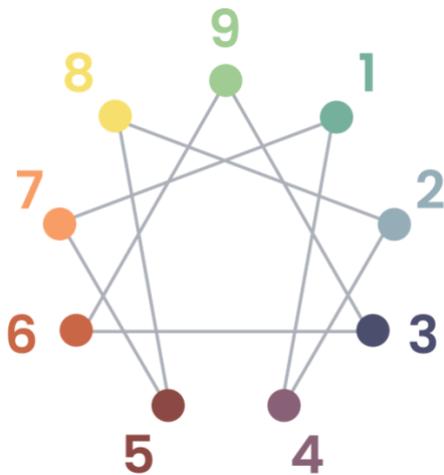


ENNEAGRAM

The Enneagram is a personality typing system that says there are 9 different, interconnected, and normal ways we see and interpret the world. Think of this as like 9 different lenses through which we see. More than help us identify our strengths or personality preferences, it helps us understand *why we do what we do*, and these motivations powerfully influence how we think, feel, and behave in the world. Your type is therefore determined by your motives, not your actions or behavior. Most significantly, it reveals a specific pathway of growth unique to each of the 9 types.



Common Misunderstandings:

- The Enneagram is just a personality test.
- I am my type.
- An assessment will identify my type for me.
- As long as I know someone else really well, I can type them accurately.
- Those who know me best can identify my type for me.
- Once I know my type, the goal is to live out of my type in the best way I can.
- Once I know my type, I'll feel "boxed in."
- I identify my type by reading the descriptions of how each type looks and behaves.

Wholistic wellbeing of our souls is found in the experience of being known by God and others, and to know God and others in a real and authentic way. But what if the picture we have of ourselves and the narratives we've believed about our lives aren't entirely accurate? What we think we know about ourselves and what is really true can be very different things, and all of us experience some measure of dissonance between the person we present to the world and the person inside of ourselves.

The gift of the Enneagram lies in showing us that our type (which is the persona we project outwardly) is only a part of who we are. It helps identify the specific places of disconnect between our outer persona and inner worlds. In so doing, it reveals to us the specific ways we are living out of the limitations of our type rather than in the fullness of who God created and designed us to be. Think of it this way; each type represents both a narrow lens and a specific set of blinders each of us are wearing as we make our way in the world.

Each type has a particular focus of attention; things we naturally see. While each focus gives strength to each number/type, the focus itself limits the view. The Enneagram reminds us that we all have blind spots; things we don't see or intentionally don't want to see. This is important because what we do – our energy and efforts – follow our attention. The Enneagram helps give us an amazingly accurate 360-degree view of ourselves. It shows us the places within us that are both beautiful and broken, and it reveals to us an internal map of who we can be or are becoming – whole and integrated beings who naturally reflect the attributes of our good and beautiful God.

How does the use of the Enneagram contribute to wholistic wellbeing?

SPIRITUAL FORMATION

The Enneagram integrates beautifully with the Christian faith. While it is a tool to help us know and understand ourselves better, when we talk about self-knowledge, knowledge of self isn't the end goal. It's a means to deeper intimacy with God, genuine connection with others, and greater freedom from self-condemnation, fear, and shame.

At the same time, clear and honest knowledge of self is a crucial part of our faith experience. Without it, we can be blind to the specific places within us where God's power of grace to transform is most needed. The Enneagram reveals to us the unconscious strategies we're using to get our needs met. We all possess a great capacity to deceive ourselves and to allow shame to unintentionally keep us from the kind of intimacy with God our souls are really longing for.

The Enneagram can help us uncover who we are becoming and the things about ourselves that both aid and hinder us in the process of continually being formed. It reveals the ways in which each of us were created by God to reflect specific attributes of Him in the world. Though it is a tool for self-awareness and growth, the world doesn't need the "*best version of you*," it needs the ***Jesus who is in you***, and the Enneagram is one tool that can help us reflect God more accurately in ways that are less hindered and more honoring of Him.

EMOTIONAL & RELATIONAL HEALTH

Your personality is the part of you that developed to interface with the world around you, and it was shaped by many factors. The coping strategies we used in childhood to respond to the challenges we faced in life became what we now experience as our habitual ways of thinking, feeling, and behaving. The problem is, because they are habitual, they remain largely unconscious to us, and this is where the source of many of our personal and relational problems lie. The Enneagram helps uncover the "you" that existed before any of these factors came into play. It's a journey back to your true self; the "you" God created you to be, more whole and integrated and free.

The degree to which our being is more integrated and whole is the degree to which we are able to love others well. The Enneagram reveals to us the particular lens we use as we make our way in the world. We rarely question this lens. The mistake we tend to make is that we think we're all wearing the same pair of glasses, which is why we can so easily observe the ways other people think or behave and feel confused or offended. How many times have you thought to yourself, "Why would anyone think, feel, or act *that way*?" Imagine if you actually possessed the kind of insight that could help answer that question about the people you are called to love or lead. The other eight types perceive and interpret the world in ways that are vastly different from the ways that you do, and when we appreciate these differences, our compassion and empathy for one another increases exponentially.

LEADERSHIP

Your investment in strengthening the soul of your leadership is the best gift you can give to your people and your teams, and your transforming self inspires others to do the same. Followers rarely rise above the level of the health, maturity, and formation of their leaders, so your health as a leader in essence sets the bar of growth and potential for those whom you are leading. Sobering, isn't it? When leaders understand that their personal history is directly tied to how well (or poorly) they are leading, everything has the potential to change for the better.

The Enneagram will help you become a more conscious leader, and when used with teams, there are a number of benefits. It helps foster genuine connections, which builds trust, creates empathy, promotes cooperation, and ensures that everyone on the team feels seen, heard, and valued for their unique contributions. [For a fascinating discussion on the Enneagram in the workplace, check out this podcast:](https://www.youtube.com/watch?v=gRikN1ErnVo&t=1538s)
<https://www.youtube.com/watch?v=gRikN1ErnVo&t=1538s>