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Overview and History

- “Ennea” – Greek for 9, “Gram”– from the Greek “grammos” meaning written or drawn
- The Enneagram 9 pointed geometric figure maps out nine personality types and their complex interrelationships.
- The Enneagram developed out of psychology and behavioral science studies in the 1950s and has roots in spiritual wisdom from many different ancient traditions.
- Each core type is linked to two others that represent the integration to an healthy state and disintegration to an unhealthy state.
- Your Enneagram type like all personality profiles is a function of your innate personality augmented by learned behaviors or conditioning from experiences beginning in early childhood.
- Values and beliefs are formed throughout childhood and even into adulthood affecting behavior and as a result perceived personality.
- EDG trains and coaches individuals and teams on all aspects of personality, behavior and core competencies to enable a level of mastery of individual and organizational performance to be achieved.
[EDG]'s philosophy and development models are built on the ancient wisdom of the Enneagram Personality Type and the modern-day behavioral psychology of Emotional Intelligence and Learning styles.

We believe that to Grow Yourself and Others – You must first Know Yourself and Others.

The Pathway to Success therefore includes developing first Awareness, then Understanding, Leadership and Mastery of:

- **Personality**: Enneagram Personality Types
- **Behavior**: Emotional Intelligence
- **Competency**: 4 Stages of Learning in 9 Core Competencies
- **Mastery**: Ennea 9 ™

For more information about EDG and the training and development services we offer visit [www.enneagramdevelopmentgroup.com](http://www.enneagramdevelopmentgroup.com)
Why the Enneagram?

• The Enneagram gives you a practical personality profile for yourself and others that can be applied to understand your good days and bad
• Self-Understanding is the beginning of the journey to Mastery
• Understanding others is an essential competency on the Pathway to Success
  – Understanding and valuing diversity in personality and behavior
  – Mastering how to work effectively with other types
  – Be prepared for the challenges that certain types can pose for you
  – Maximize your potential for success
Instructions

• Read through each of the following Statements (A-I) and decide which of the descriptions best match you.
• When deciding how to rate the statement make sure you evaluate the entire statement and not just individual sentences or descriptions. If necessary judge the statement based on how you are most of the time.
• After reading the statement rate it on a scale of 1 – 5 as follows:
  – Definitely like me: 5
  – Somewhat like me 4
  – Neutral 3
  – Not really like me 2
  – Not at all like me 1
• Using the table on page 6 Order the top 3 most like you (1-3)
Your Scores

- Record the scores you have given yourself for each statement
- Identify your Top 3 Statements with the highest scores and then read the statements again to identify the one that is most like you

<table>
<thead>
<tr>
<th>Statement</th>
<th>Score</th>
<th>My Top 3</th>
<th>My Type</th>
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<tbody>
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Statement A.

- I approach things in an all-or-nothing way, especially issues that matter to me. I place a lot of value on being strong, honest, and dependable. What you see is what you get. I don't trust others until they have proven themselves to be reliable. I like people to be direct with me, and I know when someone is being devious, lying, or trying to manipulate me. I have a hard time tolerating weakness in people, unless I understand the reason for their weakness or I see that they're trying to do something about it. I also have a hard time following orders or directions if I do not respect or agree with the person in authority. I am much better at taking charge myself. I find it difficult not to display my feelings when I am angry. I am always ready to stick up for friends or loved ones, especially if I think they are being treated unjustly. I may not win every battle with others, but they'll know I've been there.

My Score: 1 2 3 4 5
Statement B.

• I have high internal standards for correctness, and I expect myself to live up to those standards. It's easy for me to see what's wrong with things as they are, and to see how they could be improved. I may come across to some people as overly critical or demanding perfection, but it's hard for me to ignore or accept things that are not done the right way. I pride myself on the fact that if I'm responsible for doing something, you can be sure I'll do it right. I sometimes have feelings of resentment when people don't try to do things properly or when people act irresponsibly or unfairly, although I usually try not to show it to them openly. For me, it is usually work before pleasure, and I suppress my desires as necessary to get the work done.
• I seem to be able to see all points of view pretty easily. I may even appear indecisive at times because I can see advantages and disadvantages on all sides. The ability to see all sides makes me good at helping people resolve their differences. This same ability can sometimes lead me to be more aware of other people's positions, agendas, and personal priorities than of my own. It is not unusual for me to become distracted and then to get off task on the important things I'm trying to do. When that happens, my attention is often diverted to unimportant trivial tasks. I have a hard time knowing what is really important to me, and I avoid conflict by going along with what others want. People tend to consider me to be easygoing, pleasing and agreeable. It takes a lot to get me to the point of showing my anger directly at someone. I like life to be comfortable, harmonious, and accepting.
Statement D.

- I am sensitive to other people's feelings. I can see what they need, even when I don't know them. Sometimes it's frustrating to be so aware of people's needs, especially their pain or unhappiness, because I'm not able to do as much for them as I'd like to. It's easy for me to give of myself. I sometimes wish I were better at saying "no"; because I end up putting more energy into caring for others than into taking care of myself. It hurts my feelings if people think I'm trying to manipulate or control them, when all I'm trying to do is understand and help them. I like to be seen as a warmhearted and good person, but when I'm not taken into account or appreciated I can become very emotional or even demanding. Good relationships mean a great deal to me and I'm willing to work hard to make them happen.

My Score: 1 2 3 4 5
Statement E.

• Being the best at what I do is a strong motivator for me, and I have received a lot of recognition over the years for my accomplishments. I get a lot done and am successful in almost everything I take on. I identify strongly with what I do, because to a large degree I think your value is based on what you accomplish and the recognition you get for it. I always have more to do than will fit into the time available, so I often set aside feelings and self-reflection in order to get things done. Because there's always something to do, I find it hard to just sit and do nothing. I get impatient with people who don't use my time well. Sometimes I would rather just take over a project someone is completing too slowly. I like to feel and appear "on top" of any situation. While I like to compete, I am also a good team player.
Statement F.

• I would characterize myself as a quiet, analytical person who needs more time alone than most people do. I usually prefer to observe what is going on than to be involved in the middle of it. I don't like people to place too many demands on me or to expect me to know and report what I am feeling. I'm able to get in touch with my feelings better when alone than with others, and often enjoy experiences I've had more when reliving them than when actually going through them. I'm almost never bored when alone, because I have an active mental life. It is important for me to protect my time and energy, and hence, to live a simple, uncomplicated life and to be as self-sufficient as possible.
Statement G.

• I have a vivid imagination, especially when it comes to what might be threatening to safety and security. I can usually spot what could be dangerous or harmful and may experience as much fear as if it were really happening. I either always avoid danger or always challenge it head on. My imagination also leads to my ingenuity and a good, if somewhat offbeat, sense of humor. I would like for life to be more certain, but, in general, I seem to doubt the people and things around me. I can usually see the shortcomings in the view someone is putting forward. I suppose that, as a consequence, some people may consider me to be very astute. I tend to be suspicious of authority and am not particularly comfortable being seen as the authority. Because I can see what is wrong with the generally held view of things, I tend to identify with underdog causes. Once I have committed myself to a person or cause, I am very loyal to it.

My Score: 1 2 3 4 5
Statement H.

I am an optimistic person who enjoys coming up with new and interesting things to do. I have a very active mind that quickly moves back and forth between different ideas. I like to get a global picture of how all these ideas fit together, and I get excited when I can connect concepts that initially don't appear to be related. I like to work on things that interest me, and I have a lot of energy to devote to them. I have a hard time sticking with unrewarding and repetitive tasks. I like to be in on the beginning of a project, during the planning phase, when there may be many interesting options to consider. When I have exhausted my interest in something, it is difficult for me to stay with it, because I want to move on to the next thing that has captured my interest. If something gets me down, I prefer to shift my attention to more pleasant ideas. I believe people are entitled to an enjoyable life.
Statement I.

• I am a sensitive person with intense feelings. I often feel misunderstood and lonely, because I feel different from everyone else. My behavior can appear like drama to others, and I have been criticized for being overly sensitive and over-amplifying my feelings. What is really going on inside is my longing for both emotional connection and a deeply felt experience of relationship. I have difficulty fully appreciating present relationships because of my tendency to want what I can't have and to disdain what I do have. The search for emotional connection has been with me all my life and the absence of emotional connection has led to melancholy and depression. I sometimes wonder why other people seem to have more than I do—better relationships and happier lives. I have a refined sense of aesthetics and I experience a rich world of emotions and meaning.

My Score: 1 2 3 4 5

Not like me

Definitely like me
The Types

- The Perfectionist
- The Helper
- The Achiever
- The Individualist
- The Investigator
- The Mediator
- The Challenger
- The Socializer
- The Loyal Skeptic
Enneagram Triads

Act first, think next and finally feel

Think first, feel next and finally act

Feel first, act next and finally think
**Instinct Types - 8, 9, 1.** The Instinct (Gut) Triad Types all have challenges relating to their anger and with interaction and relationships with others. The Eights, who are assertive and hard-working, tend to over-express their anger. The Nines, who are friendly and laid-back are most out of touch with their anger, while The Ones, who have perfectionist tendencies, often suppress emotions and under-express their anger.
**Heart Types - 2, 3, 4.** The Heart Types all have challenges relating to their feelings, or to be specific, with their image. **The Twos**, who can sometimes seem intrusive and overly-emotional over-express their feelings. **The Threes**, who tend to ignore their feelings in order to get the job done, and be successful, are the most out of touch with their feelings. **The Fours**, have a deep connection to their emotions but usually don't like to express them directly, and so instead usually communicate indirectly and therefore under-express their feelings.
**Head Types - 5, 6, 7.** The Head Types live in their head with and are ruled by their thoughts, fears and anxiety. The Fives, are removed from the physical world because they can be frightened or intimidated by the world and so live in their minds, and will often over-express their thoughts. The Sixes, who can't trust themselves or anybody on the outside are trapped by their fears, and are thus most out of touch with their thoughts. The Sevens who are afraid of introspection, turn to the outside world for action and experiences, making them under-express their thoughts.
Next Steps

To take a more detailed and accurate Enneagram Test go to the EDG website and download the EDG Personal Profile Report (here) and complete the 126 question test.

Detailed Type descriptions are given for all 9 Enneagram types as well as many other resources in the Resources section of the EDG website (here)

You have the option to send your test results to EDG and within 48 hours you will receive an individual customized PPR (Personal Profile Report) which will identify for you the strengths and challenges of your personality and insights into how you relate to others. To find out more about this service...

EDG provides individual and corporate personality and behavior programs as well as coaching packages and development plans.

To contact EDG to arrange for a meeting with our management team send an email to: contact@enneadevelopmentgroup.com

For more information visit www.enneadevelopmentgroup.com or you can find EDG

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