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A rough guide to the **Enneagram**

integral leadership WITH GUY THOMSON

CLARITY | FOCUS | PURPOSE

What is the Enneagram

Archetypal model of 9 Types used for personal development from open systems perspective – does not box people, rather measures where you resonate

Provides deeper insight into core motivations and fears driving behaviour, needs and interaction;

Explores deeper layers of personality in understanding human nature and consciousness

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Themes by Centre

Anger

Fear

Image

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Centres of Expression

Action Centre

- Hot
- Instinctual Centre of brain
- Doing language

Feeling Centre

- Warm
- Limbic System of brain
- Emotional language

Thinking Centre

- Cool
- Prefrontal Cortex of brain
- Cognitive language

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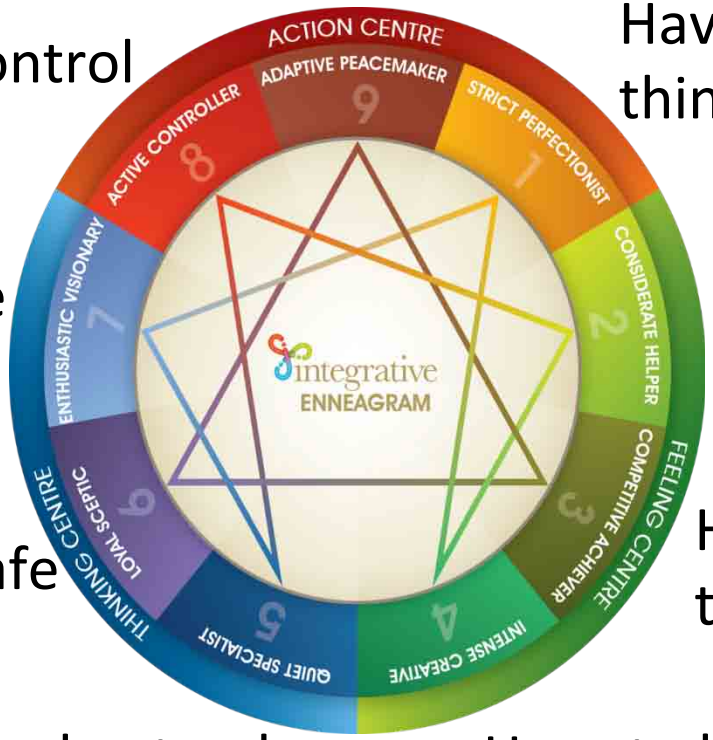
Motivation, not behaviour

Have to keep the balance

Have to be in control

Have to do the right thing



Have to experience it all

Have to help those in need

Have to be safe

Have to outshine the rest

Have to understand

Have to be unique

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Enneagram 8
Active Controller

- Assertive
- Direct
- Decisive
- Self-Assured

- I must be strong
- I must be in control

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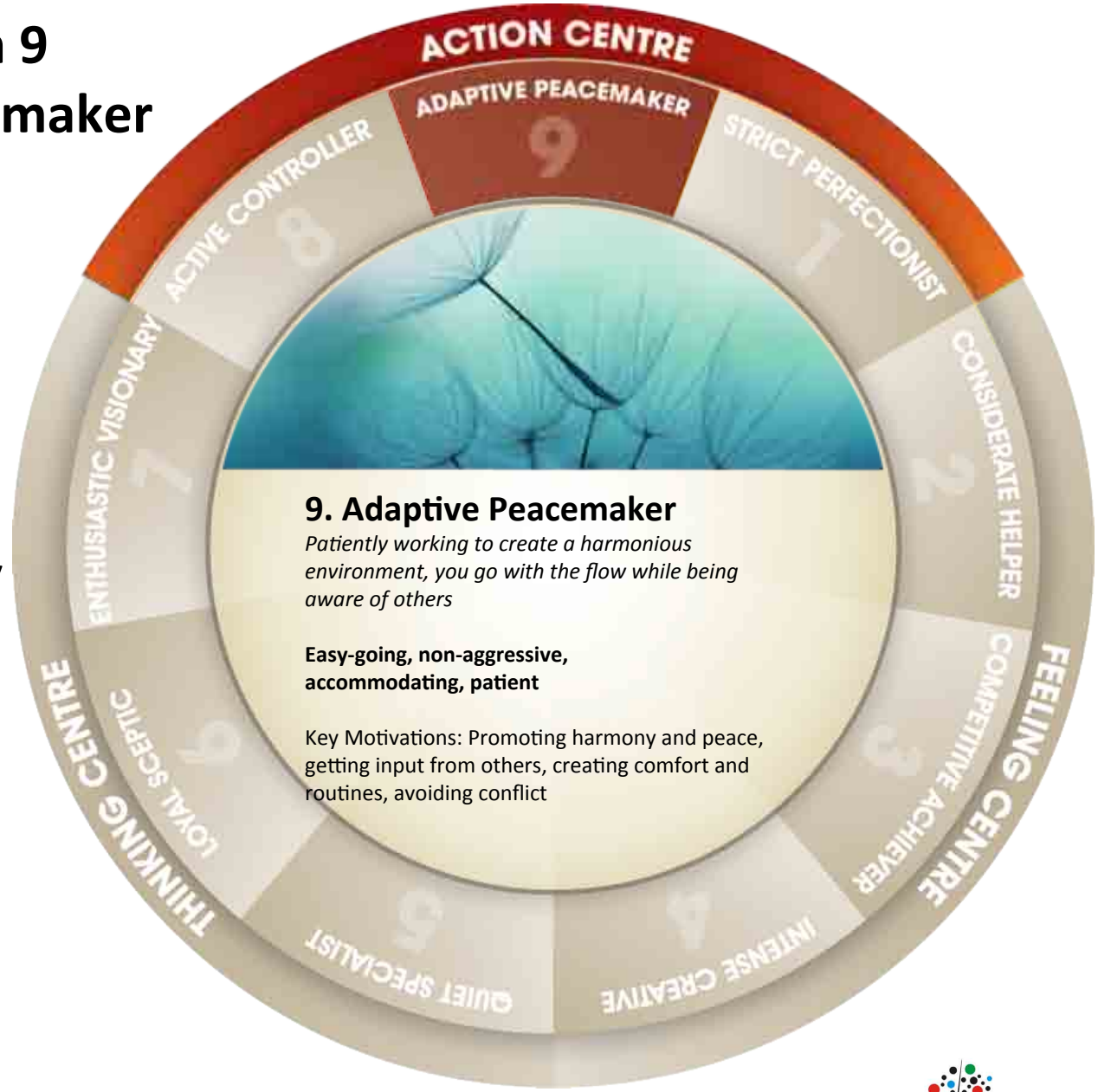
Enneagram 9
Adaptive Peacemaker

- Easy-going
- Non-aggressive
- Accommodating
- Patient

- I must create harmony
- I must avoid conflict



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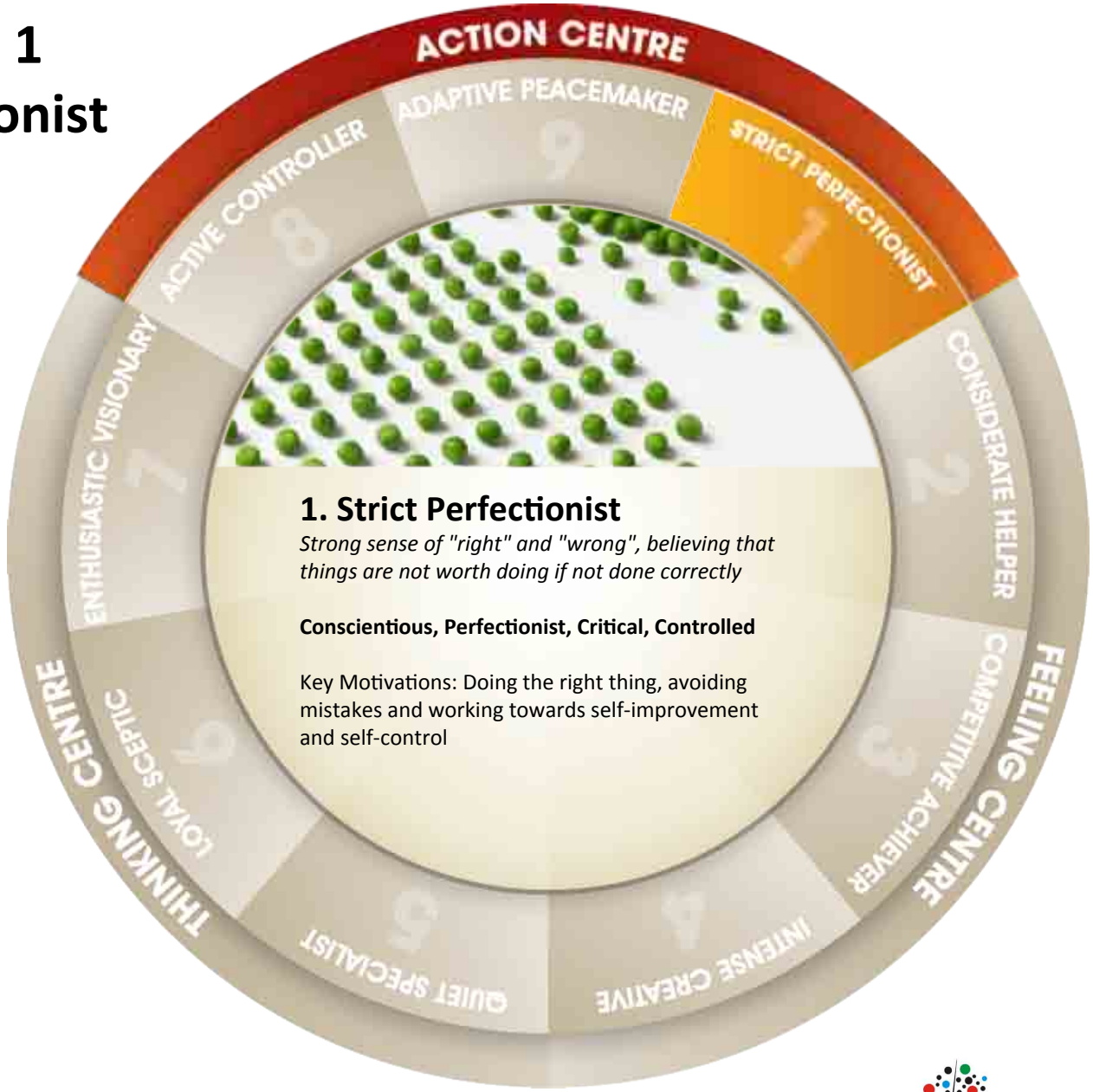
Enneagram 1
Strict Perfectionist

- Conscientious
- Perfectionist
- Critical
- Controlled

- I must be perfect
- I must not make
- mistakes



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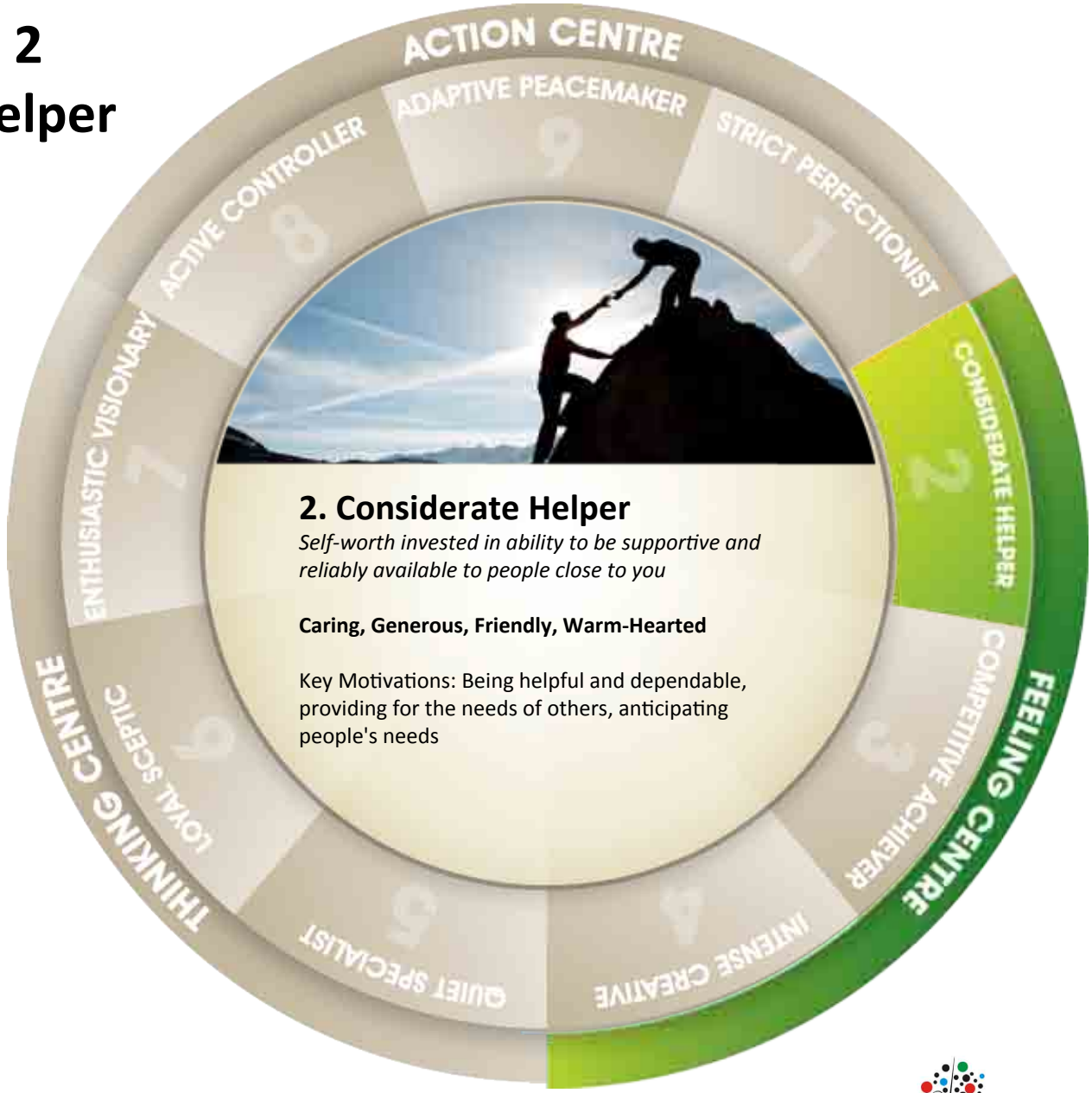
Enneagram 2
Considerate Helper

- Caring
- Generous
- Friendly
- Warm-Hearted

- I must be helpful
- I must be there for
- others



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Enneagram 3
Competitive Achiever

- Ambitious
- Focused
- Adaptable
- Shrewd

- I must be successful
- I must be productive

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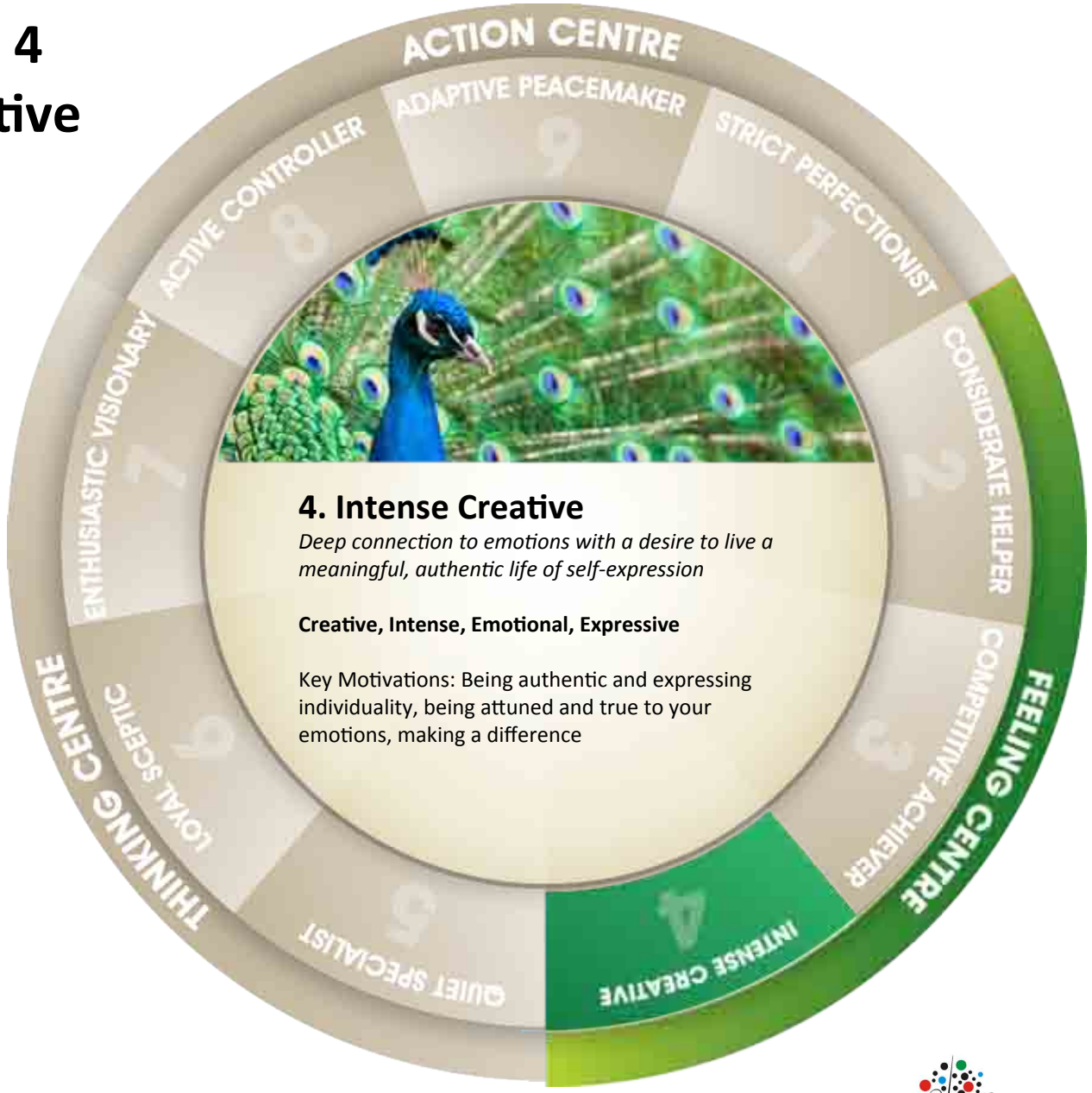
Enneagram 4
Intense Creative

- Creative
- Intense
- Emotional
- Expressive

- I must be authentic
- I must go deep



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Enneagram 5
Quiet Specialist

- Private
- Cerebral
- Detached
- Curious

- I must understand it
- I must conserve my resources

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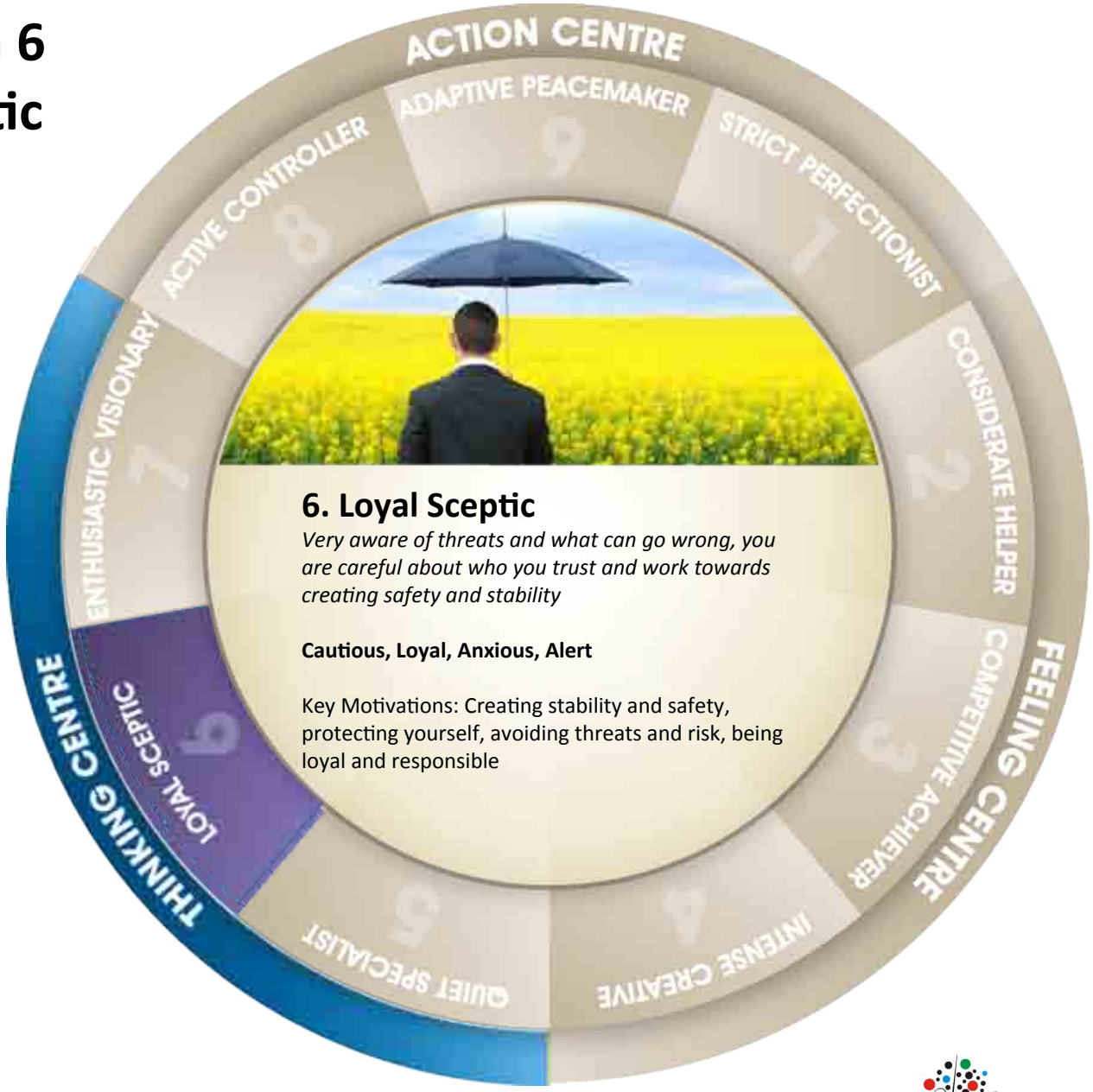
Enneagram 6
Loyal Sceptic

- Cautious
- Loyal
- Anxious
- Alert

- I must be vigilant
- I must be responsible



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Enneagram 7
Enthusiastic Visionary

- Optimistic
- Spontaneous
- Keen
- Uninhibited

- I deserve what I want
- I must have freedom

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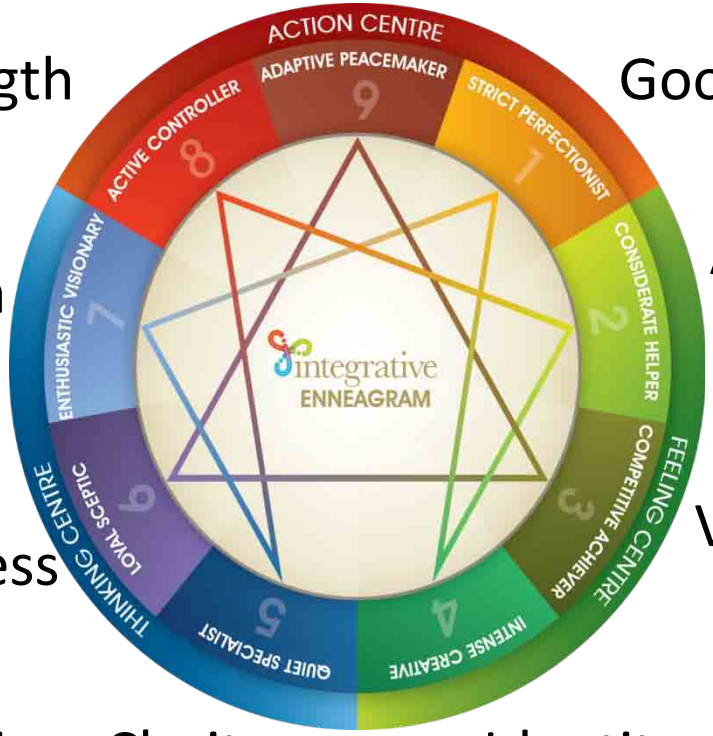
Gift of the type

Being

Unity with nature, cosmos

Aliveness, strength

Goodness, Dignity



Joy, Gratitude, Freedom

Attunement, Love

Devotedness, Awakeness

Value, Glory

Illumination, Clarity

Identity, Depth

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Moral Values / Ideals

Peace

Capacity

Goodness

Joy

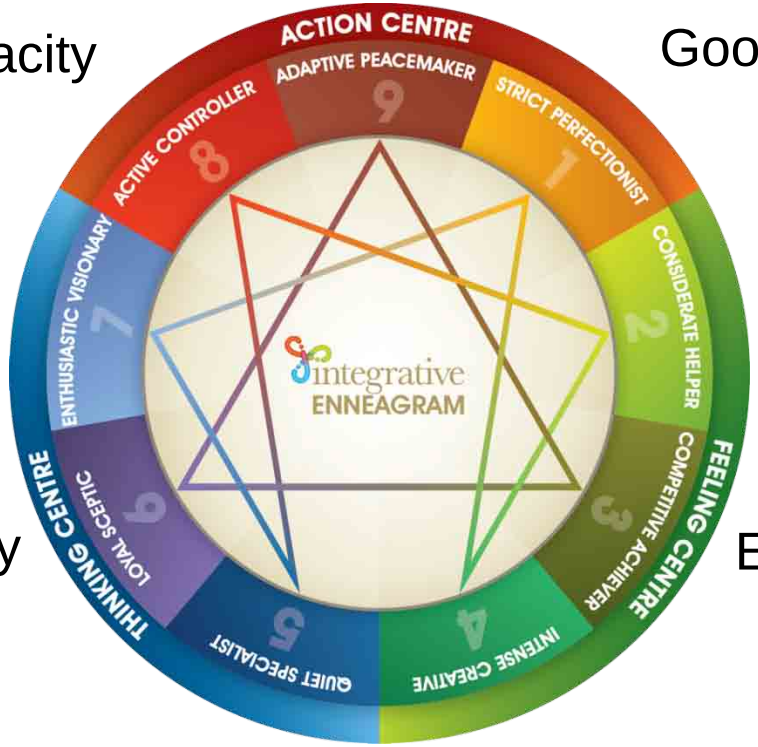
Love

Loyalty

Efficacy

Wisdom

Originality



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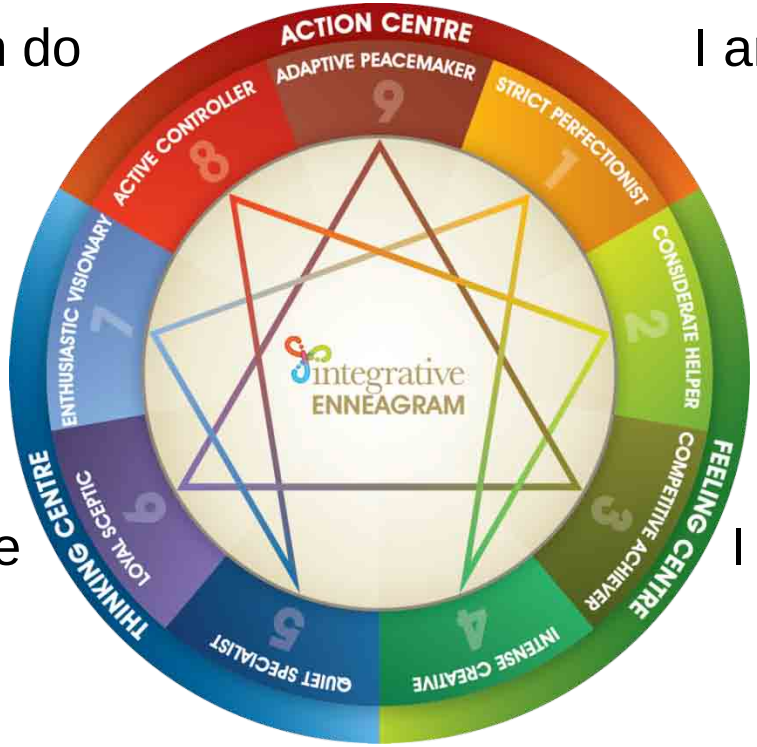
Idealised Image

I am settled

I can do

I am good / right



I am OK

I am helpful

I am loyal / responsible

I am efficient / successful

I am wise / perceptive

I am special / sensitive

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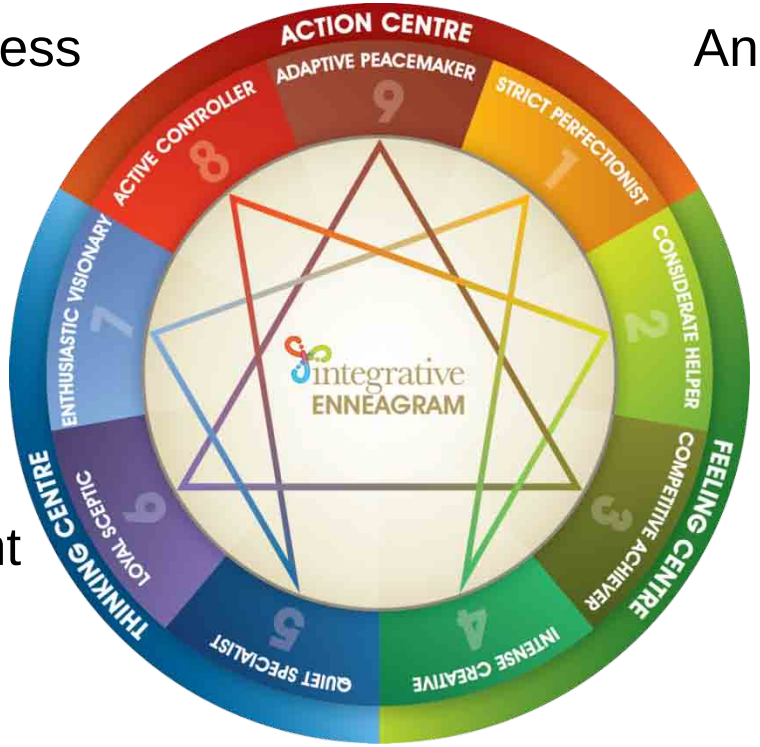
Avoidance / Blind Spot

Conflict

Vulnerability / Weakness

Anger, resentment



Pain

Need

Rebellion / Entrapment

Failure

Emptiness

Ordinariness / Superficiality

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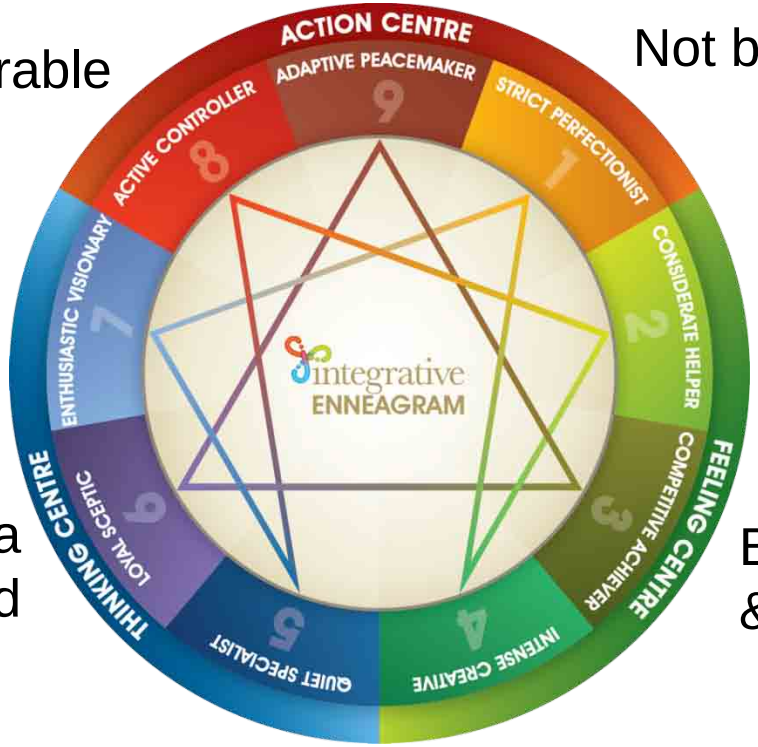
Core Fears

Being controlled + Turmoil

Being vulnerable

Not being good enough



Being limited & Pain

Being unloved

Being alone in a threatening world

Being Insignificant & useless

Being dependent, exhausted

Being without identity

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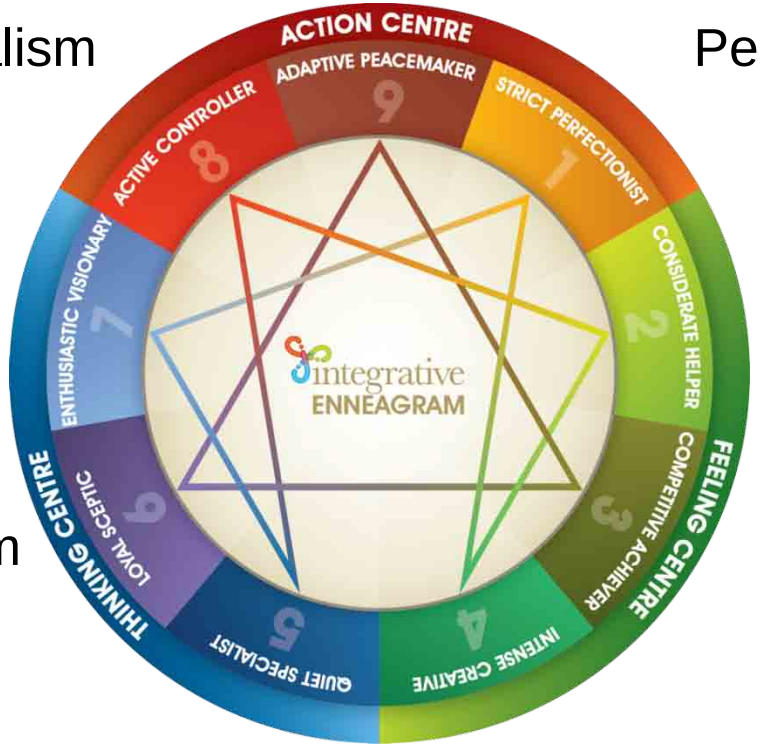
Distorted Principles

Quietism

Individualism

Perfectionism



Hedonism

Situationalism

Fanaticism

Pragmatism

Rationalism

Romanticism

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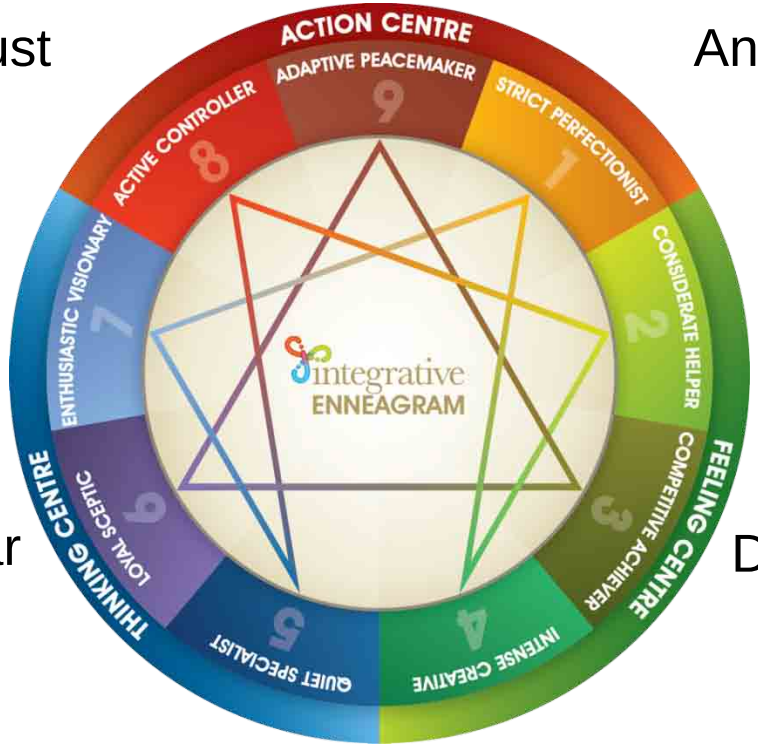
Vice / Shadow

Lethargy

Lust

Anger



Gluttony

Pride

Fear

Deceit

Avarice

Envy

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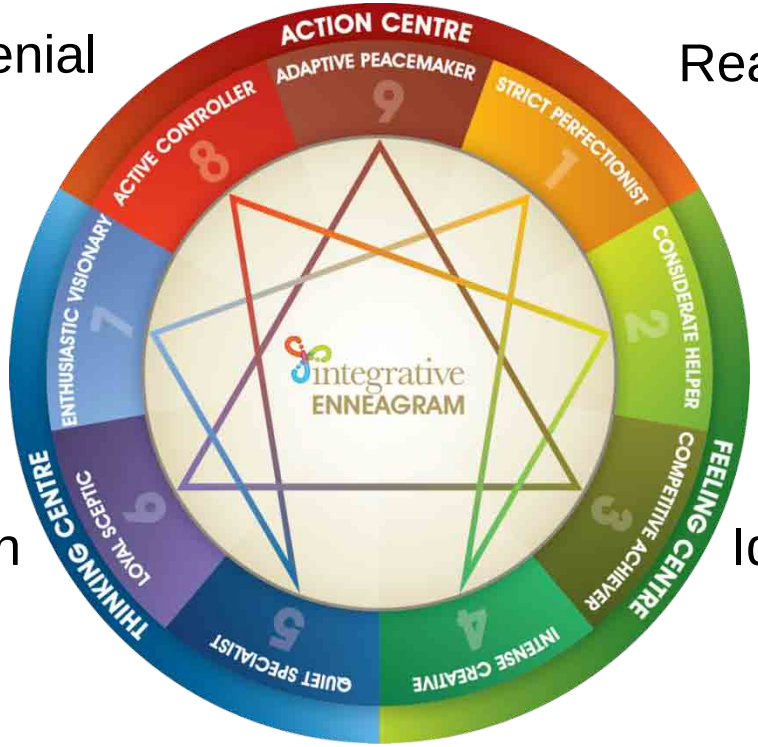
Defence Mechanisms

Narcotisation

Denial

Reaction Formation



Sublimation

Repression

Projection

Identification

Isolation &
Compartmentalisation

Introjection & Fantasy

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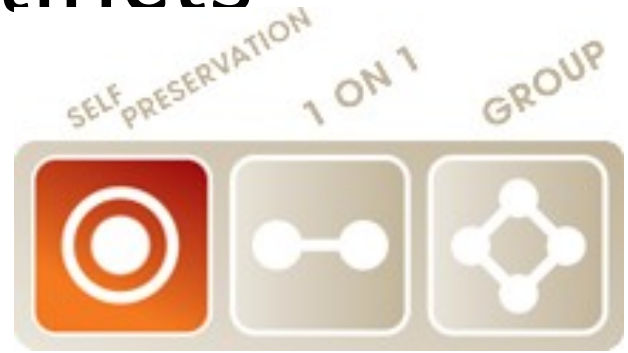
Sub-Types or Instincts

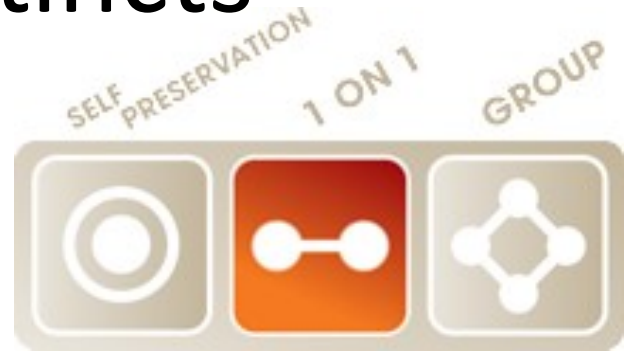


SP Self-Preservation / I

- Physical safety,
- Wellbeing,
- Material security
- Comfort.
- Push for independence. You may not want to feel dependent on others to have your needs met. It also adds an element concerned with security and conservation of energy to your relationship with your environment and others.

Sub-Types or Instincts

SX One-on-One / Us (Intimacy)



- Intensity of experiences
- Intimacy of relationships.
- Actively seeking out experiences and relationships that promise very strong concentrations of energy that creates a feeling of contentment and completion this external activity or person.

Sub-Types or Instincts

SO Social / We

- Interactions and relationships with other people
- Collective group activities.
- Awareness of group norms and standards
- Aware of status and level of approval in groups
- Push towards community and shared purpose.

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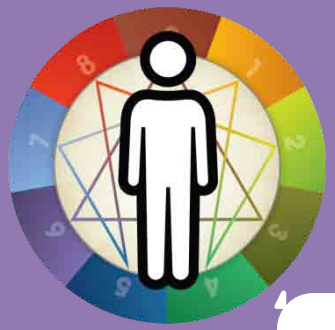
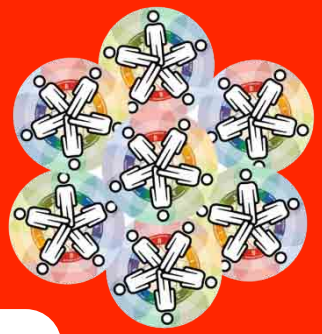
Map of Enneagram dynamics

PERSONAL

- Individual Ennea Type
- Motivation
- Centres & Behaviour
- Wing Influence
- Instincts
- Strain / Context
- Social Styles



INDIVIDUAL



ORGANIZATION

What is the issue?

DYAD

TEAM

- Archetype & Style
- Leader Profile
- Health & Effectiveness
- Team Hornevian
- Team Harmonic
- Team Maturity
- Collective Strain & Climate

COLLECTIVE

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ENNEAGRAM
ACCREDITED PRACTITIONER

For more information on the Integrative Enneagram System please contact:

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