

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.

There is a wide spectrum of behaviours within each Type which are reflected by the ‘Levels of Self-Mastery’. Hence, not everything in the description of basic types will apply to all the people at all times.

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.

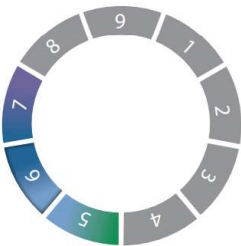
There are many facets or layers to the Enneagram. It is not just about exploring the Main Enneagram Type as that would not give us the necessary information required to understand the psychodynamics of personality and behaviours. Also, it is important to keep in mind that individuals are more than their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

Understand Yourself through Enneagram

Though your motivation comes from your Main Enneagram Type, your Instincts and Tri-type provide 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 6

The Dutiful Loyalist



“Sometimes the questions I ask, have nothing to do with the right answer and everything to do with your answer..”

Some words to describe you

**Loyal | Committed | Security-Oriented | Warm | Engaging |
Responsible | Anxious | Sceptical**

Your Personality Description as an Ennea Six



You are **a very responsible and committed person**. You are loyal and need a strong sense of security and consistency and are someone who tends to uphold strong relationships. You have very strong ideologies in terms of values and beliefs. Sometimes you can fight for your beliefs more fiercely than you fight for yourself.

You **treat your loved ones and friends as valuable treasures** and would stand by them, no matter what. You are also defined by your indecisiveness and you take a lot of time to make critical decisions. What's true today can change tomorrow, hence, you don't find it easy to arrive at a decision.

You **are engaging, warm, and likeable, with a sense of humour**, which people around you generally appreciate and find appealing. Due to a community-driven approach, you may overextend yourself with multiple commitments.

At times you may be filled with self-doubt, but, over time you have learned to trust your own experiences in life. You can be very productive and a logical thinker and can be a very good judge of character.

You tend to be a devil's advocate as you question almost everything. **You are mostly busy planning for the worst-case scenario**. You tend to be on the lookout for possible threats – you like to be prepared and watch out for unexpected problems and dangers; looking for hidden motives and agendas, but when you do trust someone you are very loyal and committed to them.

When you are at your best, you can connect with yourself and others with a clear sense of orientation and with a deep trust in yourself. You **value collaboration** and believe that we are all interconnected.

You **find it very easy to ask critical questions** which might be seen as opposition by others, but that is not necessarily the case. You are more interested in figuring out if the decision which is being made is the right one or not.

You **seek certainty, predictability, comfort and security** but have a hard time finding it. In order to get a feeling of safety and security, you put your attention towards finding people and situations that can be trusted.

You look for ways to create stability from external sources, but since you sometimes don't trust your own thinking, you worry about making the wrong decision. Sometimes your fear and paralysis end up creating the problems you are trying to prevent. Fear can move you in two ways- you may either physically and mentally move away from your fears and seek safety in external authorities or you fearlessly move ahead and face your fears head-on.

You may develop strategies to **try and predict or anticipate future risks**. You may create scenarios in your mind about what can possibly go wrong in the future and begin to take steps to prevent them.

You like to be kept in the loop. What might seem trivial to others is very important for you. In close relationships, if you are not kept up to date or posted about things, you tend to see it as a breach of trust.

You tend to stand up for the underdog, and you have the capability of mobilizing a lot of support to help those who you feel are powerless.

You can come across as contradictory to others. You may project both strengths and weaknesses, courage and fearfulness you can be trusting or mistrusting; aggressive or passive; cooperative or obstructionist.

You work tirelessly to create stability and security in your world and bring a cooperative spirit to whatever you are involved in.

A Moment of Reflection..💡

Anxiety is something that everyone experiences at some point or another. How do you deal with yours? Are you able to look at the brighter side of life or do you usually expect a bad outcome? Do you consciously choose to focus on the problems or threats, or does it happen out of reflex? How does that impact your feelings, emotions and thoughts? Does it help to break free from the pattern of thoughts or do you at times get stuck in analysis-paralysis, doubting yourself and not moving forward?

Reflecting on how your mind might be more inclined towards focusing on what could possibly go wrong or be the worst-case scenarios, will help you to become more aware of what stops you from moving forward at times.

“There’s a difference between interest and commitment. When you’re interested in doing something, you do it when its convenient. When you’re committed to something, you accept no excuses; only results.”

- Kenneth Blanchard



The External World of a Dutiful Loyalist

How Others See You

- They see you as **warm, engaging and upbeat** with a group/community/team-oriented approach.
- Others see you as **anxious and fearful**. At times, you may also come across as suspicious and combative.
- Someone who has **a questioning and critical mind** and someone who can be a devil's advocate **bringing in multiple perspectives**.
- You may be seen as **a loyal friend, colleague, family member**, who is ready to stand by them during times of crisis.
- They also feel that you need too much information before you act, and your **ambiguity may be difficult for them to understand**.
- You can come across as someone who **doubts your own success and that of others**.



What makes it hard to be an Ennea Six

- **A constant battle with your mind** when trying to make a decision.
- Your **habit of delaying decisions** because of fear of failure and not having confidence in yourself.
- **A fear of being taken advantage of** and being abandoned.
- **Being too critical of yourself** when you have not lived up to your expectations.
- **Wishing you had a rule book** so you could do everything right.
- **Exhausting yourself by worrying** and scanning for danger.
- You can see both sides of everything, which can be a problem for you. Your **self-doubt and second-guessing nature** can be tiresome even for you.
- The fact is that you want to trust someone, but **not having faith in yourself and your abilities** to trust others is a constant struggle.



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 Six) Personality Structure below the Waterline



Your Worldview or your Limiting Belief - The world is a threatening and unsafe place. I need to be safe at any cost. I need to survive. I have the propensity to imagine the worst, people can't be trusted and I feel ill-prepared and defenseless.



Motivation - Is to be safe and be protected.



Idealised Self Image - I am somebody and worth including, if I am loyal and do my duty and be watchful and careful.



Your Focus of Attention - What can go wrong and hence creating worst case scenarios; constantly looking for threats, playing attention to hidden intentions and dynamics in relationship, questioning who can be trusted.



Blind Spots - Being disobedient, rebellious, or too independent.

The Dutiful Loyalist as a Child

“I am always worrying about stuff and thinking how things can go bad. I like to be prepared so if something happens, I know what to do”

- View of An Ennea Six Child

A message which an Ennea Six child may have subconsciously picked up during childhood could be along the lines of **‘It’s not ok to trust yourself’**. You responded to life in a measured way based on this childhood message. Your parents may have helped you to learn and trust your inner authority by showing confidence in you to meet new situations.

As a child, you might have been – friendly, likeable, dependable OR sarcastic, bossy or stubborn. Your teachers and coaches may have loved you because you were a good follower and a listener.

In your desire to feel safe and secure, you may have found a sense of comfort in routines that were predictable. You might have held your group of friends together with your loyalty. You may have loved team sports and group activities as a child.

You had an “us against them” approach with a best friend or a parent.

You either looked up to groups or authority to protect you OR you questioned authority and rebelled against them. You might have loved to argue with the opposite side and many a times acted insecure and frightened.

You could have been quick-witted and charming and might have leveraged your anxieties to crack jokes on yourself.



An Ennea Six at Workplace

- You can be very **honest, humble and trustworthy**. When you're comfortable with your coworkers, you can be fun and humorous.
- You can be a **good trouble-shooter**, who is good at assessing both the best-case and worst-case scenarios as well as the threats in a plan. But when problems do surface, you are usually ready to handle them **and remain calm during a crisis**.
- You **can understand and clearly explain complex issues and problems**. Your approach to problem-solving is 'what can go wrong and who can I depend on?' You work with the belief 'things work best when you know everyone's agenda'.
- You can be **serene, open-minded and creative**. Once emotionally balanced, you then **become a powerful source of guidance, support and security for others**.
- You may sometimes display a **tendency of getting caught in analysis – paralysis**.
- You may tend to get tense when there are unknown and unfamiliar situations. You can **insist on precision and following a process**, which may at times make you inflexible.



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- **You may frequently challenge the authority** in the room. You may sometimes provoke a reaction from others to see if you can trust the other person or not.
- You are **not afraid of being unpopular with colleagues** when you feel that they are taking the wrong decision. At those times you can really push back and voice your opinion.
- You have an inherent ability to get others to like you by joking around, bantering and other forms of social bonding. **You look for common ground to connect with people.**

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 a Dutiful Loyalist in Relationships

- You can be **very kind and generous** in your relationships. Since you are motivated to feel safe and secure you tend to commit yourself to work on relationships long past their expiry date.
- You are **extremely loyal** to all the relationships in your life and you can be very supportive and responsible and playful with your loved ones.
- **Responsibility runs very deep in your veins** and you take it upon yourself to maintaining the relationships in your life. This also puts a lot of pressure on you.
- You **may feel inadequate and under-confident** when things are not going exactly as how you had expected them to be.
- You **can also turn stubborn and sarcastic**, adopting a 'my way or highway' kind of approach when you are under a lot of pressure in your relationship. You don't like to be taken by surprise by your close ones.

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?



Notice your tendency to ask a lot of questions at the beginning a project/assignment. Are all the questions you ask as important? Can some of them be answered at a later point during the project/assignment? Do you always get an answer for all the questions you pose to others? How does it all make you feel? How does it make the other person feel? Do you come across to others as doubting and unsure of your ability to take on the project/assignment?



Sixes are usually sceptical – of people and their intentions – and expect 100% consistency to be able to trust someone. Are you able to trust the people you work with completely? How does impact you when working in team?



At workplace, how do you associate yourself with authority? How do you feel about it? Do you find yourself aligning yourself to authority or do you find yourself rebelling against authority? What drives you to seek it or rebel against it? Do you tend to overestimate authority's power and doubt yours?

Reflection Exercise for Relationships



Sixes constantly seek reaffirmation and reassurance of loyalty and commitment, to the point that they may constantly be testing their close relationships. How does this affect your relationship with your family, friends, partner and children? Are the consistently able to meet your expectations? How does this make you feel? How do they feel about this? Will it help to let go at times?



Think about a time in your relationship when you chose to let go of protecting yourself all the time and made yourself vulnerable to others and their intentions? 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 the long-term.



Sixes find it hard to trust themselves and their decision. They often look for guidance and support from other? How do you feel this impacts your relationships with your friends and family?



Notice how your tendency to think in terms of the worst-case scenario may affect even something which can be simple, fun and enjoyable. Notice how your need to create security and safety around you can prevent you from experiencing many other little pleasures of life

Conflict Resolution Style of a Dutiful Loyalist



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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 **'Reactive'** and by becoming pessimistic, doubtful and anxious. Your defensiveness comes to the forefront so that others can't take advantage of you.
- Alignment with the group is very important for you. You see conflicts as a sign of attack from others. Instead of focusing on the hopeful aspects and growth potential, you focus on what can go wrong in the negotiation process.
- You may tend to have an 'us versus them' mindset in conflict situations, not allowing you to seek win-win solutions.
- At your best, however, you can clearly see what went wrong and take responsibility, for your role in the conflict without being defensive.

Social Interaction Style of an Ennea Six

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.



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- Your social style is **'Compliant'**. You align yourself and conform to the group rules, where there are clear expectations and guidelines.
- You are likely to be conscientious; and you are great at cooperating with others and working towards shared goals. You form connections with others based on similar values, backgrounds, belief systems, etc. You are charming and engaging and a good conversationalist.
- You enjoy meeting the expectations and needs of others and proving your friendship and dependability.

Some Talents and Challenges of a Dutiful Loyalist

Mostly, we have spent our lives working on our weaknesses and zeroing in 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.

- » Responsible
- » Collaborative
- » Persevering
- » Loyal to People you Trust
- » Anticipating Issues or Problems
- » Strategic
- » Practical
- » Sharp Intellect



Talents

- » Worrying
- » Dislike Ambiguity
- » Analysis-Paralysis
- » Reactive or Defensive
- » Self-Sacrificing
- » Overly Cautious or Overly Risk-Taking
- » Overly Compliant or Overly Defiant
- » Projects Own Thoughts onto Others

Challenges



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YOUR TRI-TYPE

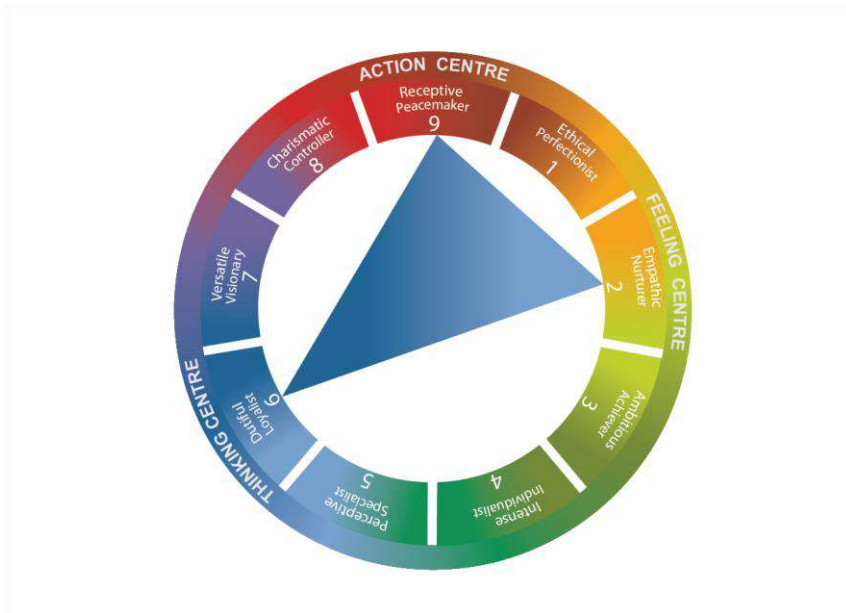
As humans, we all have three centres of intelligence – thinking, action and feeling. We tend to use them to varying degrees. Other than the main type, we use two other Enneagram types to communicate with the world. While our main Enneagram type acts as the base of our personality, our tri-type helps 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 and Instinct may still be different due to variations in their Tri-type.

Tri-type



Your Feeling Centre - Type 2: Empathic Nurturer



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.

You tend to be emotional, upbeat, and happy, tuned into the needs of others.

Your Thinking Centre – Type 6: Dutiful Loyalist



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 analyzing ideas and situations and evaluating risks.

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

Maximize Your Potential Using Enneagram

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





WINGS & LINES

The Enneagram helps us 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 Six

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 5 - The Perceptive Specialist

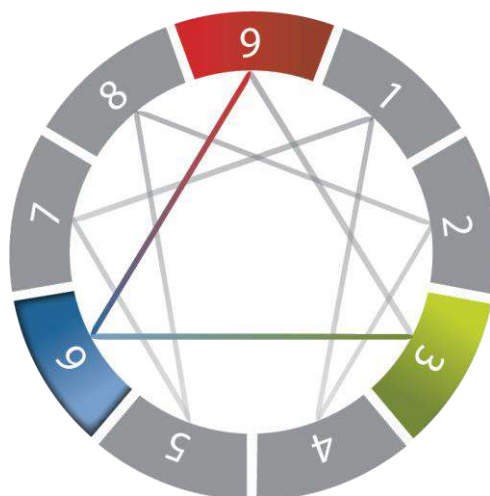
- When using a wing of Five, you can have a mental clarity that comes from distancing yourself from the emotions of fear and anxiety.
- You are attracted to knowledge and have great powers of concentration. You can solve problems practically and efficiently while focusing on the details.
- Unexpected changes can stress you.
- When you use the wing of 5, you may get the confidence to rely on your own judgment, rather than seeking external validation.
- Like an observer, you can use logic, without indulging in despair at the time of crisis.
- You might get motivated and energized by reliable relationships.

Wing of Type 7 - The Versatile Visionary

- You may tend to be more distracted and may become more self-indulgent in order to quieten the anxiety rising from within.
- When using the wing of Seven, you are eager to be liked and accepted and may have problems with procrastination and initiating projects on your own.
- You may also display good interpersonal qualities with energy, humor and a zest for experience.
- You may be hesitant to speak up about yourself or your problems. While you may be more social, you can be visibly insecure and depend on your close ones for reassurance and advice.
- You incorporate fun, pleasure and the ability to see the positive side of things when using the Wing of Seven.

Lines of an Ennea Six

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 3 - The Ambitious Achiever

- You connect with your own competence and mastery to become proactive rather than reactive.
- You channel your energy into goals and concrete plans instead of focusing on fears and the worst-case scenarios. You stop procrastinating and imagining negative scenarios and take positive action.
- You may work with the philosophy 'success is 10% inspiration and 90% perspiration'.
- When stressed, you may try to please authority figures and win them over by working hard and doing what you're told.
- You may start to deceive yourself and others about who you really are and what you really think and feel.

Line to Type 9 - The Receptive Peacemaker

- Your mind can become still and quiet, knowing that the solution lies within you. You can go with the flow and trust the process.
- Your tendency to make mountains out of molehills may settle down. Access to the steady energy of Nines helps you get in touch with the facts and not the dangerous scenarios which play in your mind.
- With a line of Nine, you may be inclusive and accepting of others regardless of whether your lifestyle or views are different from them.
- When stressed, in order to avoid the anxiety which bubbles up you may numb yourself by doing unimportant, comforting and routine tasks.

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 got 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.

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

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

You can visit us at www.questaenneagram.com or write to us 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.