

Enneagram Made Simple

with Ian Morgan Cron



**Business
Made Simple
University**



Why You Need to Understand Yourself

A LACK OF SELF-AWARENESS IS THE PROBLEM

Would you say you're self-aware?

If you're self-aware, you know your strengths and weaknesses, what your triggers are, and how you make decisions. You have the ability to regulate your thoughts, feelings, and actions. You understand the effect they have on others.

Self-awareness is key to understanding how the people around you are wired, and what they really want out of their job and their life. It's especially helpful in relationships with friends, family members, and coworkers.

It's also useful at work. In fact, the overall key predictor of success among leaders and teams is self-awareness.

When leaders know the inner workings of their own personality type and those of the people they lead, they take their organization to the next level.

Self-awareness is a critical skill, but most people don't know how to develop it in themselves. Most organizations don't know how to help develop it among their people. As a result, we all then believe that *our* way of seeing and understanding the world is how *everyone* sees and understands the world. This creates a culture of distrust, conflict, and poor communication -- whether you're at home or at work

How do you combat these challenges? How do you and your team develop self-awareness?

SELF-AWARENESS HELPS YOU GROW IN LIFE AND WORK

Enter: The Enneagram. It's the best tool for cultivating self-awareness and understanding the different ways people perceive the world. This ancient personality typing system teaches there are nine basic personality types in the world. When you understand each type and how that type interacts with others, you'll learn:

- Why people react to situations the way they do
- The communication style you should use with each member of your team or group
- How to encourage every member of your team in a way that truly matters
- The role that each team member will thrive in
- How to create common ground among coworkers
- How you can reduce conflict
- And much more

The Enneagram will help you unlock your true potential, both at home and at work. If you lead an organization, it will give you the competitive edge your company has been looking for.

While this course is designed with business leaders in mind, ANYONE can use it to learn more about the 9 Enneagram types, and instruct you on how to engage with each type so the people in your life feel seen, heard, and understood.

YOU AND YOUR TEAM WILL CONNECT AND GROW

In this course, you'll learn:

1. An overview of the Enneagram and how it can transform your team or group
2. How to identify your dominant type
3. The communication style of each type
4. How to encourage and motivate each type
5. Tips for staying healthy and performing at your best
6. Practical steps for how to implement what you learn

What's the most important thing you want to get out of the Enneagram Made Simple course?

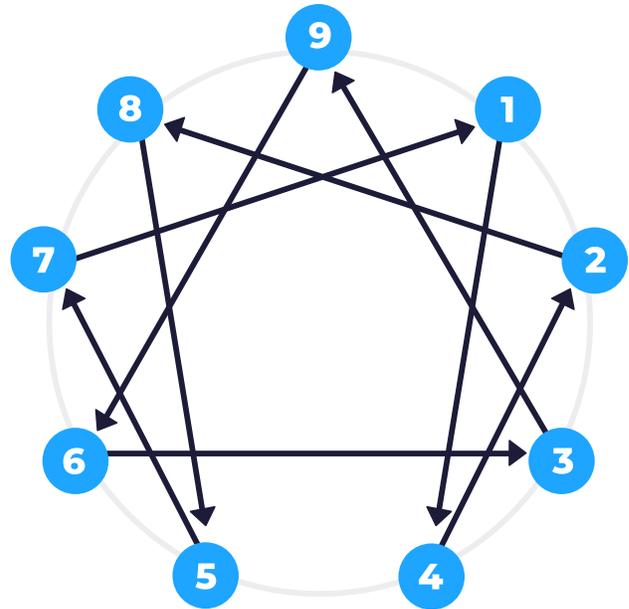
Let's dive in!

What is The Enneagram?

The Enneagram is an ancient personality typing system that teaches there are nine basic personality types in the world.

While we each carry traits of all 9 personality types, there is one type we naturally gravitate toward. We adopt this type in childhood to cope with and navigate the world of relationships. We call this our dominant type.

Unlike other personality assessments, the Enneagram takes into account the fluid nature of the personality, which is constantly adapting as circumstances change. Sometimes we function in a healthy space and other times we move into an unhealthy space. Therefore the Enneagram can help people identify when they are healthy and performing at their best or when they are unhealthy and engaging in self-defeating behavior.

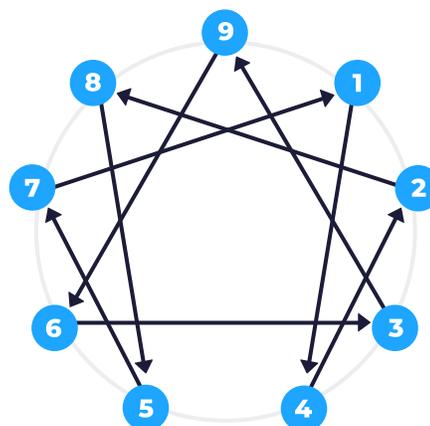


When you look at the Enneagram diagram, you'll see that each number has a dynamic relationship with four other numbers. Each number touches the two on either side, as well as the two at the other ends of the arrows. Your dominant type never changes, but your behavior is influenced by these four other numbers -- so much so that you can start to look like one of them depending on what's happening in your life.

When you learn your dominant type and how it interacts with these other numbers, you'll become more aware of how to get the resources you need to function in health.

WING NUMBERS

The numbers adjacent to your dominant type are called wings. These wing numbers can season your dominant type with some of their feature characteristics. Typically, you'll lean toward one of these two numbers and take on some of their characteristics and traits.



STRESS AND SECURITY NUMBERS

Your unconscious motivation and dominant type never change, but your behavior does depending on whether you're in a time of stress or in a time of security. The numbers at the end of the arrows reveal how each type typically thinks, acts, and feels in times of security and in times of stress.

Your type's security point indicates the number your personality moves towards and draws energy and resources from when you're feeling secure and healthy. **It's indicated by the arrow pointing toward your number on the Enneagram diagram.**

Your type's stress point is the number your personality moves toward and draws energy and resources from when you're under pressure. **It's indicated by the arrow pointing away from your number on the Enneagram diagram.**

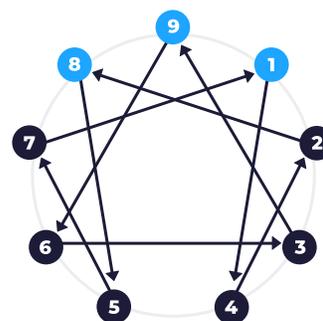
TRIADS

The nine numbers on the Enneagram are divided into three triads. Each of the numbers within each triad is driven by a certain emotion related to a part of the body known as the center of intelligence. We'll start with the Gut Triad (8,9,1), then we'll go to the Heart Triad (2,3,4) and we'll finish with the Head Triad (5,6,7). Your triad is another way of describing how you habitually take in, process, and respond to life.

BODY CENTERED OR GUT TRIAD

| NUMBERS | PREDOMINANT EMOTION |
|------------------|---------------------|
| 8 - 9 - 1 | ANGER |

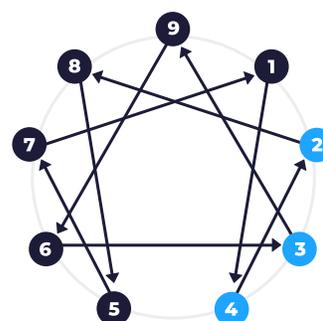
8s externalize their anger, 9s forget it, and 1s internalize it. These types respond to life straight from their gut and act before they think. They tend to express themselves honestly and directly.



EMOTIONALLY CENTERED OR HEART TRIAD

| NUMBERS | PREDOMINANT EMOTION |
|------------------|---------------------|
| 2 - 3 - 4 | SHAME |

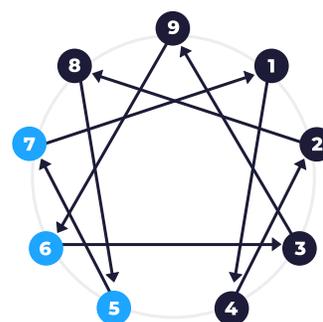
These are feeling-oriented people. 2s focus outwardly on the feelings of others, 3s have trouble recognizing their own feelings at all, and 4s concentrate inwardly on their own feelings. These numbers are the most image-conscious types on the Enneagram.



MENTALLY CENTERED OR HEAD TRIAD

| NUMBERS | PREDOMINANT EMOTION |
|------------------|---------------------|
| 5 - 6 - 7 | FEAR |

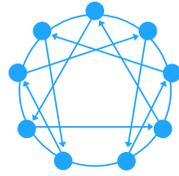
These types take in and relate to the world through the mind. 5s externalize their fear, 6s forget it, and 7s internalize their fear. The types in this triad think and plan carefully before they act.



This course will reveal your Enneagram type

If you don't know your Enneagram type already, by the end of this course you will. Watch all of the modules, then think about which resonates most with you. Here are some tips to help you get there.

1. Don't try to type yourself solely on the basis of traits or behaviors. Your number is not determined by what you do so much as by WHY you do it. Instead, listen carefully for the unconscious motivation that drives the behavior of each number to see whether it rings true for you.
2. As you listen, try to think about what you were like at an earlier age rather than who you are now. Even though your personality type never changes, it is more pronounced when you're younger.
3. Listen for the type that best describes who you are, not the type you'd like to think you are or have always wanted to be.
4. Not everything in the description of your dominant type will apply to you 100% of the time. Humans are ever-evolving beings who move constantly up and down the spectrum from healthy to average to unhealthy.
5. Remember, no one type is inherently better than another.



MY ENNEAGRAM TYPE IS

MY WING IS

WHERE I GO IN TIMES OF STRESS

WHERE I GO IN TIMES OF SECURITY

How To Use This Workbook with the Course

The Enneagram type descriptions are ordered by the Triads. By going through each Triad, you can understand how your type relates to the other numbers in your triad. It makes the Enneagram easier to understand and will help you identify your dominant type.

For each type, you'll learn a few key points or "quick facts" that will help you understand how that type is wired.

SUPERPOWER

A type's superpower refers to their unique gifts and abilities. When you know each type's superpower you'll be able to call out greatness in your coworkers and encourage them to operate in their strengths. Knowing each type's superpower will build trust among your staff, help people work more productively, and build momentum as an organization

PASSION

Passion is what fuels each type's self-defeating behavior. Think of it as the "deadly sin" of each type. The passion of your type is the fixation that prevents the energy of your life from flowing freely. The passion of your type is another way to talk about the disposition you present when you're not functioning in health. The passion of each type can help you identify which type you are and will offer more insight into what drives your behavior.

UNCONSCIOUS MOTIVATION

As you'll learn, each type has a different pattern of thinking, feeling, and acting that arises from a powerful unconscious motivation. The unconscious motivation of a number refers to the unknown or secret desire that is the real driver of behavior. Usually, knowing the unconscious motivation for a type will help you determine what your dominant type is.

COMMUNICATION STYLE

Each type has a specific style of talking and communicating. Knowing the talk style of each number will give you insight into other people's type and help you understand the way in which each type sees the world. Understanding each communication style will help create clarity and reduce conflict among your staff.

ROLES THAT ARE PERFECT FOR THIS TYPE

For each number, you'll find a few roles that each particular type would thrive in. This section will be especially helpful for managers or supervisors. If you have an employee in the wrong role, they could be on the cusp of burnout. Use this section to double check you've set your team up for success.

Here's how to work through this course.

1. First, watch each module and take notes on the general characteristics of each type. You can list these in the note taking section of your workbook.
2. Then, list the people in your life (coworkers, family members, or friends) who you think or know are that type.
3. List the roles in your organization that you know a specific Enneagram type would thrive in. You can do this in the section titled "Roles That Are Great For This Type."
4. After that, write one thing you'll do for the people in your life who are that type to encourage them based on what you learn will motivate that type. It will be noticeably different than what you might be used to saying to your friends and coworkers. With the added insight the Enneagram provides, you'll know exactly how to communicate with people around you in a way that motivates them to be the best version of themselves.

By the end of this course, you'll have instruction for how to communicate clearly with everyone on your team. Plus, you'll know how you can motivate your coworkers to perform at their best. When everyone is engaged and operates within their strengths, your business will transform.

With that, let's dive in to the first triad we'll cover: The Gut Triad.



Type 8s in my life (coworkers, family members, friends):

How I'm going to encourage and motivate the 8s in my life:



If you are an Enneagram Type 8, here are a few transformational tips that will help you function in health and perform at your best in the workplace:

1. Too often, your intensity and lust for life runs the show. Give a friend permission to tell you when you're going overboard or exhibiting extreme behaviors.
2. To recover a piece of your natural childhood innocence, tend to and befriend your inner child.
3. Watch out for and avoid black and white thinking.
4. Broaden your definition of strength and courage to include vulnerability. Risk sharing your heart at deeper levels with someone in your life.
5. Remember, your tendency is to act impulsively. It's "Ready, Aim, Fire!" not "Fire, Aim, Ready!"
6. You don't have the corner on the truth market. In the heat of battle, stop and ask yourself, "*what if I'm wrong?*" Get used to asking yourself that.
7. Your personality is twice as big and intense as you think it is. What feels like excitement to you might feel like intimidation to others. Offer an unqualified apology when people tell you that you're running them over.
8. Don't always play the part of the rebel and don't pit yourself against appropriate authority figures.
9. When you get angry, stop and ask yourself whether you're trying to hide or deny a vulnerable feeling. Notice how you use aggression to hide your feelings.
10. Don't judge yourself or others as weak for sharing tender feelings. It takes great courage to drop your guard and expose your inner child.



Type 9s in my life (coworkers, family members, friends):

How I'm going to encourage and motivate the 9s in my life:

 Type 9  Video 3

If you are an Enneagram Type 9, here are a few transformational tips that will help you function in health and perform at your best in the workplace:

1. Journal on the question, “What is my calling or life’s program? Am I pursuing it or postponing it to keep the peace?” *(If you are an Enneagram Type 9, journal on this reflection question on the next page).*
2. Ask someone to help you find a task management or to-do system to help you stay on task. There are lots of great apps out there just for this purpose.
3. Practice saying no when someone asks you to do something you don’t want to do.



4. Be aware of the numbing strategies you use to avoid having to deal with life, whether that's a glass of wine, shopping, or girl scout cookies.
5. Don't be afraid to have opinions and express them. You can start with small things and build up to important ones.
6. Resist the urge to fall back on passive-aggressive behaviors, like procrastination and avoidance. If you feel angry, be honest about it.
7. Understand how important and unique your voice is. People deserve to hear what you think, not have their own views mirrored back to them.
8. Remember that what feels like intense, terrible conflict to you might just be a disagreement for someone else. Take a breath and engage.
9. Realize that your tendency to merge with others is a beautiful gift. But don't fuse with another person and miss out on the chance to become your own person.
10. When you feel paralyzed in the face of a decision, consult someone who won't tell you what to do, but rather will help you tease out what you want to do — then do it!



- Help them shift their focus from what's wrong to what's right. Tell them when they're doing a good job and be specific about what you find impressive about their work.
- If you offend a 1, own up to it completely and offer a genuine apology.
- Never harshly criticize a 1 in public or they will respond defensively. If there's an issue, make a private appointment to discuss it.
- If you work for a 1, ask regularly for feedback but don't expect lavish compliments.
- Don't be offended if they initially hesitate to delegate tasks to you.
- Follow the guidelines or rules your 1 coworker or boss has put in place.

Type 1s in my life (coworkers, family members, friends):

How I'm going to encourage and motivate the 1s in my life:



If you are an Enneagram Type 1, here are a few transformational tips that will help you function in health and perform at your best in the workplace:

1. To awaken self-compassion, try to capture in a journal the typical things your inner critic says to you and then read them aloud.
2. When your inner critic activates, smile and tell it you hear it and appreciate how it's trying to help you improve or avoid making mistakes, but you're taking a new path to self-acceptance in life.
3. Resist the urge to give other people to-do lists or to redo their tasks if you think they haven't met your standards. Instead, catch the people you love doing things right — and tell them how much you appreciate them for it.
4. When you are ready to dive right in to correct an injustice or right a wrong, first ask yourself whether the passion you feel for that issue is really misplaced anger about something else.
5. Let your Seven and Nine friends help you learn how to relax and have fun. The work will still be there tomorrow.
6. If you find yourself procrastinating, think about the reason why. Are you reluctant to get going on a task or project because you're afraid you won't be able to accomplish it perfectly?
7. Pick up a hobby you enjoy but are not especially good at doing — and just do it for the love of it.
8. Forgive yourself and others for mistakes. Everyone makes them.
9. See whether you can catch yourself measuring yourself against others to see who does a better job, works harder, or meets your definition of success.
10. Be aware of how you receive criticism from others and try to accept it without being defensive.



- Be careful with criticism. Too much of it will crush them.
- If they get frustrated, let them vent and let them do it without judgment.

Type 2s in my life (coworkers, family members, friends):

How I'm going to encourage and motivate the 2s in my life:

 [Type 2](#)  [Video 3](#)

If you are an Enneagram Type 2, here are a few transformational tips that will help you function in health and perform at your best in the workplace:

1. Rather than hinting at your needs or leaving it to others to figure them out, try telling them directly.
2. Internally take a deep breath and start over when you catch yourself trying too hard to present a likable image or flattering others to win their approval.



3. Don't reflexively say yes to everything. When someone asks for your help, say you'll get back to them with an answer once you've had time to think about it. Or just experiment with saying the word no. It is a complete sentence.
4. When the urge to help overwhelms you, ask yourself, "Is this mine to do?" If you're not sure, talk it over with a trusted friend.
5. When you realize you've fallen back into the typical behaviors of your number, gently ask yourself, "What would I have to feel if I wasn't flattering or meeting this person's needs right now?"
6. Whenever possible, perform acts of anonymous service.
7. Twos toggle back and forth between having overly inflated and overly deflated views of themselves and their value to others. Remind yourself you're neither the best nor the worst. Just you.
8. Don't push away feelings of resentment or entitlement when they arise. Instead, view them as invitations to look inwardly with kindness and ask, "What most needs attention in my life right now?"
9. Don't beat yourself up when you catch yourself moving too aggressively toward others or overwhelming them with your emotions. Congratulate yourself for spotting it, and dial it back.
10. Two or three times a day, ask yourself "What am I feeling right now?" and "What do I need right now?" Don't worry if you can't supply an answer. It takes time to develop self care muscles.



- Give a 3 a path and opportunity to advance in your company, or you will not keep them for very long.
- Watch to make sure they don't succumb to workaholism.
- Remind them their identity and value will not ultimately be found in their work or accomplishments.

Type 3s in my life (coworkers, family members, friends):

How I'm going to encourage and motivate the 3s in my life:

 [Type 3](#)  [Video 3](#)

If you are an Enneagram Type 3, here are a few transformational tips that will help you function in health and perform at your best in the workplace:

1. It's important for every number to develop a practice of silence, solitude, and meditation, but it's particularly essential for 3s since you place such high value on activity and productivity.



2. Find a spiritual director to accompany you on your journey to reclaim your authentic self. It's hard to walk the path alone.
3. Challenge your definition of success and craft a new one based on your own feelings, desires, and values -- not those inherited from family or culture.
4. Don't wait until it's too late for you to ask yourself the question, "Who am I if not my persona?" Do it now.
5. Material success and being real are not mutually exclusive. Success is great if the person responsible for it is the real you.
6. Take inventory of who and what gets sacrificed while you're frantically racing to cross the finish line first — spouse, kids, health, friendships.
7. Take a vacation and do not bring work with you.
8. Resist the temptation to be the center of attention. Instead, try being a collaborative team member who wants to help others succeed and shine.
9. Have at least one close friend with whom you can be real and vulnerable. As a 3, you probably have a lot of friends, but make sure some of them are people who can love you when you're a complete disaster, not just when you're projecting an image of success.
10. Read Richard Rohr's books *Falling Upward: a Spirituality for the Two Halves of life* AND read *Immortal Diamond: The Search for Our True Self*.



- Set up regular one-on-one time with them to make sure they feel understood.
- Invite them to meetings outside their department. Their creative minds often see surprising connections.

Type 4s in my life (coworkers, family members, friends):

How I'm going to encourage and motivate the 4s in my life:

 [Type 4](#)  [Video 3](#)

If you are an Enneagram Type 4, here are a few transformational tips that will help you function in health and perform at your best in the workplace:

1. Be aware of self-absorption. Listen to others when they share stories about their own suffering, and realize it's not just you.
2. Make sure you don't instigate a drama or crisis with family or friends when your emotions start to feel run of the mill. All the world is not a stage, and you're not Shakespeare.



3. Go out of your way to find and express appreciation for what's present and unique in the people you love rather than focusing on what's missing.
4. Offer yourself unconditional self-friendship as you work to unwind lifelong feelings of shame and inferiority. Never give up on yourself!
5. Don't get stuck in suffering, but figure out what's causing it and do what you can to heal it.
6. Keep an eye out for envy! You never come out ahead when you compare yourself to other people.
7. Stop fantasizing about the ideal relationship, career, or community. Instead work hard for what's possible and see it through to completion.
8. Don't only look for beauty and meaning in the extraordinary or unusual. Find it in the ordinary and simple as well.
9. When the past calls, let it go to voicemail. It has nothing new to say to you.
10. Don't embellish and get swept up in your feelings.



Type 5s in my life (coworkers, family members, friends):

How I'm going to encourage and motivate the 5s in my life:

 [Type 5](#)  [Video 3](#)

If you are an Enneagram Type 5, here are a few transformational tips that will help you function in health and perform at your best in the workplace:

1. Allow your feelings to arise naturally and experience them in the present moment. Then you can let them go.
2. Recognize when you're succumbing to a scarcity mentality by hoarding affection, privacy, knowledge, time, love, money, material possessions, or thoughts. (If you are an Enneagram Type 5, journal on this reflection question in the space below).
3. When something occurs that seems to elicit emotions in other people, try to feel with them in the moment rather than saving those feelings to process later.



4. Try sharing more of your life with others, trusting they won't misuse that information.
5. Venture out of your comfort zone and share more of who you are with those around you.
6. Remember you don't have to have the answers for everything. You won't look foolish, just human.
7. Call a friend and offer to hang out for no reason at all other than to enjoy each other's company.
8. Allow yourself some material and experiential luxuries. Buy a new mattress! Travel!
9. Take up yoga or another activity that will connect you with your body. Overcoming the disconnect between your body and head will be life-changing.
10. Even when you're unsure of yourself, jump into a conversation rather than withdrawing from it.



Type 6s in my life (coworkers, family members, friends):

How I'm going to encourage and motivate the 6s in my life:

 Type 6  Video 3

If you are an Enneagram Type 6, here are a few transformational tips that will help you function in health and perform at your best in the workplace:

1. Give yourself time to calm your mind. It's filled with voices expressing vacillating opinions, doubts about other people's trustworthiness, imagined worst-case scenarios, and questions about your own ability to make good decisions.
2. Be alert for unhealthy tendencies in your relationship with authority. Are you blindly following or reflexively rebelling? You'll want to find a more nuanced and conscious middle way. *(If you are an Enneagram Type 6, journal on this reflection question in the space below).*



3. Develop self confidence by reflecting on times when you've made and enjoyed the fruit of good decisions or survived the fallout of bad ones.
4. Practice accepting compliments without deflecting them or being suspicious of the motivations behind the praise.
5. When playing the role of the devil's advocate and pointing out the potential flaws in other people's ideas and plans, be sure to acknowledge the positive dimensions of it as well. You don't want to develop a reputation for being a wet blanket.
6. Limit your exposure to the 24-hour news cycle or to books and films that unnecessarily reinforce your anxious or pessimistic view of life (frankly, let's all do that).
7. In the early days of a relationship, be aware of the doubtful thoughts and feelings that arise about your partner's commitment to you. What's causing you to alternately question or cling to them?
8. Learn to recognize the difference between legitimate fear and free-floating anxiety, and ascribe different values to them.
9. Remember this mantra, "Everything will be fine, everything will be fine, everything will be fine."
10. The contrary virtue to the deadly sin of fear isn't courage, but faith, which is a gift.



Type 7s in my life (coworkers, family members, friends):

How I'm going to encourage and motivate the 7s in my life:

 [Type 7](#)  [Video 3](#)

If you are an Enneagram type 7, here are a few transformational tips that will help you function in health and perform at your best in the workplace:

1. Practice restraint and moderation. Get off the treadmill that tells you more is always better.
2. Develop a daily practice of meditation to free yourself from your tendency to jump from one idea to the next.
3. Develop and practice the discipline of solitude on a regular basis.



4. Unflinchingly reflect on the past and make a list of the people who have hurt you or whom you have hurt. Then forgive them and yourself. Make amends where necessary.
5. Congratulate yourself whenever you allow yourself to feel negative emotions. It's a sign you're starting to grow up.
6. Practice staying present whenever you begin fantasizing about the future or making too many plans for it.
7. Exercise daily to burn off excess energy.
8. You don't like being told you have potential because it means you'll feel pressure to buckle down and commit to cultivating a specific talent. You believe this will inevitably limit your options. But you do have potential, so what career or life path would you like to commit yourself to for the long haul?
9. Get a journal and record your answers to questions like "What does my life mean? What memories or feelings am I running from? Where's the depth I yearn to have that will compliment my intelligence?" Don't abandon this exercise until it's finished. *(If you are an Enneagram Type 7, journal on this reflection question in the space below).*
10. Make a commitment that when a friend or partner is hurting, you will try to simply be present for them while they are in pain without trying to artificially cheer them up.

Applying What You Learned

In order to be successful and withstand change in our evolving world, we must learn to healthily adapt as an organization without tearing others down. Understanding the Enneagram will help you make smarter, more informed decisions about your people so that the hard work you put in every day is worth it.

You'll communicate better, build a healthier culture, and develop better decision makers in your business.

It's one thing to learn all the information in this course, but you will only start to see real transformation happen when you apply what you've learned to your organization. When the Enneagram is implemented across an organization, it will transform how your employees collaborate with each other. Your entire organization will be more productive. When you invest in developing self-awareness among your staff, you'll soar past the competition.

Here are just a few ways you can take what you learned in this course and apply it to your organization.

- ✓ Make sure each person on staff knows their Enneagram type. You can either use this course as a way to identify this or you can have each team member complete the iEQ9 assessment at IanMorganCron.com/assessment.
- ✓ Include the Enneagram assessment and this online course in your new employee training manual and onboarding materials.
- ✓ List your employee's Enneagram types in your staff directory.

- ✓ Make sure your managers have a deep understanding of the types that are present on their teams. If you notice that a team is imbalanced, consider moving folks around. For example, if one team consists of three Enneagram 8's, you'll want to consider balancing out that energy with some 2s or 9s.
- ✓ Consider putting each employee's Enneagram type on their name tag or office number.
- ✓ Have each person on staff create a placard or card that lives on their desk or workspace. The card should have their name, their Enneagram type and their wing. *(Use worksheet in the appendix)*
- ✓ Use the worksheet in the following pages to conduct a "mock interview" with the different types in your office or social circle. This will give you greater insight into how people interpret their world and relationships so that you can communicate clearly and kindly with them.
- ✓ For each department, create a "roster" of each person and their Enneagram types. When everyone in your department knows each other's types, it's easier to find common ground and motivate one another. *(Use worksheet in the appendix)*
- ✓ If you're a manager or supervisor, interview each member of your team to get a thorough understanding of their communication style and how they handle conflict best. This will help you build trust and ensure you're leading in a way that motivates them. *(Use worksheet in the appendix)*
- ✓ Be careful not to make assumptions about people based their type. The Enneagram is meant to aid self-discovery and understanding of others, not to pigeonhole people or limit them to certain behaviors.



NAME

POSITION

Teaching

COMMUNICATION STYLE

Making things better

SUPER POWER



NAME

POSITION

Help and Advice

COMMUNICATION STYLE

**Understanding the
needs of others**

SUPER POWER



NAME

POSITION

Promotion or Sales

COMMUNICATION STYLE

Ability to get things done

SUPER POWER



NAME

POSITION

Lament

COMMUNICATION STYLE

Their creativity

SUPER POWER



NAME

POSITION

Rational and Technical

COMMUNICATION STYLE

Giving Advice

SUPER POWER



NAME

POSITION

Devil's Advocate

COMMUNICATION STYLE

**Coming up with a solution
to every problem**

SUPER POWER



NAME

POSITION

Storytelling
COMMUNICATION STYLE

Their optimism and energy
SUPER POWER



NAME

POSITION

Authority
COMMUNICATION STYLE

Taking charge
SUPER POWER



NAME

POSITION

Epic Saga
COMMUNICATION STYLE

Reconciling different viewpoints
SUPER POWER

Team Interview Questions

Team Member Name

1. What is your Enneagram Type (including wing)?

2. What's the most important thing I need to know about your communication style?

3. When you accomplish something great, what can I say to convey that I am proud of you?

4. If we ever have to have a tough conversation, what's the best way to approach that dialogue?

5. What's the best way to approach you when you make a mistake that needs to be corrected?

6. How would you like me to give you feedback on your work?

7. What do you appreciate most about my management style?

8. What can I do to empower you to perform at your best?



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