
SIMPLY WHOLEHEARTED

Enneagram out of the Box

Wholehearted Personal and Business Development



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Ennea-what?

- An internal _____ system.
- A system identifying _____ personality types.
- A typology system that explains _____ we do what we do.
- The Enneagram clarifies your _____ so it doesn't become your _____.



What's different about the Enneagram?

- The Enneagram doesn't _____ how you do tasks.
- The Enneagram gives insight into how you _____ with others.
- The Enneagram helps leaders build _____ teams, but it's not a hiring tool.
- The Enneagram shows the individual and the team their _____ and their pitfalls.

What's the best way to use the Enneagram?

- Don't use it to put yourself or others in a _____.
- Don't use it as a _____ or a _____.
- Don't use it as an _____ for poor behavior.
- Don't use it as the only way to _____ work roles, tasks, or partnerships.

How is the Enneagram beneficial?

- Identify your communication and decision-making style.
- Enhance relationships and build relational equity.
- Support conflict prevention and resolution.
- Cultivate compassion and celebration for one another.
- Create a well-rounded and diversified team dynamic.
- Understand other's experiences and perspectives.
- Learn to celebrate the uniqueness instead of tolerating the differences.

Are you operating in self-awareness?

Are you using your strengths?

Is feedback a part of your culture?



Ready, Aim, Fire (Prepare, Plan, Execute)

Which approach do you tend to take in conflict resolution, tackling a new project, or problem-solving?

#1: Ready, ready, ready, aim, fire.

You get stuck in the “ready” phase. You spend energy reflecting on the past, or you may ruminate (would have/could have/should have) on your actions or inaction. You can get paralyzed by the preparation process, and you never get to the “aim” and “fire” steps of the project.

#2: Ready, aim, aim, aim, fire.

You get stuck in the “aim” phase. You can have perfectionist patterns or have trouble thinking about how you really want to accomplish something. Your concern about what is right/wrong or what other people want or think causes you to spend too much time figuring out what you need to “aim” for in responses and projects.

#3: Fire, aim, ready?

You may “fire” and react too quickly at times. You may struggle to identify your feelings or thoughts and, instead, just react instead of responding (ready and aim) appropriately. You likely focus on future goals and projects and struggle to remain attentive to the present moment.

Most Like Me

Middle of the Road

Least Like Me

This is EASY or
HARD to answer.



What does the Enneagram tell us about communication?

- When you want something, how are you most likely to act to get it?
- Your communication pattern explains your strategy or method to get what you desire or achieve a goal.
- Your Stance (communication pattern) explains what you think you need to do to get other people to appreciate you or feel loved and accepted.
- The three Enneagram Stances refer to a person's social style: assertive, dutiful, or withdrawn.

#1: Ready, ready, ready, aim, fire | Withdrawn Stance <

- You create _____ from others to examine your thoughts and feelings or to create a sense of calm.
- You may retreat to an inner world of imagination or zone out even in social settings.
- It may feel challenging to summon the energy to deal with the outside world.
- The Withdrawn Types struggle with constant interaction.

#2: Ready, aim, aim, aim, fire. | Dutiful Stance ^

- You come _____ others to feel needed, secure, or because you think you should.
- You may serve others out of duty or a sense of obligation.
- Sometimes, you shut down your true opinion/concern/vision to be wanted and accepted.
- The Dutiful Types struggle with boundaries.

#3: Fire, aim, ready? | Assertive Stance >

- You actively _____ others to try to get a response or interaction to achieve your desired result.
- You likely expand your sense of self rather than backing down and withdrawing.
- You might get too aggressive when interacting with others to convince them of your value or ideas.
- The Assertive Type struggles the most with compromise.

Decision-Making

What does the Enneagram tell us about decision-making?

- How we take in information, process it, and react to a situation.
- The Enneagram Intelligence Centers explains the dominant leader in your decision-making.
- The three Enneagram Intelligence Centers refer to a person's storehouse of information gathering and processing: head, heart, and gut. Every personality experiences a unique pattern of processing.
- Consider your past experiences, natural inclinations, and recurring patterns when determining your dominant center.



Head Triad: Motivated by security. Do I have a plan?"

- You make mental connections that are not easily seen by others. You constantly think, "What is my _____?"
- You create a mental plan, but sometimes you need help following the plan.
- You tend to struggle with overthinking your interactions or decisions.
- You are likely to rely on observation and proceed with caution.
- You are motivated to feel secure, whether it be knowledge, options, or the ability to make a decision.



Heart Triad: Motivated by significance. "How do I feel?"

- You might often wonder, "How will they _____ about me?" This is especially so after interactions when you've asserted yourself.
- You prioritize considering the impact on others' emotions and your relational connection.
- You are concerned about how others perceive you. It is important to you for those you are leading to see you as caring, successful, or unique.
- You are motivated to be positively and relationally connected to your world and air on deciding what will achieve this most effectively.



Gut Triad: Motivated by justice. I must respond!"

- You feel the world through your body and have accurate gut instincts. You don't usually think, you know, "I must _____" and you experience somatic sensations connected to your decision.
- You are aware of physical sensations or a strong bodily response when something feels right or wrong to you.
- You might have a strong first impression and follow your instinctive hunch - you don't often hesitate in your decisions, even if your decision is to withhold your opinion.
- You are motivated by your desire to make a more just, equal, and fair world.

Making holistic decisions:

- Stay curious—no such thing as a perfect or "one-and-done" decision.
- Stay flexible. There is always room to grow.
- Stay humble. Someone might have a better idea.
- Stay honest. Own your poor decisions.

Let's put it all together!

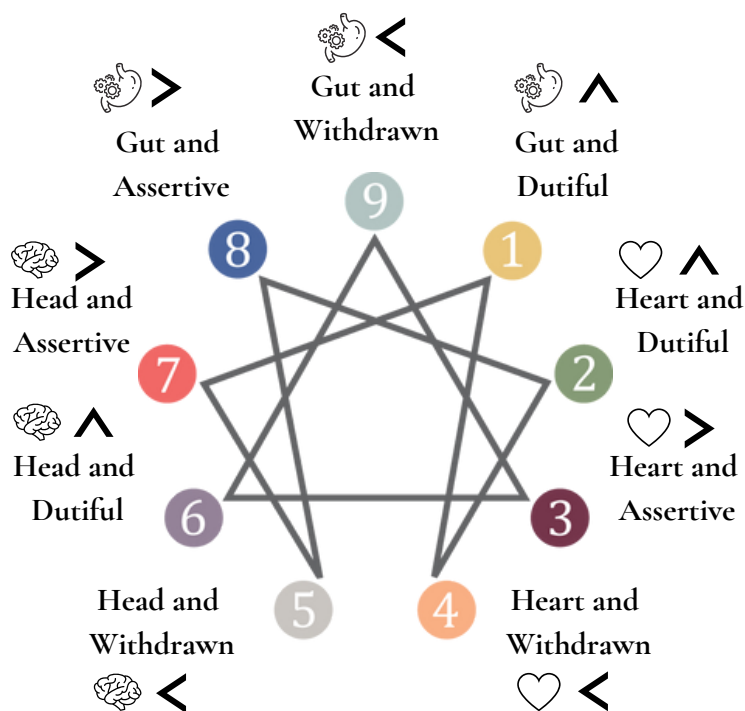
Use these comparisons to reflect on your natural inclinations regarding interpersonal relationships.

#1: The Three Communication Patterns (i.e., Enneagram Stances)

- < Withdrawn: Creates distance from others
- ^ Dutiful: Comes alongside others
- > Assertive: Actively engages others

#2: The Three Decision-Making Tendencies (i.e., Centers of Intelligence)

- 🧠 Head: "Do I have a plan?" What is my plan or strategy?
- ❤️ Heart: "How do I feel?" What emotions and feelings come into play in this decision?
- 👄 Gut: "I must respond!" What immediate, instinctual response or action does this situation call for?



All Nine Types

Gut and Assertive = Enneagram Eight

- You are motivated to not “give in” to social conventions. You readily defy fear and concern about what others think of you.
- You will lead your community to be confident and encourage advocacy.
- Your superpower enables you not to let others’ opinions sway you and to use your determination to inspire those you lead to show up generously.
- {Blind Spot} You may have a strong need for control and struggle with vulnerability.

Gut and Withdrawing = Enneagram Nine

- You are motivated to have inner peace with others. You are motivated to have inner peace with others. You are likely to form harmonious relationships with your community.
- You help your community to be aware of others' perspectives.
- Your superpower enables you to identify with the views of others and will seek ways to be accommodating and prioritize harmony.
- {Blind Spot} You may need help with inertia and assertiveness.

Gut and Dutiful = Enneagram One

- You are motivated to overcome adversity with goodness and light in your community.
- You will help your community believe that the human spirit can shine through and make a difference.
- Your superpower enables you to challenge others to higher values, even if you must make personal sacrifices.
- {Blind Spot} You can be self-critical and have high expectations for yourself and others.

All Nine Types

Heart and Dutiful = Enneagram Two

- You are motivated to offer support to others and demonstrate a strong work ethic in your community.
- You will remind others to be more attuned to the needs of their community and make relationships a priority.
- Your superpower enables you to embody the gentle shepherd and generous guide.
- {Blind Spot} You may need to set boundaries and acknowledge your drive to be appreciated for your efforts.

Heart and Assertive = Enneagram Three

- You are motivated to bring significance, excellence, and vision to your circles of influence.
- You will energize others to believe in their goals and help them to achieve their dreams.
- Your superpower enables you to help others set goals & excel in their endeavors.
- {Blind Spot} You may need accountability and systems to prioritize personal connections over accomplishments and efficiency.

Heart and Withdrawing = Enneagram Four

- You are motivated to take time to support your inner circle's unique creative expressions and emotional needs.
- You will support others to become their best selves and inspire them to empathize with others.
- Your superpower enables you to attend to your team's feelings and draw out creative skills.
- {Blind Spot} You are likely driven by intense emotions and a desire for deep connections.

All Nine Types

Head and Withdrawing = Enneagram Five

- You are motivated to acquire knowledge and help others deepen their skills and expertise.
- You will guide others to make pioneering discoveries and find innovative ways of doing or perceiving things.
- Your superpower enables you to dispel inaccuracies or exaggerations, which helps your community build healthy systems and have attentiveness to accuracy.
- {Blind Spot} You may be more withdrawn and need more alone time to recharge.

Head and Dutiful = Enneagram Six

- You are motivated to create safe and nurturing environments by utilizing and demonstrating your plans for safety.
- You help others have a strong sense of duty and be vigilant.
- Your superpower enables you to be resilient, rooted, and centered, helping your circle of influence become excellent troubleshooters, foresee problems, and work with others for solutions.
- {Blind Spot} You may experience more anxiety than others and often anticipate and vocalize potential problems.

Head and Assertive = Enneagram Seven

- You are motivated to transform tedious, daily tasks into something fun and exciting for yourself and others.
- You will help others be exposed and explore a variety of experiences.
- Your superpower enables you to be creative and provide upbeat energy to inspire those you lead to see the positive in life.
- {Blind Spot} You may need additional support to follow through with your commitments and systems to focus on one interest at a time.

The Communication Patterns

- < Withdrawn: Creates distance from others
- ^ Dutiful: Comes alongside others
- > Assertive: Actively engages others

