

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.

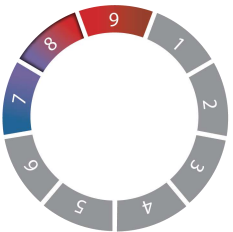
There are many facets or layers to the Enneagram. It is not just about exploring the Main Enneagram Type as that would not give us the necessary information required to understand the psychodynamics of personality and behaviours. Also, it is important to keep in mind that individuals are more than their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

The layers in the QE- Standard Assessment profile connects the main type to –



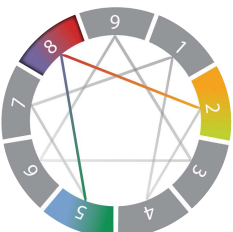
Tri-type

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.

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SECTION 1

Understand Yourself through Enneagram

Though your motivation comes from your Main Enneagram Type, your Tri-type provides 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.

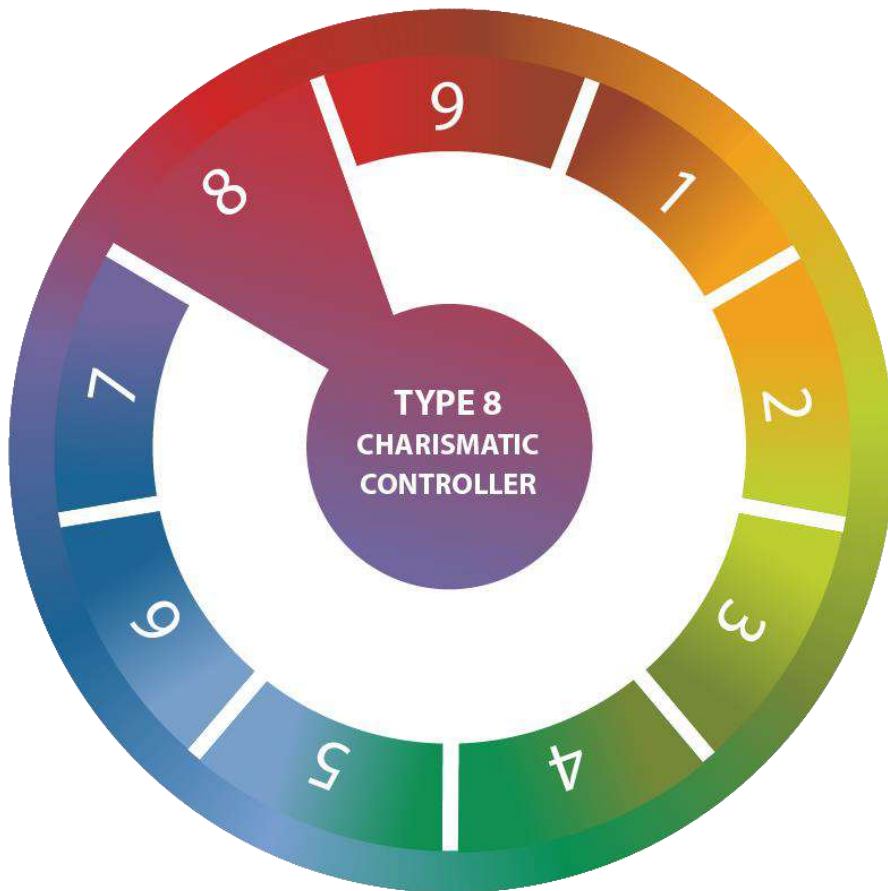
The Main Type drives the way we think, feel and act. It determines how we perceive the world around us, what motivates us, how we cope with our fears, how we work with our talents, values, and where we focus our attention. It includes the overall personality traits and characteristics that we tend to 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 8

The Charismatic Controller



'When the going gets tough, the tough gets going'

Some words to describe you

**Powerful | Dominating | Confident | Decisive | Determined |
Wilful | Confrontational | Independent | Headstrong**

Your Personality Description as an Ennea Eight



You are someone who strongly believes in yourself and can be **assertive with quick decision-making skills**. Your desire is to be in charge of your destiny, and stay motivated by taking charge of your life, being able to prove to others how strong you are, and by taking charge of your environment.

You **do not want to be controlled, you seek independence and shy away from letting anyone support you** in your growth. You can be fierce to a point where other people's opinions don't matter to you so much. You are not affected by peer pressure or what anyone else thinks about you.

You **love challenging yourself and others** and are quite selfless when helping others and bringing significant change to the world.

You have an inherent **ability to handle the most difficult of situations** to a point where you lose touch with your emotions and feelings.

You can be a great friend, an exceptional leader, and a champion for those who cannot fight their own battles. **You have exceptional courage and stamina** to do what others say is impossible.

You can be impulsive, over-indulgent, and excessive. You may tend to over-work, over-exercise, overspend and just be excessive.

You have little patience with people who are indecisive and who don't pull their weight.

There is a deep fear in you that people will betray you. You can be quite **suspicious and can be slow to trust others**. You believe that you can make your own rules and expect others to follow them.

Whether you like to interact with people or stay by yourself, **your confidence, fearlessness, and strength comes through**.

You deeply care about justice and fairness, and you are brave enough to oppose a movement that you feel is not right.

Anger is your go-to emotion. It can be so close to the surface that people can feel it radiating from you. Your flash of anger however could be your defense mechanism to avoid feeling weak or vulnerable. Deep down you have softer, tender feelings and are very open-hearted.

You may be genuinely surprised when people come and tell you that you are intimidating and domineering. From your perspective, **you are honest and blunt, someone who is not ready to mince words.**

Your way of getting people out in the open is to have a confrontation because that helps you to understand what's happening behind the scenes, bringing people's agendas out in the open and revealing whether people can take a stand or not. **Where most people find conflict draining you derive your energy from it.**

One of your weaknesses can be your impatience, your need to be in control, and if that isn't happening you can come across as short with people, becoming insensitive, and self-centred.

You can be aggressive and confrontational. As an Enneagram type, you have the highest energy as compared to any other type. You **have a larger-than-life presence** and when you walk into a room, you literally own it.

A Moment of Reflection..💡

You want to provide for your loved ones, be strong for them, show no vulnerability or weakness so that no one can take any advantage of you or them. Showing any kind of soft spot, a doubt or indecisiveness is out of question for you.

How much pressure do you put on yourself to be this way? Can you think of some situations when you have put such kind of pressure on yourself? How did it make you feel? Do you need to be under this pressure often or can you go easy on yourself at times?

Reflecting on this as a daily practice will help you to not fall back into the pattern of being in charge and to not show vulnerability.

"People do not decide to become extraordinary. They decide to accomplish extraordinary things."

- Edmund Hillary



The External World of a Charismatic Controller

How Others See You

- You are seen by others as **someone who is ready to stand up for the rights of people**, especially when they have been wronged. They see you standing up for your friends, family, and peers.
- You are seen as **highly energetic and fearless**; someone who can take on lofty goals.
- You can be seen as **direct and blunt**, someone who talks their mind without mincing words.
- They see you as **someone who gets the big picture and helps them see it too**. Someone who can help them with the plan and direct them on how to get there.
- They see you as **impatient, tactless, not the best listener**, having an all or nothing approach, and someone who has difficulty letting go.



What makes it hard to be an Ennea Eight



- Being **restless and impatient** with the incompetence of others.
- When **people try to micro-manage you**.
- When people **perceive your passion and energy as hostility and intolerance**.
- **When people don't communicate directly** about what's in their mind or go behind your back.
- **When you get caught up in others' indecision** and you are unable to take action.
- **When people try to limit you** or get in your way.
- **When you overwhelm people** with your bluntness and directness, scaring them away when you don't intend to.
- When you have to deal with **people who know what's happening but don't do anything to solve the problem**
- **Having to deal with very slow people** and being impatient with them, all the while knowing that not everyone has your pace and energy.

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 Eight) Personality Structure below the waterline



Your Worldview or your Limiting Belief - The world is a tough place in which only the strong survive. I decided that I must be strong and not show any vulnerability in order to survive.



Motivation - To be strong and avoid feeling vulnerable.



Idealised Self Image - I am somebody and get respect, if I am powerful and in control.



Your Focus of Attention - Ensure that no one is controlling them; pay attention to solution and results and expanding their influence.



Blind Spots - Avoid any manifestation of weakness – sympathy, affection, fear and guilt.

The Charismatic Controller as a Child

“I don’t really understand why some people can’t have their own opinions and be themselves. I can get angry a lot and start stomping around ”

- View of An Ennea Eight Child

A message which an Ennea Eight child may have subconsciously picked up during childhood could be along the lines of **‘It’s not ok to be vulnerable or to trust anyone’** so you may have felt the need to protect your feelings from your family members. You soon got the idea that it’s not safe to be gentle or giving and you need to take care of yourself.

You may have been an adventurous and assertive kid who got into situations that led to being punished frequently. You may have had parent-child conflicts at various points when you were young.

You felt you had to leave your childhood and take responsibility for your own life, so you put on your armor and never let anyone see your softer side, maybe that’s why you have a very small circle of friends right from your childhood days.

Right from the time you were a child you might have been concerned about justice and may have instinctively protected those you felt had a disadvantage. You might have taken charge when no one else was at the helm and usually did a very good job.

It might have been difficult for you to control your anger when things didn’t go your way. You may have been independent and may have had an inner strength and a fighting spirit.

Somewhere during your childhood, you decided that you will not allow yourself to be vulnerable and will not drop your guard so that you are not betrayed by others or taken advantage of.



An Ennea Eight at Workplace

- You may be **organised, assertive, decisive, and a problem solver**.
- **You bring in big energy, and a towering presence** even if your physical appearance may not be such. You have the ability to see the big picture and can take charge in tough and challenging situations. You can take on challenges to see if you can pull off the impossible, but you need to be sure that the odds are on your side and you have been given the resources to achieve successful results.
- **It's difficult for you to work with people who can't match your pace and energy levels.** You respect competence and you have strong opinions which you are ready to share if the situation arises.
- Your approach to problem-solving is **'it's time for me to take charge'** and your belief at work is **'things work best when I'm in control'**.
- **You are highly intuitive** and it's easy for you to read through deception and lack of integrity.



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- **You respect leaders and people who have clear goals** and have a clear path to achieve those goals.
- You have no patience for people who can't commit to a course of action and you need to constantly be on the go. **Boring, monotonous, and routine work makes you restless.** Situations that require troubleshooting or risk-taking is an ideal workplace environment for you.
- **You are someone who works very hard** and can spend nights at the office to get the job done. Knowing that people can fall back on you when a tough situation arises allows them to trust you and be inspired by you.
- **You bring in a strategic ability and authoritative leadership** and are capable of creating order from chaos.

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.



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You as a Charismatic Controller in Relationships

- In a relationship **you always want to be in control**. It might be difficult for you to say that you are sorry. There is always a fear in your mind that if you apologise once, you will have to keep doing it again and again in the future, but you do have a tender heart and once you realise that you have hurt someone you can beat yourself up.
- **You are the ultimate boss at home** where everything from the chequebook to the social calendar has to be run past you. You can walk into a room, and within minutes you can offer opinions or take charge of whatever conversation is happening in the room.
- Beneath all that intensity, **you do feel tenderness and love for the small circle of people who are close to you**.
- You can be a great entertainer and **play the role of a great host** when you are in the mood. Beneath all your interactions though there is an inherent fear about whether or not you can trust people, because they may betray you.
- **You believe that relationships should have mutual respect** and both partners need to be committed, independent, and passionate. Lack of commitment from others is a big issue for you; you stand by your commitments and expect the same from others.

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 felt described you and how do you feel 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?



Have you been told that you come across as intimidating, confrontational, defiant, and hard-headed? Does this behaviour allow you to take people along with you to achieve a goal or do they agree because they don't want to get into an argument/confrontation?



Think about moments when you feel exhausted and frustrated thinking about how you have to always take control of the situation. Is it always so important for you to be the one doing things? Can someone else do it? What would happen if at times when you let go of being in control? See if you can yield to others and allow them to take the lead especially when little is at stake.



Do you focus too much on what needs to be done and the speed at which you move into action than on how your actions/decisions impact you and the people around you? If yes, would you want to bring about a balance? While you may want to get things moving and to closure, would getting a buy-in and support of people associated with the action/decision allow you to implement your actions in a smoother manner with less resistance?

Reflection Exercise for Relationships



Eights typically want to be independent, self-reliant, and like to depend on no one. Hence, they are always on the go moving from one task to another without taking time to relax. How does this impact your relationship with your family, partner, parents, and children?



Eights aren't very emotionally expressive. Even when they love someone dearly, they have a hard time expressing this verbally to them. How do you feel about this? How do you feel this impacts your relationship with your close ones? Could you allow yourself to connect with your emotions and find simple ways of verbally expressing them?



In your relationship is there a time, place, or situation where you did not feel the need to put up a strong or a tough front? How did you behave in such a situation? What were the feelings that emerged? Who was it with? Why were you comfortable with that person or situation? How is it different from other areas of your life?

Conflict Resolution Style of a Charismatic Controller



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 you feel that confrontation is the only way to resolve an issue.
- You feel that if you have differing views from others you need to have a confrontation, to bring out the issues into the open, that way you are better prepared to resolve the conflict and move into solution mode.
- Unless you have learned to handle your quick temper, you might express your anger in an explosive way. You, in fact, enjoy some degree of conflict as it energises you and makes your life more interesting.

Social Interaction Style of an Ennea Eight

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.



- Your social style is **'Assertive'**. Your independence and autonomy help you in taking charge of situations. You can use your intensity and self-confidence to influence people.
- Generally in a group you might have trouble showing empathy towards both yourself and people in general. You are good at reading power relationships but not so great at understanding the emotional overtones of the group.
- You may also tend to be impatient when people want to share their opinion. You may be caring and may fight for fairness and justice if you feel there is something wrong happening.

Some Talents and Challenges of a Charismatic Controller

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.

- » Loves Challenges
- » Strategic and Big Picture Thinking
- » Direct and Expressive
- » Self-confident, Charismatic and a Natural Leader
- » Takes Charge and Drives Tasks to Completion
- » Big Risk-Taker
- » Protective of Others



Talents

- » Controlling
- » Demanding
- » Impatient
- » Agitated with a Slow Pace
- » Disdains Weakness
- » High Expectations of Self & Others
- » Confrontational
- » Doesn't Show Vulnerability

Challenges



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YOUR TRI-TYPE

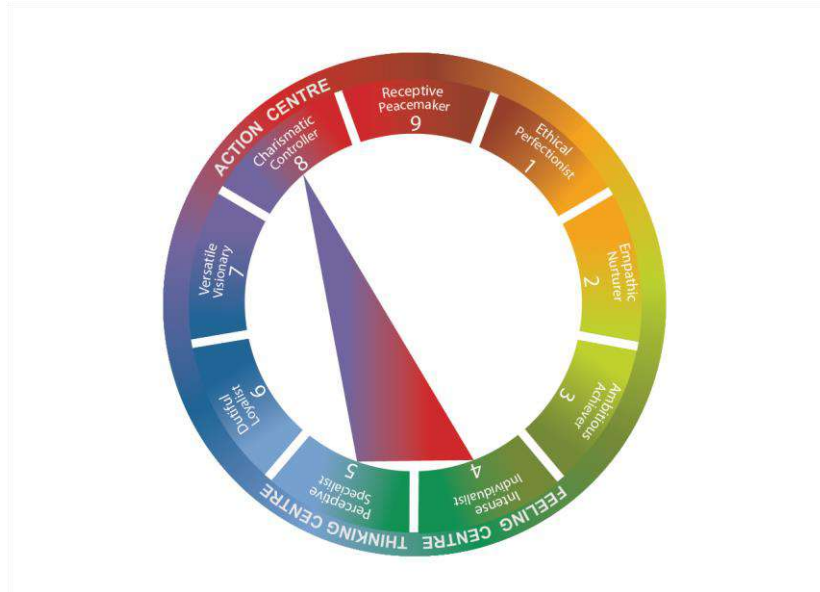
As humans, we all have three centres of intelligence – thinking, action and feeling. We tend to use them to varying degrees. Other than the main type, we use two other Enneagram Types to communicate with the world. While our Main Enneagram Type acts as the base of our personality, our tri-type helps 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 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 5: Perceptive Specialist



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 information, events, and people and explore ideas in depth.

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





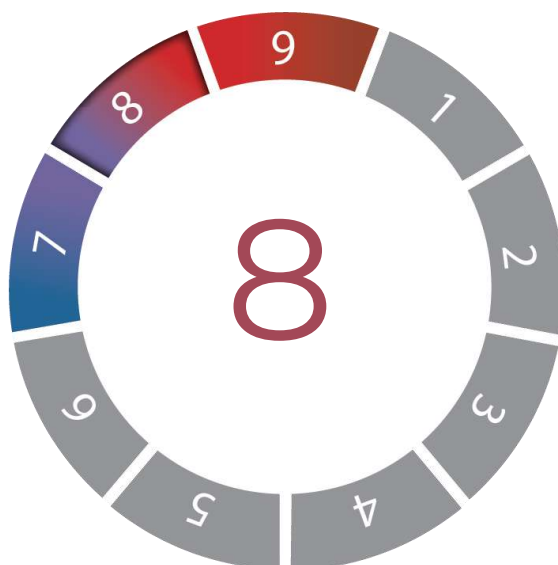
WINGS & LINES

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 Eight

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 7 - The Versatile Visionary

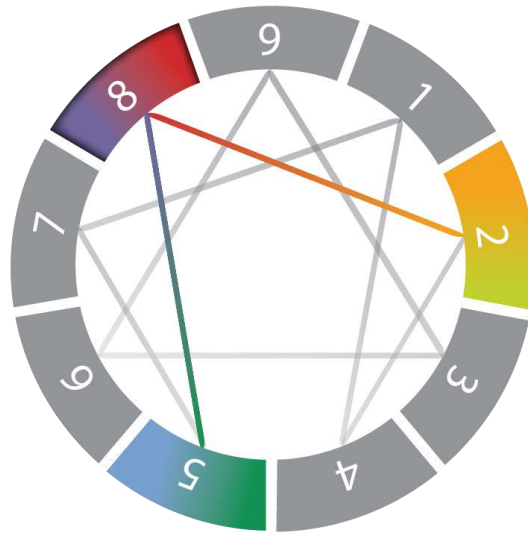
- When you use the wing of Seven, you can be charismatic, and you can influence people around you to work towards a common vision.
- You combine your quick mind and practicality to have an action-oriented impact on your environment.
- You can inspire and challenge others by raising the bar and stretching their capabilities to achieve impossible goals.
- You bring in an entrepreneurial spirit to both personal and professional spheres of life. This helps you to maintain your independence.
- You can be a big risk taker and sometimes you can make exaggerated plans which may or may not work out.

Wing of Type 9 - The Receptive Peacemaker

- When you use the wing of Nine, you have the ability to reassure and calm others during a crisis.
- Your strength, self-confidence, and determination ground you with the quality of Nine and can allow you to be a little laid back.
- Though you are ambitious, you take your own time and pace to reach your goals and your aggression is not very visible.
- With your protectiveness and warmth, you are able to create your inner circle of friends, colleagues, and loved ones who look up to you.
- You are very attuned to the non-verbal body language of others and can display a very calm temperament, but if people underestimate you because of this, it would be at their own cost.

Lines of an Ennea Eight

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 2 – The Empathic Nurturer

- When using the line of Two, you embrace the courage to show your vulnerability and tenderness. You let go of your defence mechanism of always wanting to stay in control.
- You tend to appreciate the qualities that others possess and you respect them for who they are.
- While you still work very hard, it's easier for you to rest and refresh yourself. You are ready to nurture yourself both in body and spirit, by taking on leisure activities that help you to relax.
- When you are not at your optimal best, you may attempt to flatter others and try to please them which may come across as fake.

Line to Type 5 - The Perceptive Specialist

- You let go of your usual style of acting first and thinking later, you are able to connect with your rational and logical mind and use knowledge to take charge of any situation.
- Though you are grounded, connecting through a line of Five allows you to access the quietness of your mind and allows you to be objective and insightful.
- You become more steadfast and persistent in pursuing your goals while also bringing in innovation and flexibility.
- You are able to tune in your strong intuition, with the eagerness to gain more knowledge allowing you to gain clarity even during uncertain and ambiguous situations.

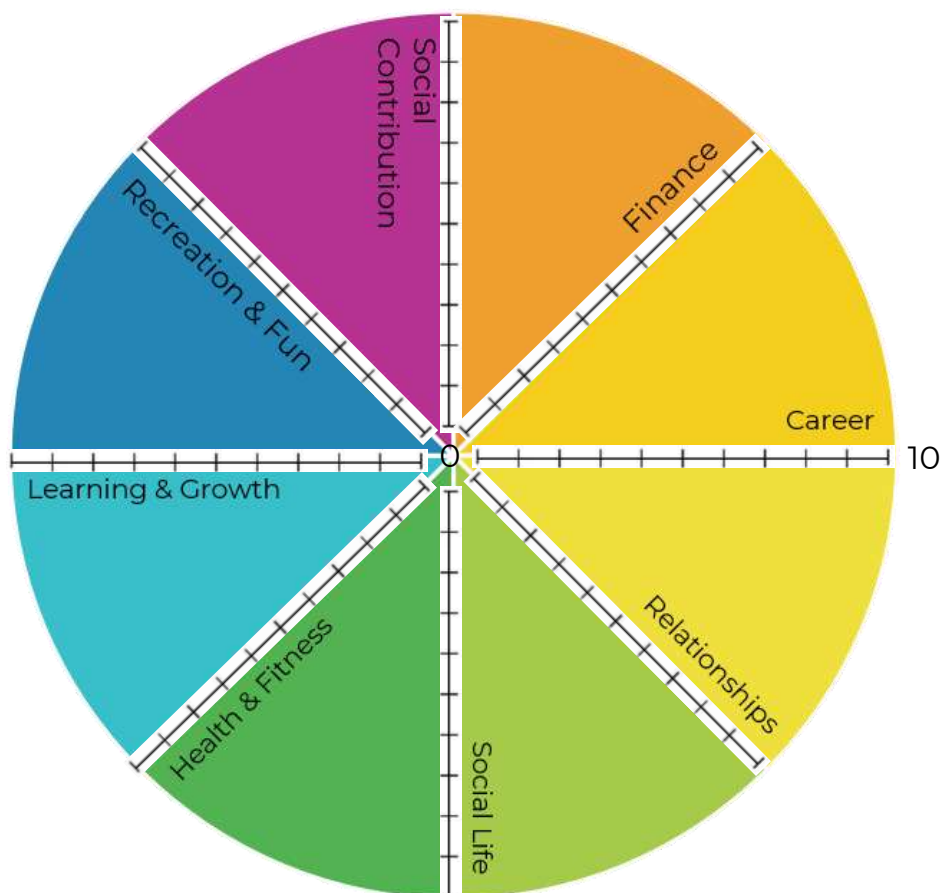
Your Growth Journey

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.