

  
 VIRGINIA BANKERS  
 ASSOCIATION  
 Summer Internship 2021

## Using Enneagram Wisdom to Develop Emotional Intelligence

Katie West – Consultant  
 Leadership & Organizational Development

1

---

---

---

---

---

---

---

---

Disclosures

### General

This presentation is designed to give the participant a general overview of Emotional Intelligence and the Enneagram personality typing tool. The information in 2-hour presentation is not comprehensive enough to affirm one's level of emotional intelligence or Enneagram type. A resource page is located at the end of the presentation for obtaining additional information about both topics.

*This material is designed to for the enrolled participant of the said scheduled event and may not be reproduced or copied in any format.*

2

---

---

---

---

---

---

---

---

Learning Goals

1. Know emotional intelligence is a core leadership competency to continually develop (good for personal life too,) and the Enneagram as a tool to assist with developing it.
2. Take away a general understanding of the Enneagram personality typing system and how it operates as a fluid and dynamic system.
  - Become familiar with the general characteristics of the 9 types. Become familiar with how each of the 9 types responds to stress and security. Know ways to develop and manage more effective connections with others.
3. Assignment for post workshop learning experience. (5 min.)

3

---

---

---

---

---

---

---

---

<b>Traits Of Great Leaders</b>	Honesty and Integrity	Emotional Intelligence
	Confidence	Humility
	Inspirational (Motivational)	Transparency
	Commitment and Passion	Change Agent
	Good Communicator	Engaging Vision
	Initiative for Action	Building
	Accountability	Purpose
	Empathy	Inclusive
	Resilience	Delegation &
	Creativity and Innovation	Empowerment

---

---

---

---

---

---

---

---

---

---

4

<b>EI</b>	<b>Emotional Intelligence</b>
	<p><b>75%</b> of careers are derailed for reasons related to emotional competencies, including inability to handle interpersonal problems; unsatisfactory team leadership during times of difficulty or conflict; or inability to adapt to change or elicit trust. -Center for Creative Leadership</p> <p>When dealing with people, remember you are not dealing with creatures of logic, but with creatures of emotion. -Dale Carnegie</p>

---

---

---

---

---

---

---

---

---

---

5

<b>EI</b>	<b>Emotional Intelligence</b>
	<p>Emotional intelligence is a way of <b>recognizing, understanding, and choosing how we think, feel, and act.</b> It shapes our interactions with others and our understanding of ourselves. It defines how and what we learn; it allows us to set priorities; it determines the majority of our daily actions. Research suggests it is responsible for as much as <b>80%</b> of the "success" in our lives. -J. Freedman</p>

---

---

---

---

---

---

---

---

---

---

6

**EI Benefits**

### High Emotional Intelligence Strengthens...

Decision Making	Communication
Time Management	Social Skills
Change Tolerance	Anger Management
Assertiveness	Customer Service
Empathy	Accountability
Stress Tolerance	Trust
Presentation Skills	Flexibility
:	:

7

---

---

---

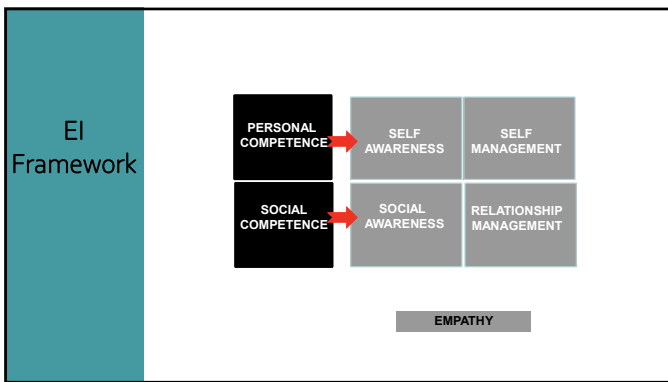
---

---

---

---

---



8

---

---

---

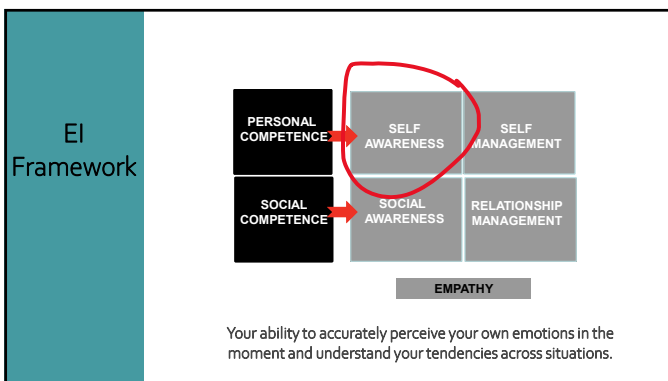
---

---

---

---

---



9

---

---

---

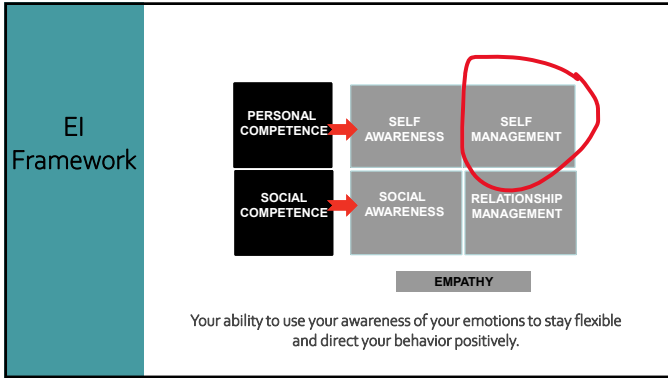
---

---

---

---

---



10

---

---

---

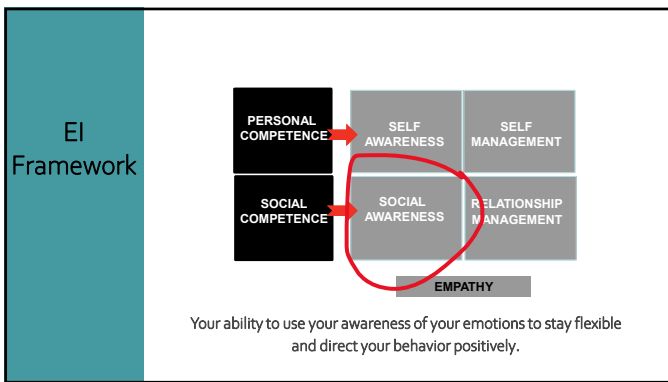
---

---

---

---

---



11

---

---

---

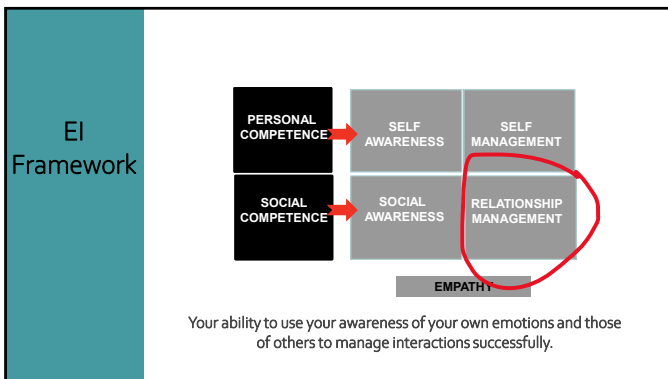
---

---

---

---

---



12

---

---

---

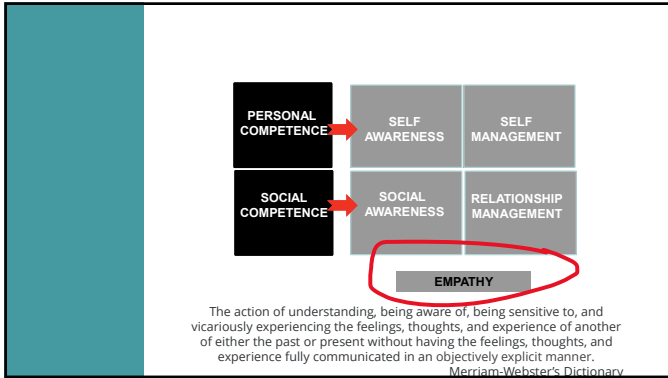
---

---

---

---

---



13

---

---

---

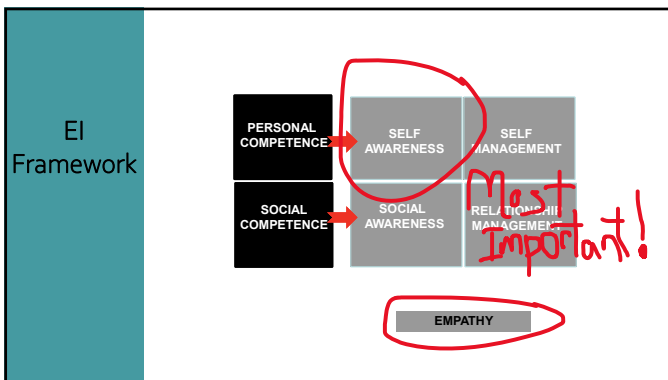
---

---

---

---

---



14

---

---

---

---

---

---

---

---

**Self-Awareness**

Tools for Developing Self-Awareness

- Meyers-Briggs Type Indicator (MBTI)
- DISC
- Strengths Finder
- Social Styles
- Enneagram

15

---

---

---

---

---

---

---

---

**Enneagram Overview**

The Enneagram is a personality typing system that teaches the nine personality types, which are depicted in the figure (gram) on this page. People are naturally drawn toward one of the 9 number types. Each number represents a way people can operate in the world.

The Enneagram is rooted from ancient wisdom which presents that can be traced back as far as 2,500 years. It is found in ancient Greek philosophy and has resonated here in more recently including Christianity, Judaism, Taoism, Buddhism, and others.

The Enneagram gets its name from Oscar Ichazo the Bolivian-born founder of the Arica School of Psychology which he established in 1968 and then came to the United States with it in the 1970s with Claudio Naranjo. By the 1970s and 1980s former students and writers surfaced. Some of them include Milton Palmer, John Richard Riso, Richard Rohr and Elizabeth Wager, which are well-known today. In the 2010s interest in the Enneagram has grown exponentially and there are many studies, teachers and students.

The Enneagram has many facets to learn about. It is important to know that identifying your Enneagram personality type is determined by your motivation and not behavior. The Enneagram is depicted with arrows that describe each number's stress and security. Every number has 2 wings. The Enneagram has many other features to learn about that will enable you to discover your personality deeply.

The Enneagram can help with maintaining self-awareness and control. You also will acquire knowledge of the other numbers which will help you with understanding the personality types of others. This knowledge can be used in work on managing your personality towards wholeness, bettering interpersonal relationships and building functional groups and teams in various possibilities.

---

---

---

---

---

---

---

---

---

---

16

**Enneagram Typing Yourself**

**Think about...**

1. The way you act at home and why.
2. The very best part of you is the very worst part of you.
3. You know yourself - what you get wrong vs. right.
4. How are you different from others?
5. Your number is determined by motivation (not behavior).
6. Personality formed by age 5.
7. You will never change what you see...you can only change what you do.
8. Self-observation non-judgmentally is everything.
9. You in your 20's.

---

---

---

---

---

---

---

---

---

---

17

**Enneagram The 9 Types**

**1**

**The Perfectionist**  
The Reformer

Quick Summary: perfectionist, idealist, principled, critical

General Characteristics

1. Strive to live up to their high ideals
2. Feel a need to be perfect
3. Angry and resentful
4. Don't take criticism well, but they criticize other harshly
5. Have a judging mind. Impulsive action for what is correct
6. Seldom say they are angry with what they are angry
7. Move toward life in an ethical way
8. Talk gets preachy

Leadership Characteristics

1. "One right way" of thinking
2. Control and overcontrol (and micromanaging)
3. Results oriented
4. Hard to please
5. Virtuousness (being good and avoiding blame)
6. Perfection and criticality

---

---

---

---

---

---

---

---

---

---

18

Enneagram  
The 9 Types

## 2

### The Helper The Giver

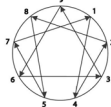
Quick Summary: relational, generous, insecure, self-unaware

General Characteristics

1. Sensitive to other people's needs.
2. Need to be needed. Put their powers in other people
3. Two ways of giving. Give to get or give altruistically
4. Self-worth comes from sensing and meeting needs
5. Need approval and gratitude
6. Get tired of too much giving
7. Make people feel good
8. Feel what others feel, not what they feel

Leadership Characteristics

1. Strategically helps to create indispensability
2. Charm and warmth
3. Empathy and emotional sensitivity
4. Relationship Oriented
5. Other oriented
6. Giving with the expectation reciprocity



19

---

---

---

---

---

---

---

---

---

---

Enneagram  
The 9 Types

## 3

### The Achiever The Performer

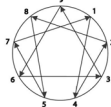
Quick Summary: image conscience, ambitious, adaptable, motivated

General Characteristics

1. Energetic
2. Need to see themselves as successful. Image conscience
3. Feelings are seen as messy and inefficient
4. Politically savvy
5. Can hide, anger fear disappointment
6. Motivated by external applause.
7. Multi-task, like short cuts, not great at detail
8. Perpetual performer, want to be the star, first prize or you are a loser

Leadership Characteristics

1. Ability to read their audience
2. Goal oriented – no goals, no energy
3. Focus on doing / achievement orientation
4. Image management
5. Competitiveness and drive to win
6. Good at motivating



20

---

---

---

---

---

---

---

---

---

---

Enneagram  
The 9 Types

## 4

### The Romantic The Individualist

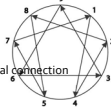
Quick Summary: dramatic, artistic, melancholic, intuitive

General Characteristics

1. Sensitive feeling and are warm and perceptive, most complex
2. Need to be seen as special
3. They are the most human number on the enneagram
4. They are comfortable with melancholy
5. Talk style is sad stories
6. Go through the blues 4-5 times an hour
7. Struggling with dissatisfaction and focused on what is missing
8. Bring originality to things they do

Leadership Characteristics

1. Highly value authentic expression
2. Emotionally intuitive and empathetic
3. Desire to stand out as special, unique, or extraordinary
4. Bias as to what is happening in relationships of terms of emotional connection
5. Moody/dramatic
6. Emphasis on work that has meaning



21

---

---

---

---

---

---

---

---

---

---

5

## The Observer

The Investigator


Quick Summary: perceptive, detached, informed, introverted

General Characteristics

1. Need space and to understand
2. Hoard necessities of life
3. Observe rather than participate
4. They like predictably
5. Their talk style is presentation
6. Everything interest them.
7. They are great listeners
8. Not getting involved keeps them from being controlled

Leadership Characteristics

1. Ability to access information and assess it skillfully and with interest
2. Objectivity
3. Focus on maintain appropriate boundaries
4. Intellectual and thoughtful
5. Detachment from emotions
6. Private and modest



---

---

---

---

---

---

---

---

---

---

22

6

## The Questioner

The Loyalist


Quick Summary: fearful, loyal, procrastinator, committed

General Characteristics

1. Need to feel certain and secure
2. Manage their life with worst-case scenario
3. They are the people that keep things going
4. High security needs orderly plans and rules
5. 6s think everyone is fearful as they are
6. More than willing to take secondary position
7. Tall style is group talk
8. Devil advocate

Leadership Characteristics

1. Good analytical minds for evaluation data and doing research
2. Good trouble shooters
3. Skilled at preparation and readiness in the face of things that might go wrong
4. Excellent problem solvers
5. Ability to be clam in crisis
6. Protective and supportive of team



---

---

---

---

---

---

---

---

---

---

23

7

## The Enthusiast

The Epicure

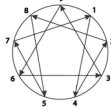
Quick Summary: entertaining, accomplished, uninhibited, manic

General Characteristics

1. They take delight in the very best possibilities
2. Need - to avoid pain
3. Stable secure routine is a turnoff
4. Masters of denial
5. Very charming
6. Don't like repetition, don't want to get stuck in routine.
7. When they withdraw their energy, it sucks the air out of the room
8. They thrive when they realize the freedom and excitement, they seek is available

Leadership Characteristics

1. Ability to generate imaginative visions and outcomes
2. Synthesizing minds
3. Positive outlook
4. Preference for having many options
5. Tendency to rationalize doing what feels good
6. Enthusiastic and energetic



---

---

---

---

---

---

---

---

---

---

24



8

## The Challenger

The Asserter

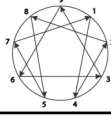
Quick Summary: self-confident, decisive, jut, leader

General Characteristics

1. Need to avoid being controlled
2. See everything in extremes
3. Lots of physical energy, Energizer Bunny
4. Expect you to give as much as they do
5. As children they can identify with those in control
6. When people are in trouble, they call 8s
7. Their talk style is imperative, they want you to show your strength
8. They define themselves by oppositional energy- what they are against

Leadership Characteristics

1. Big energy and presence
2. Can-do mindset
3. Powerful strong fearless
4. Decisive
5. Unafraid of conflict
6. Honest and direct



---

---

---

---

---

---

---

---

---

---

25

9

## The Peacemaker

The Mediator

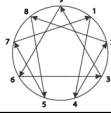
Quick Summary: peaceful, reassuring, complacent, neglectful

General Characteristics

1. Their need is to avoid conflict
2. They are loyal and like be close, but you need to reach them
3. They are the least complex #, what you see is what you get
4. It is not theirs to do
5. They see two sides of things – best and worst
6. They go along to get along
7. They are not prone to peer pressure
8. Easily distracted and focus on many things, laid back and easy going

Leadership Characteristics

1. Good mediators and facilitators
2. Easy going and affable
3. Indecisive
4. Tendency to merge and over adjust
5. Passive resistance instead of active aggression
6. Lovers of comfort



---

---

---

---

---

---

---

---

---

---

26

1

## The Perfectionist

The Reformer

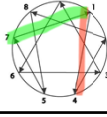
Quick Summary: perfectionist, idealist, principled, critical

Security Characteristics

1. The internal critic quiets
2. More open minded
3. Become more comfortable with pleasure
4. Become more spontaneous
5. Has a sense of optimism
6. Focus of attention moves to "gray"
7. Open to a variety of possibilities

Stress Characteristics

1. Internal critic works overtime
2. Become unusually harsh
3. Self-confidence drops
4. Become oversensitive
5. Become depressed
6. Become shameful



---

---

---

---

---

---

---

---

---

---

27

Enneagram  
Stress & Security

## 2

### The Helper The Giver

Quick Summary: relational, generous, insecure, self-unaware

**Security Characteristics**

1. Accommodate other's needs less often
2. Pay attention to their own inner experience and practice self-care
3. Learn to say no and sets appropriate boundaries
4. Accept a long-avoided sense of loneliness and or unworthiness

**Stress Characteristics**

1. Neediness turns into dominance
2. Love withdrawn becomes silent or furious
3. Love over given becomes demanding
4. Attempt to control and bully
5. Become distrustful of others
6. Assertive energy allows to directly self-advocate

28

---

---

---

---

---

---

---

---

---

---

Enneagram  
Stress & Security

## 3

### The Achiever The Performer

Quick Summary: image conscience, ambitious, adaptable, motivated

**Security Characteristics**

1. Competition drops and becomes warmer
2. Become more willing to follow or give up control
3. Loyalty becomes more important than deceit
4. Teamwork and relationships become easier
5. Search for external security heightens insecurity

**Stress Characteristics**

1. Doing gets blocked and disengages
2. Become worn out from failure, exhaustion, or sickness
3. Find a way to numb self – food, drink, more work
4. Become less productive and efficient
5. Become less confident
6. Find downtime
7. Drop image consciousness

29

---

---

---

---

---

---

---

---

---

---

Enneagram  
Stress & Security

## 4

### The Romantic The Individualist

Quick Summary: dramatic, artistic, melancholic, intuitive

**Security Characteristics**

1. Cultivate left-brained objectivity
2. Focus on something outside of themselves
3. More down to earth, practical and structured
4. Direct creativity to something more concrete
5. Perfectionism/self-critiques amplifies flawed feeling

**Stress Characteristics**

1. Deny personal needs
2. Overaccommodate
3. Become extremely dependent on someone to save them
4. Resent people that rescue them
5. Become manipulative to garner love and attention
6. Try to win others over
7. Become more possessive of partner

30

---

---

---

---

---

---

---

---

---

---

**5**

### The Observer

The Investigator

Quick Summary: perceptive, detached, informed, introverted

**Security Characteristics**

1. Find Strength
2. Become more empowered
3. Become aware of physical desires and body-based instincts
4. Act on wants and enjoys life more fully
5. Is more vocal and assertive
6. Feel more capable
7. Mismanaged power

**Stress Characteristics**

1. Retreat to compulsive doing
2. Enter a fantasy realm and disconnects from reality
3. Escape with pleasure
4. Manic thought process can result in risky behavior
5. Hyperactivity
6. Exuberance cuts through detachment

31

---

---

---

---

---

---

---

---

---

---

**6**

### The Questioner

The Loyalist

Quick Summary: fearful, loyal, procrastinator, committed

**Security Characteristics**

1. Become more trusting and flexible
2. Can see all sides not just the dangerous or negative ones
3. Can be more supportive and less suspicions
4. Learn to relax
5. Trust their gut
6. Numb symptoms of fear

**Stress Characteristics**

1. Driven to produce and achieve
2. Anxiety increases, possible reach a state of terror
3. Emphasis goes to work or income
4. Frantic attempts to gather resources
5. May tell lies or deceive
6. Try to appear confident
7. Productive energy overrides anxiety and paralysis

32

---

---

---

---

---

---

---

---

---

---

**7**

### The Enthusiast

The Epicure

Quick Summary: entertaining, accomplished, uninhibited, manic

**Security Characteristics**

1. More focused and gain depth
2. Gain a desire to understand the deeper meaning of life
3. Consumption is slowed
4. Engage in contemplative practices
5. Accept stillness
6. Become introverted and introspective
7. Lost in minutia
8. Complicate decision making

**Stress Characteristics**

1. Become critical and judgmental
2. Agitated with anyone who limits freedom
3. Become methodical
4. Sense of humor diminishes
5. Dualistic thinking
6. Benefits from structure and personal responsibility.

33

---

---

---

---

---

---

---

---

---

---

**Enneagram  
Stress & Security**

# 8

## The Challenger

The Asserter

Quick Summary: self-confident, decisive, jut, leader

**Security Characteristics**

1. Become softer and more giving
2. Become passionate about and more attentive to others
3. Learn to value other's beliefs and see them as equals
4. Exposes tenderness/vulnerability'
5. Inner child feels safe (get to come out and play)
6. Giving to hold power over instead of power with.

**Stress Characteristics**

1. Withdraw, clam up and isolate
2. Gets more emotionally distant
3. Less expressive
4. Loses grounded earthy sense
5. Retreats to strategize
6. May become bitter or jaded
7. Self care falls by the wayside
8. Finds clarity in taking an informed view

---

---

---

---

---

---

---

---

---

---

34

**Enneagram  
Stress & Security**

# 9

## The Peacemaker

The Mediator

Quick Summary: peaceful, reassuring, complacent, neglectful

**Security Characteristics**

1. The learn to feel special and important
2. Gets in touch with their passion
3. Feels secure enough to display accomplishments
4. Goal oriented
5. Adopts a positive self view
6. More assertive and decisive

**Stress Characteristics**

1. Reactivity and worry replaces positivity
2. Goes to self doubt
3. Feels a state of paralysis
4. Seeks security in external structures that appear safe
5. Becomes suspicious
6. More pessimistic
7. Anxiety serves as the alarm bell as to what is important

---

---

---

---

---

---

---

---

---

---

35

**Enneagram  
Ways to Get  
Along**

### Use Enneagram Wisdom

Know your motives  
You can't change others  
Know core characteristics of each type

### Use Emotional Intelligence

Social Awareness  
Stop, look, & listen  
Relationship Management  
Use awareness of your emotions and of others to  
navigate interactions successfully  
Use Empathy

---

---

---

---

---

---

---

---

---

---

36

Enneagram  
Enhancing  
Relationships

1

## The Perfectionist

### The Reformer

Quick Summary: perfectionist, idealist, principled, critical

<p><b>Likes</b></p> <ul style="list-style-type: none"> <li>Responsibility</li> <li>Excellence</li> <li>High standards</li> <li>Self-control</li> <li>Structure</li> <li>Timeliness</li> <li>High quality</li> </ul>	<p><b>Dislikes</b></p> <ul style="list-style-type: none"> <li>Lack of integrity</li> <li>Bad manners</li> <li>Mistakes and errors</li> <li>Not following the rules</li> <li>Tardiness</li> <li>Laziness</li> <li>Irresponsibility</li> </ul>
---	--

37

---

---

---

---

---

---

---

---

Enneagram  
Enhancing  
Relationships

2

## The Helper

### The Giver

Quick Summary: relational, generous, insecure, self-unaware

<p><b>Likes</b></p> <ul style="list-style-type: none"> <li>Warm people</li> <li>Feeling needed</li> <li>Kindness</li> <li>Providing help</li> <li>Giving advice</li> <li>Being important to people</li> <li>Reciprocity</li> </ul>	<p><b>Dislikes</b></p> <ul style="list-style-type: none"> <li>Insensitivity</li> <li>Not knowing where I stand with others</li> <li>Selfishness</li> <li>Lack of empathy</li> <li>Demands for helping and doing for others</li> </ul>
--	---

38

---

---

---

---

---

---

---

---

Enneagram  
Enhancing  
Relationships

3

## The Achiever

### The Performer

Quick Summary: image conscience, ambitious, adaptable, motivated

<p><b>Likes</b></p> <ul style="list-style-type: none"> <li>Setting aggressive goals</li> <li>Achieving results</li> <li>Getting results</li> <li>Stimulating people</li> <li>Leading people</li> <li>Being respected</li> <li>Competition</li> <li>Doing what I am good at</li> </ul>	<p><b>Dislikes</b></p> <ul style="list-style-type: none"> <li>Wasting time</li> <li>Incompetent people</li> <li>Doing nothing</li> <li>Focusing on my emotions</li> <li>Feelings of failure</li> <li>Failure</li> <li>Being controlled</li> </ul>
---	---

39

---

---

---

---

---

---

---

---

Enneagram  
Enhancing  
Relationships

4

## The Romantic

The Individualist

Quick Summary: dramatic, artistic, melancholic, intuitive

Likes

- Deep conversations
- Feeling inspired
- Feeling connected to myself and others
- Authentic connections with people
- Self-expression
- Exploring emotions
- Feeling understood

Dislikes

- Feeling rejected
- Insincerity
- Shallowness
- Inauthentic people
- Feeling stagnant
- Adhering to social norms

---

---

---

---

---

---

---

---

40

Enneagram  
Enhancing  
Relationships

5

## The Observer

The Investigator

Quick Summary: perceptive, detached, informed, introverted

Likes

- Knowledge
- Insight
- Wisdom
- Competence
- Time alone
- Intellectual stimulation
- People who respect my physical space

Dislikes

- Demands of my time and resources
- Loss of privacy
- People who don't do what they say
- Surprises
- Depletion of my energy
- Feeling overwhelmed
- Invasiveness

---

---

---

---

---

---

---

---

41

Enneagram  
Enhancing  
Relationships

6

## The Questioner

The Loyalist

Quick Summary: fearful, loyal, procrastinator, committed

Likes

- Safety
- Predictability
- Dependable people
- Stimulation challenges
- Authority figures who can be trusted
- Thinking fully through issues
- Feeling prepared

Dislikes

- Deception
- Untrustworthy people
- Ambiguity
- Authority figures who abuse power
- Simplistic thinking
- People who say I am imagining something

---

---

---

---

---

---

---

---

42

14

Enneagram  
Enhancing  
Relationships

7

## The Enthusiast

The Epicure

Quick Summary: entertaining, accomplished, uninhibited, manic

<p style="margin: 0;"><b>Likes</b></p> <ul style="list-style-type: none"> <li>Infinite possibilities</li> <li>Freedom</li> <li>Options</li> <li>Learning new things</li> <li>Unlimited choices</li> <li>New ideas</li> <li>Fascinating people</li> <li>Variety and excitement</li> <li>Positivity</li> </ul>	<p style="margin: 0;"><b>Dislikes</b></p> <ul style="list-style-type: none"> <li>Pessimism</li> <li>The word "No"</li> <li>Feeling trapped</li> <li>Slowness</li> <li>Boring people</li> <li>Pain of any kind</li> <li>Repetition and routine</li> <li>Being told what to do</li> </ul>
--	---

43

---

---

---

---

---

---

---

---

---

---

Enneagram  
Enhancing  
Relationships

8

## The Challenger

The Asserter

Quick Summary: self-confident, decisive, jut, leader

<p style="margin: 0;"><b>Likes</b></p> <ul style="list-style-type: none"> <li>Honesty</li> <li>Directness</li> <li>Energy</li> <li>Intensity</li> <li>Independence</li> <li>Big action</li> <li>Responsibility</li> <li>Power and influence</li> </ul>	<p style="margin: 0;"><b>Dislikes</b></p> <ul style="list-style-type: none"> <li>Weakness</li> <li>Manipulation</li> <li>Incompetent authority figures</li> <li>Lack of control</li> <li>Bullying</li> <li>Indecision</li> <li>Excuses and rationalizations</li> </ul>
--	--

44

---

---

---

---

---

---

---

---

---

---

Enneagram  
Enhancing  
Relationships

9

## The Peacemaker

The Mediator

Quick Summary: peaceful, reassuring, complacent, neglectful

<p style="margin: 0;"><b>Likes</b></p> <ul style="list-style-type: none"> <li>Peace</li> <li>Positive regard</li> <li>Mutual respect</li> <li>Inclusion</li> <li>Routine</li> <li>Comfort</li> <li>People who listen well</li> <li>Everyone having a voice and being heard</li> <li>Relaxing</li> </ul>	<p style="margin: 0;"><b>Dislikes</b></p> <ul style="list-style-type: none"> <li>Conflict</li> <li>Anger</li> <li>Tension</li> <li>Ambitious people</li> <li>Pretentiousness</li> <li>Aggressiveness</li> <li>Arrogance</li> <li>Being controlled</li> <li>Rudeness</li> </ul>
---	--

45

---

---

---

---

---

---

---

---

---

---

Next Steps



On the Job

- 1. Based on the presentation connect with your mentor/coach or your intern and share what Enneagram type (number) you "think" you are. Be able to give definitive examples from the shared content as to why you have identified with a particular type.

(You may not be comfortable picking just one Enneagram type, so share what types you think you might be based on the information you have learned. Remember Enneagram types are driven by motivations not behaviors. It is perfectly okay not to be certain, the Enneagram is a journey not a course. The more self-aware you are the easier it is to identify with a type, so the journey is to slow down and ask yourself how did I behave in a certain situation and why? After you have identified consistencies in your motives for your behavior then you may be closer to confirming your type.)

- 2. Meet at least once a week to share affirmations of your type.
  - i. How did you react to a situation?
  - ii. What characteristics of your Enneagram type did you see in yourself as you made choices throughout the week that you did not know before you gained some Enneagram wisdom?
  - iii. How are using the knowledge of EI and the Enneagram for enhancing relationships with others?

Self-Development (optional but recommended)

- 1. Review the resources on the following page to learn more about EI and the Enneagram.
- 2. Form a small group to learn and hold each other accountable
- 3. Contact Katie West for more information (901-262-6232 or [kwwest95@comcast.net](mailto:kwwest95@comcast.net))

---

---

---

---

---

---

---

---

---

---

46

Bibliography & Resources

Books

Bradberry, Travis E. & Greaves, Jean, *Emotional Intelligence 2.0*.

Baron, Renee and Wagler, Elizabeth, *The Enneagram Made Easy...Discover the 9 types of People*. Harper Collins 1994.

Chealgaigh, Aine Ni and Kingman, Kelly, *The Visual Enneagram - A Quick Tour of the 9 Numbers*. Capsize Press 2013.

Chestnut, Beatrice, *The 9 Types of Leadership...Mastering the Art of People in the 21st Century Workplace*. Post Hill Press 2017.

Cron, Ian Morgan and Suzanne Stabile, *The Road Back to You...An Enneagram Journey to Self-Discovery*. InterVarsity Press 2016.

Heuert, Christopher, *The Sacred Enneagram... Finding Your Unique Path to Spiritual Growth*. Zondervan 2017.

Riso, Don Richard and Hudson, Russ, *The Wisdom of the Enneagram...The Complete Guide to Psychological and Spiritual Growth for the Nine Personality Types*. Bantam Books 1999.

Stabile, Suzanne, *The Enneagram Journey...A DVD Curriculum...for Exploration, Growth and Transformation*. Life in the Trinity Ministry 2014.

Lapid-Bogda, Ginger Phd. & Bogda, Russell (Ties), *The Art of the Enneagram*. The Enneagram in Business Press 2020

Other

- EnneaApp
- [www.enneagraminstitute.com](http://www.enneagraminstitute.com)
- [www.lifeninthetymindirect.com](http://www.lifeninthetymindirect.com)
- [www.youenneagramcoach.com](http://www.youenneagramcoach.com)

Katie West - Leadership & Organizational Development Consultant - [kwwest1995@comcast.net](mailto:kwwest1995@comcast.net) (901-262-6232)

---

---

---

---

---

---

---

---

---

---

47