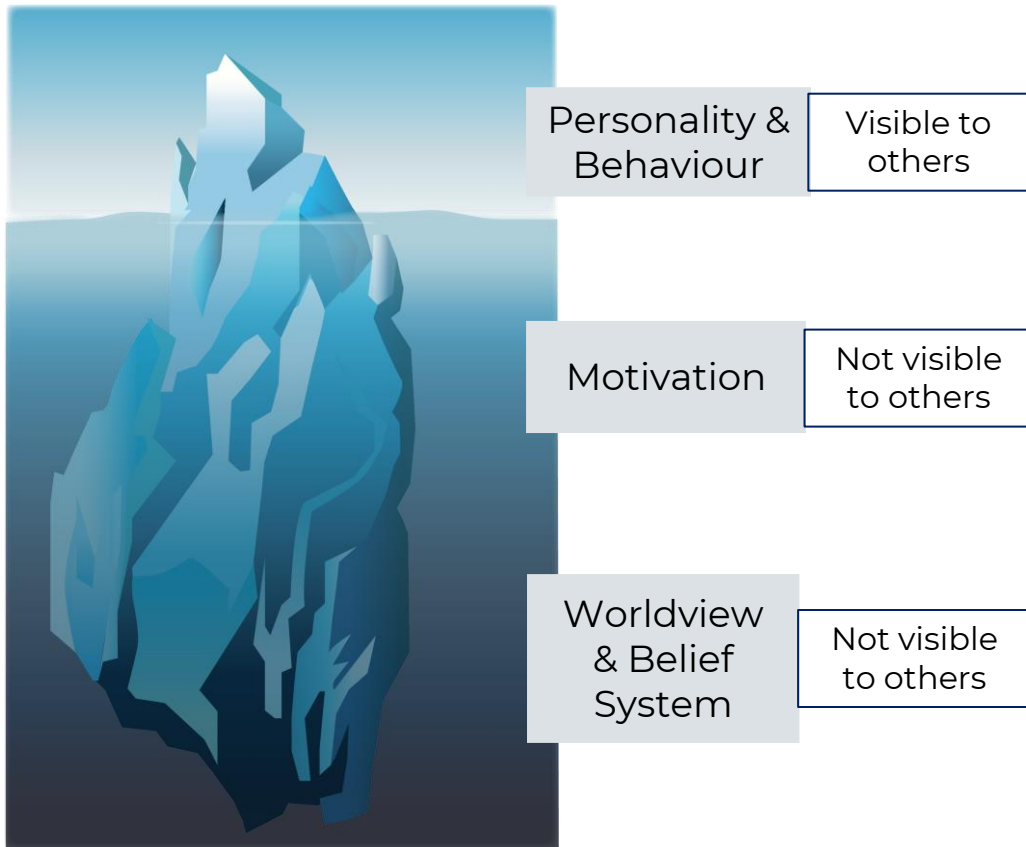
You have an inbuilt resilience, and you believe that obstacles are a natural order of life, hence roadblocks don't come as a surprise to you. While others may fall out, you continue functioning to the best of your abilities.

"If you chase perfection, you often catch excellence."

- William Fowble



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 Personality Structure as an Ennea One



Your Worldview or your Limiting Belief

The world is an imperfect place and I need to work towards perfection. As a young child you may have felt something was wrong with you, you felt imperfect and you needed to do things well to appear perfect to yourself as well as others.



Your Adaptive Strategy

You learned to gain love and regard by being good, responsible and conscientious, by doing things as per expectation, and by following the rules.



Your Limiting Fear

The fear you experience and operate from is the fear of being bad, evil or corrupt.



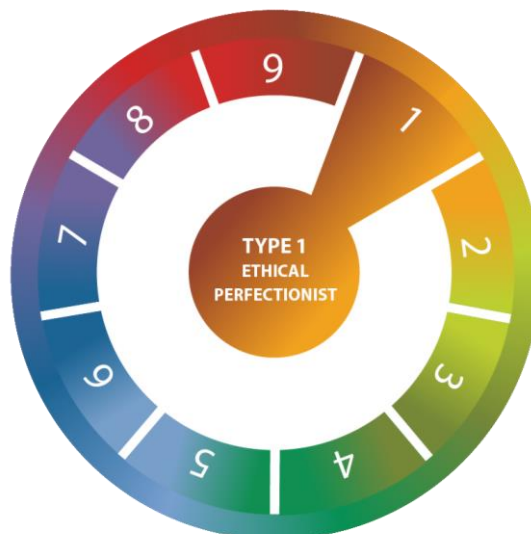
Your Motivation

You deal with this fear by getting things right, maintaining high standards, being responsible and self-reliant and suppressing personal needs and desires.



Your Focus of Attention

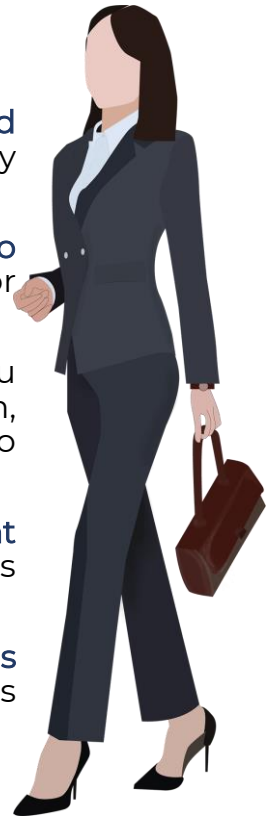
Because of this strategy you pay attention to what is right and what is wrong, and what needs to be corrected or improved



The External World of Ennea One

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Ennea One as a Child

“Don’t be hard on me because I have already realized my mistake and if you point it out again, it makes me feel worse”

- View of An Ennea One Child

A childhood message **“It’s not ok to make mistakes”** may have caused you to try hard at being a good kid. You might have developed a sense of responsibility at an early age and may have refrained from doing things that you thought would not turn out perfectly.

A constant pressure of not wanting to make mistakes and being rational, may have caused you to not have a very happy or carefree childhood.

You might have surpassed what was expected of you, by adhering to the rules, thus earning your independence.

At an early age you learned that good children don’t get angry and this may have caused you to hold back the negative emotions that you may have experienced.

The feeling that others are lazy and sloppy, and you have to clean up their mess, made you more determined to be good and responsible.

You learned to exert great self-control and restraint, usually postponing all rewards till the time the task at hand was completed.

You might have developed your inner conscience at a very early age and your family and friends might have seen you as more mature and rational than kids of your age.



An Ennea One at Workplace

- You are **good at creating structures and processes** and ensure that you and your team are quality conscious. You are motivated to inspire them to create a better organization.
- You can be an **objective and a good problem solver**. Your approach to problem solving is “let’s be logical about this”. You keep working at something till you are satisfied with the end product.
- You have a **very strong sense of responsibility**, which may get reflected in the number of hours you put in at work. You may be the first to arrive at work and the last to leave; and when you see others shirking their responsibilities you can get irritated.
- Your instructions and communication is very **precise, direct and well planned out**.



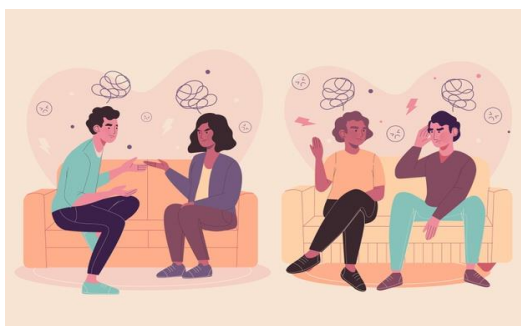
- You are someone who **respects hierarchy and authority**. You may tend to micro-manage and find it very hard to trust that others can get the job done as well as you can.
- You would rather **focus more on the task** at hand than on building relationships at workplace.
- **You work well in teams**, where others are as motivated and passionate as you are. You admire and respect people who have the same level of energy and output as you.
- You tend to **like schedules and accountability**. You find it easier to work when you know who's responsible for what.
- You are very good at **taking abstract ideas and giving it a structure before creating a finished product** by coming up with a step by step implementation plan.
- You are quite **effective at influencing others by presenting factual and logical data**, but you may miss the point that sometimes it's personal charisma and appeal that may get you what you want and not just data and logic.

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 relationship with our family, friends, co-workers and clients.



You as an Ennea One in Relationships

- You are **honest and open** in your relationships and expect the same from others.
- Since **personal growth is important to you**, you spend a lot of time improving your skills and knowledge. You might even be someone who likes to keep yourself fit and hence would spend quality time creating healthy habits.
- Doing the **right thing is important** for you and hence your close ones – family, friends and co-workers are benefited by this trait of yours. You have a strict moral code, and you expect yourself and others to follow the same.
- Since you tend to be **very disciplined**, you expect the same out of your partner and if they don't come up to the expectations you have a hard time accepting it.
- You may tend to **overdo your effort** to work on your relationships with others.
- You feel that you have **little time for frivolities** and lightness, and even vacations are serious-minded affairs.
- Your house will be **well structured and organised**, may have a minimalistic design. You may have created an eco-friendly environment. Your qualities as a Ennea One would be reflected in your home and surroundings.

Conflict Resolution Style of an Ennea One



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**' you place a high value on doing what is right. You can immediately get into addressing the problem by keeping your feelings aside and taking corrective action. You are a logical thinker and use your knowledge and skills to methodically arrive at a solution.
- The downside of this habit is that you may tend to ignore how others feel about the situation.
- You have a tendency to see things in black and white hence you would like to keep emotions aside while negotiating and resolving conflicts.

Social Style of an Ennea One

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



- Your social style is '**Compliant**'. You can be very dedicated and responsible and do everything that is expected out of you.
- In social situations, you need others and yourself to comply with rules and social standards. Because of this you may find it hard to relax as there is always something to do.
- You focus more on logic than emotions and may not tune into the emotional state of others. Since you believe that you are right, you might find it difficult to relate and understand someone else's idea.

Some Talents and Challenges of an Ennea One

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 realized 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.

Talents

- » Discerning
- » Reliable and Dependable
- » Productive and Industrious
- » Fair and Honest
- » Structured
- » Self-disciplined
- » Hard-working
- » Practical
- » Self-controlled

Challenges

- » Overly Critical
- » Non-adaptive
- » Obsessively Compulsive
- » Controlling
- » Rigid and Inflexible
- » See things only in Black and White
- » Judgemental
- » 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 have the material needs of comfort met.

The SP Ones, value cleanliness, hygiene, order and aesthetics and can be preoccupied with their health and diet. They can at times, be over-protective of their close and loved ones.

SP Ones can be gentle, kind, tolerant and forgiving. As a child they might have been the most responsible in the family.

Their sense of anxiety can trigger obsessive-compulsive thinking and acting.



Social Instincts

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

The SO Ones are all about teaching and advocating values and social standards to others. They are often interested in politics and current affairs and can be reformist in nature by improving the community they live in which could be in the form of improving the local school grounds, sports complex and recycling waste etc.

They can act as a role model for what they are teaching, and people may look up to them for their advice.



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 Ones seek a flawless relationship with an idealized partner who can be an unwavering source of stability in their lives. But because of their high standards finding the perfect partner may also be a very difficult task for them.

This instinctual type is ready to express anger much more than the other two instincts of Type One. Like SO One, they also seek to bring in reforms and can be idealistic.

Your Instinct

Self-Preservation Instinct



As a SP One, you tend to come across as restrained and self-controlled, so in matters of career, security and appearance you rarely take chances. Conformity is important to you.

You can be very industrious and hard-working and putting in a lot of hours at work. Sometimes your projects might get delayed because your perfectionism doesn't allow you to move forward till everything is done in the right way. You bring a thoroughness and eye for detail in whatever task you undertake, and even small mundane details are important to you. The same quality can also cause paralysis by perfection.

Well-being, safety and health of your family, co-workers and friends take priority, and you can take a lot of pressure on yourself to achieve the kind of security which you seek. You can be quite picky and fastidious about your environment.

Anger flares up at others when you feel they don't take equal share of responsibilities, or for not working that hard

You might have heard others tell you that you seek control everywhere. This could be because in whatever you choose to do you use a lot of structure and process; and a tried and tested way of doing things. The downside of this could be that you may be a little low on out of the box thinking and creativity.

In relationships, you may be very sensitive to being criticized, but at the same time, you can be forgiving when others accept their fault.

MODULE 3 – WINGS & LINES

The Enneagram helps us to 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 gets us into trouble.

Wings – Wings are the Types on either side of our Main Type and flavours it without changing it. Wings help us by enabling 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



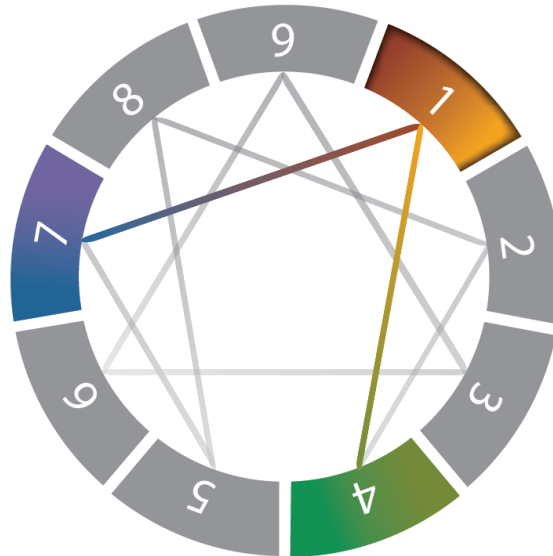
Wing of 9

- When you use the wing of Nine, you can be discerning, wise and scholarly.
- Your focus is mostly on the big picture and you bring in a philosophical angle to the way you look at things.
- You may have an introverted, reclusive quality around you, and you prefer quiet natural settings.
- You can be generous, kind considerate and gentle towards others, especially nature and animals.
- You may tone down your idealistic nature to bring harmony and balance when dealing with others.

Wing of 2

- When you use the wing of Two, you are able to combine your ideals and high principles with empathy and compassion for others.
- You can be highly influential and persuasive and go out of your way to bring people together for a common cause.
- You can be fairly aggressive and forceful when you need to work on reforms and change and you have a knack of working with people to achieve this.
- You can become critical and irritable and can be very vocal about your discontentment when you are frustrated.

Your Lines



Line to 7

- When using the line of Seven, you may become less opinionated and are more open to possibilities.
- You can be more curious, optimistic and interested in learning about views which are different from yours.
- You learn to relax wherever you are, ready to let down your guard and feel more comfortable with life.
- You may at times start focusing on multiple things and may lose track of what you have really set out to achieve.
- You can become restless and scattered and start to show a forced cheerfulness.

Line to 4

- Instead of idealizing your life and situation, you start searching for your own real self.. You enjoy retreating into your own space and allow the sense of artistic creativity and expression to come out.
- Your movement along the line of Four, also happens when you feel overwhelmed by the obligations on you. You may daydream and fantasize a lot.
- You may feel victimized, misunderstood, or taken advantage of. You may have mood swings because you feel people don't appreciate you for your contribution.
- Instead of channeling your energy towards resolving a problem you may become angry and depressed.

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.

Acknowledgement



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