



APPLICATION GUIDE – July 2019 Enneagram for Leaders with Ian Morgan Cron, Part 2

BOTTOM LINE:

The Enneagram helps leaders understand who they are and identify the lens through which they see the world.

KEY TAKEAWAYS:

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

- **Heart Types:** 2, 3, and 4. These feeling-oriented people are the most interpersonal types on the Enneagram. They are very image-conscious. Shame tends to be in the background.
- **Head Types:** 5, 6, and 7. These people greet the world from their mental center. Fear is usually just beneath the surface. They relate to the world through the mind.
- **Gut Types:** 8, 9, and 1. These people are driven by anger. They tend to act before they think or feel and are typically very direct and honest (recap from Part 1).

What's the benefit of learning your type and your team members' types?

- Knowing your own type and the types of those around you gives you a better understanding of what people need and how they think.
- Knowing the types of those on the team allows you to point out potential excesses in a non-judgmental way.
- As you learn more about yourself and those around you, you can help eliminate inefficiencies, misunderstandings, and loneliness in the workplace that could otherwise create a toxic culture.

QUESTIONS FOR REFLECTION OR TEAM DISCUSSION:

1. After hearing Andy, Ian, and Allie discuss how hard the Helpers (Twos) take criticism, how can you adjust the way you give feedback to the Twos on your team?
2. Did anyone come to mind as Andy, Ian, and Allie were discussing the Romantics (Fours) of the Enneagram? If so, how can you be more intentional about letting them know that their unique perspectives and special contributions are valued?
3. Andy talks about the Sixes' ability to "how" an idea right out of the room. Do you have someone in your organization who is guilty of this? Would you consider having a conversation with them about delaying their "how" so ideas aren't squashed right out of the gate?
4. Think through the people on your team. How could it change your organization if everyone were playing to their strengths and were aware of their weaknesses?
5. Now that you've heard about all nine types, did you learn more about your own type and why you think and act the way you do?

REFERENCES:

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