

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.

Your Main Type is identified based on how well you know yourself and on how you have responded to the 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 could be some of your key talents and possible challenges areas
- ✓ 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 into, 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

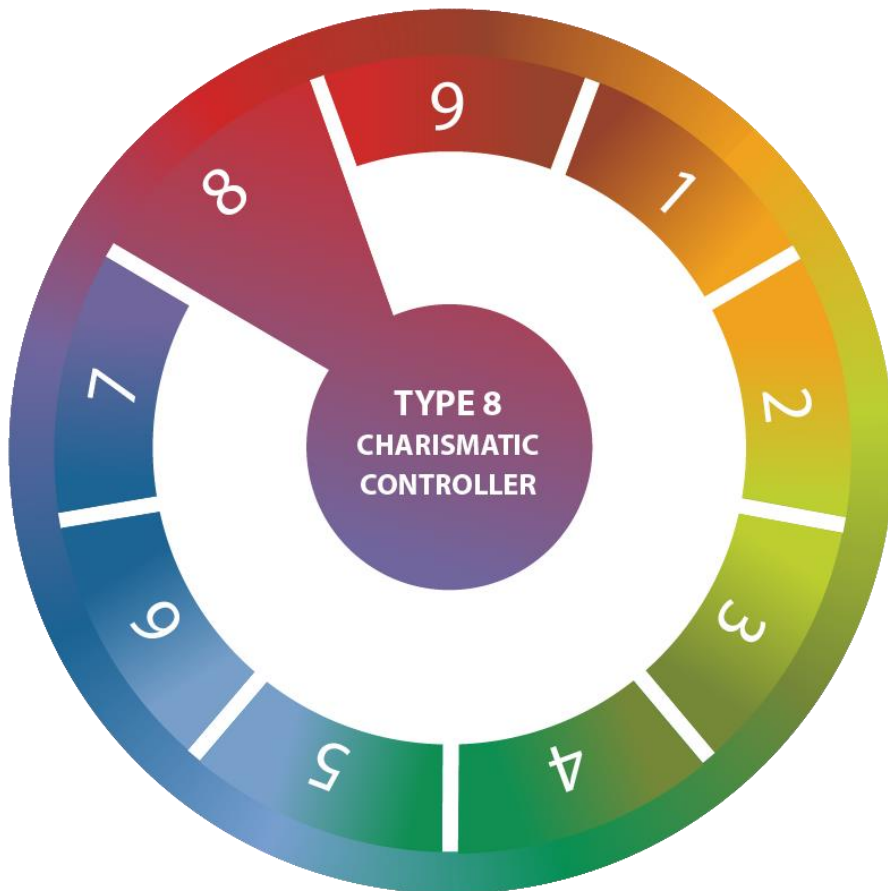
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Your Main Type

Ennea 8

'When the going gets tough, the tough get going'



Charismatic Controller

Powerful | Dominating | Confident | Decisive | Determined |
Wilful | Confrontational | Independent | Headstrong

Your Personality Description as an Ennea Eight



You are someone who strongly believes in yourself and can be **assertive with quick decision-making skills**. Your desire is to be in charge of your destiny, and stay motivated by taking charge of your life, being able to prove to others how strong you are and by taking charge of your environment.

You **love challenging yourself and others** and are quite selfless when helping others and bringing significant change to the world.

You **do not want to be controlled, you seek independence and shy away from letting anyone support you** in your growth. You can be fierce to a point where other people's opinions don't matter to you so much. You are not affected by peer pressure or what anyone else thinks about you.

You have an inherent **ability to handle the most difficult of situations** to a point where you lose touch with your emotions and feelings.

You can be a great friend, an exceptional leader and a champion for those who cannot fight their own battles. **You have exceptional courage and stamina** to do what others say is impossible.

You have little patience with people who are indecisive and who don't pull their weight.

There is a deep fear in you that people will betray you. You can be quite **suspicious and can be slow to trust others**. You believe that you can make your own rules and expect others to follow them.

You can be aggressive and confrontational. As an Enneagram type, you have the highest energy as compared to any other type. You **have a larger than life presence** and when you walk into a room you literally own it.

Whether you like to interact with people or stay by yourself, **your confidence, fearlessness and strength comes through.**

Anger is your go-to emotion. It can be so close to the surface that people can feel it radiating from you. Your flash of anger however could be your defense mechanism to avoid feeling weak or vulnerable. Deep down you have softer, tender feelings and are very open-hearted.

You can be impulsive, over-indulgent and excessive. You may tend to over-work, over-exercise, over spend and just be excessive.

You may be genuinely surprised when people come and tell you that you are intimidating and domineering. From your perspective **you are honest and blunt, someone who is not ready to mince words.**

You deeply care about justice and fairness; and you are brave enough to oppose a movement that you feel is not right.

You see things as black or white, good or bad, fair or unfair. You believe that your viewpoints on issues are unquestionable.

Your way of getting people out in the open is to have a confrontation because that helps you to understand what's happening behind the scenes, bringing people's agendas out in the open and revealing whether people can take a stand or not. **Where most people find conflict draining you derive your energy from it.**

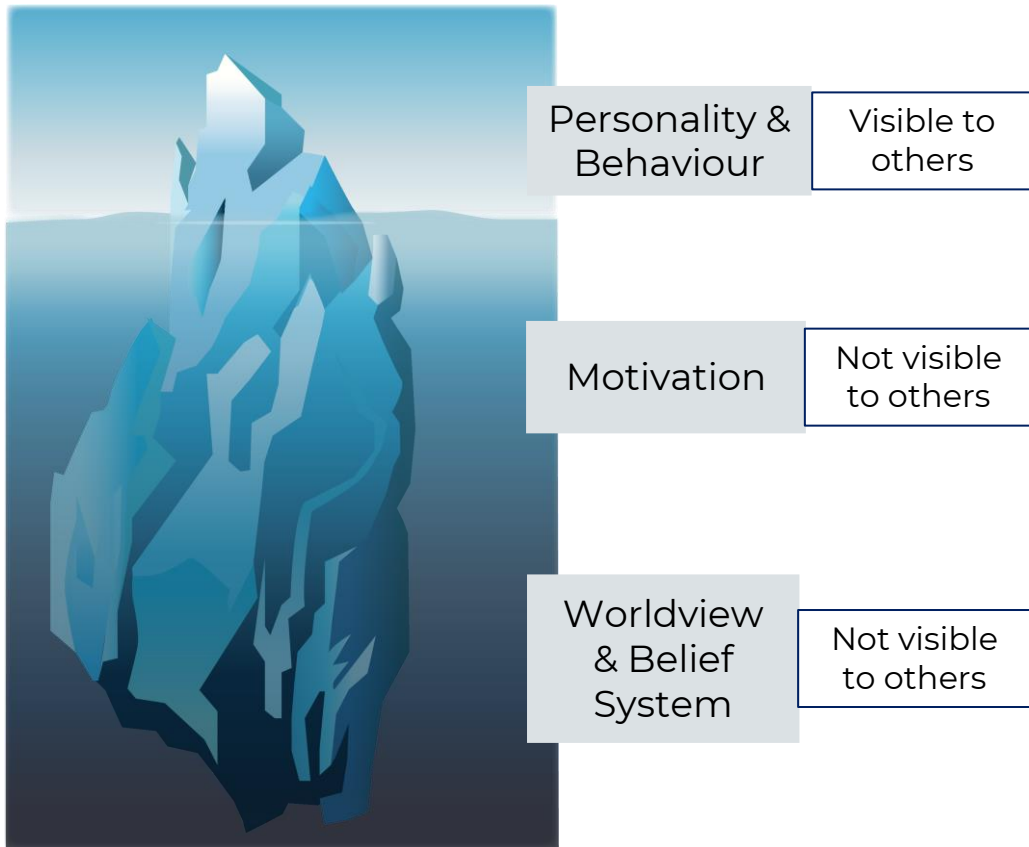
One of your weakness can be your impatience, your need to be in control and if that isn't happening you can come across as short with people, becoming insensitive and self-centered.

"People do not decide to become extraordinary. They decide to accomplish extraordinary things."

- Edmund Hillary



How Personality is 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 adopt certain behaviours that we think are acceptable..

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 Eight



Your Worldview or Limiting Belief

“It is not safe to show softness and vulnerability. I must always be in control of my environment and be strong and self-reliant.” As a young child, you perceived the world as a hostile place. You felt weak, vulnerable and small.



Your Adaptive Strategy

To compensate and deal with your worldview, you decided that you **must be strong and not show any vulnerability** in order to survive.



Your Limiting Fear

The fear you experience and operate from is the **fear of being harmed or controlled by others**.



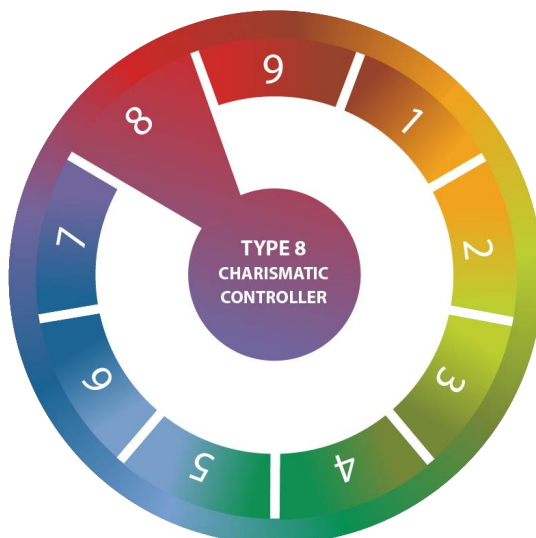
Your Motivation

To deal with this fear you decided to **protect yourself from being controlled or dominated** and **stay in charge**.



Your Focus of Attention

Because of this motivation, you put your energy into being in **power and staying in control**. You take direct action against conflict and gain the respect of others by being strong and just.



The External World of an Ennea Eight

How Others See You

- You are seen by others as **someone who is ready to stand up for the rights of people**, especially when they have been wronged. They see you standing up for your friends, family and peers.
- You are seen as **highly energetic and fearless**; someone who can take on lofty goals.
- You can be seen as **direct and blunt**, someone who talks their mind without mincing words.
- They see you as **someone who gets the big picture and helps them see it too**. Someone who can help you with the plan and direct you on how to get there.
- They see you as **impatient, tactless, not the best listener**, having an all or nothing approach and someone who has difficulty letting go.



What makes it hard to be an Ennea Eight

- Being **restless and impatient** with others incompetence.
- When **people try to micro-manage you**.
- When people **perceive your passion and energy as hostility and intolerance**.
- **When people don't communicate directly** about what's in their mind or go behind your back.
- **When you get caught up in others' indecision** and you are unable to take action.
- **When people try to limit you** or get in your way.
- **When you overwhelm people** with your bluntness and directness, scaring them away when you don't intend to.
- When you have to deal with **people who know what's happening but don't do anything to solve the problem**.
- **Having to deal with very slow people** and being impatient with them all the while knowing that not everyone has your pace and energy.



Ennea Eight as a Child

"I don't really understand why some people can't have their own opinions and be themselves. I can get angry a lot and start stomping around"

- View of An Ennea Eight Child

A message which an Ennea Eight child may have subconsciously picked up during childhood could be along the lines of **'It's not ok to be vulnerable or to trust anyone'** so you may have felt the need to protect your feelings from your family members. You soon got the idea that it's not safe to be gentle or giving and you need to take care of yourself.

You may have been an adventurous and assertive kid who got into situations that led to being punished frequently. You may have had parent-child conflicts at various points when you were young.

You felt you had to leave your childhood and take responsibility for your own life, so you put on your armor and never let anyone see your softer side, maybe that's why you have a very small circle of friends right from your childhood days.

Right from the time you were a child you might have been concerned about justice and may have instinctively protected those you felt had a disadvantage. You might have taken charge when no one else was at the helm and usually did a very good job.

It might have been difficult for you to control your anger when things didn't go your way. You may have been independent and may have had an inner strength and a fighting spirit.

Somewhere during your childhood, you decided that you will not allow yourself to be vulnerable and will not drop your guard so that you are not betrayed by others or taken advantage of.



An Ennea Eight at Workplace

- You may be **organized, assertive, decisive and a problem solver**.
- **You bring in big energy, and a towering presence** even if your physical appearance may not be such. You have the ability to see the big picture and can take charge in tough and challenging situations. You can take on challenges to see if you can pull off the impossible, but you need to be sure that the odds are on your side and you have been given the resources to achieve successful results.
- **It's difficult for you to work with people who can't match your pace and energy levels**. You respect competence and you have strong opinions which you are ready to share if the situation arises.
- Your approach to problem-solving is **"it's time for me to take charge"** and your belief at work is **"things work best when I'm in control"**.
- **You are highly intuitive** and it's easy for you to read through deception and lack of integrity.



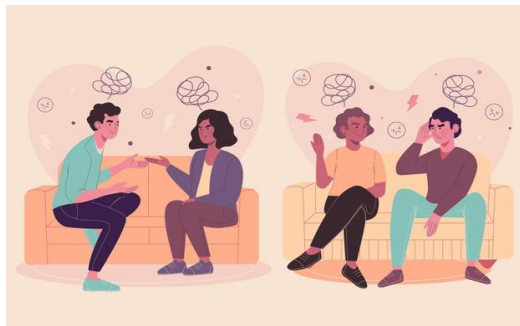
- **You respect leaders and people who have clear goals** and have a clear path to achieve those goals.
- You have no patience for people who can't commit to a course of action and you need to constantly be on the go. **Boring, monotonous and routine work makes you restless**. Situations which require troubleshooting or risk-taking is an ideal workplace environment for you.
- **You are someone who works very hard** and can spend nights at the office to get the job done. Knowing that people can fall back on you when a tough situation arises allows them to trust you and be inspired by you.
- **You bring in a strategic ability and authoritative leadership** and are capable of creating order from chaos.

Working on Relationships with Enneagram

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

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

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



You as an Ennea Eight in Relationships

- In a relationship **you always want to be in control**. It might be difficult for you to say that you are sorry. There is always a fear in your mind that if you apologise once, you will have to keep doing it again and again in the future, but you do have a tender heart and once you realise that you have hurt someone you can beat yourself up.
- **You are the ultimate boss at home** where everything from the chequebook to the social calendar has to be run past you. You can walk into a room, and within minutes you can offer opinions or take charge of whatever conversation is happening in the room.
- Beneath all that intensity, **you do feel tenderness and love for the small circle of people who are close to you**.
- You can be a great entertainer and **play the role of a great host** when you are in the mood. Beneath all your interactions though there is an inherent fear about whether or not you can trust people, because they may betray you.
- **You believe that relationships should have mutual respect** and both partners need to be committed, independent and passionate. Lack of commitment from others is a big issue for you; you stand by your commitments and expect the same from others.

Conflict Resolution Style of an Ennea Eight



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 **'Reactive'** and you feel that confrontation is the only way to resolve an issue.
- You feel that if you have differing views from others you need to have a confrontation, to bring out the issues into the open; that way you are better prepared to resolve the conflict and move into solution mode.
- Unless you have learned to handle your quick temper, you might express your anger in an explosive way. You in fact enjoy some degree of conflict as it energizes you and makes your life more interesting.

Social Style of an Ennea Eight

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



- Your social style is **'Assertive'**. Your independence and autonomy help you in taking charge of situations. You can use your intensity and self-confidence to influence people.
- Generally in a group you might have trouble showing empathy towards both yourself and people in general. You are good at reading power relationships but not so great at understanding the emotional overtones of the group.
- You may also tend to be impatient when people want to share their opinion. You may be caring and may fight for fairness and justice if you feel there is something wrong happening.

Some Talents and Challenges of an Ennea Eight

Mostly, we have spent our life working on our weaknesses and zeroing in on our mistakes and thereby ignoring our strengths. We work with the myth that fixing our weaknesses will make everything ok. We think that 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 as compared to when we are 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 be able to relate to some of the challenges and some may come as a surprise to you.

Talents

- » Loves Challenges
- » Strategic and Big Picture Thinking
- » Direct and Expressive
- » Self-confident, Charismatic and a Natural Leader
- » Takes Charge and Drives Tasks to Completion
- » Big Risk-Takers
- » Protective of Others

Challenges

- » Controlling
- » Demanding
- » Impatient
- » Agitated with a Slow Pace
- » Disdains Weakness
- » High Expectations of Self & Others
- » Confrontational
- » Doesn't Show Vulnerability

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 comfort needs met.

SP Eights, are down to earth, no nonsense kind of people. Their focus is to ensure the protection and security of their families, which they do by working hard and bringing money into the household.

They can be quite possessive about their loved ones and personal belongings, and tend to worry about their homes, investments, their pets, their cars etc. This concern about protecting their investment and possessions can make them less empathetic and connected with others.



Social Instincts

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

They are very good at creating personal bonds with others. People in their close circle need to be trustworthy and should honor commitments.

They develop friendships, only when they feel solid and safe. They can also feel betrayed and tend to hold on to grudges longer than the other two instincts of Type Eight.



One-on-One

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

1-O-1 Eights can be deeply loving and devoted and at the same time can be very rebellious too. There is an intensity to them which adds to their charisma.

They collect a small group of trusted people around them who are loyal, reliable and consistent. They seek attention from the people they are close to and can sometimes try to dominate and control them.

Your Instinct

Self-Preservation Instinct



As a SP Eight, mostly you will strive to feel powerful by harnessing your nurturing impulses. You are instinctively connected to issues related to financial and physical well-being, safety and creating wealth. You accomplish this by creating structures and tirelessly working to ensure that you and your family are taken care of. You can be very task-oriented and at the same time very private and you pick and choose who you can allow in your inner circle.

It actually comes as a surprise to you that others don't have the same priorities as you. You can be relentless in the pursuit of your goals and your approach to problem-solving is more transactional than strategic in nature.

Though you are very competitive and can work very hard, you can be very impatient with power relationships.

Your superpower is execution but though it might be hard for people to work closely with you because you are emotionally guarded and do not open up about what's on your mind.

People around you might find it difficult to keep pace with your energy and may feel overwhelmed with your tough facade. Deep down though you care for everyone's well-being and want what is best for everyone be it teams, family or peers.

You have a natural flair for negotiations which helps you be a good business-person. Your single-minded focus helps you survive the most challenging situations, go after what you want and achieve your goal.

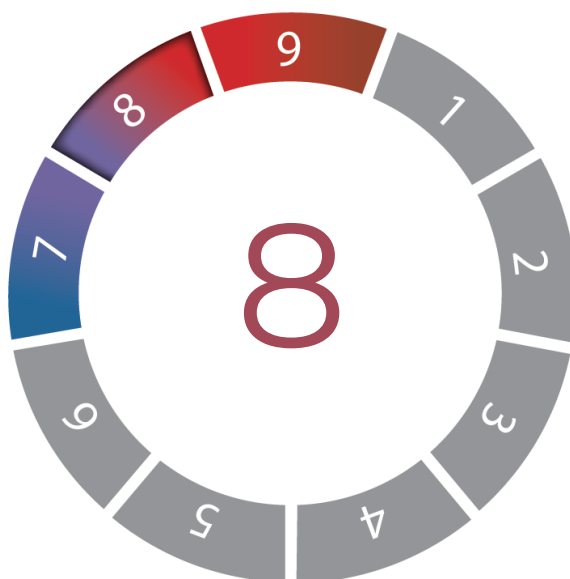
MODULE 3 – WINGS & LINES

The Enneagram helps us 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 get us into trouble.

Wings – Wings are the Types on either side of Our Main Type. These wings influence our Main type without changing it. 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.

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 7

- When you use the wing of Seven, you can be charismatic, and you can influence people around you to work towards a common vision.
- You combine your quick mind and practicality to have an action-oriented impact on your environment.
- You can inspire and challenge others by raising the bar and stretching their capabilities to achieve impossible goals.
- You bring in an entrepreneurial spirit to both personal and professional spheres of life. This helps you to maintain your independence.
- You can be a big risk taker and sometimes you can make exaggerated plans which may or may not work out.

Wing of 9

- When you use the wing of Nine, you have the ability to reassure and calm others during crisis situations.
- Your strength, self-confidence and determination, ground you with the quality of Nine and can allow you to be a little laid back.
- Though you are ambitious, you take your own time and pace to reach your goals and your aggression is not very visible.
- With your protectiveness and warmth, you are able to create your inner circle of friends, colleagues and loved ones who look up to you.
- You are very attuned to the non-verbal body language of others and can display a very calm temperament but if people underestimate you because of this it would be at their own cost.

Your Lines



Line to 2

- When using the line of Two, you embrace the courage to show your vulnerability and tenderness. You let go of your defence mechanism of always wanting to stay in control.
- You tend to appreciate the qualities that others possess and you respect them for who they are.
- While you still work very hard, it's easier for you to rest and refresh yourself. You are ready to nurture yourself both in body and spirit, by taking on leisure activities which help you to relax.
- When you are not at your optimal best, you may attempt to flatter others and try to please them which may come across as fake.

Line to 5

- You let go of your usual style of acting first and thinking later, you are able to connect with your rational and logical mind and use logic and knowledge to take charge of any situation.
- Though you are grounded, connecting through a line of Five allows you to access the quietness of your mind and allows you to be objective and insightful.
- You become more steadfast and persistent in pursuing your goals while also bringing in innovation and flexibility.
- You are able to tune in your strong intuition, with the eagerness to gain more knowledge allowing you to gain clarity even during uncertain and ambiguous situations.

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

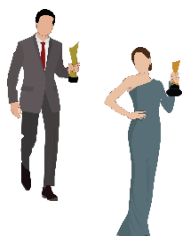
Glimpse of the 9 Enneagram Types



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.



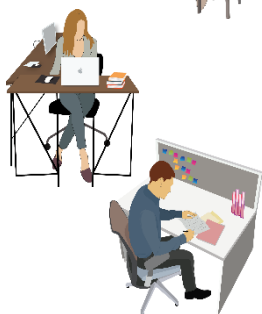
Enneagram Type Two – Empathic Nurturers are generous, altruistic, and empathetic in their behaviour. They are skilled at knowing the needs of others and love attending to them. They enjoy feeling needed and helpful. They are hardworking and motivated people with a drive to connect with the world as generously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