



The EnneagramInBusiness.com

Everything You Need For The Enneagram In Organizations

CONSULTANTS: USE THE WEBSITE FOR YOUR PERSONAL DEVELOPMENT AND PROFESSIONAL WORK!
REFER YOUR CLIENTS TO ACCELERATE THEIR GROWTH!

THE ENNEAGRAM IN BUSINESS PUBLIC PORTAL: SPECIAL HIGHLIGHTS FOR CONSULTANTS

The Public Portal contains hundreds of interesting and useful documents; here are a few consultant-specific highlights:

Enneagram System

Learn more about the Enneagram through sophisticated style descriptions, detailed style differentiators, stories by three individuals of each style, style-based development activities, and information on Enneagram wings, arrows, and subtypes. You can even use this section to help clients identify or confirm their styles. Specifically, go to these sections:

Find Your Enneagram Style

How to Use It

- Fine-tune your own typing skills so you can assist clients in discovering their styles.
- Send clients to this section of the site in advance of working with them so they become familiar with the Enneagram style.
- Send clients to this section of the site after you've helped them find their Enneagram style in a 1-1 session. They learn more about the styles; the information can also help individuals who are debating between which of the styles best describes them.

Directions: Under "Enneagram," go to "Find Your Enneagram Style." This is a "player" that allows you to click on an Enneagram style number or numbers and find concise and accurate Enneagram typing information. The "player" is in three parts: (1) Find Your Enneagram Style – descriptions of each style including thought, feeling, and behavioral patterns plus typing questions to answer; (2) Enneagram Style Differentiators, written by Bea Chestnut – click on 2 numbers to learn how the two styles are similar and different; and (3) Real Stories – three amusing and poignant stories for each Enneagram style.

<http://www.theenneagraminbusiness.com/enneagram1/yourstyle.html>

Other Systems

How to Use It

- Familiarize with the information on other systems commonly used in organizations, how they compare to the Enneagram, and how the two systems can be integrated before you meet with clients; you may not know in advance what they'll ask you.
- Bring copies of the information with you to meetings in case you are asked.
- If you have a client who wants to use the Enneagram and one of these systems, you can contact the person who wrote the description for ideas or some consulting help with the client.

<http://www.theenneagraminbusiness.com/enneagram1/others.html>

Clients often ask you how the Enneagram compares and contrasts to the other personality systems being used in organizations. Sometimes clients will know a lot or very little or will like or dislike one of these systems, so it is important to have accurate information that is also non-judging. In this section, "Other Systems," you'll find short and accurate information about four other systems and how they can be used with the Enneagram should clients want to do so. These include: Disc, Insights MDI®, MBTI, and Strength Finders.

Business Applications: Topic - Coaching

This entire, robust section is also valuable for consultants since consultants often coach their clients during consulting engagements.

The Three Basic Coaching Methodologies: Learn the architecture for differentiating between long-term, short-term, and crisis coaching.

The Core Development Areas for Coaching Clients of Each Enneagram Style: This part of the coaching applications section focuses on the development needs of clients.

Coaching Stories for Each Enneagram Style: Anne Muree, a seasoned Enneagram coach with decades of experience, is particularly useful, as she shares her successful coaching experiences with leaders of each style, including their development issues, coaching process used, and results.

Coach's Strength and Development Areas by Enneagram Style: Learn how coaches themselves can use the Enneagram for their own development.

Other Business Applications: Topics

You can learn how the Enneagram can be applied in a wide array of applications that your client may be working on – for example, communication, conflict, feedback, decision making, engagement, facilitation, leadership, negotiations, sales, and teams. All of these applications are integrated with models from organization development or other professional fields such as sales. You'll find you can use the Enneagram in almost every consulting project, often in multiple ways.

Enneagram Applications: Leadership

The leadership section is robust, and it is best to start with *The 9 Leadership Paradigms: The Leadership Strengths and Derailers* so you can see how precisely the Enneagram can predict your leadership style as well as understand the resultant natural strengths you bring and potential derailers – attributes that can take you off your path to effectiveness and success. Next, go to *Leaders of Each Enneagram Style, Their Greatest Gift and Ideas for Development* so you can recognize, honor and leverage what comes so easily to you that others admire, but also the areas that are your growth edge. In the *Leadership Competency Model* section, you can review today's seven most important leadership competency areas.



ENNEAGRAM LEARNING PORTAL: SPECIAL HIGHLIGHTS FOR CONSULTANTS

This subscription-based portal offers exceptional in-depth information.
(Individuals: \$150 per year; group rates also available)

The Enneagram Learning Portal contains hundreds of interesting and useful documents; here are a few consultant-specific highlights:

Interactions at Work

An invaluable guide to all work interactions at the click of a button

Learn how the 9 styles interact at work and how to improve work-based relationships, including general interactions, manager and employee relationships, and the performance review dynamics. In addition, learn how to make yourself easy to work with and the best ways to not inadvertently trigger negative reactions from individuals of the 9 styles. Go to each of these three sections:

Make Yourself Easy to Work With: Learn the style-based reasons why others like to work with you, why they don't, and what you can do to make yourself easy to work with for everyone.

The Enneagram Interaction Grid: Click the two Enneagram style numbers of your interest and find out how these two styles interact at work when it is going well, when it is not, and what to do about it; how managers and employees of each style work together and how to enhance these relationships; and how to predict the interactions during a performance review and how to make these go well.

How to Work Effectively with Each Style: Learn the five most important reactivity triggers for each style and five ways to not trigger these reactions in individuals of each style.

Enneagram In-Depth

The Inner Polarities of the Enneagram Styles and *A 3-V View of the Enneagram: Values, Vision, and Vulnerabilities:* These two pieces by Jerry Wagner contain insightful and witty information and powerful development activities for each Enneagram style.

Ask Bea: Q&A: Ask Bea Chestnut your Enneagram questions.

Enneagram Subtypes: View a streamed video about the Enneagram subtypes, narrated by Bea Chestnut, to understand yourself and your clients better. It will also be a great support to you in guiding your clients to accurately identify their Enneagram styles.

Self-Development

Growth Activities: Coaches and clients alike can use these style-specific growth activities.

Bodywork: Integrate bodywork into your development and that of your clients through the activities on *Conscious Breathing Practice* and *Body Awareness Practice* by Peter O'Hanrahan. Bodywork is a breakthrough gateway for almost every client and these two pieces offer coaches Enneagram style-specific bodywork activities to use with their clients.

Transformation: The Enneagram can be used for growth but also for more profound transformation. The activities specifically leverage the transformational aspects of the Enneagram system.

Consulting

Johari Window: This classic consulting model identifies multiple facets of how individuals present themselves. View a Johari window for each Enneagram style. It describes what client of each style need to do to be more open and flexible.

Consultants of the 9 Enneagram Styles: In addition to strengths and development areas, three important development thoughts are included for consultants of each style.

Consulting Clients of the 9 Enneagram Styles: This section describes the behaviors and preferences of clients of each style and provides consultants with a provocative question to ask during consultations.

Integrating the Enneagram with Consulting - The Johari Window: The Enneagram can be integrated with almost every major consulting model. Using the Johari Window as an example, consultants can clearly understand how to do this.

Applications

Communication: This section features a communication model and explores how individuals of each Enneagram style can develop and enhance genuine relationships, use emails to improve their communication, and improve their listening skills. Read about the influencing strengths and weaker areas of each style and learn tips to increase your influence.

Conflict: Learn more about the Pinch-Crunch Conflict model; the conflict triggers of each Enneagram style, the stories we tell ourselves, and how to change our story to lessen reactivity; and how to approach individuals of each style during conflict.

Decision making: Learn the model for making optimal decisions, activities for enhancing your decision-making abilities, and the organizational factors involved in effective decision making.

Feedback: Learn the most effective way to give feedback, understand how individuals of each Enneagram style can enhance their feedback, and explore ways to increase your receptivity to feedback.

Sales: Learn an effective sales model and how sales personnel can use the Enneagram to increase their sales skills.

Teams: Learn the style preferences for team goals and interdependence; the roles individuals play on teams and how the Enneagram can improve team dynamics; the behavior of each style during the four stages of team development and how to shift behavior to create high-performing teams; and how the Enneagram as a team map can illuminate team dynamics and enhance team performance.

Leadership

Leadership Case Studies: Read profiles of 9 excellent leaders, one of each style, with insightful coaching commentary from 3 different executive coaches. You can compare your leadership style in action to eight other leaders, but you can also take advantage of the profound and incisive coaching advice for leaders of your style.

Leadership Competencies: Learn the 7 core leadership competencies in-depth, complete with models and Enneagram-based development activities for leaders of each style that enable them to excel in each competency area.

Development Activities: Learn about the leadership styles of the 9 different Enneagram styles and how leaders of each style can enhance and expand their overall leadership capabilities.

The Leader's Bookshelf: Watch a provocative slideshow, something you will enjoy but that also allows you to reflect on how you spend your development time.

Coaching

Expert Monthly Coaching: Each month, nine expert coaches – one of each Enneagram style – will answer the same question regarding coaching clients of their style.

Coaches of the 9 Styles: This section describes the strengths and development areas for coaches of each Enneagram style and offers three coaching-specific development activities for each style.

Coaching Clients of the 9 Styles: Clients unconsciously behave in ways during coaching that unintentionally impede their progress. These behaviors are described for clients of each style so that both coaches and those being coached can be aware of these issues.

NOTE: THESE ARE JUST SOME WEBSITE SECTIONS OF INTEREST TO CONSULTANTS FROM AMONG A VAST ARRAY OF OFFERINGS.