

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 Personality Structure as an Ennea Seven



Your Worldview or Limiting Belief

The world is full of opportunities and options. You look forward to the future. As a young child you felt deprived and frustrated and came to believe that your true source of satisfaction was outside of you.



Your Adaptive Strategy

You learned to protect yourself from limitations and pain by engaging in fun activities, and by thinking of fascinating possibilities for the future.



Your Limiting Fear

The fear you experience and operate from is the fear of being trapped in pain or experiencing limitation.



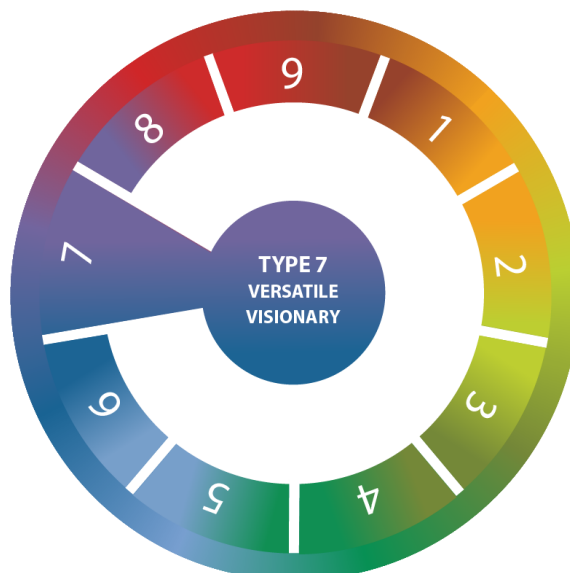
Your Motivation

To deal with this fear you tend to seek happiness and fulfilment through all kinds of experiences.



Your Focus of Attention

Because of this, you focus on enjoying and experiencing life to the fullest, keeping options open and life upbeat.



The External World of an Ennea Seven

How Others See You

- They see you as **enthusiastic, charming and lively**, full of inspiring ideas and someone who knows how to enjoy life.
- You may be seen as someone **who avoids conflicts**, can get easily bored, can appear superficial and doesn't finish what they start.
- You come across to others as **upbeat, engaging, optimistic and curious** and people find that appealing about you.
- They see you as someone who is **fun to be around** and who keeps them entertained.
- Others can see you as **impatient and impulsive** and someone who can be flaky or unavailable during times of conflict, pain or distress.



What makes it hard to be an Ennea Seven



- The feeling of being **confined and limited** when you feel stuck in a situation or project and with people for too long.
- Having a feeling that **you do not have enough time** to do all the things that you want.
- Since you like to multitask, **completing one task** from start to finish **can seem like a chore**.
- You tend to **quickly synthesize information**, and this prevents you from deep-diving into an area of interest and developing an expertise.
- Because of your **inability to sit with negative experiences** you have a difficult time working through them.
- You feel like you are the one who has to make the world a happier place and sometimes **keeping up that expectation becomes a burden on you**.

Ennea Seven as a Child

“I like anything until I get bored with it”

- View of An Ennea Seven Child

A message which an Ennea Seven child may have subconsciously picked up during childhood could be along the lines of **‘It’s not ok to depend on anyone for anything’** so at an early age you decided to become independent by being someone who is always on the go.

You realised at an early age that the world can be a painful and a boring place and hence you decided to find your own happiness and make sure that you brought joy to others.

As a child, you might have been – action-oriented and adventurous, and dreamed of the freedom you will experience when you grew up.

You never stayed upset for too long, and sometimes you also felt overtly responsible for making sure that everyone was having a good time.

At times you may have felt overwhelmed, abandoned and without support. At those times you quickly managed your panicky feeling by finding something to distract you.

You constantly desired mental stimulation and may have engaged in a lot of activities. Hence you might have been someone who participated in a play, sang at the annual function, played an instrument, or took part in sports activities.

As a kid you also loved to experiment and play, you were curious and full of energy but also got bored quickly. You truly believed in magic and would have planned adventures and imagined a life where the sky is the limit.



An Ennea Seven at Workplace

- You like to work in **fast-paced, creative environments** that give you independence and flexibility.
- While you see the **best in yourself**, you are also able to see the **potential in others** and you are good at motivating others to be the best version of themselves.
- Your ability to **synthesize information** from a wide range of subject areas, spot patterns, connect the dots and notice where systems overlap **make you a very prolific idea generator**.
- Your **analytical skills and your visionary thought process** can energise teams and make you a very valuable contributor towards the vision of your organization.
- While you are very good at the kick-starting phase, **you may quickly lose enthusiasm** and move on to the next best idea, leaving the execution to others.
- Your **approach to problem-solving** is “let’s look at the bright side” and **your belief at work** is “things work best when I get to have fun.”



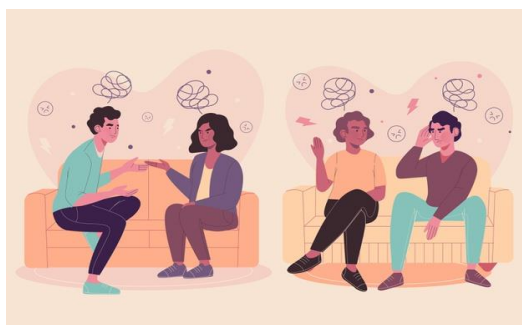
- You **use your charm and charisma on authority figures** because you don’t like authority figures who are controlling and impose too many limits on you.
- You work well in an environment where there **aren’t too many hierarchies**. You want your **boss to be your friend**, so they don’t control you and want your **direct report to be your friend**, so you don’t have to be strict with them and manage them too formally.
- Sometimes it might be **difficult for you to take decisions** as you don’t want to carry the weight of too much responsibility.
- You **don’t want to deal with unpleasant emotions** at work and hence having difficult conversations with colleagues usually does not end well.
- **Focusing on projects** and work that **do not excite you, is difficult for you**. It requires patience and emotional deep diving to identify and work with problems and this may be challenge area for your professional growth.

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 Seven in Relationships

- There is **never a dull moment** for your family and friends around you. Your sense of adventure, optimism and positivity is something that people look forward to.
- You can also come across as **extremely generous** because you are always willing to help out others. Helping is another adventure for you and you enjoy doing it.
- The **happiness of people around you is as important** to you as your own.
- You may have a **hard time communicating things that have upset you** because of your fear of being trapped in emotional pain and hence any conversation around negative feelings may be difficult for you. This may lead to problems in your relationships.
- You may **not want to be in a confining relationship** because you treasure your idea of independence, sticking to a partner through thick and thin especially during stressful times may be difficult for you.
- You can be a **wonderful and an exciting companion** to your partner with your story-telling style of talking and you are genuinely interested in knowing your partner.

Conflict Resolution Style of an Ennea Seven



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 **'Optimistic'** and positive. For every situation, you tend to look for a silver lining.
- “We will manage!” and “No problem!” may be some phrases which you use to express yourself.
- Since you have a very hard time addressing conflict with people you might use humour and joke around to take the pressure off of the seriousness of the issue.
- The downside to this is that you divert your attention from conflicts, by trying to escape from the reality of the situation.

Social Style of an Ennea Seven

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 **'Assertive'**. You seek a variety of experiences, seek company, situations and things that stimulate you, and keep you upbeat.
- You can generally tune into the feelings of a group and classify it as happy, sad, fun or boring. You don't like to analyze them at a deeper level, but you can detect who is in charge, who makes the decisions and who can meet your needs.
- You are an engaging and entertaining conversationalist who loves to tell stories and jokes.

Some Talents and Challenges of an Ennea Seven

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

- » Enthusiastic
- » Quick Synthesizing Mind
- » Imaginative & Creative
- » Curious
- » Visionary/Anticipate the Future
- » Engaging
- » Multitasking
- » Resilient

Challenges

- » Impulsive
- » Unfocused
- » Rebellious
- » Dislikes Routine
- » Avoids Painful Situations
- » Inconsistent Empathy for Others
- » Dislikes Negative Feedback
- » Rationalizes Negative Experiences

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 having the material needs of comfort met.

In the SP Seven, the need for experience comes through the formation of alliances. These Sevens create an extended family of people they value.

They are good networkers and are quick to spot opportunities that come along their way. There is an element of self-interest in the networking that they do.

They cultivate a sense of being kind and generous.



Social Instincts

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

The SO Seven, avoid focusing on their own self-interest. They sacrifice their sense of adventure to become a better person and to create a better world where there is no pain or conflict.

They are very idealistic and work hard to improve their family, social circle and workplace in general.

Rather than wanting to capitalize on their own wishes, they defer their desires to include others.



One-on-One

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

The 1-O-1 Sevens are dreamers and love to imagine their lives to be better. They can be quite idealistic, seeing the world as different than it actually is. We can say that they look at the world through rose-tinted glasses.

Everything is exciting and spectacular for them and they want to live life to its fullest. They can often feel an attraction to spiritual or abstract ideas.

In terms of personal styles they tend to talk a lot, they seek acceptance, appreciation and recognition.

Your Instinct

Self Preservation Instinct



As an SP Seven, you love to make alliances, you create a network of people, wherever you go. You are very practical and good at getting what you want and finding a good deal.

You are cheerful, talkative and amiable and love to have a fast lifestyle. You love to meet people, have a busy calendar and try to pack as many things as you can into your daily routine to keep you happy and excited. You love to shop, travel and pamper yourself.

You have a talent for recognizing opportunities and can work on creating an advantage, not only for yourself but for others in your network too. There are very few conversations which do not end up in a business deal for you.

You can sometimes come across as impatient and panicky when your needs are not met.

Material comforts are very important for you and you may get cranky and extremely demanding when your needs in terms of physical comforts are not met.

As a SP Seven, home is the place where you would like to entertain others. It would reflect the vibrancy which you bring with your personality. Your closest network of friends is welcome to this inner domain of yours. You can be a good host but can be self-centred too.

MODULE 3 – WINGS & LINES

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

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

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

Your Wings



Wing of 6

- When you use the wing of Six, you are excited with new ideas, can be fast-talking, witty and engaging, but can also get insecure and manic with a nervous quality around you.
- Since you are always looking for experiences and the safety of relationships, you do not like to be alone, hence moving on to a fresh start, maybe very difficult for you because you fear a loss of connection.
- You have a cooperative spirit and would like to be in the company of like-minded people. At times you might also be inhibited which makes your experience less joyful.

Wing of 8

- When you use the wing of eight you tend to apply your energies in many directions, multi-tasking or choosing multiple careers.
- You can come across as aggressive, with the will power and the drive to take care of your own needs.
- Since you love to accumulate possessions and experiences, you can tend to be a workaholic.
- The wing of eight makes you more pragmatic and you are much more grounded. Your bluntness can sometimes take people by surprise.

Your Lines



Line to 1

- You can become more disciplined and focused and follow through on your plans, bringing them to completion.
- Instead of just looking at the bigger picture you may start attending to the micro-details too.
- Instead of focusing on fun and pleasurable activities, you may be motivated to follow a path of higher purpose.
- You may swing from being optimistic to pessimistic which may be confusing to others.
- You may become angry and resentful, that your expectations are not being met, and life is not as enjoyable as you would like it to be.

Line to 5

- You can tend to go into the depth of an issue and acquire more knowledge, rather than staying on the surface.
- Your creative ideas and intuition get a structure. You may become thorough and methodical.
- You learn to practice detachment.
- You may withdraw from activities, and from spending time with others, you may go into your own shell, which may make you unhappy.
- Your fantasies and ideas may take on a different dimension altogether and start living in an illusion.
- You may start hoarding possessions and experiences rather than deriving pleasure out of it.

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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