

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.



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.

What Is Enneagram?



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

from **Personality**

Which is our

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



to **Presence**

Which helps us

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

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MODULE 1 – YOUR MAIN TYPE

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

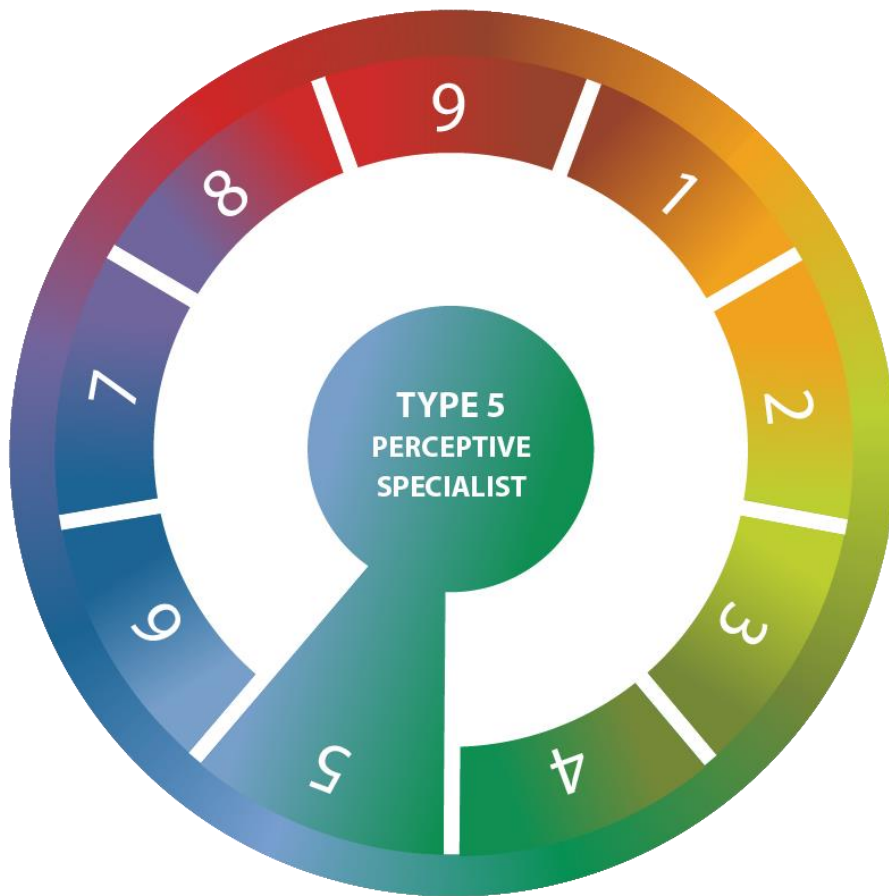
The Main Type drives the way we think, feel and act. It determines how we perceive the world around us, what motivates us, how we cope with our fears; how we work with our talents, values and where we focus our attention. It includes the overall personality traits and characteristics that we tend to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

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

Your Main Type

Ennea 5

'I think therefore I am'



Perceptive Specialist

Analytical | Curious | Cerebral | Self-contained | Innovative |
Perceptive | Objective | Private | Isolated | Self-sufficient

Your Personality Description as an Ennea Five



You are **motivated by a need to be seen as competent or an intellectual by the people around you.** You may be extremely smart, sensitive and independent. You love knowledge and learning and want to be capable of accomplishing things. You may come across as very private and reserved because you feel interactions with people is draining for you.

Your deep desire to understand every aspect of life keeps you on the quest for gaining more knowledge and hence you can come across as someone who is **curious, intense, persevering and a subject matter expert.**

You **feel that resources in the world are very scarce** and you have to do whatever it takes to conserve your time, energy and money.

You mostly **focus on problem-solving, data gathering and coming up with innovative ideas.** From your perspective, all of this can be done only if you are detached. You prefer isolation to engagement.

You have an inherent capacity to analyze your surroundings and synthesize your observations into the big-picture. **You have the capability to see things that others do not.**

You **may have a tendency to display intellectual arrogance** and you might be quite unaware of the effect it has on your relationships.

You shine when you can figure things out. You thrive in environments where you have an opportunity to analyze, research, innovate and solve complex problems.

Behind your relentless pursuit of knowledge lies your **deep insecurity about your ability to function successfully** in this world. Hence to bolster your confidence, you literally 'take a step back' into your mind where you feel more capable.

You may not be interested in exploring what has already been discovered and established. Rather **your attention is often drawn to the unusual, the fantastic or the unthinkable**. You would like to create a niche for yourself that no one else can occupy. That's your way of attaining confidence and independence.

You need to be an expert in one area, and that expertise is your way of connecting with the world. By donning the role of an expert you handle your insecurity in dealing with different conversations. There may be areas of life that you may not have mastered at all. For e.g., you could be a brilliant micro-biologist, but you may not know how to cook or drive a car or even successfully engage in a relationship.

The very **focus of attention** which is your strength **can also distract you** from tackling your most pressing practical problems. Your first instinct is to not deal with these issues at all.

You are the **least materialistic** of all the types **and can make do with very few creature comforts**. You feel easily intruded upon hence you protect yourself by emotionally withdrawing from people.

You may tend to miss the forest for the trees as **you are constantly fine-tuning and analyzing details** without putting yourself on the line. You are deeply anxious about your work, being rejected by others hence you keep feeling the need to constantly work your projects without bringing them out in the open.

You can **have a highly imaginative mind** and you have an exceptional ability to concentrate on bringing out something- an idea or a concept where you can be called a visionary pioneer.

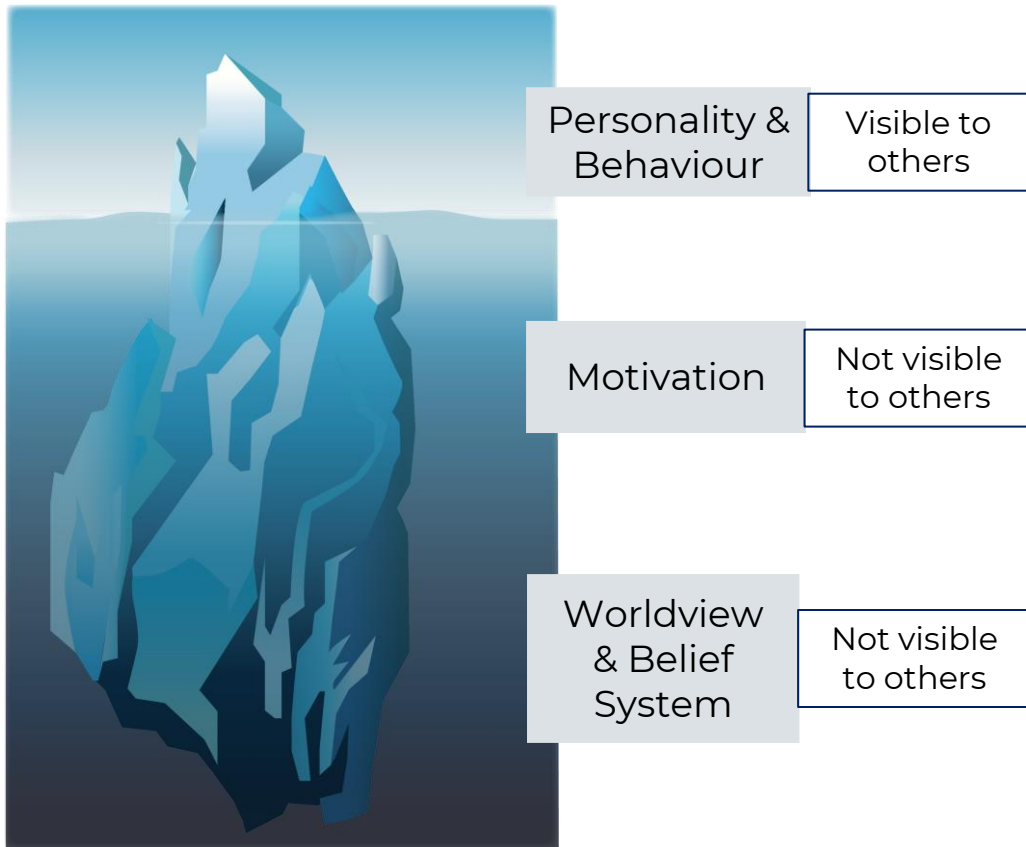
You can be someone who can be very **talkative and sociable when it is your subject matter**. You then love to share your insights or expertise with almost everyone who appreciates what you have to say.

"The capacity to learn is a gift; the ability to learn is a skill; the willingness to learn is a choice."

- Brian Herbert



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 Five



Your Worldview or Limiting Belief

“The world is invasive, and I need my privacy to think and to refuel my energies.” As a young child, you felt that you didn’t quite fit into your families and hence started to look for something that you could do well enough to feel safe and confident.



Your Adaptive Strategy

You learned to protect yourself from intrusive demands, not being drained of your resources and energy **by becoming private and self-sufficient.**



Your Limiting Fear

The fear you experience and operate from is the **fear of being helpless, useless and incapable.**



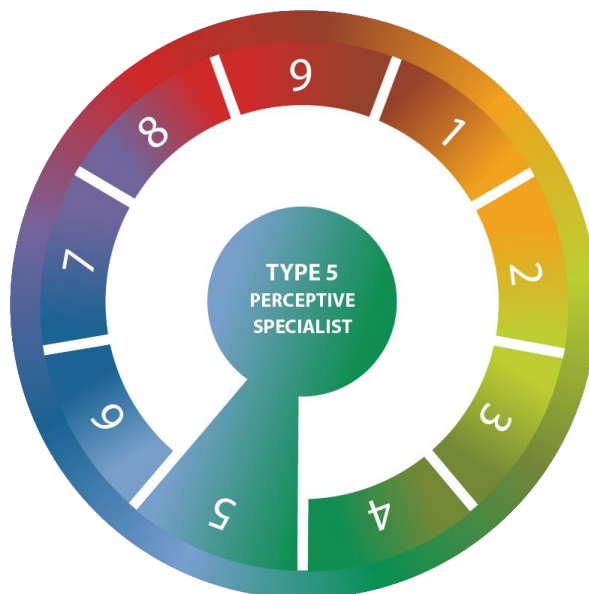
Your Motivation or Coping Mechanism

To deal with this fear you want to be **capable and competent.**



Your Focus of Attention,

Because of this, you focus on **becoming an expert in the intellectual domain.** You focus on facts, information and analysis; learning all there is to know about the subject.



The External World of an Ennea Five

How Others See You

- They see you as **strategic** and a **visionary, perceptive and analytical**.
- They may also see you as **withdrawn, unresponsive, distant and lacking emotions**.
- They see you as **knowledgeable** about different things, a **subject matter expert** and a **trouble shooter**.
- They may see you as **very good at what you do** but is **reluctant to attend social gatherings**.
- You can come across to them as **dependable, accountable, organized, thoughtful, and dedicated**.
- They can see you as someone who **does not want to collaborate** and as someone who **resists doing something which is outside of their comfort zone**.



What makes it hard to be an Ennea Five

- Being **pressured to be with people** when you don't want to be.
- Seeing others with **better social skills**, but **low technical skill** doing well professionally.
- Having **trouble expressing your thoughts** in a manner which helps people connect with you.
- **Taking time to showcase abilities** to the world despite having enough knowledge and insights about your area of expertise.
- When **people don't respect your time**, energy and your need for privacy.
- When people **do sloppy work and are not very effective** and you have to deal with their mistakes.
- When **people don't respect you for your expertise** and knowledge on a particular subject matter.
- When people **invite you for last-minute gatherings** expecting you to show up or **give you last-minute tasks** expecting you to finish it within the deadlines.



Ennea Five as a Child

“I am a really shy child. I don't like to be around people I don't know.”

- View of An Ennea Five Child

A message which an Ennea Five child may have subconsciously picked up during childhood could be along the lines of **'It's not ok to be comfortable in the world'** so you may have put your energies into being independent and making do with less of everything. You may have been a generally quiet child who shied away from playing with others and would have spend your time reading, playing board games, sitting on your computer or practising a musical instrument.

Even if you were a part of a large extended family, you would have retreated into your own private space - mentally, physically and emotionally.

Your expectations from others would have been very minimal except that you wanted to be left alone to pursue your interests.

As a child, you would have picked on a talent of creating a niche for yourself in your family and that niche or your hobby would have been a way of connecting with others.

You would have been a sensitive child avoiding interpersonal conflicts while also having an independent mind where you often questioned your parents and teachers, though you might have found answers to the questions within yourself.

You may have excelled in school and maintained good grades and though you may not have had a large social circle you may have focused on meaningful connections, with the few friends you had.



An Ennea Five at Workplace

- You are one of the types who enjoys working independently and need a great deal of private time. You are more comfortable with data and facts than with people and emotions.
- You are valued for your clear analytical mind and your work could well be at par with the greatest innovators and thinkers.
- What you like most about your workplace is predictability. If you know the demands which will be placed on you every day, you can allocate your inner resources and don't have to worry about your energy being depleted. You need advance notice when meetings are being held, you need to know when it's going to start or end and what the agenda going to be.
- Your approach to problem-solving is "let's make sure we have all the facts" and your belief at work is "things work best when I'm left to my own devices".
- You have an innate ability to access knowledge and information with objectivity and a cool mind which allows you to be someone who can be called upon during times of crisis.



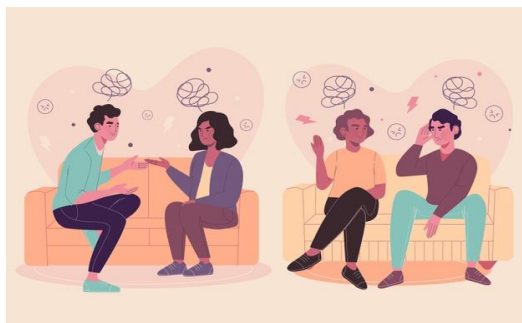
- You are rational and logical in your thought process and expect the same of others. You cannot tolerate drama and you can keep personal feelings from interfering with your work.
- You can easily get annoyed when you think people are wasting your time and you don't have much sympathy for people's personal issues or problems.
- You can create a space where everyone can enjoy learning and where everyone can benefit from the knowledge you share with them.
- You have a way of finding a logical and an effective course of action based on the available information. You can objectively analyze the data, create clear processes and define responsibilities for the desired outcomes.

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 Five in Relationships

- You **love your independence** in relationships. People close to you need to understand that, this is not a preference but a necessity.
- A relationship between you and your partner, friends, co-workers will thrive when they **honour your need for privacy, and times of solitude**.
- At your home you might have a **quiet place for you to recharge**.
- You can be **misunderstood by your family members** and your loved ones because it's really difficult for them to understand how taxing and difficult social interactions can be for you.
- You **don't want to be sucked into other people's emotional drama**, not that you don't feel for them, but you don't want to be held responsible for their feelings.
- **People close to you might** have complained at times that they **feel emotionally neglected**. They may not have realised that it takes **you time to open up about your feelings** and discuss any issues that you might have in relationships.
- The good part is that you are **not emotionally needy** and can stay calm when things are falling apart.

Conflict Resolution Style of an Ennea Five



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

- You handle conflicts by being **'Competent'** and emphasize on working on a solution using your expertise.
- You can be very objective, disconnect from your emotions and methodically work on creating a solution to diffuse a conflict.
- The downside to this is that you may not be aware of the feelings of others and may come across as remote and detached. Other people may find your lack of emotional response frustrating and may see it as arrogance or unwillingness to engage and work towards an agreement.

Social Style of an Ennea Five

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 **'Withdrawn'**. You may come across as introverted, introspective and quiet even when you are with people. Large groups, in fact, make you feel uncomfortable.
- You are highly autonomous and don't like to keep up the pace of others whether it is fast-paced or slow. You are often reluctant to initiate conversations in social settings, preferring to listen than to speak.
- Since you primarily connect with others through ideas rather than emotions you may not generally open up until you find a common subject that is of interest to both you and others.

Some Talents and Challenges of an Ennea Five

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

- » Analytical
- » Insightful
- » Subject Matter Expert
- » Objective
- » Complex Problem Solver
- » Competent
- » Systematic
- » Plans Thoroughly
- » Excellent in Crisis
- » Persistent

Challenges

- » Detached and Aloof
- » Overly Independent
- » Unassertive
- » Don't Give Enough Direction, Guidance or Authority.
- » Lack Empathy and Emotionality.
- » Paralyzed, if they think they aren't 100% Competent

MODULE 2 – ENNEAGRAM INSTINCTS

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

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

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

What are Instincts?



Self-Preservation
Instinct

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

The SP Five, tries to remain independent by reducing their needs. They are highly conscious of how much energy they spend on activities and mentally question themselves, whether they have sufficient internal resources to complete those activities.

They are the true loners of Enneagram, loving their privacy and avoiding social contact.

They can even become eccentric and isolated and when that happens, they may exhibit paranoid tendencies.



Social Instincts

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

The SO Fives, love to create a social niche for themselves through their knowledge and skill.

They like to be most sought after for their particular field of expertise. They are highly intellectual and may choose the fields of academics or science to fulfil their desire of being the subject matter expert.



One-on-One

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

The 1-O-1 Fives are also the countertype. They love to engage intensely with people, though, there is always an underlying lack of confidence in their social skills.

Once they find someone with whom they can share their intensity, they can be very talkative, and open and can merge with the other person.

They can also long for lost love and may feel rejected leading to isolation and self-destructive behaviour.

Your Instinct

One-on-one Instinct



As a 1-O-1 Five, you are a countertype of the three Type 5 instincts. This enables you to be more focused on your feelings and relationships. You have an inner romantic streak, which you express through, an artistic expression- writing visual arts or music.

You are constantly in search of the ideal relationship with people who you can really trust and open up to. Though you want to be close to people there is an inherent fear about sharing more of yourself.

You are good at creating strong bonds with people as a way of furthering your goal. You can easily assume the role of a subject matter expert who loves to teach and inform others. So while on one hand, you can be talkative when you are in the 'educate mode' you can also become awkward and unapproachable in other situations.

You are at your best when you are given the opportunity to work on a project. At those times you can turn out to be a strategic thought leader but executing those plans might be a challenge for you, as you may get bored with implementation.

You love to debate ideas and can be quite emotional when fighting for an ideal or a vision. You can be a good story-teller and your enthusiasm can be infectious to the people around you.

Sometimes it may be difficult for you to understand that everyone does not have your intellectual capabilities, and you need to slow down and be patient.

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 4

- When you use the wing of Four, you could be creative, sensitive, empathetic and self-absorbed.
- People around you may see you as eccentric and independent.
- You may also experience feelings of melancholy and you can be less emotionally guarded.
- You are curious, perceptive, can be a creative loner, drawn more to arts using the vivid imagination that you have.
- You may have very intense feelings which can create difficulties while working with others. You don't like structures being imposed on you.
- Using this wing may also lead you to be depressed at times, specially when you feel that the people around you cannot understand you.

Wing of 6

- You may be anxious, cautious, and skeptical, while also being very social and loyal to your group of friends.
- The strengths that Type Six brings to you is to understand others' point of view, thereby, increasing your connection with people associated with you. This leads to more self-confidence for you in social settings.
- You can be cooperative, disciplined and persistent and can combine innovation with business, leading to profits for yourself and others in a business venture.
- You are more interested in theory and enjoy dissecting a problem to discover how it works.
- You can be extremely restrained and private about your feelings and instead of being introspective you prefer to observe.

Your Lines



Line to 7

- Your active imagination and visualizing capabilities may be enhanced leading you to pioneering work in the field you choose.
- You can be more sociable and friendly and spontaneous in your social gatherings
- While you have an inherent ability to analyse and go in-depth, you can also let your hair down and pursue interests which make you more grounded.
- The Line to Five allows you to move from being a recluse to experience the pleasures of the real world – try new things, take risks and have more will to live life.
- You may hoard and cling on to things and instead of turning your attention outside you might focus on your independence and safety.
- Instead of completing your tasks you can become distracted, disorganised and frivolous.

Line to 8

- You learn to become outspoken and be physically present. People around you can feel your energy and confidence.
- You are ready to apply your knowledge and skill to work out practical solutions to problems. You create more impact in your environment.
- Instead of retreating from others, you feel empowered to take on challenges and assume leadership roles.
- You are in touch with your personal power and you know you can influence and change any situation. It allows you to access your anger energy, get into conflicts and work out a resolution, rather than shying away from them.
- Sometimes it may also lead you to become more aggressive than assertive. You may use your power to hold on instead of being magnanimous and generous.

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.



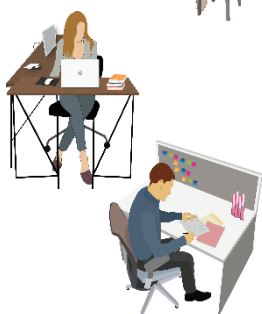
Enneagram Type Two – Empathic Nurturers are generous, altruistic, and empathetic in their behaviour. They are skilled at knowing the needs of others and love attending to them. They enjoy feeling needed and helpful. They are hardworking and motivated people with a drive to connect with the world as generously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