

Integrative Enneagram Solutions offer coaches and Organizations a key to unlocking individual, team and organisational health and effectiveness. The Integrative Enneagram Questionnaire (IEQ) combines accuracy, scalability and depth of insight to enable practitioners to support their clients in their development journey and pursuit of their goals.

The Integrative Enneagram enables your clients to work with and resolve issues such as:

- Emotional, psychological and interpersonal effectiveness, personal transformation and personal development.
- Productivity losses as a result of team conflict.
- Leadership maturity, impact and effectiveness.
- Resistance to change, resilience and change readiness.
- Decision making
- Stress and the symptoms of stress
- Interpersonal strain and conflict at work and home
- Career development and transitions
- Communication and influencing skills

Unlocking team dynamics & personality styles

Through the application of an assessment that maximises quality, depth and accuracy of results, the practitioner is able to confidently fast track and unlock personal insight into subconscious motivations, defences and fixated behaviour patterns while simultaneously inviting the strengths and virtues of the individual into the conversation.

It does so through an objective measurement that enables powerful reframing, gentle confrontation of self and reflection. As an assessment rather than narrative solution, this enables the practitioner to work effectively with the Enneagram in larger groups and systems.

New to the Enneagram – What is it?

The word Enneagram comes from the Greek words **ennea** (9) and **gram** (points / what is written or drawn). It refers to the nine different Enneagram styles, identified as the numbers 1-9.

Each number represents a worldview and archetype that resonates with the way in which people think, feel and act and how they stand in relation to the world, others and themselves. It allows individuals to make sense of their motivational patterns, thereby unlocking change at the level of “why we do things” to enable behaviour change. This enables consciousness shifts.

The Enneagram and Coaching

The Enneagram has, over the past four decades, proven to be one of the most powerful tools in the coaching environment. When being coached, the use of the Enneagram does not only fast track insight, growth and integration for the individual client, but also gives durability and magnitude to the individual development process over time.

The Enneagram is not a superficial framework to provide just a quick and short-lived insight. The depth and layered approach to the Enneagram enable the coaching process to allow the clients to develop themselves over time, as it continues to resonate more deeply as they change and their circumstances change. Through the lines, wings, centre of intelligence, instincts and levels of integration, more subtle and powerful pathways to development open up to the individual.

The Enneagram in Organisational Development

The Enneagram is a catalyst for systemic organisational development at individual, team and organisational levels. As it speaks to intrinsic motivations, it also adds value to the process of change management and the need to work constructively with resistance. In teams, the Enneagram offers both diagnosis and development opportunities by reflecting “what is” as well as holding the key to new behaviour patterns and solution-mechanisms.

Enneagram-based insight has the ability to change the team at the point of micro-level interactions, thereby providing a powerful gesture into the complex adaptive system of the team. The Enneagram enables work with “self as instrument” and is appropriate from executive to grassroots levels in the organisation.

