



APPLICATION GUIDE – October 2020 The Enneagram and Decision Making, Part 2

BOTTOM LINE:

We all have a pattern when it comes to responding to how other people's decisions impact us. A decision can potentially impact people nine different ways, which is why it's important for leaders to understand how their decisions are affecting those around them.

KEY TAKEAWAYS:

The Enneagram is a personality typing system that teaches there are nine basic personality styles in the world. Each of the nine types has a distinct way of seeing the world and an underlying motivation that powerfully influences how that type thinks, feels, and behaves.

The Nine Types

Type 1: The Improvers – How do Ones respond to decisions that impact them?

- Ones will support a decision as long as they trust the person making the decision, understand the rationale behind the decision, and believe the decision is the ethical thing to do. Ones will protest a decision if they discover that the person making it bent the rules to make the decision, or if they perceive the decision is unfair and was made for the sake of expediency.

Type 2: The Helpers – How do Twos respond to decisions that impact them?

- Twos support decisions that genuinely help or meet the needs of others, even if backing it requires them to make personal sacrifices. Twos will struggle with a decision if it was made without taking their feelings and the feelings of others into consideration.

Type 3: The Performers – How do Threes respond to decisions that impact them?

- Threes will be on board with a decision as long as they know this decision will clear a path to the most efficient way of achieving a goal.

Type 4: The Romantics – How do Fours respond to decisions that impact them?

- Fours will support a decision as long as it doesn't require them to compromise their values.

Type 5: The Investigators – How do Fives respond to decisions that impact them?

- Fives need to see that facts and data were used to make the decision, not emotions and intuition.

Type 6: The Loyalists – How do Sixes respond to decisions that impact them?

- It's common for Sixes to initially feel anxious or suspicious when a decision is made. Sixes need to know that the decision maker has thought through the big picture and has a contingency plan in place in case problems arise.

Type 7: The Enthusiasts – How do Sevens respond to decisions that impact them?

- Sevens will resist any decision that imposes too many limitations or restrictions on them. Sevens will not follow a decision that is going to cause them to experience too many distressing or emotional feelings.

Type 8: The Challengers – How do Eights respond to decisions that impact them?

- Eights are controlling and do not like for others to try to control them. Eights will comply with the decision as long as the decision maker is strong, decisive, truthful, and knows where they're heading.

Type 9: The Peacemakers – How do Nines respond to decisions that impact them?

- Nines are going to be tempted to merge with the group's opinion of the decision. Nines are not contrarians and want to keep the peace internally and externally.

QUESTIONS FOR REFLECTION OR TEAM DISCUSSION:

1. Were you surprised to hear that the decisions you make could affect others in potentially nine different ways?
2. Now that you know this, how can you be more intentional with how you make decisions that will impact the people around you?
3. Andy mentioned there is a difference between being asked a question and being questioned. Do you find yourself feeling like you're being questioned often?

RESOURCES MENTIONED:

Better Decisions, Fewer Regrets by Andy Stanley

The Road Back to You by Ian Morgan Cron

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