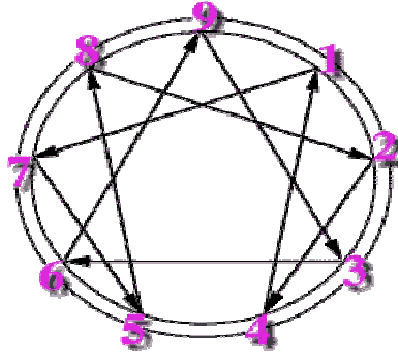


What is the Enneagram?

Though the precise origins of the Enneagram are unknown, its roots appear to have started several thousand years ago in Asia and the Middle East. The word Enneagram is derived from the Greek words *ennea* ("nine") and *gram* ("something written or drawn") referring to the nine points on the Enneagram model below. It provides a perspective of the different structures of interpretation people have for feeling, thinking and behaving in different situations.



Many fields and disciplines are currently using and applying the Enneagram model. These include business, education, psychotherapy, entertainment, medicine, sales and law. Today, an increasing number of organisations in business are using the Enneagram for both training programs and organizational change and transformations processes. Organisations that are using the Enneagram include Kaizer Permanente Research center, US Federal Reserve Bank, CIA, Walt Disney and others. They are applying the model in the areas of resolving and improving communication skills, resolving conflict situations, coaching, leadership development, developing team effectiveness, strategic planning and facilitating organisational culture change.

The Enneagram can be extraordinarily helpful in the creation and development of high-performing teams. The first part is for each team member to know their own Enneagram style and use this knowledge to improve their personal effectiveness as well as to adjust their interpersonal behaviours to the styles of the other team members. Knowledge of the Enneagram also increases team members' understanding and compassion. The knowledge of the Enneagram can assist both team members and leaders in developing team goals and inter-dependencies as well as expanding the repertoire of team-based roles and behaviours over stages of team development.

Benefits

The benefits organisations receive by applying and using the Enneagram in the workplace include:

- Individuals learn and identify their own Enneagram styles and are provided with recommendations to improve their own behaviour and lifestyles;
 - Individuals learn to communicate effectively through understanding their own strengths as well as other team members' perspectives and structures of interpretation;
 - Team members provide better, more constructive feedback to each other;
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- Conflict can be prevented, or once it occurs, can be resolved amicably;
- Highly productive teams can be created;
- Individuals understand how their leadership strength can become their own weakness, and get methods to counter this, and
- Individuals can transform themselves through self-knowledge and developing interpersonal communication and understanding others.