

What can you expect from your Profile?

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

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

The Self-Discovery profile is a synthesis of the following aspects from the Enneagram perspective –

- ✓ Who you are as a person
- ✓ How your Personality is formed and structured
- ✓ What does your world look like?
- ✓ What your childhood may have been like
- ✓ How do you come across at the workplace?
- ✓ How you make relationships work for you
- ✓ How do you come across to people in social situations?
- ✓ How you approach and deal with conflict situations
- ✓ What may be some of your key talents and possible areas of challenges?
- ✓ How you may be accessing behaviour traits of the other types
- ✓ How do your instincts influence your Main Type?



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

So feel free to embark on this new path of 'Self-Awareness and Re-Discovery'.



“Knowing yourself is the beginning of all wisdom”

- Aristotle

Principles of Enneagram



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

No Type is better than any other

All Types have their Innate Talents as well as Challenges

People are more than their Type – Enneagram doesn't stereotype

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

The 9 types are not static – they are interrelated in specific ways, as indicated by the inner lines of the symbol

Within the Enneagram, there is no ideal profile, and the world has diversities across personalities and each one of them helps make the world a better place.

Enneagram Types are the same across all genders, races, ages, qualifications, professions, industries/sectors, states, nationalities. The above data is based on research done across various geographies and cultures.



Some Key Concepts



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



Limiting Beliefs are the thoughts that we believe to be true but limit us in some way. They restrict us from exploring other aspects of our personality which we may not have looked at, because we feel we may not be capable enough.



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



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



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



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



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



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

What Is Enneagram?



Enneagram is a framework that can be practically applied
to transform the way we move

from **Personality**

Which is our

- » worldview
- » limiting beliefs
- » what we value
- » what we avoid
- » thinking, feeling and behaviour patterns



to **Presence**

Which helps us

- ✓ break free from these patterns
- ✓ transform our talents into strengths
- ✓ have a more emotionally intelligent approach to life
- ✓ allow moments of 'flow' and 'peak performance' to emerge naturally

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MODULE 1 – YOUR MAIN TYPE

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

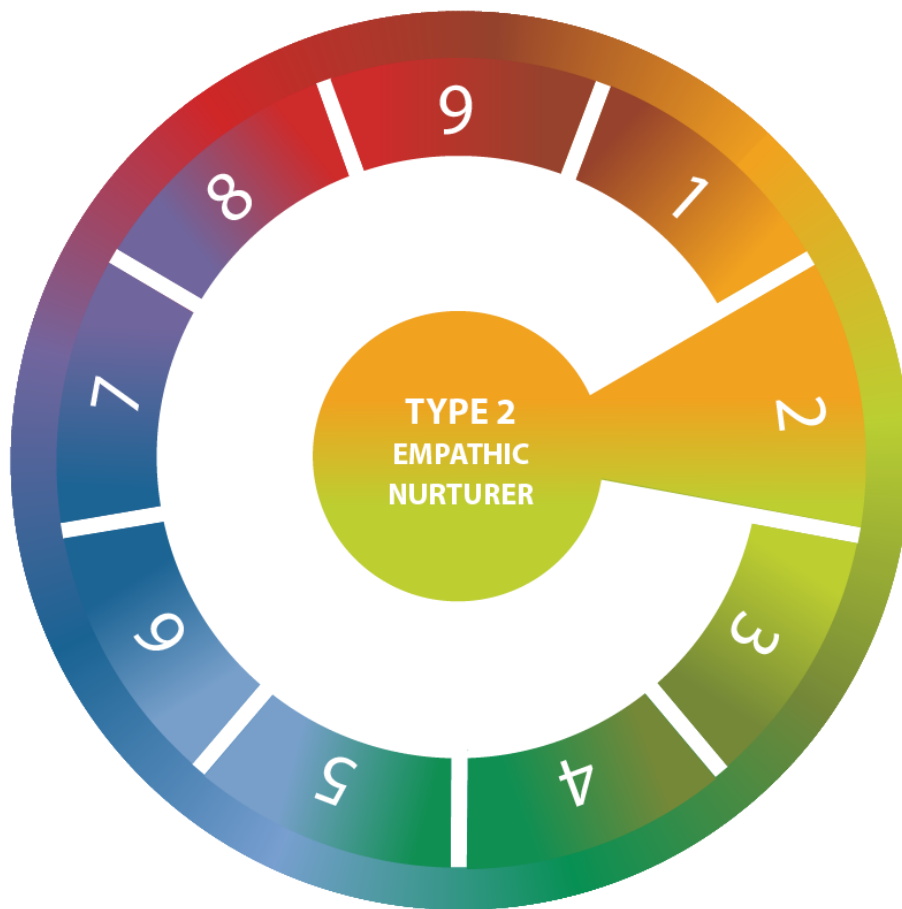
The Main Type drives the way we think, feel and act. It determines how we perceive the world around us, what motivates us, how we cope with our fears; how we work with our talents, values and where we focus our attention. It includes the overall personality traits and characteristics that we tend to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

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

Your Main Type

Ennea 2

*"You can have everything you want in life; if you will
just help others get what they want"*



Empathic Nurturer

Warm | Caring | Generous | Approachable | Loving
Demonstrative | Possessive | Cheerful | Socially Aware

Your Personality Description as an Ennea Two



You are **a positive, warm and a giving person**, who helps others and wants to be of service to them. You have almost a super-natural ability to know what others need even before they have voiced it. You are an extremely outgoing person and can be found in the hub of social activities.

You have a great motivation to connect with others and you **work on developing mutually nurturing relationships**. You might be the first one to greet a new colleague at the office or take tea and snacks for a new neighbour as a way of welcoming them into the neighbourhood.

Being open and empathetic comes very naturally to you. You can truly be called **altruistic**. You are friendly, thoughtful, generous and sincerely concerned for the well-being of others.

You can also **derive a strong sense of value by doing something which will please others** and in turn, you become extremely happy when people praise and compliment you for what you have done for them.

You **can be very sensitive to criticism** and since your entire approach is relationship and emotion-centred, you can see it as a personal attack on you. At these times, you can actually be proud of your virtue and may need expressions of gratitude from others.

One aspect of conflict in your life could be when **you start to intrude into the lives of people around you**. For you, it might not seem like intrusion because your intention is to help them but since you get caught up in the role of a caregiver you may not be able to establish boundaries.

While it is very easy for you to give all of your time and energy to help others, **you can't imagine asking someone for help** when the situation is reversed. You really don't know how to receive help when it is offered.

Though you might not be aware as it may be very unconscious, **when you do something for someone, there is a hidden expectation behind that action.** It could be seeking love, appreciation, attention, or future emotional or material support.

You **have an amazing ability to make people feel safe and comfortable.** Your large-heartedness might be very visible to people like your family, friends, neighbors and coworkers. It could also be because instead of being judgmental you **accept people the way they are.** You create an environment, where emotionally and physically people can be themselves.

You **may at times feel that people take you for granted** because you bend over backwards to accommodate the needs of other people. You may become overworked and tired, not finding enough time to take care of your own needs.

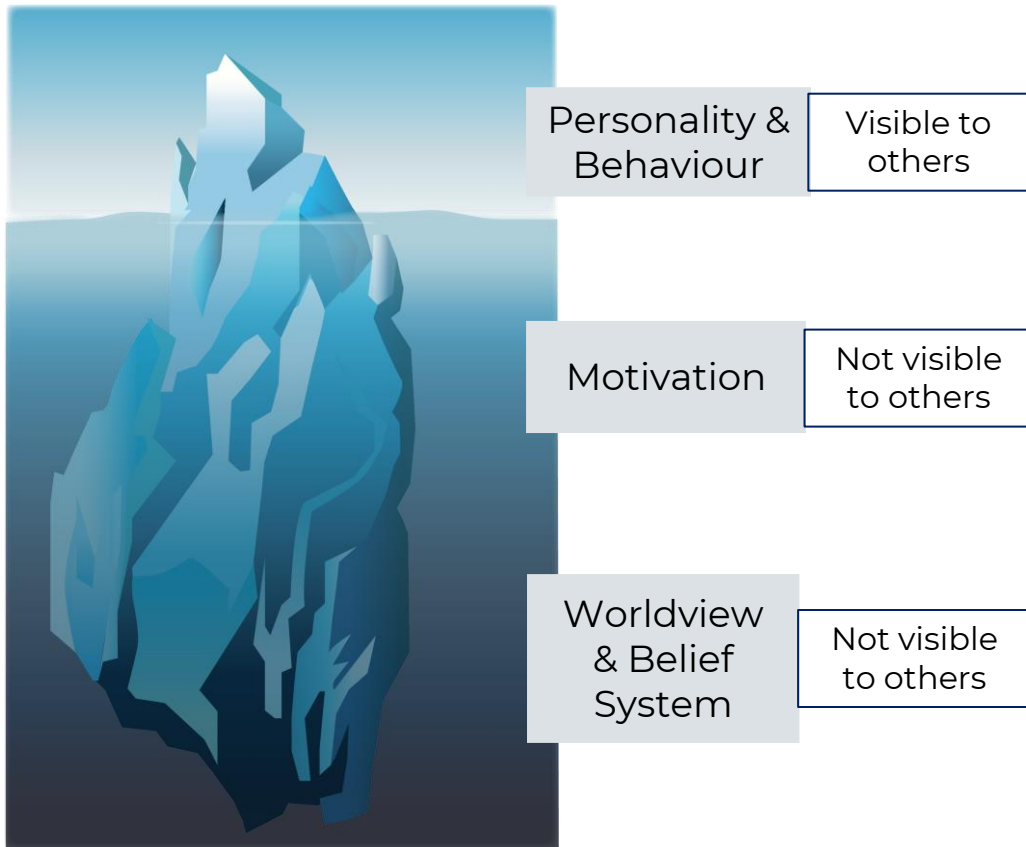
When you walk into a room, you would **naturally gravitate towards people who might be in distress** or in need of something. Along with the needs of others, you are also attuned to their pain.

At times, **you may end up giving too much power to others** which may cause resentment within you and you may end up sulking or spoiling your day as well as the other person's day. You may end up feeling like a martyr who has sacrificed everything and got nothing in return.

"Be the one who nurtures and builds. Be the one who has an understanding and a forgiving heart, one who looks for the best in people. Leave people better than you found them."
- Marvin J. Ashton



How is Personality formed?



Years of research on human behaviour suggests that we are born with certain predispositions (nature) but our early childhood experiences and environment (nurture) leads us to adopt certain behaviours that we think are acceptable – to ensure our safety and security.

When these behaviours get repeated they become a pattern and as per neuroscience, neural pathways are created in our brain. Along with our belief system, our worldview and our motivation these patterns form our personality.

The behaviour that other people see is just the tip of the iceberg, and the rest of the personality is below the waterline. Even we may not be aware of some aspects of our personality. Any sustainable change which we intend to work with starts from below the waterline.

Your Personality Structure as an Ennea Two



Your Worldview or your Limiting Belief

People need your help and depend on it. As a young child, you felt your need for love and attention was not getting met. You realised that you need to be of service to others if you wanted affection from others.



Your Adaptive Strategy

You have worked around this worldview with the belief that to get **your personal needs fulfilled you have to give to others** what you feel they need and want and expect that they do the same for you.



Your Limiting Fear

The fear you experience and operate from is **the fear of being unworthy of being loved.**



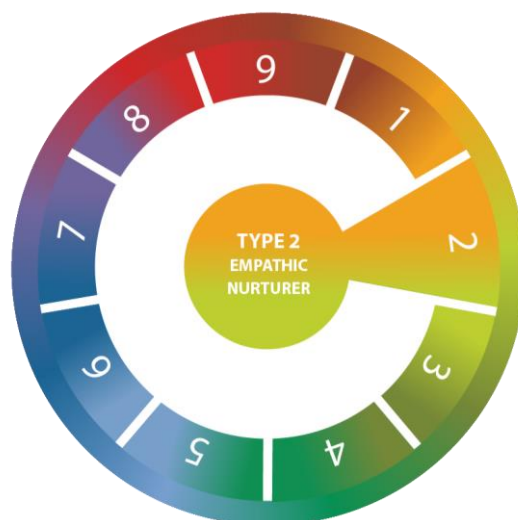
Your Motivation

To deal with this fear you **seek people and situations that fulfill your need for appreciation and love.**



Your Focus of Attention

You focus on the **needs and wants of others** especially those people who you care about and would expect reciprocity from them.



The External World of Ennea Two

How Others See You

- Other see you as **warm, generous and caring**. They know that they can depend on you when they are in need.
- They know that even without their mentioning, you **can read their mood** and do all that is possible for you to make them feel better.
- They see you as a **master networker**, who knows how to win appreciation from everyone.
- You can be seen as **intrusive** at times, wanting to help even when help is not required.
- People may know that you **expect gratitude, approval and praise** from them in return for what you do for them.
- You can come across as someone, who tends to think of themselves as **indispensable and this makes you feel proud**.
- You love to **build communities** around you and work in places where you can build contacts.



What makes it hard to be an Ennea Two

- In order to not alienate others, you **have a hard time saying no**. Sometimes it may be possible that people don't even notice your presence because that's how much you have been taken for granted.
- Working so hard to be tactful and considerate that you **suppress your real feelings**.
- Not doing things you really want to do for yourself, for **fear of appearing selfish**. This causes you to be overworked and tired, with a feeling of being unappreciated and of being used.
- You may tend to be upset at times **when others don't tune into you as much as you tune into them**. "When I intuitively understand what others want, why don't they understand my needs?" is what you often end up feeling.



Ennea Two as a Child

“I like to be around people a lot, helping them and making sure that they are ok. If they are not happy, I am not happy”

- View of An Ennea Two Child

A childhood message **“It’s not ok to have your own needs”** may have caused you to put others’ needs first and in doing so you might have lost connection with your own needs. As a child, you might have been a favourite child, or a teacher’s pet, someone who learned at a very early age to please others to win their affection and appreciation.

You might have been an outwardly compliant child doing what is expected of you. Your cheerful disposition may have helped you to be popular with other children.

You may have developed very close relationships and in the worst situation, may have been ready to give away your toy or a favorite chocolate to ensure that your friendship continues.

You might have operated out of a fear of humiliation and rejection and hence you tried your best to make yourself indispensable to others. As a kid you may have attuned to the feelings of others and tried hard to adapt to their behaviour.

You might have believed in three things – first, to put other people’s needs ahead of your own, second, you must give, in order to get and, third, you must earn the love and affection of others.

Being helpful in nature, you could have been someone who would take care of your sibling, did household chores and took care of your parents needs in different ways. You must have learned to repress your own needs, hurts and self-doubts.



An Ennea Two at Workplace

- Your workplace is an embodiment of what you seek in life, which is to **build nurturing, sustaining relationships**. You set out to achieve this by being the person who the team can fall back on in times of need. If there is a job that needs service orientation you are the person, they will look for.
- You are someone who can get **along well with everyone** in the organization, right from the CEO to the pantry boy. Winning people over comes to you as naturally as breathing.
- You can be very inspiring. You bring **enthusiasm and passion into your work**, especially if you find meaning in it. You can recruit the right people to accomplish your task and you make them feel valued and wanted. You would sincerely want the people around you to enjoy working with each other.
- You bring the **strength of emotional intelligence** and can be a **valuable mentor and networker**.



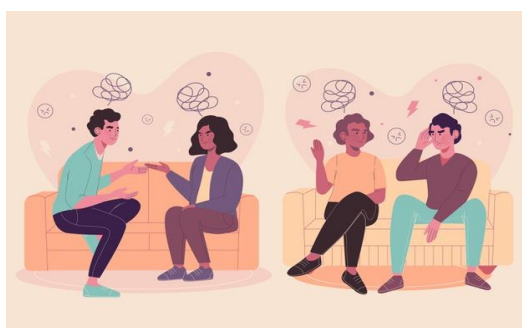
- Because you can **sense the needs and wants of others**, you can come across as friendly with colleagues at office and may have good networking skills with clients.
- Your approach to problem-solving is "I'm fine, is there anything I can do to help you?" and your belief about work is that things work best when you can help people succeed.
- If you don't get **feedback of affirmation**, it can make you feel anxious and uncertain because then you don't know where you stand with others.
- You can feel **burdened by meeting others' needs** but may also have a **hard time saying 'No'**. You can be frustrated when people take advantage of your flexibility and generosity.

Working on Relationships with Enneagram

Our quality of life is greatly determined by our relationships but more often than not we struggle to understand the source of conflicts in our relationships.

The Enneagram helps us realise that not everyone thinks, acts and feels the same way as we do. This makes us open to diverse viewpoints and a greater understanding of the person we may want to deepen our relationship with.

Your understanding of who you are affects your relationships – the ones that you already have and the ones that you seek. The Enneagram enables us to look deeply within ourselves and allows us to have meaningful relationship with our family, friends, co-workers and clients.



You as an Ennea Two in Relationships

- Of all the types in the Enneagram, Twos are the **most empathetic and emotionally intelligent** hence connecting with people, tuning into their emotions, understanding the latent needs of a group come very naturally to you.
- You feel things deeply, it's very **easy for you to express your emotions**, even the difficult ones. As a parent, you may tend to feel the emotions of your child as your own and in a relationship, you may feel the emotions of your partner as your own too.
- At some point in time, all the **giving in the relationship may make you feel exhausted** and you may start to realise that your own needs have been put on the backburner. When you start to take your life back, it may come as a rude surprise to the people who are close to you and may have gotten used to you taking care of them.
- You may be unintentionally drawn to relationships with people, who you feel need help. You **show a lot of appreciation** for your partner, both verbally and through your actions.
- You are intuitively driven to **create a nurturing bond** with everyone in your family.

Conflict Resolution Style of an Ennea Two



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. Since you don't want to alienate others, you might take a long time in bringing a problem to the table.
- When conflict arises, you may tend to repress your negative thoughts and feelings and expect that people should focus on positive feedback instead of harping on the negatives.
- You are good at reading the power dynamics in the group and can actually be the power behind the throne. When drawn into a conflict you can become assertive and are willing to stand up for yourself. The downside to this is that giving constructive or negative feedback becomes difficult for you.

Social Style of an Ennea Two

Each Enneagram type has a unique way of interacting with people in everyday life to get what they want; it also determines what energizes them in social relationships.



- Your social style is **'Compliant'**. You can be very dedicated and responsible and do everything that is expected out of you.
- You may tend to sacrifice or repress your own needs to help others, sometimes without even being aware of it.
- You are quite intuitive to the feelings of others, which comes in handy during your interaction with them. A pat on the back, a gentle touch on the arm, or a concerned look at someone endears you immediately to almost everyone in group settings.

Some Talents and Challenges of an Ennea Two

Mostly, we have spent our lives working on our weaknesses and zeroing on our mistakes and ignoring our strengths. We work with the myth that fixing our weaknesses will make everything ok. We think if we excel at something it becomes our strength and it will naturally develop.

Various studies have shown that when we focus on developing our innate talents, we grow faster than when trying to work on our challenges.

We have listed below some Talents and Challenges as per your Ennea Type, please note that you may not be using all talents or may not have realized yet that these are your talents or gifts. You might relate to some of the challenges and some may come as a surprise to you.

Talents

- » Empathic
- » Altruistic
- » Has Insight into Others' Needs
- » Develops Excellent Relationships
- » Supportive and Generous
- » Able to Motivate Others
- » Responsible & Hard-working
- » Nurturing
- » Compassionate

Challenges

- » Guilt Inducing
- » Unwilling to Receive
- » Playing the Martyr
- » Complaining, Jealous & Possessive
- » Manipulative
- » Loses Objectivity
- » Demanding
- » Angry when Unappreciated

MODULE 2 – ENNEAGRAM INSTINCTS

Our evolution as human beings has taken us through three basic survival strategies also known as Instincts. The main Enneagram type is flavored with or is influenced by one or two of the basic instincts. This explains why people of the same type may come across differently. Knowing our instinctual patterns can help us live a healthy and a more balanced life and enjoy better relationships.

There are three instincts in us – the Self Preservation Instinct (SP), the Social Instinct (SO) and the One-on-one Instinct (1-O-1). You may have one dominant instinct followed closely by another instinct and one of the instincts maybe less developed.

Read through the next two pages to understand which flavors your personality more.

What are Instincts?



Self Preservation
Instinct

The Self Preservation Instinct (SP) refers to the 'instinct to survive' – to have physical safety and have the material needs of comfort met.

The SP Twos, are the countertype of the three instincts. This leaves them in a conflict – whether to focus on their own needs or connect with others. The only way they know is to sacrifice something in order to maintain the connection.

They can, in fact, wear themselves out in the service of others. They enjoy cooking and entertaining but may not eat well themselves or allow themselves to enjoy.

SP Twos can be very warm towards their relationships and can appear cute, playful and likeable.



Social Instincts

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

The SO Two has a powerful desire to be liked and appreciated by everyone in their social sphere. They usually have a busy social calendar and enjoy making introductions, networking and hosting get-togethers.

They have a strong need to be noticed and to be remembered by people and driven by fears of being left out or overlooked.



One-on-One

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

The 1-O-1 Twos are the intimacy junkies of the Enneagram and are driven to get both emotionally and physically closer to others.

They focus on a few individuals and like to be called their close confidant.

In fact, they can even research the subjects which are valued by their partner or close friends so that they can extensively discuss with them and feel close to them.

Your Instinct

Self-Preservation Instinct



As a SP Two, you are seen as cute, playful and likeable. You can charm the people around you to get what you want, without having to ask for it. You have an unconscious need to be taken care of and to be loved.

A countertype of the three instincts, as an SP Two, you can come across as guarded in the way you give to others.

You can come across as shy and adaptable, tending to be more youthful, playful and enthusiastic. You may be quite emotional and oversensitive and may at times take things personally.

While you are very capable and competent, you are less willing to take charge and less comfortable being the leader.

You have the ability to relate to all the levels of people in an organization. You excel at planning and strategizing in a structured way and can be very self-effacing when it comes to taking credit.

For you, as an SP Two, the need to take care of others is a way of inspiring a mutual bond of affection from others.

Home for you is an extension of your personality - lively and charming. It may have bright and vibrant colors, that bring out the playful side of your nature. You love to host people and may enjoy cooking as a way of connecting with others.

MODULE 3 – WINGS & LINES

The Enneagram helps us to pinpoint and understand how to undertake the journey of self-discovery and transformation. Each type has two Wings and two Lines which shows us ways to develop. Wings and Lines give us a map that tells us the pattern of our growth as well as those, that gets us into trouble.

Wings – Wings are the Types on either side of our Main Type and flavours it without changing it. Wings help us by enabling us to get more perspectives. We might be able to access both our wings or in some cases only one dominant wing might be flavouring our personality.

Lines – The Enneagram is a dynamic system and as a result, we are not limited to just one Type. While our basic Personality is our Home Base, we move to at least 2 points on the circle. Those points are mentioned on the next page. While the person's main type remains the same throughout their life, they can access their lines for making shifts in their perspectives. Lines act as the basic building blocks of Enneagram and hence are important for taking the transformational journey towards growth.

Your Wings



Wing of 1

- When you use the wing of One, you combine your warmth with the seriousness of purpose, for self-less service.
- You are emotional but you find it difficult to express those emotions because you don't want to draw attention to yourself.
- You are very conscientious about not having favourites and you tend to see the larger good, combining empathy with morality.
- You prefer working in the background, often having a conflict between your needs and your principles, and if not checked can become self-critical and neglectful of your health.

Wing of 3

- When you use the wing of Three, you tend to be more outgoing, create personal connections and make others feel good.
- You can be friendly and good-humoured, but at the same time be focused and ambitious.
- When using this wing, you can be less serious, and more task-driven than a Two with a One wing.
- You love to spend time with your friends and family, cooking, entertaining, singing – all as ways of sharing your inner abundance.

Your Lines



Line to 8

- You can be more self-confident and powerful. Instead of repressing your feelings, you tend to be outspoken about them in a direct way.
- You can get in touch with your inner personal power and be genuinely free from your need for others' approval.
- You may establish stronger personal boundaries, stand on your own two feet, and not alter yourself to gain affirmations from others.
- When stressed out, you may stop being kind and loving, becoming irritable and can attack sharply.
- You may become controlling, trying to take charge of everyone and everything. You can also become hardened, distrustful and isolated.

Line to 4

- When using the line to Four, you can say to yourself, "I'm special, so my needs are as important as anyone else's."
- You develop your creative, self-expressive side, instead of being self-effacing.
- You can be much happier by learning to recognize and accept all your feelings without censoring them.
- When stressed out, you may take on a pretentious and an artistic image, instead of a generous spirit.
- You may be ill-tempered and demand that others appreciate you and recognize your specialness.

Your Growth Journey

Now that you have gone through the Self-Discovery Profile, were you able to resonate with it? Did you take out some time to introspect and reflect? Could you connect it with yourself or did you feel there were gaps?

Self-Awareness and **introspection** is an ongoing process.

Most of what you have read, you **may have known about yourself**, but some aspects may have come up as a surprise. You may have had **some insights** and 'aha' moments about yourself. What you choose to do with the areas that came as a surprise to you will define your self-discovery and transformation journey.

If you want to know how Enneagram can help you grow and make your life better, you are not very far from learning exactly that. You took this assessment with an objective in mind. This profile has been a **first step towards achieving that objective**. Now after having created an awareness about yourself through Enneagram the next step would be to know what developmental or **growth paths** and **strategies** are available to you for becoming a better version of yourself and how you can **maximize your potential**.

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

We have various curated programs which can be customized just for you. Our programs include group learning through workshops and personalised one-on-one coaching. For those of you who want to become Enneagram Practitioners, we also have Accreditation Programs.

You can get in touch with us at - support@questaenneagram.com or visit us at www.questaenneagram.com

Glimpse of the 9 Enneagram Types



Enneagram Type One – Ethical Perfectionists are highly principled, quality conscious, have high standards, and are detail oriented. They are skilled process-setters, structured, organized and rule abiding. They take great satisfaction in being responsible and accountable, and are realistic, thorough, neat, wise and discerning.



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



Enneagram Type Three - Ambitious Achievers are self-assured, focused on excelling, adaptable, preferring to focus on their goal and results. They are skilfully attuned to what is seen as successful by others and adapt themselves accordingly. They want to achieve great success and receive recognition and affirmation from others.



Enneagram Type Four – Intense Individualists are creative, sensitive, and expressive in their behaviour. They like to be unique and original; are skilled at being highly inspired and creative in their field. They seek their own identity and authentically express themselves. They may come across as distant and reserved but they do desire relationships.



Enneagram Type Five – Perceptive Specialists are curious, independent, and observant in their behaviour. They love to pursue knowledge and seek a deeper understanding of the world around them. They are skilled at deriving groundbreaking insights in their area of expertise. They often prefer privacy and time alone to think, and hence withdraw from others.

Glimpse of the 9 Enneagram Types



Enneagram Type Six – Dutiful Loyalists are warm, committed, engaging, hard-working and responsible. They are skilled trouble shooters and problem-solvers who consider the pros and cons for everything. They tend to be concerned with external threats and look for ways to keep themselves and their close ones safe. They are very loyal and want to build close relationships with others.



Enneagram Type Seven – Versatile Visionaries are enthusiastic, fun-loving, adventurous, and spontaneous. They are skilled at generating new, innovative ideas and love seeking out new experiences and better opportunities to keep their excitement going. They like to keep a busy calendar, are people oriented and enjoy pursuing new relationships.



Enneagram Type Eight – Charismatic Controllers are, confident, powerful, resourceful, and assertive in their approach. They are direct and straightforward and love engaging in debates. They are quick to get into action and skilled at making difficult decisions. They are fiercely independent and do not like to rely on others.



Enneagram Type Nine – Receptive Peacemakers are diplomatic, agreeable, accepting, optimistic, and adaptive in their behaviour. They like to maintain peace and harmony around them by diplomatically avoiding conflicts and are skilled at mediating conflicts between others. They tend to enjoy time alone or with smaller groups of people.

Acknowledgement



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