

# 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

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

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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.

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

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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.

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 Tri-type provides an additional flavour to your behaviours.





# YOUR MAIN TYPE

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

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

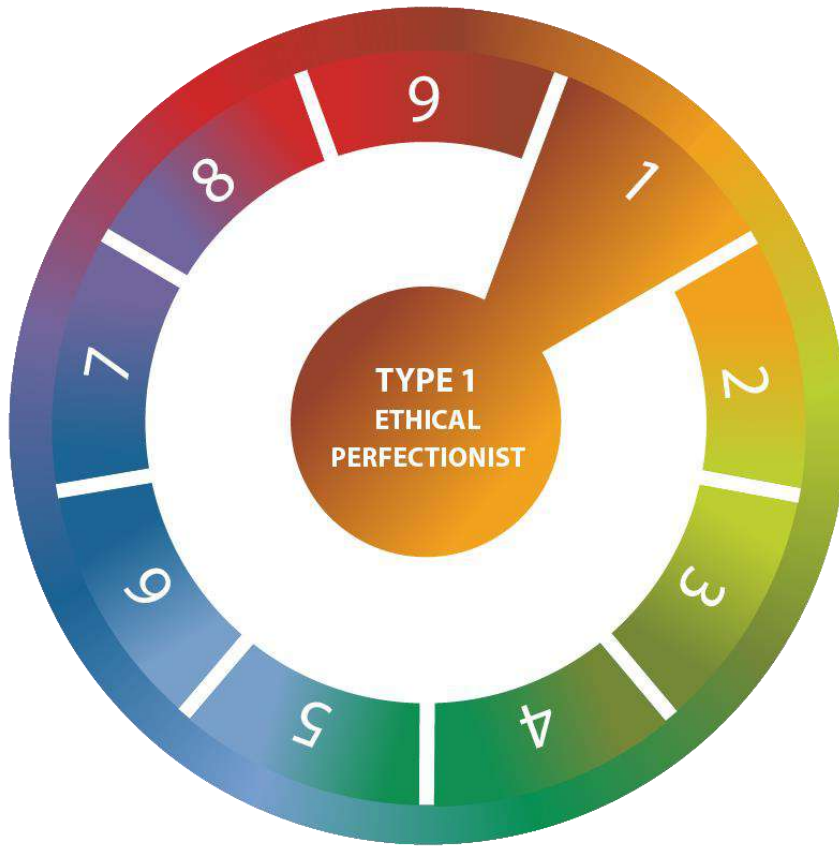
Our personality type develops in our childhood and is a combination of nature versus nurture. Our personality remains constant throughout our lives, though as we grow and evolve in life, we may consciously or unconsciously use adaptive and growth strategies. The intention of the profile is to make these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



# Your Main Type

Ennea 1

## The Ethical Perfectionist



***“If you want it done right, do it yourself”***

*Some words to describe you*

**Detail-oriented | Idealistic | Purposeful | Self-controlled |  
Judgemental | Principled | Righteous | Responsible**



# Your Personality Description as an Ennea One



You are **someone who wants to help people in the world**. You have a strong sense of purpose and you believe that you need to accomplish something extraordinary in your life. You may, at times, feel that you have a mission that you need to fulfill even if it is at the cost of your own personal sacrifice.

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**You believe that there are rules for a civilized society**, there are proper procedures for everything, and that everyone should adhere to those procedures. As an example to illustrate it - You may not like it when someone breaks a queue.

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**You are motivated by strong principles** and a desire for goodness, you walk the talk as far as your values are concerned. You give a lot of attention to things that need to be improved or changed. You have a strong inner compass that guides your life's purpose.

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You feel a constant **sense of personal responsibility** and you strive hard to fulfill these. That sense of obligation carries through in all aspects of your life. You want to leave the world a better place.

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**You have an inner critic or a tape-recorder** which constantly gives you feedback on the things that you are doing right, and where you need improvement.

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**After completing your work, you may focus more on what** could have been done better instead of celebrating the completion. This may make you miss the bigger picture because you focus on what is wrong or out of place.

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Because progress is so important to you, **you create methods, systems, and timetables**, and constantly strive to do your best in any situation.

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**You may control or repress your anger**, and you may rationalize and justify how you might be right, and others might be wrong. This builds up in the form of resentment and people might see it as criticism, judgement, and outbursts.

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You are **someone who is detail-oriented and has high standards**. You want to excel at everything. Being efficient means that things must be done the right way the first time. This kind of standard causes you to be very hard on yourself and others and doesn't allow you to relax.

You are good at **identifying your thought process, skills, and knowledge**, but when it comes to understanding and handling your emotions, you may tend to struggle. You may even find emotions illogical and distracting.

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You are good at **controlling your impulses**, emotions, and desires and you practice self-discipline. This helps you to be focused and hard-working.

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You may tend to have **very strong opinions** and you can come across as quite vocal about the way you would like to do things. At these times, people might perceive you as uncooperative. Values and standards are particularly important and non-negotiable for you.

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You have an **inbuilt determination**, and you believe that obstacles are a natural order of life, hence roadblocks don't come as a surprise to you. While others may fall out, you continue functioning to the best of your abilities.

## A Moment of Reflection..

You are very hard on yourself and always feel obligated to do the “good thing or the right thing”. Not only do you expect perfection from yourself, but you also feel the need to correct the errors and mistakes of others.

How much pressure do you put on yourself to do the right thing and to ensure that everything is right the first time? Can you think of some situations when you have put such kind of pressure on yourself? What were the feelings and thoughts that emerged? Is there a pattern? Do you need to be under this pressure often or can you go easy on yourself at times?

Reflecting on this as a daily practice will help you to let go a little and relax more.

“If you chase perfection, you often catch excellence.”  
- William Fowble



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# The External World of an Ethical Perfectionist

## How Others See You

- They see you as a **very structured, organised methodical, disciplined, principled, responsible**, busy, and a punctual person.
- You come across as **someone who inspires others to rise above themselves** and take them along for creating a higher sense of purpose or mission.
- People notice how **detail-conscious** you are, how you can get down to the root cause of the problem, though, at times, they may also feel that you tend to micromanage a bit too much.
- Others see you as **someone who expresses resentment if people don't behave** as per the rules and guidelines that have been set.
- **You may be always correcting others and things around you**, looking for what is wrong and what needs to be improved.



## What makes it hard to be an Ennea One

- **Being disappointed with yourself** and others, when your expectations are not met.
- **Feeling burdened by too much responsibility.** Getting upset as you feel others don't try as hard as you do to get things right.
- **Being tense and anxious** and taking things too seriously.
- **Feeling unappreciated** for what you do for people.
- Your **need to always be right** takes you away from wanting to experience happiness.
- Your **over-critical nature** makes you feel guilty at times and takes away a lot of energy when you could be doing something else.
- Despite knowing fully well that there are grey areas everywhere, you still choose to **see things in black and white**. You wish you were less rigid in your perspective.



# 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 One) Personality Structure below the Waterline



**Your Worldview or your Limiting Belief** - The world is an imperfect place and I need to perfect it. I came to believe that I knew what was right and the right way to do things, it was important for me to teach others the right way.



**Motivation** - Is to be good/right.



**Idealised Self Image** - I am somebody and worthwhile, if I am good and perfect.



**Your Focus of Attention** - Distinguishing between right and wrong, good and bad, correct and incorrect; avoiding mistakes; following the rules and standards.



**Blind Spots** - Being bad, wrong or imperfect.

# The Ethical Perfectionist as a Child

**“Don’t be hard on me because I have already realised my mistake and if you point it out again, it makes me feel worse”**

- View of An Ennea One Child

A childhood message **“It’s not ok to make mistakes”** may have caused you to try hard at being a good kid. You might have developed a sense of responsibility at an early age and may have refrained from doing things that you thought would not turn out perfectly.

A constant pressure of not wanting to make mistakes and being rational may have caused you to not have a very happy or carefree childhood.

You might have surpassed what was expected of you, by adhering to the rules, thus earning your independence.

At an early age, you learned that good children don’t get angry and this may have caused you to hold back the negative emotions that you may have experienced.

The feeling that others are lazy and sloppy and you have to clean up their mess, made you more determined to be good and responsible.

You learned to exert great self-control and restraint, usually postponing all rewards till the time the task at hand was completed.

You might have developed your inner conscience at a very early age and your family and friends might have seen you as more mature and rational than kids of your age.



# An Ennea One at Workplace

- You are **good at creating structures and processes** and ensure that you and your team are quality conscious. You are motivated to inspire them to create a better organisation.
- You can be an **objective and a good problem solver**. Your approach to problem-solving is “let’s be logical about this”. You keep working at something till you are satisfied with the end product.
- You have a **very strong sense of responsibility**, which may get reflected in the number of hours you put in at work. You may be the first to arrive at work and the last to leave; and when you see others shirking away their responsibilities, you can get irritated.
- Your instruction and communication is very **precise, direct, and well planned out**.



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- You are someone who **respects hierarchy and authority**. You may tend to micro-manage and find it very hard to trust that others can get the job done as well as you can.
- You would rather **focus more on the task** at hand than on building relationships at the workplace.
- **You work well in teams**, where others are as motivated and passionate as you are. You admire and respect people who have the same level of energy and output as you.
- You tend to **like schedules and accountability**. You find it easier to work when you know who's responsible for what.
- You are very good at **taking abstract ideas and giving them a structure before creating a finished product** by coming up with a step-by-step implementation plan.
- You are quite **effective at influencing others by presenting factual and logical data**, but you may miss the point that sometimes it's personal charisma and appeal that may get you what you want and not just data and logic.



# 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 an Ethical Perfectionist in Relationships

- You are **honest and open** in your relationships and expect the same from others.
- Since **personal growth is important to you**, you spend a lot of time improving your skills and knowledge. You might even be someone who likes to keep yourself fit and hence would spend quality time creating healthy habits.
- Doing the **right thing is important** for you and hence your close ones – family, friends, and co-workers are benefited by this trait of yours. You have a strict moral code, and you expect yourself and others to follow the same.
- Since you tend to be **very disciplined**, you expect the same out of your partner and if they don't come up to the expectations, you have a hard time accepting it.
- You may tend to **overdo your effort** to work on your relationships with others.
- You feel that you have **little time for frivolities** and lightness, and even vacations are serious-minded affairs.
- Your house will be **well structured and organised** and may have a minimalistic design. You may have created an eco-friendly environment. Your qualities as an Ennea One would be reflected in your home and surroundings.



## Reflection Exercise for Workplace



Now that you have gone through the initial section of the report, list down some of the descriptors or attributes that you felt described you. 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?



How do you feel when you see someone doing something incorrectly or do wrong? Does it cause you any irritation and anger? Does feeling that way help you or allow the other person to see the errors in their ways or change their ways?



There is strong self-talk that happens inside the head of Type Ones - an inner critic that guides their thoughts, words, and actions. Do you also have an inner critic? What does it say to you? How does it guide you? Does it cause you to make judgments - good or bad- about yourself and others? How does it make you feel? Do you find it exhausting or does it energise you? Do you always need to engage this inner critic, or you can at times not focus your energy on it?



How do you feel when you are unable to meet your standards of perfection? Do you berate or criticise yourself? Does it help you to improve yourself in some way? Or does it make you angry, tense, agitated, upset, and self-doubting? Is the level of perfection that you have defined for yourself really worth feeling this way? Who is it that you are really trying to satisfy?

## Reflection Exercise for Relationships



A desire for organising the household in a certain structured way or to your standard of perfection can cause you to constantly keep rectifying or re-organising things around the house. When it is not a priority for your family members how does it make you feel? Do they feel pressured into doing things the way you want them to be done? Does it impact your relationship with them?



Ones see being critical of themselves as a way of reprimanding themselves to improve and do better next time. This also extends to their close ones – partner, children, parents, and friends but can also be seen at their workplace. Notice how this behaviors affects your relationship with others. Do others see it the same way as you do? Is it always really required?



Do you feel at peace within yourself or are you constantly giving in to the need of perfection and improvement? How does it feel when you're at peace? Is it something that makes you feel light? How does it impact your relationships? How does the energy around you feel at that time?

# Conflict Resolution Style of an Ethical Perfectionist



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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'**. You place a high value on doing what is right. You can immediately get into addressing the problem by keeping your feelings aside and taking corrective action. You are a logical thinker and use your knowledge and skills to methodically arrive at a solution.
- The downside of this habit is that you may tend to ignore how others feel about the situation.
- You have a tendency to see things in black and white hence you would like to keep emotions aside while negotiating and resolving conflicts.

## Social Interaction Style of an Ennea One

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.



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- Your social style is **'Compliant'**. You can be very dedicated and responsible and do everything that is expected out of you.
- In social situations, you need others and yourself to comply with rules and social standards. Because of this, you may find it hard to relax as there is always something to do.
- You focus more on logic than emotions and may not tune into the emotional state of others. Since you believe that you are right, you might find it difficult to relate and understand someone else's idea.

## Some Talents and Challenges of an Ethical Perfectionist

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.

- » Discerning
- » Reliable and Dependable
- » Productive and Industrious
- » Fair and Honest
- » Structured
- » Self-disciplined
- » Hard-working
- » Practical
- » Self-controlled



### Talents

- » Overly Critical
- » Non-adaptive
- » Obsessively Compulsive
- » Controlling
- » Rigid and Inflexible
- » See things only in Black and White
- » Judgemental
- » Stubborn

### Challenges



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# YOUR TRI-TYPE

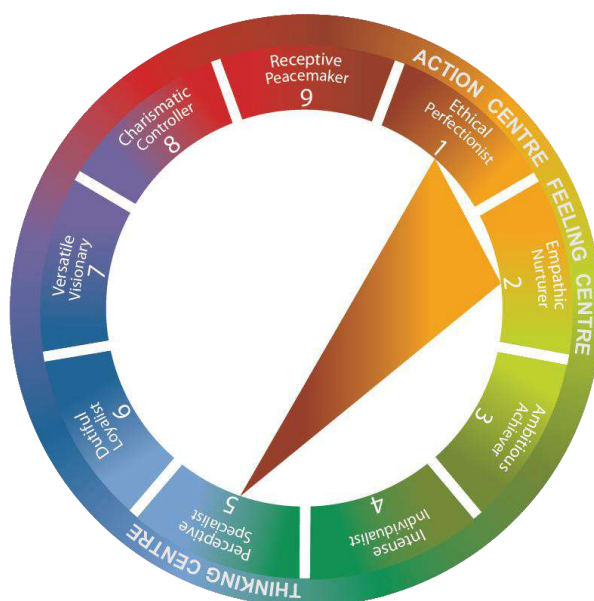
As humans, we all have three centres of intelligence – thinking, action and feeling. We tend to use them to varying degrees. Other than the main type, we use two other Enneagram Types to communicate with the world. While our Main Enneagram Type acts as the base of our personality, our tri-type helps 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 may still be different due to variations in their Tri-type.

# Tri-type



## Your Feeling Centre - Type 2: Empathic Nurturer



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 be emotional, upbeat, and happy, tuned into the needs of others.

## 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 1: Ethical Perfectionist



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 are self-controlled, good at structuring, and organising yourself, your life, and your work.

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 One

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 9 - The Receptive Peacemaker

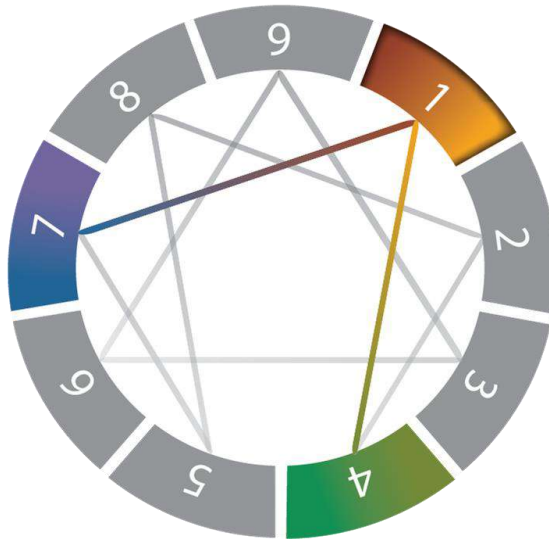
- When you use the wing of Nine, you can be discerning, wise, and scholarly.
- Your focus is mostly on the big picture and you bring in a philosophical angle to the way you look at things.
- You may have an introverted, reclusive quality around you, and you prefer quiet natural settings.
- You can be generous, kind, considerate, and gentle towards others, especially nature and animals.
- You may tone down your idealistic nature to bring harmony and balance when dealing with others.

## Wing of Type 2 - The Empathic Nurturer

- When you use the wing of Two, you are able to combine your ideals and high principles with empathy and compassion for others.
- You can be highly influential and persuasive and go out of your way to bring people together for a common cause.
- You can be fairly aggressive and forceful when you need to work on reforms and change and you have a knack for working with people to achieve this.
- You can become critical and irritable and can be very vocal about your discontentment when you are frustrated.

# Lines of an Ennea One

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

- When using the line of Seven, you may become less opinionated and are more open to possibilities.
- You can be more curious, optimistic, and interested in learning about views that are different from yours.
- You learn to relax wherever you are, ready to let down your guard and feel more comfortable with life.
- You may, at times, start focusing on multiple things and may lose track of what you have really set out to achieve.
- You can become restless and scattered and start to show a forced cheerfulness.

## Line to Type 4 - The Intense Individualist

- Instead of idealizing your life and situation, you start searching for your own real self. You enjoy retreating into your own space and allow the sense of artistic creativity and expression to come out.
- Your movement along the line of Four, also happens when you feel overwhelmed by the obligations placed on you. You may daydream and fantasize a lot.
- You may feel victimized, misunderstood, or taken advantage of. You may have mood swings because you feel people don't appreciate you for your contribution.
- Instead of channeling your energy towards resolving a problem you may become angry and depressed.

# 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.