



APPLICATION GUIDE – June 2019 Enneagram for Leaders with Ian Cron, Part 1

BOTTOM LINE:

Learning more about your Enneagram type not only helps you become more self-aware; it also teaches you how to better lead those around you.

KEY TAKEAWAYS:

Nine Personality Types: [Click here](#) to find a quick summary of each type as well as the do's and don'ts of leading them well.

- It's important to remember that each type has a different way of seeing the world and an unconscious motivation for how they think, feel, and act.
- It's a big mistake for a leader to presume that their way of seeing the world is the normal way. According to the Enneagram, there are nine different "normals." None is better than the others.
- Understanding the Enneagram type of those around you gives you an opportunity for compassion.

Enneagram Triads: These triads show how each number is driven in different ways by an emotion related to a part of the body: head, heart, and gut. This month we discussed the Gut Triad.

- **Gut Types:** 8, 9, and 1. Driven by anger. These types tend to act before they think or feel and are typically very direct and honest.

QUESTIONS FOR REFLECTION OR TEAM DISCUSSION:

1. In the podcast, Allie describes how tough it can be to work with someone who doesn't operate like you do. Is there someone you work with each day with whom you feel this tension? In order to work better together, consider suggesting this assessment as a way to understand each other on a deeper level.
2. Did anyone come to mind as Andy, Ian, and Allie were discussing the Sweethearts of the Enneagram (the Nines)? If so, how can you be more intentional about making sure they know that their opinions and ideas are valued?
3. Can you picture anyone on your team who fits the mold of the Challenger (the Eights)? Eights are a force to be reckoned with and can be a huge asset to any team. How can you better position the Eights on your team to blaze a trail in the right direction?
4. Do you have any Improvers (the Ones) on your team? Now that you know about their superpower of being able to quickly identify errors and mistakes, how can you use their perfectionism to your team's advantage?

REFERENCES:

- iEQ9 Assessment: www.ianmorgancron.com/assessment
- *The Road Back to You* by Ian Morgan Cron