

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 –



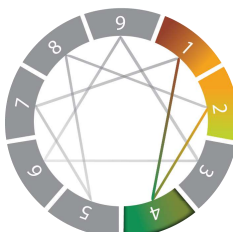
Tri-type

The **Tri-type** 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.

Content

Understand Yourself through Enneagram	
<i>Your Enneagram Main Type</i>	01
<i>Your Tri-type</i>	13
Maximise Your Potential using Enneagram	
<i>Your Wings and Lines</i>	15
Your Growth Journey	18
How We Can Support You	20
The 9 Enneagram Types - An Overview	21

SECTION 1

Understand Yourself through Enneagram

Though your motivation comes from your Main Enneagram Type 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.

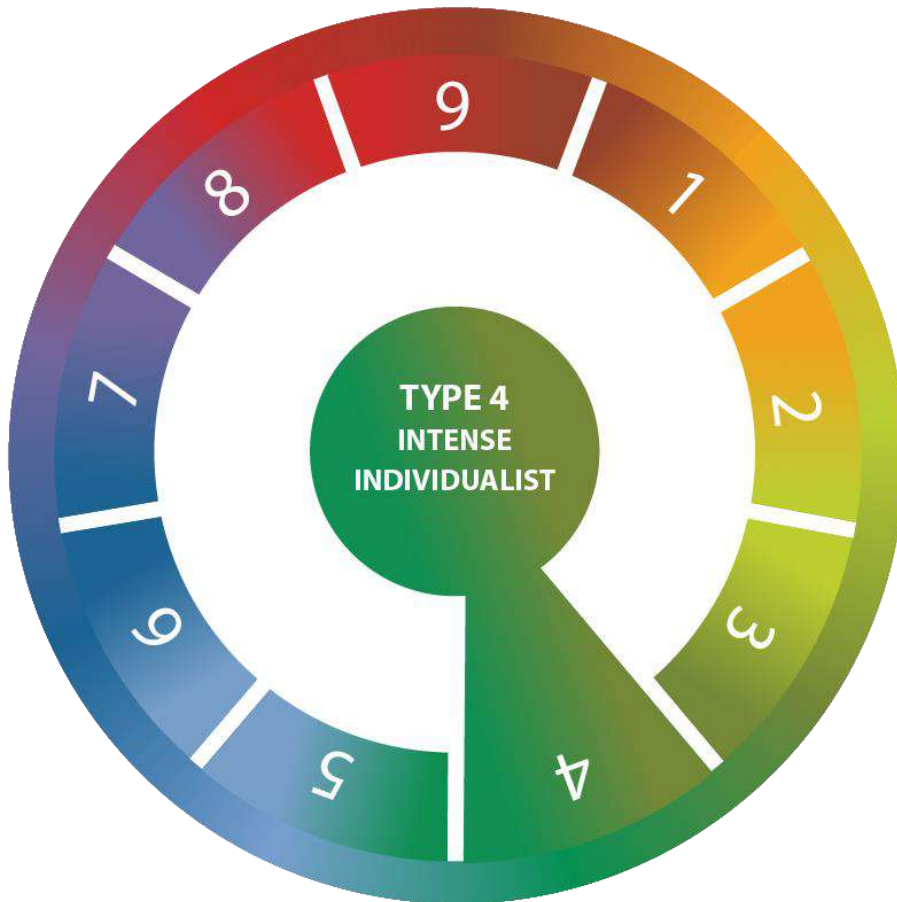
The Main Type drives the way we think, feel and act. It determines how we perceive the world around us, what motivates us, how we cope with our fears, how we work with our talents, values, and where we focus our attention. It includes the overall personality traits and characteristics that we tend to 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 4

The Intense Individualist

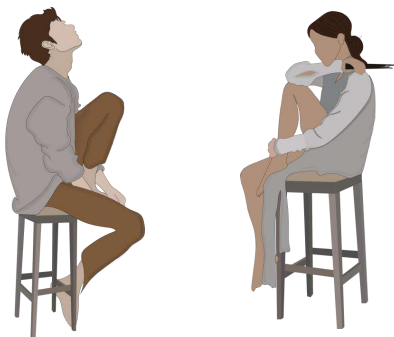


“Beauty alone is lasting”

Some words to describe you

**Sensitive | Compassionate | Authentic | Dramatic | Unique
Expressive | Introspective | Withdrawn | Self-absorbed**

Your Personality Description as an Ennea Four



You are a **sensitive, gentle person who can also be temperamental and self-absorbed**. You work hard at accomplishing your goal as long as that goal has an emotional significance for you. You want to be part of an environment where you can maintain your individuality and where you are appreciated for your contributions.

You place a very high value on being **authentic and you are quite open to expressing emotions – both sad and happy**. You can come across as moody, over-sensitive, and emotional when you feel you are not being understood by others.

Your focus may always be on what is missing in your life. You may tend to feel inadequate and you may tend to feel sensitive to the judgment of people around you. The joy and completeness of other people around you is a constant reminder to you about your own flawed existence. You feel alienated by others, and that makes you feel vulnerable.

You may have an innate ability to sense how other people around you feel and may find it very easy to empathise with them, making you a sounding board for close friends.

You can be warm, caring, and sensitive. You may tend to focus on your past disappointments in life and may also feel different from other people. You tend to seek something unique in every situation and aspect of your life, avoiding the mundane and ordinary.

A deep yearning in you pushes you to strive for quality-focused work. **You need to feel unique and different in whatever you choose to do.** You're not someone who can be considered mainstream. You are creative, reflective, self-aware and you tend to look for experiences that are elegant and refined.

When you are stressed you can become remote, melancholic, and non-communicative and at those times people may really have to walk on egg-shells around you. You tend to display a moody stubborn and an attention-seeking attitude.

You can tap into your deep feelings and emotions and **convey the meaning of life in artistic and powerful ways**. You are true to your emotions; you recognise them and act on them. You are also good at expressing your feelings to others without fear.

You are **extremely empathetic and sensitive to the needs of others** and their hardships and can even cry along with them. Small pleasures in life like sunsets, rainy days, etc affect you in a very deep and meaningful manner. The desire in you is to create meaningful connections.

Your sensitivity, moodiness, and strong emotions can cause problems for you in relationships and it's very important for you to be understood. **You need to express your authenticity** and if others around you can't understand that, you step away from the situation.

You may want to **structure your personality** around someone you admire, which may result in an inability to define who you truly are.

You **can be self-conscious and socially awkward**, and you are so focused on your feelings that you feel completely justified in asking for support for all your emotional needs.

You like to create and sustain a mood by cultivating an environment. Hence **you like to be surrounded by beautiful objects** like music, lighting, and aesthetics that intensify your feelings.

A Moment of Reflection..💡

Humans are social beings with a need for connectedness. While we have individual differences, we also have a lot of similarities between us. Do you focus more on the similarities or do you focus more on the differences? What does being different mean to you? Why is it so important? Does this cost you something in return? Is there something you would like to do about it?

Reflecting on this as a daily practice will help you feel become more aware of how you can use your differences to your advantage and prevent you from falling back into an 'auto-pilot' mode.

"I find that the very things that I get criticised for, which is usually being different and just doing my own thing and just being original, is the very thing that's making me successful."

- Shania Twain



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The External World of an Intense Individualist

How Others See You

- They see you as someone who has an **aesthetic appreciation for beauty** in everyday life, who is authentic, in touch with their own feelings, and sensitive to the feeling of others.
- You may be seen as **someone with depth and intensity** and someone with whom they can have a meaningful conversation.
- They can see you as someone **who is moody and temperamental**, causing others to walk on eggshells around you.
- You can come across to others as someone who is **self-centred and self-absorbed**.



What makes it hard to be an Ennea Four



- Experiencing dark moods of **emptiness and despair**.
- Dealing with the **fear of being abandoned**.
- Always feeling that **something is missing**, and longing for what you don't have.
- Obsessing over **resentments and hurts**.
- Dealing with the **feeling of not being loved** and with self-hatred and shame.
- When people **don't value your contributions** or appreciate the work you do.
- When people **perceive you as negative** or pessimistic when all you are doing is bringing out the negative emotions.
- When people ask **you to look at the bright side** without understanding your feelings.

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 Four) Personality Structure below the waterline



Your Worldview or your Limiting Belief - Something is missing in my life while others seem to have this. I need to search for my true identity. I feel therefore I am. Because I feel different, I decided to emphasise my uniqueness.



Motivation - To be unique and authentic.



Idealised Self Image - I am somebody and worthy of consideration if I am special, sensitive and refined.



Your Focus of Attention - Expressing authentically, attuned to emotions which have meaning and depth, beauty and aesthetics.



Blind Spots - Being bad, wrong or imperfect.

The Intense Individualist as a Child

“I know I am not like any other person I feel strongly about certain things”

- View of An Ennea Four Child

A message which an Ennea Four child may have subconsciously picked up during childhood could be along the lines of **‘It’s not ok to be too functional’**. Right from your childhood, you felt different from your parents, siblings, and peers and you got a sense that you are not like other children and you started to create a space that brought out your difference.

As a child, you might have been both approachable and unavailable at the same time. You developed an elaborate and detailed imagination and had a creative streak that allowed you to bring out your aesthetic side. You started to appreciate beauty in a way that other children couldn’t.

While other children were playing rough and tumble, you were able to empathise with children who felt sad and were misunderstood just like you.

As a child, you might have been - very sensitive and felt that you don’t fit in with the people around you, at times feeling lonely and abandoned. You might have felt, that if ‘I’m not like my parents and I can’t see myself in them, then who am I?’

You may have structured yourself around people who you admired in life- your teachers, artists, or role-models whose image you wanted to emulate.

You may have always been comparing yourself with other children and wishing that you could have what they have, feeling envious of them.



An Ennea Four at Workplace

- You bring a lot of **passion and dedication** to the workplace, especially when you find your work meaningful and impactful.
- Your desire to **stand out as special, unique and extraordinary** helps you to pick up and design products and services that are aesthetically appealing and beautiful.
- You make an effort to **connect and understand people** with depth and intensity and hence you may be sought after by your team members especially when they want to discuss meaningful subjects.
- You thrive in environments where there is an opportunity to **express your creativity, bringing out your distinct style**. The mundane and the ordinary is not your cup of tea.
- Your **approach to problem-solving** is 'I'm going to do this in a way no one has ever done before' and your **belief at work** is 'things work best when I have the opportunity to put my own touch on them'.
- It can be **hard for you to collaborate with people**, who don't share your vision.



- If you are asked to work on a project which has got too many details, like working on an excel or writing a report, you tend to drag your feet. You feel your **work has to have a higher purpose**. Uniformity, regulations, and rules are some things that you can't align yourself with.
- You make **decisions based on your feelings and intuition** and hence working with data-oriented people might be difficult for them as well as you.
- You can tend to **get upset when you don't feel understood** or supported, and at those times you may slow down the work processes. You need to be recognised and stopping the workflow is your way of getting attention. Your ability to see things from a unique perspective is usually not shared by others, leading to you feeling like an outsider in teams.
- People around you may see you as **temperamental**, but when you are **given a special project** you can often **outperform everyone's expectations**.
- You are **persuasive and skilled at drawing people out** and your intuition and sensitivity can help the organisation understand the client's needs and anticipate business trends quite early.

Working on Relationships with Enneagram

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

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

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



You as an Intense Individualist in Relationships

- In a relationship, you can come across as **very intense** and you can leverage even a small little situation into something really big to show off the depth of your emotions.
- Your **penchant for theatrical behaviour** can earn you the reputation of a 'Drama Queen' or 'Crisis King.'
- You are always on the **lookout for the right friend or the right partner**, a special someone who can fill the void in your life. In fact, you need people around you who can detach without withdrawing.
- You can be a **wonderfully mature, healthy, and self-aware** person who can be a very good friend and a good partner, especially when someone is hurting and you might be the only person who understands the depth of their feelings.
- You bring your **empathy, passion, and authenticity** to your relationships and you can be a huge support system to everyone around you.
- You are the **typical romantic** in the Enneagram types, and you **bring passion to every aspect of your life** – relationships at home, at work, and with your romantic partner.

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?



Always on the lookout for something special, how do you feel when your work might not have a higher purpose or a deeper meaning? How do you deal with such a situation? Are you able to focus on the task at hand? Are you able to give it your best?



Ordinary is not good enough. Do you at times exhaust yourself in your pursuit of bringing in a personal touch to everything you do? Do you tend to sometimes overemphasize creativity to the point where something more practical might be a faster way to achieve the desired results? How does this impact your performance at the workplace?



Fours feel intensely and this intensity can at times pull them down? When you are feeling under the weather how does this impact your work, your interaction with others at the workplace? What do you feel can help you maintain your efficiency?

Reflection Exercise for Relationships



Fours can often appear moody and emotionally unpredictable at times. Think about a time in your relationship when you feel such a situation arose? How did that make you feel? How do you think people around you felt? How did it impact your relationships with your close one – partner, children, parents, and friends? Did it benefit you in any way?



What if you stopped looking for depth and a deeper meaning in everything that you do and stopped expecting it from others as well? How would you feel? Would you find it less exhausting at times? How do you think your relationship with your family, friends, and close ones will be impacted?



Fours seek emotional intensity from themselves and from others. Even emotions have to special. How do you create this intensity? Are others able to understand this aspect? Are they able to come up to your expectations? How does this impact your close relationships? Does this ever cause conflict with your loved ones? Would it help to sometimes just go with 'ordinary feelings' and appreciate what others have to offer?



How does your need to reminisce about the past or the desire to look towards the future with longing impact your current relationship? What are the emotions and thoughts it gives rise to? Are you able to appreciate what you have in the here and now? How do your loved ones, including your family and friends feel about this?

Conflict Resolution Style of an Intense Individualist



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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'**. You may tend to respond dramatically, pointing out others' flaws while ignoring your own shortcomings.
- When you face conflicts you want to evoke an equally strong reaction from the people around you and your primary focus is to be understood and not be ignored.
- The downside of this style is that instead of focusing on finding solutions, you may want to draw out more emotions, thereby prolonging a conflict. At your best, however, you would be willing to commit your time and energy to exploring the conflict and working out a solution.

Social Interaction Style of an Ennea Four

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



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- Your social style is **'Withdrawn'**. you tend to lose touch with the group's emotional currents as your focus is mostly on your own emotions and feelings.
- Since your inner world is so rich in terms of emotions, you find it easier to go inside rather than connect with the outside world. You can actually become quite self-absorbed and ignore others.
- You are very empathic and can easily relate to the feelings, ideas, and needs of others if you choose to.
- You are good at understanding the group's emotional status or morale and are reasonably good at understanding power relationships in social situations.

Some Talents and Challenges of an Intense Individualist

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.

- » Inspiring
- » Creative
- » Introspective
- » Expressive
- » Intuitive
- » Compassionate
- » Searches for Excellence
- » Authenticity
- » Seeks Meaning through Interpersonal Connections



Talents

- » Intense
- » Self-conscious
- » Moody
- » Easily Bored
- » Guilt Ridden
- » Difficulty Accepting Criticism
- » Aloof
- » Deeply Critical of Others
- » Disdain for Rules, Regulations and Conformity

Challenges



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YOUR TRI-TYPE

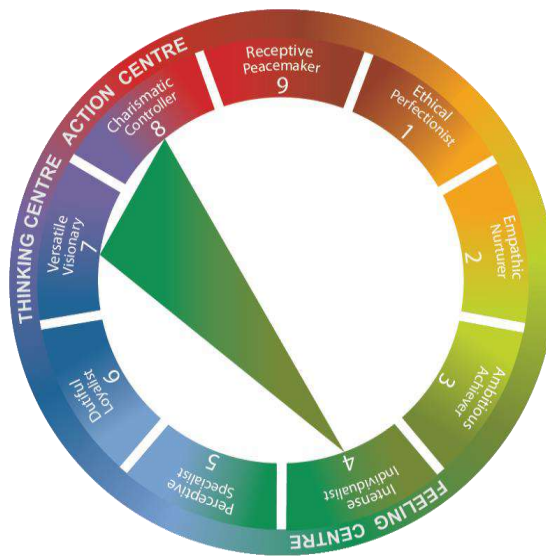
As humans, we all have three centres of intelligence – thinking, action and feeling. We tend to use them to varying degrees. Other than the main type, we use two other Enneagram Types to communicate with the world. While our Main Enneagram Type acts as the base of our personality, our tri-type helps 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 4: Intense Individualist



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 feel emotions intensely; can experience both negative and positive emotions.

Your Thinking Centre – Type 7: Versatile Visionary



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

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

Your Action Centre - Type 8: Charismatic Controller



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 can be decisive, practical, quick in taking action. You like to be in charge.

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

SECTION 2

Maximise Your Potential Using Enneagram

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





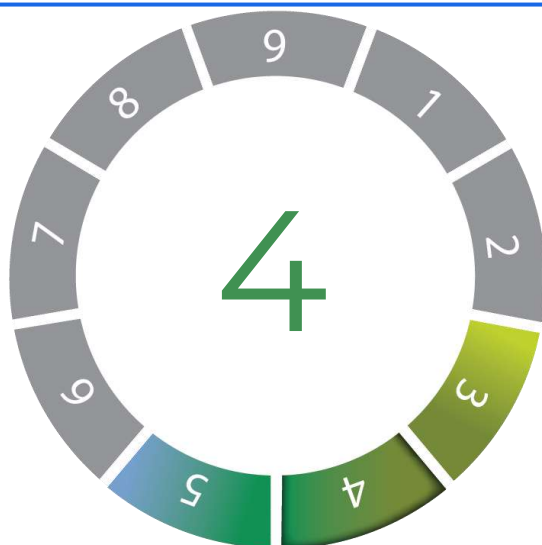
WINGS & LINES

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

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

Wings of an Ennea Four

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 3 - The Ambitious Achiever

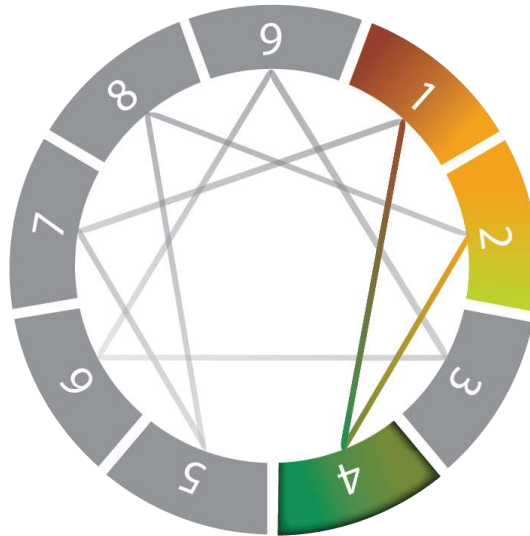
- When using the wing of Three, you show a unique combination of creativity and ambition and you focus on improving yourself to achieve your goals.
- You have a great desire to be unique and successful and hence it is easy for you to be social with others.
- You have a practical and yet an extravagant side to yourself, which comes in the form of refined taste and sophistication, focused more on social acceptance.
- When stressed, you can also come across as competitive and narcissistic, hence self-presentation becomes important to you.
- With the high energy of Three supporting you, you could be more outgoing and productive, turning your dreams and ideas into reality.

Wing of Type 5 - The Perceptive Specialist

- When using the wing of Five, you use reason and intellect to make decisions while also being more emotionally stable, knowledgeable, and informative.
- You can be quite idiosyncratic in your self-expression and not very concerned with acceptance and status.
- More than the presentation, you enjoy the process of creating and discovering.
- You are highly imaginative, and the world outside would be far less interesting to you than your inner world of emotions.
- You tend to choose a minimalistic lifestyle and can be intensely private.

Lines of an Ennea Four

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 1 - The Ethical Perfectionist

- The line of One allows you to do what needs to be done, even if it is routine, boring, or ordinary, and make use of the discipline inherent to Type One, resist dramatizations and over-generalizations.
- You maintain a sense of balance and equanimity and respond to situations with exactness and preciseness.
- You take an action-oriented problem-solving approach. You get your job done with precision. You may become overly critical of your relationships, may tend to moralize and preach to people.
- You may throw yourself into work and may become hyperactive, feeling guilty of not living up to your own expectations.

Line to Type 2 - The Empathic Nurturer

- You realize that you are original, so you don't need to make yourself feel special. Hence you are genuinely able to care for others.
- You stop comparing yourself with others and you are graceful about accepting your own talents.
- You can connect with people in meaningful ways, can tune into their emotions, and empathize with them. You encourage their achievements
- You let go of the feeling of emptiness and abandonment and start feeling more satisfied.
- You may deny or repress your own needs. Instead of being sensitive to yourself, you start being sensitive to others.

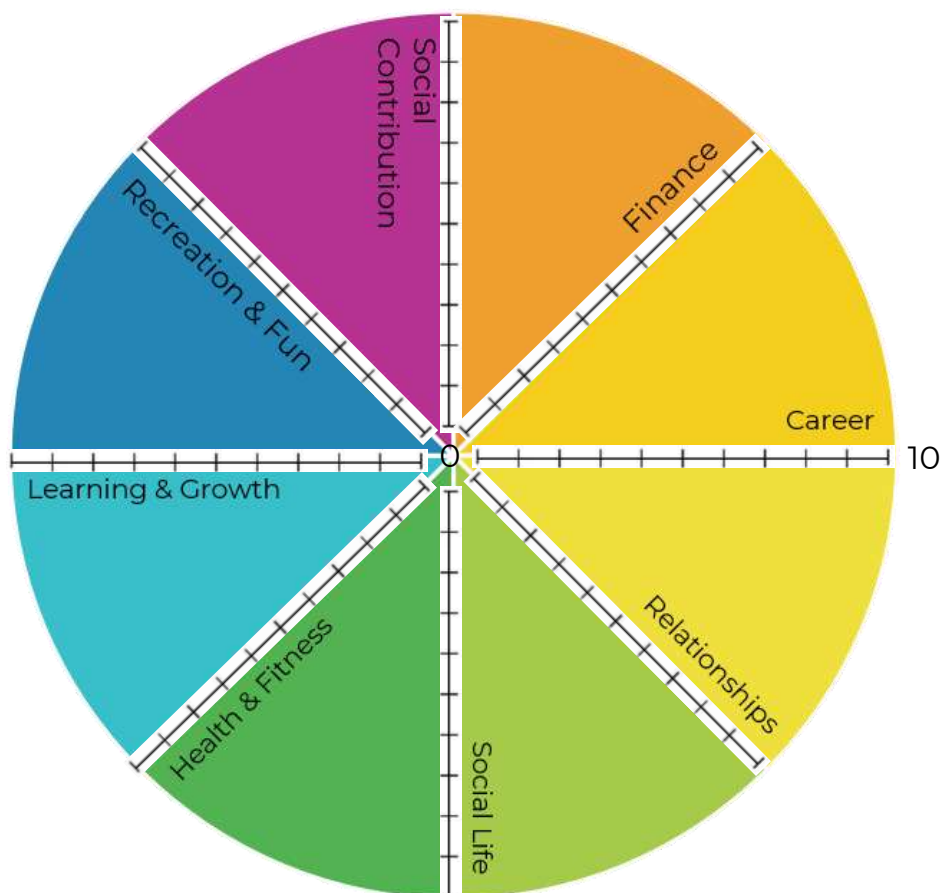
Your Growth Journey

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

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

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

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



Your Next Step Towards Development

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

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

Goal 1

Action Plan

Goal 2

Action Plan

Goal 3

Action Plan

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

How We Can Support You

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

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

How can I delve deeper into Self-Awareness?

How can I take this forward?

What are the growth and developmental strategies available to me?

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

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

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

You can visit us at www.questaenneagram.com 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.