

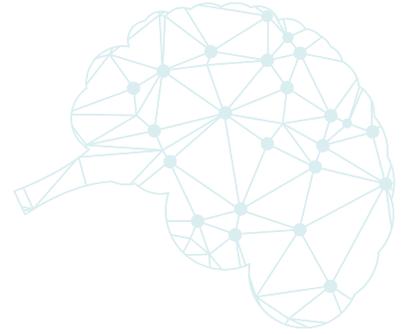


TRUITY

# Enneagram @ Work

*Understand yourself and your team at a deeper level*

**A Guide for Managers and Teams**



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# Introduction

*Welcome to the Enneagram @ Work!*

The Enneagram is a powerful tool for better understanding your core motivations and applying that knowledge to all areas of your life – including the workplace. While the Enneagram has existed in some form for thousands of years, it was only developed into practical use during the 20th Century. Since then, it has been widely used in the worlds of counseling and psychotherapy and as an organizational development tool.

The Enneagram shows you the unique lens through which you view the world, helping you to understand your own motivations in the workplace and better appreciate the differing approaches of coworkers. As such, it can unlock a host of “a-ha” moments that can help both managers and employees develop and thrive. Applying the insights of the Enneagram to teams, can:

- **Improve productivity.**
- **Clarify and improve communication between colleagues.**
- **Reduce conflict.**
- **Enhance collaboration and connectedness – even in remote work environments.**
- **Foster greater self-awareness and emotional intelligence.**
- **Instill more inclusiveness and appreciation for the diversity of talent and styles in a workplace.**
- **Help individuals tap into their true strengths to find more meaning and fulfillment in their work.**

Meant to be paired with your team’s [Enneagram for the Workplace](#) reports and our [slide presentation](#), this guide will help you tap into and apply the Enneagram’s myriad insights to foster a workplace culture where everyone can find their highest potential, grow and thrive.

**Get ready to unlock the power of your work team!**

# How To Get Started

This guide is designed for managers, team leaders, trainers and human resources professionals who have used Truity's Enneagram for the Workplace assessment for their work teams.

## 1. Take the assessment and review your reports:

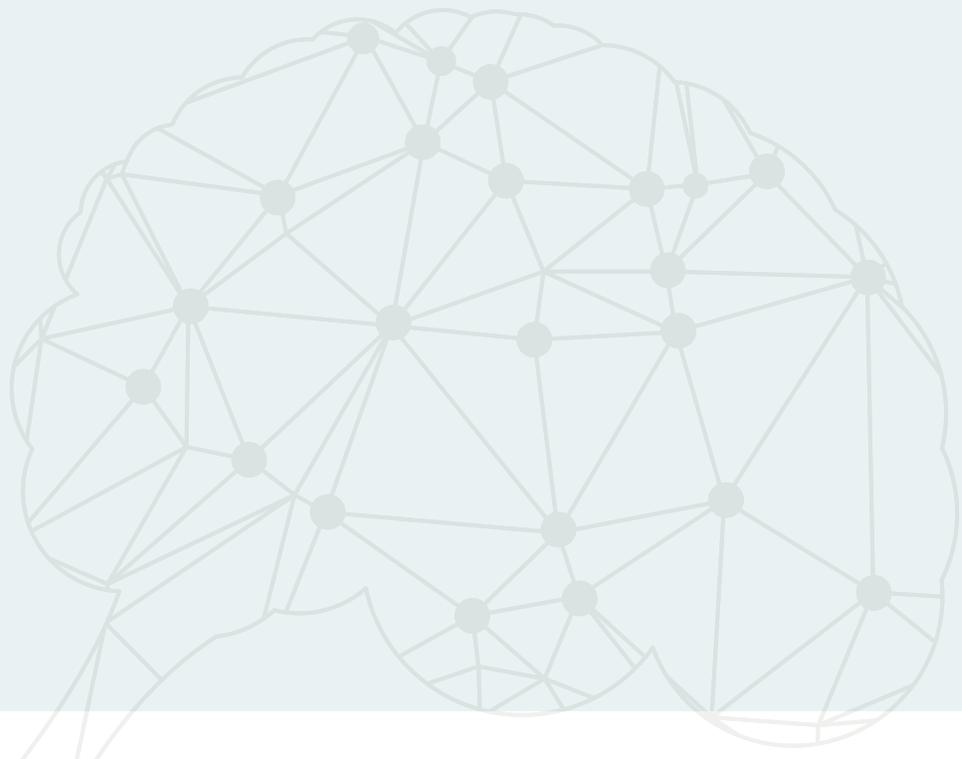
Managers and team members should have taken Truity's [Enneagram for the Workplace](#) assessment and read their reports.

## 2. Review Part 1 of this guide:

Familiarize yourself with the basic concepts of the Enneagram.

## 3. Review Part 2 of this guide if you are planning a team workshop:

Review the workshop script and list of team activities in Part 2 of this guide and use our sample slide presentation with your team. You can view the slides [here](#) and make a copy to create your own slideshow for your team.



# PART 1: OVERVIEW OF THE ENNEAGRAM SYSTEM



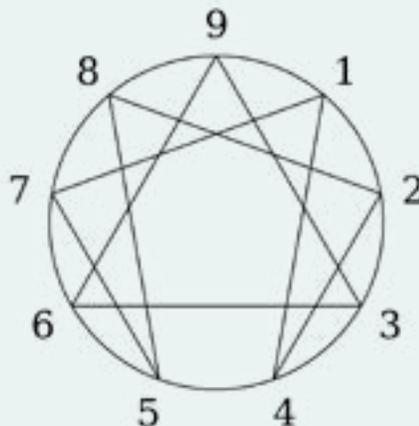
## SECTION 1: ABOUT THE ENNEAGRAM

This section is designed to introduce team leaders and managers to the Enneagram, its origins and how its insights can be applied in the workplace. As the Enneagram is a powerful tool for uncovering deep fears and motivations, we also include general guidance to ensure the Enneagram is used professionally and ethically within work teams.

### What is the Enneagram?

The Enneagram is a personality system that reveals our core motivations and fears, along with the habitual patterns and automatic programming we operate with. In brief, it explains the lens through which we naturally see the world and the “auto-pilot” beliefs and behaviors many of us have as a result. The Enneagram reveals how we come to see the world through only our own lens, and how we may have lost sight of the many other ways of being. Unlocking this understanding of ourselves and how we see others can be transformational within work teams.

In the Greek language, “Ennea” means nine and “gram” means something written or drawn. This sums up the two core elements of the Enneagram – the nine personality types and the symbol itself. The Enneagram describes nine primary patterns or “types.” Each type has its own strengths, challenges, motivations, fears and desires. In the workplace, each type has its own approach to teamwork, communication and leadership.



## The full guide is only available to Truity @ Work users.

- If you are a Truity @ Work customer, please log into your account to access the full versions of all training materials.
- For more information on testing your team with the Truity @ Work platform, click here: [Personality Tests for Business](#).
- To purchase test credits for the Truity @ Work platform, click here: [Purchase Test Credits](#).

Questions? [Click here to contact us.](#)

