

OUR INSIGHTS

What is Personality

Personality is the filter through which we see the world. As leaders, we manage through this lens. We tend to reinforce and favour people who behave like us, and we become suspicious of those whose approach and style differ from ours. But an effective leader needs to see the actual strengths and assets of all the people they manage.

Studies showed that good management without self-awareness is impossible. The Enneagram is a powerful system for self-discovery and self-understanding. Knowing our Enneagram type tells us a great deal about how we view the world, the values we hold, and what motivates us. It can also give us insight into the motivations of others – an essential tool for leadership development.

The Enneagram

The Enneagram (pronounced ANY-a-gram) is an ancient personality system that has been widely studied and applied in leadership development, coaching and people management. The Enneagram is usually represented as a nine-pointed diagram showing the nine personality types. It describes nine different world views, values systems and communication styles.

The Enneagram helps you to understand your own behaviour patterns and more importantly, why you do what you do. The Enneagram does not put you in a box – it shows you where you are in the box and the way out.

The Leadership Strengths for Each Type

Type One: Integrity, Principled, Purposeful,
Type Two: Generosity, Nurturing, Supporting
Type Three: Role Model, Authentic, Effective
Type Four: Creativity, Genuine, Appreciative
Type Five: Originality, Curious, Insightful
Type Six: Trouble-shooting Committed, Persevering
Type Seven: Enthusiasm, Versatile, Accomplished
Type Eight: Resolution, Empowering, Enterprising
Type Nine: Harmony, Inclusive, Peaceful

Contact us to learn more about the Enneagram.