

## The Tool

The word Enneagram comes from the Greek words *ennea* (nine) and *gram* (points). 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 they live in, others and themselves.

Over the past four decades, the Enneagram has proven to be one of the most powerful tools in the coaching and organisational development environment. It not only provides fast track insight, growth and integration for individuals, it also gives durability and magnitude to the individual and team development journey over time.

Through the lines, wings, centres of intelligence, instincts and levels of integration, more subtle and powerful pathways to development open up. Because of this, we typically use the Enneagram with those at more senior levels and those seeking a rich personal development experience.

Using *Integrative Enneagram Solutions* to power this approach, the tool offers benefits to:

- *Individuals* – revealing motivational drives
- *Teams* – providing a framework for making sense of team dynamics and conflict
- *Organisations* – Building organisational integrity and enabling cultural change.

## How it Works

The Enneagram creates meta-awareness at an individual and team level and uncovers the focus and patterns of behaviour that sub-consciously drive and motivate us to act in certain ways.

The Enneagram also provides a very powerful model for understanding how development and integration operates, given the core motivational pattern we start from. It empowers the individual to take responsibility for his or her own behaviours and growth from a greater understanding of *why* they act and react in a certain way.

Our iEQ9 Enneagram Test and Professional Reports offer the most accurate and technically robust Enneagram assessment tools to support the developmental journey. Our adaptive, intelligent questionnaires integrate the art and science of self-discovery and transformation with intelligent cutting-edge technology.

## Key Features

At Oasis People and Culture, the Enneagram is applied from an Open System perspective. It is therefore not aimed at “boxing”, limiting or categorising people. The Integrative Enneagram Report works with an individual as a more complex, layered, unique and distinct being than other Typing systems.

### **Leadership Benefits**

Boost team performance, provide HR and hiring insights, identify strengths, get better results with people, unlock leadership and skills potential, improve communications and productivity, identify career direction.

### **Team and Culture Benefits**

Learn how to interact effectively with others, improve relationships through insights and understanding, develop people skills, minimise conflict and stress, connecting with other more quickly, motivation and personal development.

### **Comprehensive Enneagram Report**

Our reports are carefully designed to provide both a detailed assessment of motivation and behaviour but also provides a wealth of helpful resources for improvement and growth

### **Additional Information**

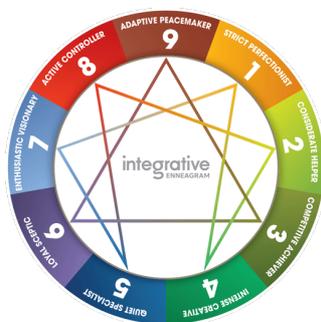
For a sample report, or to request more information about this tool, please contact us today.

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### **Artwork:**



**Coaching Readiness Profile**

Overall Coaching Readiness Score: **80** (Average)



**Values Profile**

Overall Values Score: **80** (Average)



**Coaching Profile**

Core Emergence Type: **Active Coach**



**Integration Snapshot**

Overall Integration Score: **47**



**Team & Skills Profile**

Overall Team & Skills Score: **80** (Average)



**Interaction Style (Personality)**

Overall Interaction Style Score: **82** (High)



**Conflict Styles (Personality)**

Overall Conflict Style Score: **80** (High)



**When I Don't Get My Way**

Overall Score: **80** (Average)



**When I Don't Get My Way**

Overall Score: **80** (Average)

