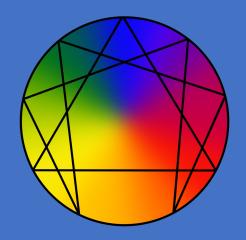
The Enneagram:

A tool for Reflective Leadership



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Three Dimensions of Human Functioning

- Emotional, Intellectural, Behavioral
- Heart, Head, Hands (Body/Gut)
- Feeling, Thinking, Doing



Questions we will ask:

Can you understand yourself in terms of your capacity for thinking, feeling, and doing?

Which of these is dominant in your personality? At the level of the subconscious or unconscious?

Can you seek to balance thinking, feeling, and doing in your life?

How do these traits (and your number) nurture reflective leadership?



feeling – emotional, affective, connection

thinking mental, cognitive, analysis

doing –
physical, instinctive, action



HEART - feeling

- Awareness of others' needs and agendas
- Awareness of our own needs and agendas
- Emotional responses



HEAD - Thinking

- Logical reasoning
- Planning, evaluating, analyzing
- Gathering and sorting information
- Making plans

GUT/BODY/HAND - Doing

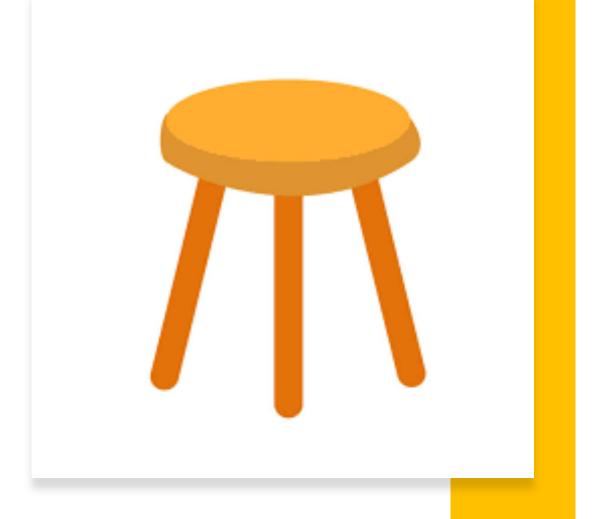
- Accomplishing tasks
- Pleasure seeking
- Instinctive, physical responses to daily situations





How well do you balance the 3 dimensions?

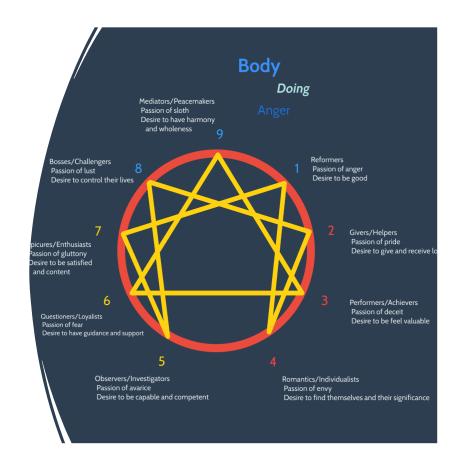
Not as well as you might hope or imagine!

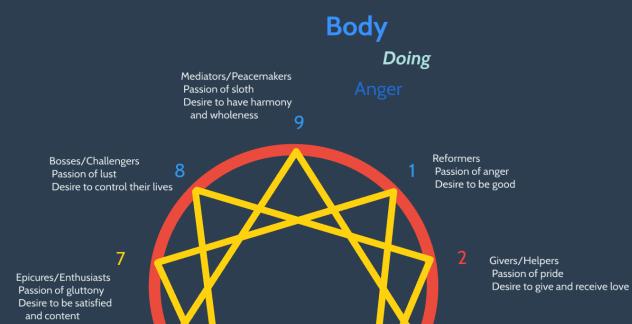


Enneagram Triads

The Enneagram triads are three groupings based on the assumption that some of us lead predominantly driven by feeling, some by thinking, and some by doing.

In other words, some lead from the heart, some with the head, and some by our hands.





Head

Thinking

Fear

Observers/Investigators
Passion of avarice
Desire to be capable and competent

5

6

Desire to have guidance and support

Questioners/Loyalists

Passion of fear

Romantics/Individualists
Passion of envy
Desire to find themselves and their significance

Performers/Achievers
Passion of deceit

Desire to be feel valuable

Heart

Feeling

Shame



Givers/HelpersPassion of prideDesire to give and receive love

Performers/Achievers

Passion of deceit

Desire to be feel valuable

4

Romantics/Individualists
Passion of envy
Desire to find themselves and their significance

Heart

Feeling

Shame

Head

Thinking

Fear

Observers/Investigators
Passion of avarice
Desire to be capable and competent

Body Doing Mediators/Peacemakers Anger Passion of sloth Desire to have harmony and wholeness Reformers Bosses/Challengers Passion of anger Passion of lust Desire to be good Desire to control their lives

How to nurture reflection?

- Listen

 Breathe deep
- Observe

 Non-judgemental self-observation
- Allow You cannot force change

