

# Enneagram Round Table

1. What is the Enneagram? - 9 different ways of seeing the world.
2. What are the 9 types/ways of seeing the world?
3. What is the “superpower” of each number?
4. What is the “kryptonite” of each number?
5. What number are you and some other people you know?
6. What number is your wife and how has it helped your marriage?
7. What are the basic ways of understanding, communicating, and working with each number?
8. What should you keep in mind when hiring?
9. Where can you take the test to find your number and find more info about the Enneagram?

## 1. Why?

### Me

- If you're like me, at some point you have been in a meeting or scenario where you asked, “why can't they see this like me?” “Why do they see things so differently?”
- Whether it is a problem or solution, we are often in relationships and on teams with people who see things different than us.
- My wife and I do this all the time. We are trying to get on the same page, but we see things so much differently. Even if we both desire the same outcome, we may see the way to arrive at that outcome very differently.
- Notice, I said different, not wrong! Most of the time we are convinced that our way is the right way to see it.

### We

- All of us have a tendency to do this. We also tend to gravitate toward people who see things the same way we do.
- We also have a tendency to gravitate away from or become frustrated by people who see things different than we do.
- The tension and hard truth that we all have to come to terms with, is that in marriage, relationships, teams, and leadership... everyone does not see the world the same way.
- They see the world through the lenses of past experiences, personal childhood stories, and other variables.

\*This is exactly what we're going to talk about today. It has helped my wife and I communicate better and been an incredible tool in my relationships and work. I believe that it will change the game for you in the way you interact with your team.

## 2. **What? The Enneagram**

### Truth

- Ennea – 9
- Gram – diagram
  
- It is 9 personality types or 9 ways to see the world.
  
- Other personality tests focus on what motivates us, how we work, our tendencies, but the Enneagram is more about why we communicate, act, and see the world the way we do. Most of it is directed from things connected with what we learned as children.

### Popular

- If you have a college student, you have probably already heard about this.
- Ian Khron has made it famous in the business world. His book with Suzanne Stabile, *The Road Back To You*.
- Donald Miller, *Story Brand*, is now using it and promoting it in his workplace.
- Richard Rohr originally popularized it in church circles.
- Andy Stanley did a podcast with Ian on how it has changed the culture of North Point.
- Annie F. Downs has a podcast where she interviews different numbers.
- John Mark Comer has a workshop at his church on it.
- Carey Nieuhoff is talking about it.
  
- Amber & I have been going through it in our marriage and it has literally changed our marriage in ways I can't explain and helped us to understand each other in a way we had never before. After 13 years.

## 3. **9 Types & 9 Ways to See the World**

### Overview

- Enneagram Coach Cheat Sheet

- Spiritual Formation Plan
- Things you may hear them say.
  - 1 – “I think this could be better.” –
  - 2 – “How can I help you today?” –
  - 3 – “Let’s get it done.”
  - 4 – “But this is different, and I just feel like…”
  - 5 – “Let me do some more research.”
  - 6 – “I’m just afraid if we do that…”
  - 7 – “That sounds fun!”
  - 8 – “I want to challenge you to…”
  - 9 – “Whatever you want to do is fine.”
- Working with them.
  - 1 - Be on time and accurate.
  - 2 - Listen to them and ask open ended questions rather than immediately disagreeing.
  - 3 – Don’t give credit to someone else for the work they have done. Appreciate their achievements.
  - 4 – Do not compare them to others. Acknowledge their feeling and unique perspective.
  - 5 – Give them a heads up on things coming up. Allow them time to process and get used to new things.
  - 6 – Be sincere and honest with them. Don’t discount their concerns. Listen.
  - 7 – Take them and their work seriously. Let them know the value they add. Don’t try to micro-manage them.
  - 8 – Don’t blame, take ownership. Be clear and brief.
  - 9 – Include and acknowledge their ideas. Don’t pressure them. Ask their opinion.
- Wings
- Triads
- All can be great leaders!

### Super-Powers

- 1 – The ability to drive excellence on a team. They don’t settle for mediocre. They raise the bar for the team around them. They express the image of God in being bold, courageous, and stand up for what is right and just. –Andy Stanley
- 2 – They are like Disney World. They bring the magic of caring and serving others in a special way. They are the best customer service on the front lines ever. -Rachel, Mother Theresa

- 3 – Achievers, goal oriented, effective, and driven. They will get the job done. They always follow up. Incredible are leading teams to achieve success. Not afraid of big hairy audacious goals. -Donald Miller
- 4 – Express emotion, creative, artistic, worship, music. They dominate the performing arts of our world. Incredible listeners and have the ability to allow you to feel deeply. -Amber, Johnny Depp, Michael Jackson
- 5 – Are great at analyzing data, research, have a wealth of knowledge and wisdom to share with the world. Often are great at pioneering or inventing things and have a unique perspective. -George Lucas, Bill Gates
- 6 – Loyal to people and causes. Incredible security systems. Have the ability to see risks that others do not see. Every team needs a 6! -Brad Scheilling Bruce Springstein
- 7 – Optimistic, joyful, creative, entrepreneurial. Have the ability to connect dots, patterns, and network like no one else. See the big picture and make it happen. -Joel, Winston Churchill, Babe Ruth.
- 8 – Heroic leadership, honorable. They have the ability to be great leaders who are determined, big hearted, generous, and empower other people around them. Lead powerful movements of justice in the world. -Martin Luther King Jr., John Wayne
- 9 – Peacemakers. Ability to see everyone's perspective and bring people together in a special way.

### Kryptonite

- 1 – Inner Critic. That they or the the world around them will never be good enough.
  - Truth – You are loved for who you are, not how good you are.
- 2 – Can become people pleasing. Insecure that others don't love them the way they love others.
  - Truth – You are loved unconditionally, and it's ok to ask God for help.
- 3 – Image-Conscience, Self-Promoting. Worried how they will be seen if they are not successful.
  - Truth – You are loved for who you are, not what you do.

- 4 – Envy or shame. Feel like they don't have something that everyone else has. Something is wrong with them or missing.
  - Truth – You are seen, loved, and valued for who you are, not who you wish you were.
  
- 5 – Detached, argumentative, cynical. Other people don't have as much information as they do, therefore they can't be right.
  - Truth - You are loved for who you are, not what you know.
  
- 6 – Anxiety, suspicion. Feel like others are being reckless and not weighing out the risks.
  - Truth – You are safe with Christ.
  
- 7 – Trapped, stuck. Can become unfocused. The need to create new, fun experiences to cover up pain.
  - Truth – You will be taken care of by Christ. He will meet you in your pain.
  
- 8 – Overbearing, Controlling. Feel guilty. Take matters into their own hands.
  - Truth – You do not have to be strong to be loved. God will meet you in your weakness.
  
- 9 – Run from conflict. Negligent of things that need to be done. Neglect rather than confront conflict.
  - Truth – Your presence and opinion matters.