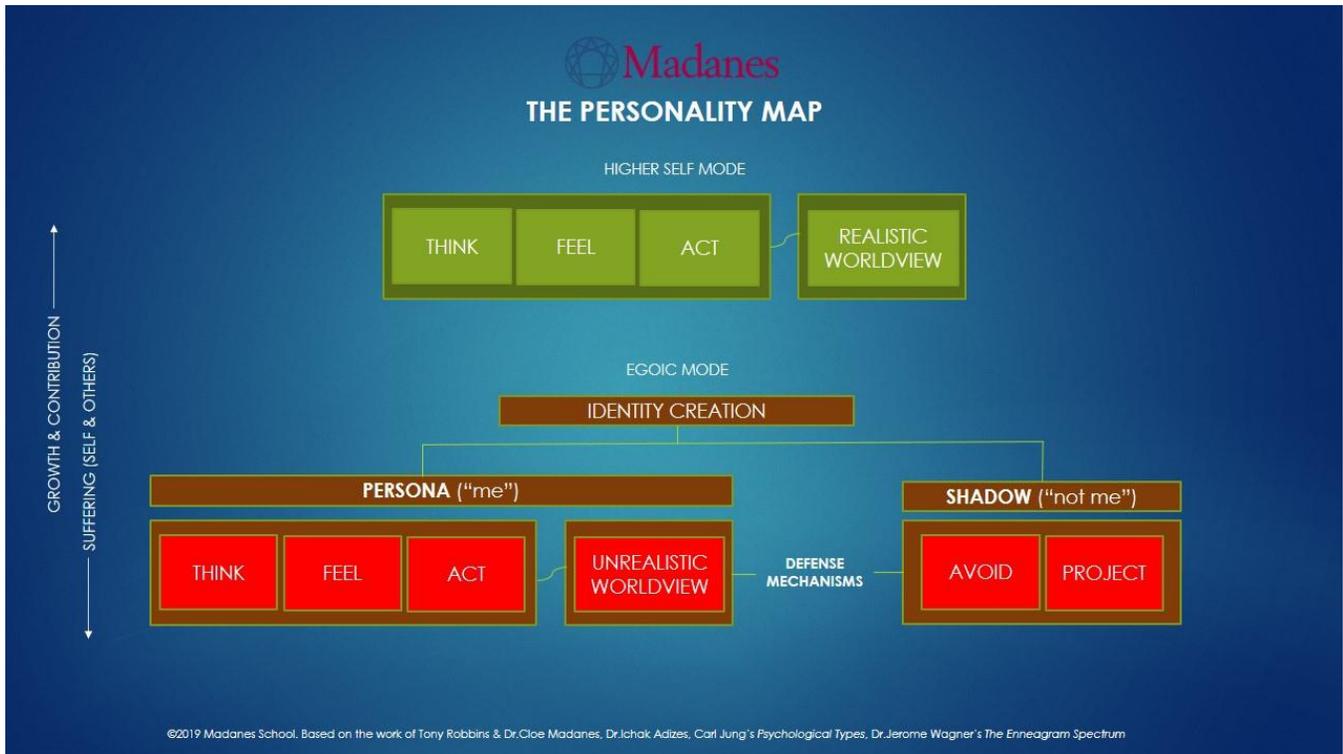




MODULE 2 - HANDOUT
Certificate in Enneagram Coaching
Generation 3



How the Enneagram works: the personality navigation map

The Enneagram is a very powerful system, able to describe your mental, emotional and behavioral mechanisms: how we perceive and why we think, feel and act in certain ways. On one hand: what are our natural strengths and gifts and what is the process through which we can actualize these potentialities to grow and contribute to the world - and on the other hand, how we can overuse them, deteriorate and suffer and make other people suffer as well. These mechanisms are fascinating but they can go very deep - so we have designed a map to help you easily master the most important concepts. We called it the Personality Navigation Map. It will allow you to, at a glance, understand how and why we act the way we do. Based on the Enneagram system of personality and our work with Tony Robbins, Cloe Madanes, and Dr. Ichak Adizes this tool will provide a roadmap for personal development. The map describes the two main modes of our personality: operation from our Higher Self, and operation on Ego Mode.

Mode 1 - Higher Self

Each of the nine types of people has particular strengths. Particular gifts. Type Eights, for instance, have incredibly accurate intuitions, their gut instinct is very developed, and they can be a true gift to businesses and organizations. They can lead forward with a very intense drive. They are very strong, extremely tough and resilient people.

In contrast, Type Two's gifts are in a different area: people. They are naturally endowed with a capacity to relate, understand, and nurture others, and their gifts are: their empathy, their ability to sacrifice, their interpersonal skills.

Each type in the Enneagram has its special and particular gifts, proficiencies and talents.

When we are operating at our best, from our best version - let's call it our Higher Self, or Authentic Self- many things happen: we are aligned with a healthy worldview and so we perceive ourselves, other people, and the world in a realistic and accurate way. Our expectations from life, from ourselves, from other people, are healthy, balanced, wise. A healthy personality is one that throughout the years was able to become flexible.

The distinctive mark of the Higher Self mode is that we value not only our main gift, but the rest of the Enneagram types' gifts as well, and so we become *integrators* of those gifts into our personality.

We need to integrate all the other nine qualities into our personality, because to be effective in the world, we need them all. The good news: we already have all the nine types inside us, and if we are just open to learn and practice, we can actualize them all. And that's precisely what we do in Higher Self mode. We are continuously learning, growing and developing ourselves, acquiring more of the qualities we don't have.

In Higher Self mode, we operate with healthy thinking, healthy emotions, and healthy behavior, that is fully functional, and in Robbins-Madanes terms, we are able to develop, grow and contribute to others.

Mode 2 - Narrow Self (Ego)

The overuse of our own gifts can end up creating an *identity* of sorts. A "me". But is a narrow self, who's fear-based, feels constantly threatened, and is in constant need to enhance itself, to add things to itself, in order to create a sense of continuity and solidity.

When the ego hijacks our 3 centers of intelligence -that is, our mind, our emotions and our behavior- we begin to think, feel and act through its veil, a screen of concepts and fears that cloud our consciousness. We see through the ego's lenses, but become oblivious of the lenses themselves. That's why we call it the AUTOPILOT. Because the ego, with its unrealistic view of the world, is guiding every aspect of our lives: our THOUGHTS, our EMOTIONS, our BEHAVIOR.

From the worldview then, we develop a survival, coping strategy. Why is the ego doing this? Because once it identifies with this narrowed view of the world, it attempts to preserve a sense of significance/



certainty/love/connection - a series of human needs according to Robbins-Madanes - and it does so through the Mental, Emotional and Behavioral centers. It does so by controlling your thoughts, your emotions, your behaviors. By hijacking each of them and tricking you into *identifying* with it (your sense of *me*, of *I am*, is now egoic. You end up believing yourself to be the egoic entity and forget who you really are.)