



# The EnneagramInBusiness.com

Everything You Need For The Enneagram In Organizations

**TRAINERS:**

USE THE WEBSITE FOR YOUR PERSONAL DEVELOPMENT AND PROFESSIONAL WORK!  
USE THE WEBSITE TO SUPPORT YOUR TRAINING PROGRAMS!

## THE ENNEAGRAM IN BUSINESS PUBLIC PORTAL: SPECIAL HIGHLIGHTS FOR TRAINERS

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

### Enneagram System

*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 a program so they become familiar with the types prior to your working with them in person.
- Send clients to this section of the site after a program so they learn more about the styles; the information can also help individuals who are debating between which of the styles best describes them.
- Use this section in your programs if everyone has access to a computer. Once they type themselves (using typing cards or whatever process you use), they can go to the Enneagram Style Differentiators and/or the Real Stories to confirm or disconfirm their thinking.

**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 yourself 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 client 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 Areas*

#### How to Use It

- Familiarize with the information about the application before you meet with clients if you have an idea of the client’s needs.
- Use some of the ideas when writing client proposals (make sure to honor copyrights).
- Contact the Senior Member author for a few ideas or ask them to help you with the project.

[http://www.theenneagraminbusiness.com/business\\_applications/overview.html](http://www.theenneagraminbusiness.com/business_applications/overview.html)

There are an endless number of Enneagram business applications, and this section includes many of the core applications as well as those that are highly innovative. The applications include: coaching, communication, conflict, decision-making, engagement, facilitation, feedback, interactions, leadership, negotiations, sales, and teams. Many of these were written by Senior Members of the Enneagram in Business Network with special expertise in these areas, and their names and contact information are included.

*Industry*

#### How to Use It

- Learn about your current and future clients’ industries.
- Refer your clients to this section to offer them guidance and reassurance that others in their industry are using the Enneagram, and they will also be interested in industries other than their own.
- Read about all industries to learn why certain industries tend to use the Enneagram in specific ways. This helps you suggest the best applications for future clients.

- Read about all industries so you can anticipate applications clients in certain industries may want in the future.

[http://www.theenneagraminbusiness.com/business\\_applications/industry.html](http://www.theenneagraminbusiness.com/business_applications/industry.html)

The Enneagram is being used in a wide variety of industries, and this section covers 14 industries, with more to be added and updates done as needed. Many clients are extremely interested (or feel reassured) when they know something about how it is being used in their industry as well as others. The information in this section can add greatly to your and the Enneagram's credibility. Senior Network Members with industry expertise wrote all of these industry descriptions.

*Worldwide*

#### **How to Use It**

- Help your global clients understand that they can use it beyond their own borders.
- Refer your clients to this section because it so clearly shows that the Enneagram and its applications are universal.

[http://www.theenneagraminbusiness.com/business\\_applications/worldwide.html](http://www.theenneagraminbusiness.com/business_applications/worldwide.html)

The Enneagram is being used in so many different countries and this section describes the Enneagram's business roots and use in fourteen countries.



## **ENNEAGRAM LEARNING PORTAL: SPECIAL HIGHLIGHTS FOR TRAINERS**

**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 trainer-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. You can use this information to enhance your relationships with your clients and program participants, but it is also a topic that participants ask about during Enneagram training programs. Go to all 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; they will absolutely contribute to your Enneagram knowledge.

*Ask Bea: Q&A:* Ask your Enneagram questions. Your clients may ask you these same questions.

*Enneagram Subtypes:* View a streamed video about the Enneagram subtypes, narrated by Bea Chestnut, to understand yourself better, but also to help people in your programs identify their Enneagram styles more accurately. Some of the subtypes look very much like another Enneagram style and it's important to understand these nuances. If you want to show this DVD in your programs, you can purchase the DVD separately from the online store. The ELP version is fine for viewing on a computer, but too small to project on a screen.

### **Self-Development**

*Growth Activities:* You can use these style-specific growth activities for your own growth or teach them to training participants in your programs.

*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 everyone and these two pieces offer trainers short and effective activities to use with everyone in your training programs, but also shows you how to customize them for each Enneagram style.

*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. You can use these ideas for yourself or use them in your training programs.

## Training

Trainers can use the Enneagram for their own personal development and as a way to enhance their training capabilities. In addition, Enneagram trainers always benefit from Enneagram training tips and new Enneagram-based training activities. You can find all these in this section.

*Trainers of the 9 Enneagram Styles:* Real stories describe the training style of a trainer of each Enneagram style, with the trainer's core developmental issue.

*Enneagram Training Tips:* This section includes tips on design, general training, and ethical issues involved when bringing the Enneagram to organizations.

*Enneagram Training Activities:* This section contains a variety of Enneagram-based training activities you can use in your programs.

## 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. Although you may or may not be coaching as well as training, this section is full of Enneagram insights that will deepen your knowledge and experience with the 9 styles.

## Leadership

The entire leadership section will be of great use to you if part or all of your training involves leadership development. The Enneagram can be used to enhance overall leadership style as well as to develop specific leadership competencies.

*Leadership Case Studies:* Read profiles of 9 excellent leaders, one of each style, with commentary from 3 coaches – a Head Center, Heart Center, and Body Center coach.

*Leadership Competencies and Development Activities:* Learn the 7 core leadership competencies, complete with models and Enneagram-based development activities for leaders. This section provides a conceptual foundation should you be training leaders to use the Enneagram in areas such as driving for results, team leadership, decision-making, leading change, thinking strategically, and more.

## Consulting

*Johari Window:* This classic consulting model identifies multiple facets of how individuals present themselves. View a Johari window for each Enneagram style. This section can be used in your training programs.

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