



TRUITY



# Enneagram@Work

EMPLOYEE HANDBOOK



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# How to Use This Handbook

This handbook will help you apply your personality type to your work life and professional development. It is designed to complement your Enneagram for the Workplace report as well as Truity's other training materials, including:

- The [Enneagram @ Work guide](#), which provides an in-depth overview of how to think about and apply type in the workplace.
- The [Enneagram @ Work slide deck](#) for use when introducing the Enneagram to a work team in a group setting.

This handbook is divided into three sections.

## **Section One – Debriefing your Enneagram for the Workplace Report.**

In this section, you'll review the strengths and challenges associated with your individual type and how that plays out at work. You will also learn a little about your colleagues through snapshots of the other types. Completing the activities will help you actively apply the Enneagram in the context of your work.

## **Section Two – Applying the Enneagram in the Workplace.**

This section helps you apply your Enneagram type to core workplace challenges – communication, delegation and feedback, resolving conflict and better understanding the core motivations of your colleagues.

## **Section Three – Insights to Action.**

In this section, you'll capture key insights about yourself and your team. This serves two purposes. First, it will act as a quick reference guide for you to use before important meetings and interactions. Second, it will help you turn those insights into action via your own professional development plan.

Whether you complete all the exercises or just pick and choose as needed, each will help you gain more self-awareness, empathy and understanding for your colleagues and actionable insights that will help you flourish in your career for years to come.

# THE ENNEAGRAM: AN OVERVIEW

## What is the Enneagram?

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.

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 Enneagram helps us better see our “core motivation.” This is often unconscious but leads us to believe that our way of seeing the world is the only “right” way. Until we can see and understand both our own core motivation and that of others, there may be misunderstanding and miscommunication in our working relationships.

## What is a core motivation?

Each Enneagram type has its own core motivation or worldview. Every aspect of the personality is oriented around this worldview, which shapes how each type communicates, evaluates and reacts to stress. In turn, it influences what a person focuses on at work, what they ignore, what strengths they develop and the challenges associated with only using a single set of strengths.

## How Well Does Your Work Environment Support You?

Take a few minutes to reflect on how your current work environment supports you to be your best.

1. List workplaces or situations where you felt you were able to be your best. Describe each situation. What are the common themes?

3. Look at your Enneagram report and the list above. Identify the top 3 things you need from your workplace right now to feel supported to do your best work.

2. List workplaces or situations where you felt unable to be your best. Describe each situation. What are the common themes?

4. For each of those items, describe a) how this is being met, b) how this is not being met and c) what you might do to get what you need from your current environment?

## LEARN MORE:

- [What Annoys You At Work, By Enneagram Type](#)
- [Your Best \(And Worst\) Work Environment, Based on Your Enneagram Type](#)

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](#).

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