

# What Is Enneagram?



The Enneagram breaks down the patterns of human behaviour into nine personality types that have different, yet interconnected ways of perceiving and experiencing the world, enabling us to understand some of the most important questions in life like – ‘Who am I? Why do I do what I do? How do I think, act, and feel? How do I work on areas of my personality that I have been wanting to develop/enhance? How can I be more successful and satisfied in life?’

## Principles of Enneagram

When working with Enneagram there are some basic principles that one should keep in mind

No Type is inherently better or worse than any other type. All Types have their Innate Talents as well as Challenges.

People are more than their Type. Enneagram doesn't stereotype. Everyone is a unique mixture of his or her basic type and usually a mix of two types adjacent to it called the Wings.

Enneagram focuses on the motivation of the person and not on his/her behaviour.

The 9 types are interrelated in specific ways, as indicated by the inner Lines of the symbol. They provide pathways for further growth and development.

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

Within the Enneagram, there is no ideal profile, and the world has diversities across personalities and each one of them helps make the world a better place. Enneagram Types are the same across all genders, races, ages, qualifications, professions, industries/sectors, states, nationalities. The above data is based on research done across various geographies and cultures.

# Some Key Enneagram Concepts



**Worldview** is the story we tell ourselves about how the world works and what we can expect from it. It is how we see and perceive the world and the things around us.



**Motivation** is a process that involves biological, emotional, and social forces driving us towards our goal-oriented behaviour.



**Idealised Self-Image** is an image of what we should be, must be, or aspire to be, in order to be acceptable. The idealised image is chiefly a glorification of the needs that have developed.



**Blind Spot** is the obstructed view of an emotional area in a person's life. It can be something that a person is unaware of or something they've chosen to ignore. Often the behaviour becomes habitual and normalised.



**Focus of Attention** are filters that we develop based on our worldview. They allow us to notice or focus more on certain things and thereby avoid certain other things.



**Wings** are the Types on either side of our Main Type. They influence our Personality in both desirable and undesirable ways.



**Lines** connect the Enneagram Types with one another. Each type has 2 lines emerging from it. One line focuses on the behaviour of a person when s/he feels secure and moves towards growth and the other line focuses on the behaviour of a person when s/he is under stress. While the person's Main Type remains the same throughout their life, they can access their lines for making shifts in their perspectives.



**Talents** are special gifts we possess which are innate and can be developed by us into strengths by using the necessary skills and knowledge.



**Challenges/Areas of Improvement** are some traits, qualities, or abilities that we need to work on, develop or enhance.

# What can you expect from your Profile?

You can use the Questa Enneagram Profile as a practical and insightful guide. It is an invaluable resource that you can use to become consciously self-aware of how to be more effective, both personally and professionally. It's engaging, relevant, useful and is an excellent way of uncovering the multiple facets of your personality.

The Main Type is identified based on how well you know yourself and on how you have responded to statements in the assessment. While reading the profile, take out some time to introspect and reflect. There could be some aspects that you are able to strongly resonate with and some that you may not associate with.

Your Enneagram Profile is a synthesis of the following aspects from the Enneagram perspective –

Who you are from the Enneagram perspective (Your Main Type)	How your Personality is formed and structured?	What does your world look like?
Your Childhood Patterns	Your Workplace Behaviour	How you make Relationships work for you?
Your key Talents and Challenges	Your Social Interaction and Conflict Resolution styles	How you use some other types of Enneagram

This profile will help you to re-point your internal compass in the direction which leads you to self-awareness and transformation.

We invite you to embark on this new path of 'Self-Awareness and Re-Discovery'.

**“Knowing yourself is the beginning of all wisdom”**

**- Aristotle**

# Facets of QE Assessment

These are the various components that we will be covering in your Enneagram Profile!



Main Type

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

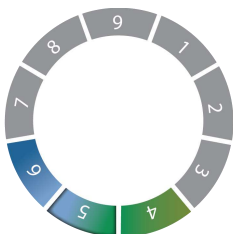
There are many facets or layers to the Enneagram. It is not just about exploring the Main Enneagram Type as that would not give us the necessary information required to understand the psychodynamics of personality and behaviours. Also, it is important to keep in mind that individuals are more than their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

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



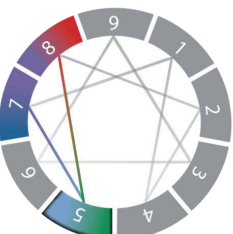
Tri-type

The **Tritype** which points to the fact that though we have one core motivation, we do use the other centres to balance our behaviours. The same is supported by the Triune Theory by Paul Maclean where he mentions that we have 3 centres of intelligence in our body – Head, Heart, and Gut.



Wings

The **Wings** are the types on either side of our Main Type. These Types (Wings) influence our Main Type without changing it.



Lines

The **Lines** act as the basic building blocks of Enneagram and hence are important for taking the transformational journey towards growth. While the person's Main Type remains the same throughout their life, they can access their lines for making shifts in their perspectives.

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# SECTION 1

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## Understand Yourself through Enneagram

Though your motivation comes from your Main Enneagram Type, your Instincts and Tri-type provide an additional flavour to your behaviours.



# YOUR MAIN TYPE

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

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

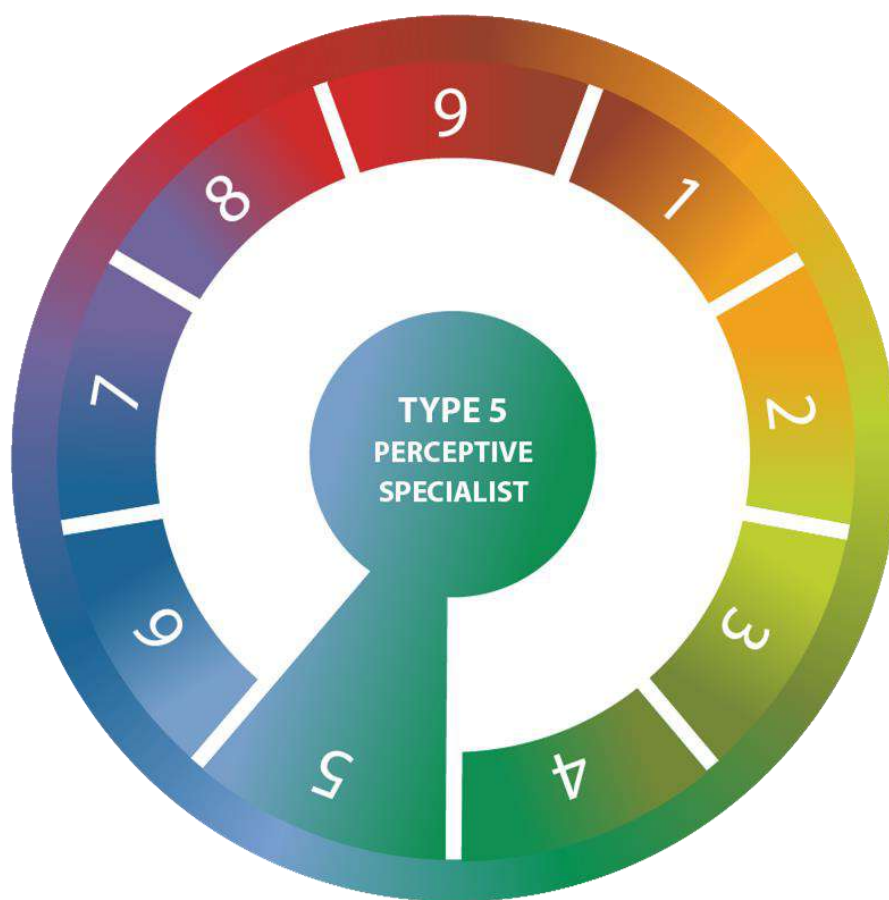
Our personality type develops in our childhood and is a combination of nature versus nurture. Our personality remains constant throughout our lives, though as we grow and evolve in life, we may consciously or unconsciously use adaptive and growth strategies. The intention of the profile is to make these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



# Your Main Type

Ennea 5

## The Perceptive Specialist



***'I think therefore I am'***

*Some words to describe you*

**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 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 are 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 analyse your surroundings and synthesise 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 analyse, 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 problem. Your first instinct is to not deal with these issues at all.

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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.

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You may tend to miss the forest for the trees as **you are constantly fine-tuning and analysing 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 on your projects without bringing them out in the open.

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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.

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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.

## A Moment of Reflection.. 💡

Needing to understand the world around them, Fives tend to retreat into their thoughts and inner world. When was the last time you connected with your surroundings? Take a break from your thoughts and look around the room and note the things you had never noticed till this point. How does this make you feel? Do you feel any sensations in your body? Do you feel yourself connect with your breathing?

Reflecting on this as a daily practice will help you in reconnecting with the present moment and with your body rather than be caught up in your head all the time.

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

- Brian Herbert



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# The External World of a Perceptive Specialist

## How Others See You

- They see you as **strategic and 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, organised, thoughtful, and dedicated.**
- They can see you as someone who **does not want to collaborate** and as someone who **resists doing something that is outside of your comfort zone.**



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## 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 skills doing well professionally.**
- Having **trouble expressing your thoughts** in a manner that 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.



# 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 Five) Personality Structure below the waterline



**Your Worldview or your Limiting Belief** - “The world invades my privacy; I need to protect my resources and energy from the world so I can think. The world needs enlightenment” I am self-sufficient and avoid feeling dependent or obligated to fulfil others expectations, needs and demands.



**Motivation** - To understand and to make sense of the world.



**Idealised Self Image** - I am somebody and worth knowing if I am perceptive and can understand.



**Your Focus of Attention** - Conserving resources, minimising demands on energy and time, building knowledge and understanding, and maintaining boundaries.



**Blind Spots** - Looking foolish and being incompetent.

# The Perceptive Specialist 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 practicing 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 needs 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 everyday, 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 is 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.



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- 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 analyse 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 relationships with our family, friends, co-workers, and clients.



## You as a Perceptive Specialist 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.



## Reflection Exercise for Workplace



Now that you have gone through the initial section of the report, list down some of the descriptors or attributes that you can relate to. Identify the ones that describe how you want to be seen by others? What attributes do you want to keep, and which are the ones that you feel require introspection and reflection?



Fives tend to detach from their feeling so that their thinking process is not influenced by their emotions, but in doing so they lose out on the interpersonal warmth. How does it affect your relationships at work? Are you able to connect with your colleagues and co-workers at an emotional level?



Do you sometimes get lost in data? Do you spend a while gathering and evaluating information because you feel you don't have enough information? Do you feel moving into action while you are still gathering data or information will help you learn faster and in a more practical manner? How will this impact your overall performance and productivity?



How do you feel when an unexpected task is assigned to you or when you are not clear of what is expected out of you? What are the thoughts that arise in your mind? Are there any emotions that come up for you?

## Reflection Exercise for Relationships



Think about a time in your relationship when you chose to make yourself emotionally available? How did that make you feel? Were you able to connect to your deeper feelings and needs? What motivated you to do that? Did it benefit you? How did it affect your relationship in the short-term and the long-term.



Fives have a need for privacy and they are protective of their time, energy, and resources. They often find themselves withdrawing and retreating into their own space to replenish their energies. How does this affect your relationship with your close ones – family, friends, partner, and children? What do they think about it or feel about it?



Fives typically want to be self-sufficient and self-reliant. They would rather minimise their needs than ask for support or help. How does this impact your relationship with your partner, parents, or friends? How does minimising your needs affect them? How do you think it makes you feel? Does it really help you in some way?



Socializing isn't something Fives enjoy. They find it depleting and exhausting. Does this impact your relationships with your family, friends, and even with your partner? Does this ever become a source of tension or conflict?

# Conflict Resolution Style of a Perceptive Specialist



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, disconnected 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 Interaction 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 energises 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 a Perceptive Specialist

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.

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



### Talents

- » 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

### Challenges



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# YOUR TRI-TYPE

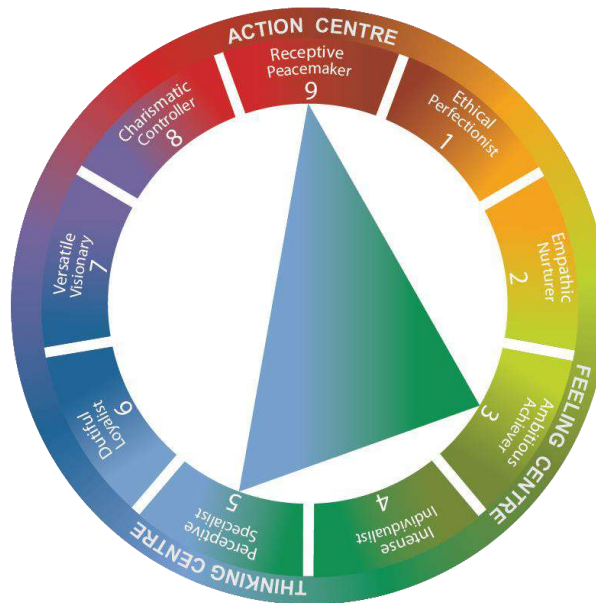
As humans, we all have three centres of intelligence – thinking, action and feeling. We tend to use them to varying degrees. Other than the main type, we use two other Enneagram Types to communicate with the world. While our Main Enneagram Type acts as the base of our personality, our tri-type helps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

## **How does knowing our Tri-type help us –**

Knowing our Tri-type helps us understand what style do we adopt to express our three centres of intelligence – what drives us into action, or how we prefer to emotionally express ourselves, and what kind of a thought process do we have.

Two people with the same Main Type and Instinct may still be different due to variations in their Tri-type.

# Tri-type



## Your Feeling Centre - Type 3: Ambitious Achiever



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.

For you, goals are important, you need to be efficient, and you have a success mindset.

## 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 9: Receptive Peacemaker



The Action Centre - deals with the gut instinct or the body instinct. It focuses on the ‘motor centre’ and is concerned with movement and action.

You tend to avoid conflict, resist change, and tend to merge with other's agendas.

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



# SECTION 2

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## 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 Five

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 4 - The Intense Individualist

- 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, and 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, especially when you feel that the people around you cannot understand you.

## Wing of Type 6 - The Dutiful Loyalist

- 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.

# Lines of an Ennea Five

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 7 - The Versatile Visionary

- 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 that 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 Type 8 - The Charismatic Controller

- 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 and 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 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.

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

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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](http://www.questaenneagram.com) or write to us [support@questaenneagram.com](mailto: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.