

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.

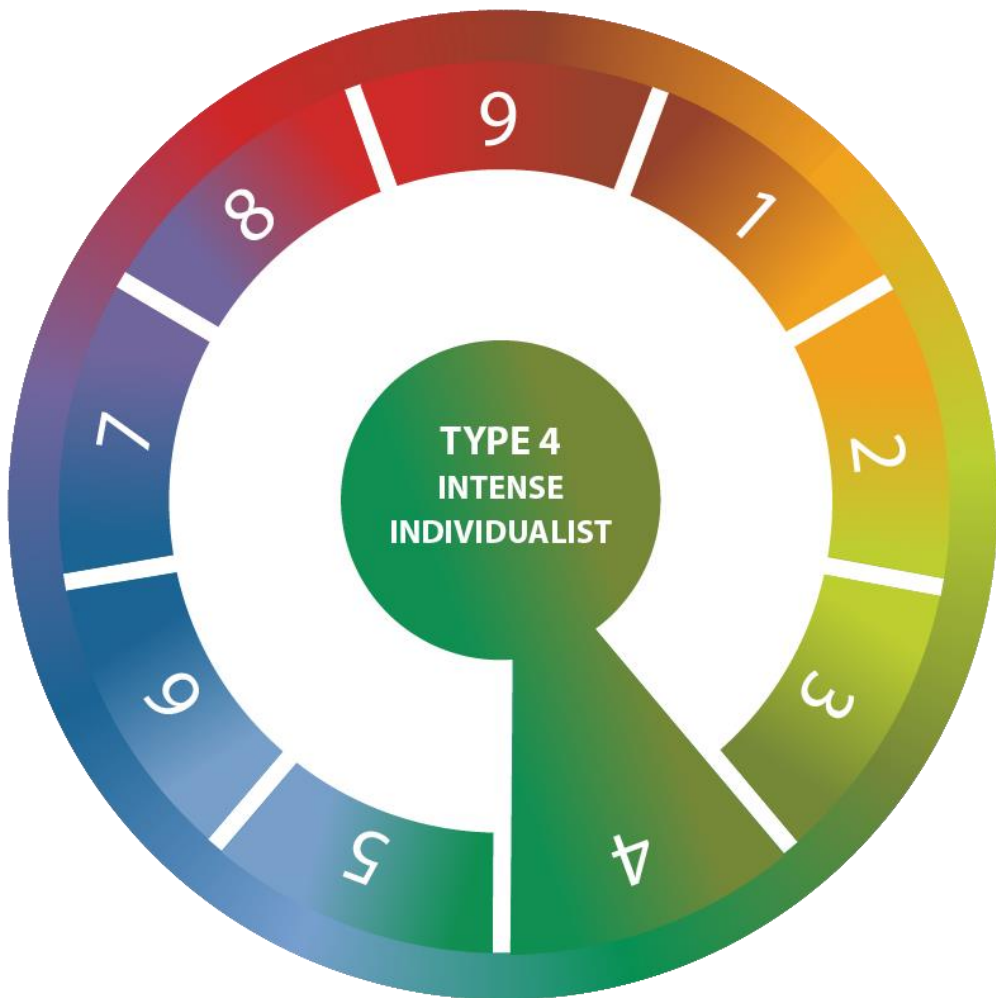
The Main Type drives the way we think, feel and act. It determines how we perceive the world around us, what motivates us, how we cope with our fears; how we work with our talents, values and where we focus our attention. It includes the overall personality traits and characteristics that we tend to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

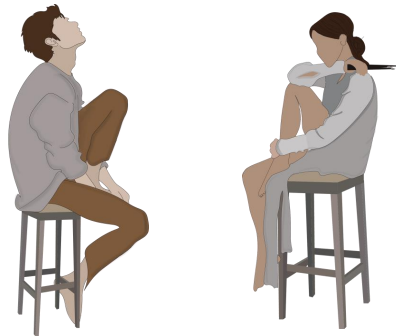
"Beauty alone is lasting"



Intense Individualist

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 empathize 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 recognize 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 who 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.

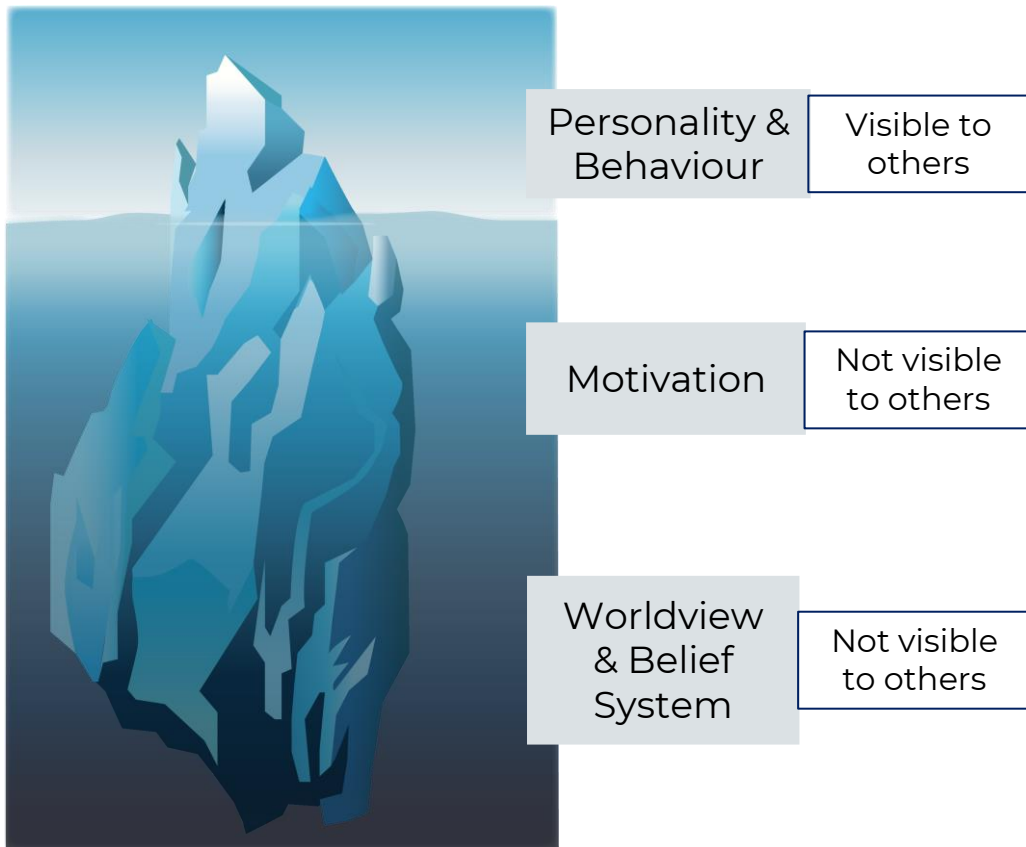
You like to create and sustain a mood by cultivating an environment. Hence you like to be surrounded by beautiful objects like music, lighting and aesthetics that intensify your feelings.

"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



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 Four



Your Worldview or Limiting Belief is

"Something is missing, others have it and I have been abandoned." As a young child you felt disconnected from your family and didn't feel seen or understood. You felt that you were different from the rest and didn't measure up to some ideal.



Your Adaptive Strategy

You learned to keep searching for the **perfect circumstance to make you feel whole and complete again.**



Your Limiting Fear

The fear you experience and operate from is the **fear of being without identity or personal significance.**



Your Motivation

To deal with this fear you endeavor to be a **unique individual and find fulfilment through deep connections.**



Your Focus of Attention,

Because of this, you focus on what is **positive and attractive in the future and the past**, what is aesthetic, deep and meaningful.



The External World of an Ennea Four

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 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.

Ennea Four 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 empathize 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.



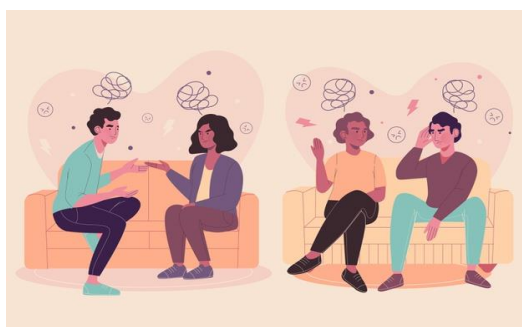
- If you are asked to work on a project which has got too many details, like working on an excel or writing a report you tend to drag your feet. You feel you your **work has to have a higher purpose**. Uniformity, regulations and rules are some things that you can't align yourself with.
- You make **decisions 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 recognized and stopping the workflow is your way of getting attention. Your ability to see things in 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 organization understand the client's needs and to 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 relationship with our family, friends, co-workers and clients.



You as an Ennea Four 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.

Conflict Resolution Style of an Ennea Four



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 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 energizes them in social relationships.



- 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 Ennea Four

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

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

Challenges

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

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 (I-O-I). 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 Fours, are the counter type of the three instincts of Type Four. They work hard to get what they want and resist feeling envious of other people.

They have a very high tolerance to bear the frustrations of ordinary lifestyles. In fact, they can go ahead and internalize it. They are very demanding of themselves.

They are more empathic and nurturing and tend to help others who are needy and victims of injustice.



Social Instincts

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

The SO Fours, are most socially active and engaged of the three instincts. They can be very generous and caring of others and yet likely to be competitive, though they may not be aware of this side of them.

The feeling of wanting to be unique and special is the strongest in the SO Fours.



One-on-One

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

The 1-O-1 Fours exemplify the romanticism and intensity of Type Fours. They can be more assertive and extroverted than the two other instincts. They can be sensual and seductive but also jealous and possessive.

They are more present to the people around them specifically their partner. Sharing the feelings and emotions with this significant other helps them ease those intense feelings of longing.

Your Instinct

Self-Preservation Instinct



As an SP Four, you are a counter type of the three instincts of Type Four. This means that while you do tend to feel envious of others you resist this feeling by working hard to achieve what you want in life. You have a refined taste, and you love to surround yourself with beauty.

You are very particular about having beautiful surroundings and your home might reflect this through soothing textures, mood lighting and comfortable temperatures. Your environment reflects what usually your personality represents- unusual but tasteful, noticeable but not flashy. You may be more self-indulgent than the other instincts.

You learn to thrive with activities that require endurance and tend to focus on autonomy and self-sufficiency. You have a tendency to work very hard. You are detail-oriented, and want to put your own unique touch to your work and projects.

You can be very ambitious and yet sometimes you can thwart your own efforts by having contradictory purposes and intentions. You can be very tenacious and persistent, bring in a strong work ethic and be well attuned to the needs of the organization. You have your own pace, and while you are very diligent, and responsible, you may struggle to meet deadlines.

Since you never feel that you have enough, you can be highly demanding of yourself and can endure difficult situations to achieve what you set out for.

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 which tells us the pattern of our growth as well as those, which gets us into trouble.

Wings – Wings are the Types on either side of our More Type and flavours it without changing it. Wings helps 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 3

- 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 5

- 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.

Your Lines



Line to 2

- 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.

Line to 1

- 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.

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.



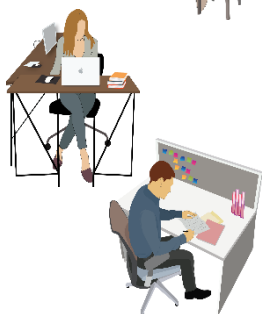
Enneagram Type Two – Empathic Nurturers are generous, altruistic, and empathetic in their behaviour. They are skilled at knowing the needs of others and love attending to them. They enjoy feeling needed and helpful. They are hardworking and motivated people with a drive to connect with the world as generously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