

# 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.

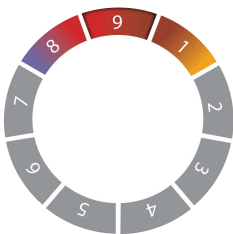
There are many facets or layers to the Enneagram. It is not just about exploring the Main Enneagram Type as that would not give us the necessary information required to understand the psychodynamics of personality and behaviours. Also, it is important to keep in mind that individuals are more than their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

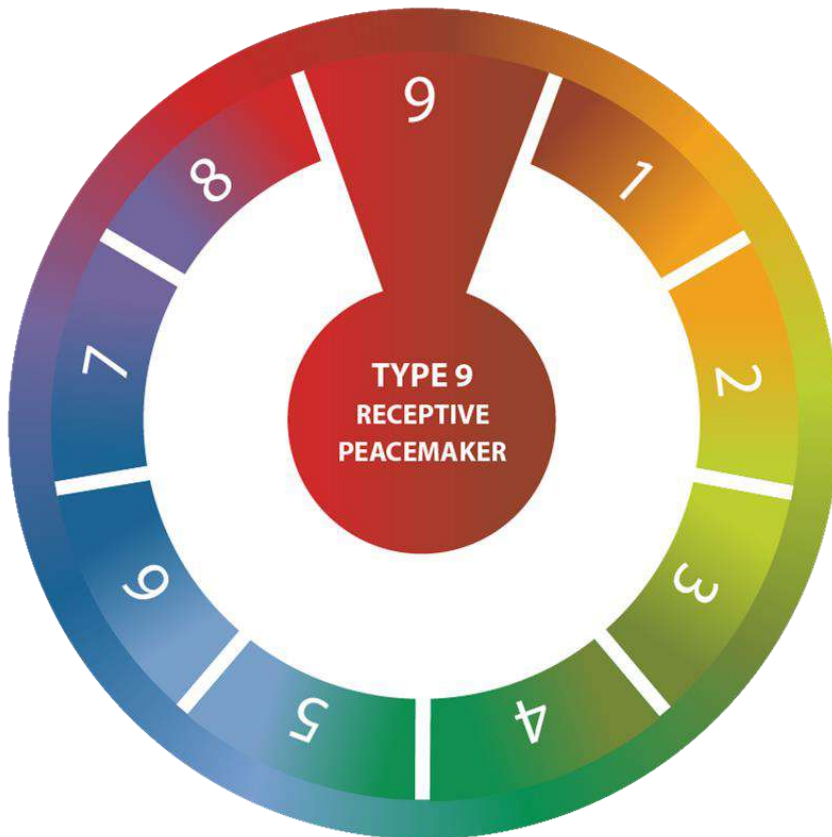
Our personality type develops in our childhood and is a combination of nature versus nurture. Our personality remains constant throughout our lives, though as we grow and evolve in life, we may consciously or unconsciously use adaptive and growth strategies. The intention of the profile is to make these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



# Your Main Type

## Ennea 9

### The Receptive Peacemaker



***‘Somethings will just take care of themselves’***

*Some words to describe you*

**Pleasant | Patient | Easy-going | Agreeable | Complacent |  
Supportive | Self-effacing | Reassuring | Inclusive**



# Your Personality Description as an Ennea Nine



You are someone who is **devoted towards internal and external peace for yourself and others**. You ignore the disturbing aspects of life to seek harmony with those around you. You are eager to see a silver lining in every cloud and tend to focus on the bright side of life.

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You are able to **see the interconnection** in all aspects of life, which gives you a feeling of inner serenity. You are good at putting people at ease and creating an environment where everyone is welcome.

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You provide a **reassuring steady presence** by connecting with yourself and others and by allowing yourself to be a source of calm and quiet strength. Your accepting and non-judgemental traits enable you to see multiple sides of a story and empathise with different perspectives.

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You tend to avoid conflicts and would like to **get along with everyone at all points of time**. Your harmonious and pleasant nature makes you a very likeable person.

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Sometimes it is also possible that in order to keep the peace, you may **ignore your own needs and desires**. When you take this too far, you can become extremely neglectful of yourself.

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Emotionally you can be **steady**, and you don't experience a lot of ups and downs. You may have unconsciously **turned down the volume on your anger** so that it doesn't bubble up at an inconvenient time and create disharmony with others.

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You tend to **go with the flow**. More often than not, you may find yourself saying "yes" and may at times find it difficult to say "no" to other people's agendas.

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**Conflicts make you feel unsettled and unbalanced**. You have a keen eye for anything that may "rock the boat" and misalign people. When you are directly facing a conflict, you may avoid the situation, but when it is between other people, you may find yourself mediating them effectively.

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You are someone who is seen as **kind, understanding, and dependable** but also a bit hesitant and modest, to the point of being self-effacing.

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You can come across as a very busy person, but in spite of that can have **problems taking practical action** in your life. Today is more important to you than tomorrow. Change as a concept is difficult for you because change brings instability.

You can be **quite stubborn** and don't like others pressurizing you. Literally like an ostrich with its head in the sand, you don't want to know about things that will disrupt your view of the world. Often, it is possible you can make people think that you're paying attention, but in reality, you have **checked out and zoned** into your own inner world.

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You can **trust and accept people** without discrimination. You tend to embrace people from all cultures and societal classes, thus bringing in unity. You can truly be someone who **transcends all barriers** and helps people adjust with each other, in the personal as well as the professional front.

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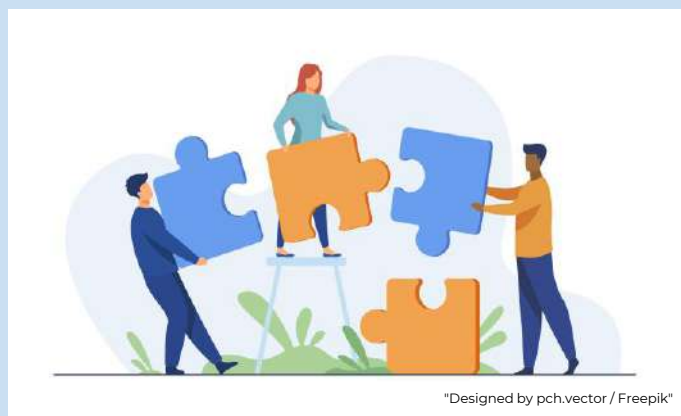
Sometimes you may operate in an **automatic pre-programmed** way, which can translate to an inability of knowing what you want, an incapacity to connect with your deeper self, and a hesitancy to voice strong opinions and assert your will on the world.

## A Moment of Reflection..

Do you tend to go along with other people's plans or preferences? Do you prefer to agree to their choices rather than express your own opinions? Are you always happy doing so? Do you, at times, dislike having to go along with others? At those times do you express your needs or preferences? If you do, how does it make you feel? If you don't, does it briefly make you resentful or angry? How do you deal with that feeling? What stops you from expressing your opinions?

Reflecting on this as a daily practice will help you to connect more with your needs/preferences/choices.

"The planet does not need more successful people. The planet desperately needs more peacemakers, healers, restorers, storytellers, and lovers of all kinds."  
- Dalai Lama



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# The External World of a Receptive Peacemaker

## How Others See You

- Others see you as **accepting of everyone**, someone who respects the opinions of everyone around them, takes diverse views into consideration, and helps people in coming together to accept diverse perspectives.
- The downside of this is others may sometimes also see you as a person who **takes a long time in reaching a decision**, can be democratic, and consequently **delay the process of arriving at a conclusion**.
- You may come across as someone who has the ability to **listen to them and understand them**. They see you as **flexible and adaptive** to your surroundings even to the point of being compromising.
- You are seen as someone who **walks away from confrontations and disputes** rather than having a disagreement.
- Others may see you as **patient and perceptive, supportive and reassuring**.



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## What makes it hard to be an Ennea Nine

- Being **judged and misunderstood** for being indecisive.
- **Caring too much** about what others will think of you.
- Feeling **critical of yourself** for lacking initiative or discipline.
- Feeling that **people do not listen** to what you have to say or that they don't take you seriously.
- Being **confused about what you really want**.
- When **people are constantly trying to push you into action** by reminding you of the problems and difficulties of life when all you want is to be left alone.
- Easily **getting swept up in other people's agendas** and losing track of your own desires and direction in life.



# 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 Nine) Personality Structure below the waterline



**Your Worldview or your Limiting Belief** - I am left with the fear of losing my connection to others, that I am unimportant and inadequate and, in some way, insignificant.



**Motivation** - To be settled and in harmony with the world.



**Idealised Self Image** - I am noteworthy if I am agreeable, peaceful and settled.



**Your Focus of Attention** - Everybody is heard, respected and considered; go with the flow; to be aware of others viewpoints and agendas.



**Blind Spots** - Avoid conflict, disagreement or any symptoms of being upset or unsettled.

# The Receptive Peacemaker as a Child

**“I don’t like to be ignored, but I don’t like to have too much attention. I don’t like to be put in a spot.”**

- View of An Ennea Nine Child

A message which an Ennea Nine child may have subconsciously picked up during childhood could be along the lines of **“It’s not ok to assert yourself”** so you may have learned to be adaptable and agreeable, with an even temperament, learning at an early age to tune out of uncomfortable situations. This may have caused you to be an easy-going child, who could relax and go with the flow of life.

You might have had a sweet spirit and a talent for sensing the latent needs of others. It might have been quite unconscious but as a child, you may have been overlooked or your preferences or opinions may not have been taken into consideration. You may have learned the art of merging with others, without drawing too much attention to yourself.

In a harmonious family setting, you could have felt very nurtured, but you might have gotten angry when there was a conflict between family members. At times, when your anger may have been overlooked or ignored, you might have mentally checked out and left the room. That guiding principle still holds true for you as an adult.

Alternatively, you might have adapted to being the mediator or the peacemaker during family conflicts. You had a hard time differentiating your own feelings from those of your parents. Somehow creating your own identity was not an important aspect for you.



# An Ennea Nine at Workplace

- You are **approachable and diplomatic** and are able to get along with a wide range of people. You could be the best person to work in multi-cultural environments, where you bring in the gift of mediation and understanding different points of view to ensure that everyone is in agreement.
- Your **approach to problem-solving** is to get everyone together and hear what they have to say. You focus more on solutions than blaming others when things go wrong. You automatically find ways to diffuse tension by being witty, gentle, and kind. You may be unwilling to make a decision or a stance if there is not enough alignment or consensus.
- Your **communication style** may tend to be rambling with long sentences; hence you may want to adopt a crisp style to communicate what you want to convey to your colleagues, without losing their interest.
- You can **passively resist what is happening around you**, without saying why you are against it or what you are mad about.



- You come across as **supportive, non-judgmental, and inclusive**, someone who can build bridges in the spirit of cooperation.
- You don't work well in environments where there is excessive pressure, tight deadlines, decisions that disregard the opinions of others, and disturb the harmony of the group, and there is a rigidity around how work is done.
- You are a **creature of habit and you appreciate predictability** and routine in your workplace. For instance, you might prefer to commute on the same route everyday, pick up your coffee on the way and finish going through your mails before getting into meetings.
- You are **definitely not someone who would like interruptions** during vacations or weekends or like to take work back home.
- Even though you might be **very talented and skilled, you may tend to undersell yourself**. It may be inherently difficult for you to take unpopular decisions or fire people when the job demands it.



# 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 conflict 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 Receptive Peacemaker in Relationships

- You make a **wonderful partner, parent, or friend to people around you**. In tough situations, you can step up and go beyond the call of duty.
- You seek out partners with whom you can **have a peaceful, harmonious relationship**. In fact, you may prefer that your partner takes the lead in the relationship. You may seek someone with whom you may share values and life desires.
- In relationships, your **presence can be very soothing** for people who are emotionally reactive and pessimistic.
- Your desire to remain **free of conflict may be so strong that you cling on to a few relationships** long past their expiry date.
- Your house will display **comfort rather than style**. Your qualities as an Ennea Nine would be reflected in your home and surroundings with peaceful colour tones mostly in softer shades, and a laid-back, yet cozy home.
- Your children/partner/**family members may benefit from the routine** which you establish around your household, as this gives you stability and consistency .
- That special place which you call your **home might be a place where you retreat - either to enjoy the quiet and the peace or to engage in activities** which enhance them.



## 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?



Notice your tendency to checkout from conversation or tune out of them. What really triggers this behaviour? Try and go back to the point where you last remember listening to the conversation? What feelings were arising for you? Were you feeling uncomfortable or threatened in some way?



Taking everyone along is important for Nines. How does this impact your overall decision-making when people around you are not able to reach a consensus? Are you able to then take an unpopular stand and move forward with the task at hand? How do you handle such a situation? How do you feel?



How do you deal with increased workload or the pressure of impending tasks? What are the feelings that arise? What are the thoughts that emerge? Do you tend to feel overwhelmed? How do you handle such a situation? Notice your tendency to focus on the secondary or not-so-essential task or activity to reduce pressure from yourself.

## Reflection Exercise for Relationships



In your desire to keep peace and harmony within your relationship, do you tend to forestall difficult conversations or arguments? How do others around you feel about this? How does it impact your close relationships?



Seeking a routine and having habitual patterns makes you feel comfortable and at ease. Shaking things up to bring about a change is something that isn't seen as a need or a requirement. How does this impact your close relationships with your loved ones who may be seeking a little more spontaneity and excitement rather than steadiness. Does it impact your relationship with them?



Notice how saying yes when you mean no impacts your relationship with your friends, family, partner, and children? How does it make you feel? Will constantly agreeing to the wishes of others provide you the kind of relationships that will really satisfy you and your family?



Notice and connect with how you feel. Like others, you also have aggressions, anxieties, and other feelings that you must deal with, as they affect you both physically and emotionally. Notice how avoiding these emotions impacts your relationships with others.

# Conflict Resolution Style of a Receptive Peacemaker



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 **'Positive'** about situations. You may tend to deny problems, stress, or negative experiences.
- Though you may be very adaptable towards people and situations, you tend to show inflexibility when an action has to be taken on decisions, problems, or issues.
- Your "we can get through this" attitude may seem superficial to others whereas, for you, it may be that you don't want to dive deeper into a situation that can cause disharmony.
- The downside to this is that you may not see the problems and issues until it is too late to take corrective action.

## Social Interaction Style of an Ennea Nine

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.'** Even though you are amongst people in a social setting, you can be quiet and observe others rather than actively participating in the group, but when asked to summarize you would be able to share divergent points of view.
- You may actively disengage, detach and distance yourself from what is happening around you. You also have a desire to follow your own way, hence, in social situations when there is pressure to change, you may tend to withdraw from the conversation.
- You are very good at reading the emotional current of the group and power relationships.

## Some Talents and Challenges of a Receptive Peacemaker

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.

- » Diplomatic
- » Dependable
- » Develops Lasting relationships
- » Receptive & Accommodative
- » Inclusive & Collaborative
- » Open-minded
- » Patient
- » Empathic
- » Efficient Mediator



### Talents

- » Unassertive
- » Passive-aggressive when pressured
- » Tendency to check-out
- » Indecisive
- » Doesn't take Initiative
- » Procrastinator
- » Dislikes Change
- » Stubborn

### Challenges



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# YOUR TRI-TYPE

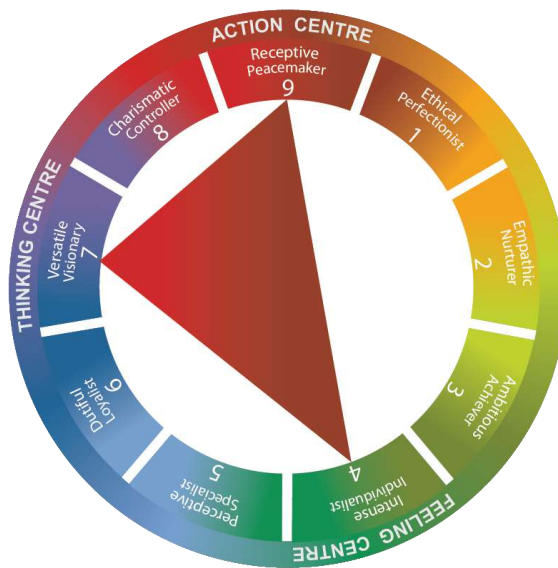
As humans, we all have three centres of intelligence – thinking, action and feeling. We tend to use them to varying degrees. Other than the main type, we use two other Enneagram Types to communicate with the world. While our Main Enneagram Type acts as the base of our personality, our tri-type helps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

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

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

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

# Tri-type



## Your Feeling Centre - Type 4: Intense Individualist



The Feeling Centre – deals with connections and relationships through feelings, moods, tones, and emotions. It focuses on the ‘emotional centre’ and is concerned with how we tend to express our emotions and interpret the emotions of others.

You tend to feel emotions intensely; can experience both negative and positive emotions.

## Your Thinking Centre – Type 7: Versatile Visionary



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

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

## 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 Nine

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 8 - The Charismatic Controller

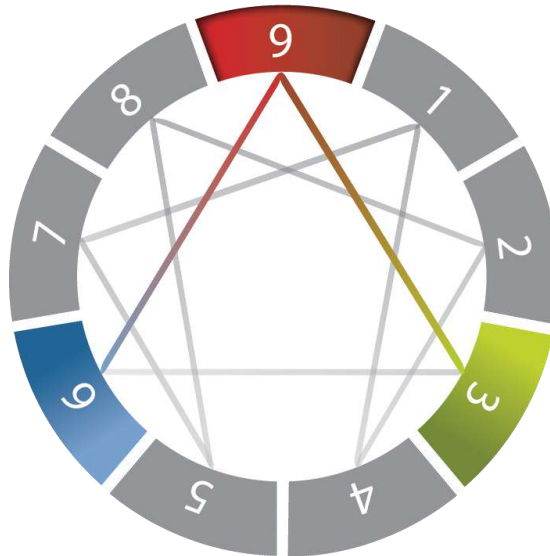
- You have the ability to be agreeable and comfort others with endurance and strength.
- You may be both powerful and gentle and be able to easily engage with people, mediating with them, and reducing conflicts.
- You may enjoy socializing and having a good time and tend to stick with comforting routines.
- You can also be stubborn and defensive, tending to dig in your heels and refusing to listen to anyone.
- You can be practical and concerned with your immediate physical and financial needs.

## Wing of Type 1 - The Ethical Perfectionist

- You may come across as imaginative and creative and able to synthesize different points of view.
- You can be very good at non-verbal communication like – art, instrumental music, dance, sports, etc.
- You need an external order and structure in order to have an internal structure.
- You may get caught up in non-essential activities and busy-ness.
- You can come across as energetic, in a detached and uninvolved way that may interfere with your ability to stay with long-term goals or enlist others to join you.

# Lines of an Ennea Nine

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 6 - The Dutiful Loyalist

- You can find in yourself the courage to be somebody, take a stand, and state your case.
- You start to consider the negative outcomes as well as the positive ones and instead of avoiding conflict you are motivated to do what is right.
- You genuinely want to connect with others and work towards building a harmonious community.
- Instead of being relaxed, you could become more rigid and obsessive, and you could blame others for your problems and react defiantly.
- You may become worrisome and fearful when things become too intense and may make mountains out of molehills in your mind.

## Line to Type 3 - The Ambitious Achiever

- You can get focused and goal-oriented. Instead of being a passive recipient, you step up and take action to make a difference in the world.
- You assume the attitude that "You are important; that you do matter," instead of saying "It doesn't matter" or "I don't matter."
- You may at times tend to engage in busy work as a way to distract yourself from what really needs to be worked on.
- Instead of purposefully living your own life, you may take on a lot of projects to have something to do.
- You become organised and structured from within so that no external pressure is required to get you going.

# 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.