



# Integrative Enneagram

## Level 1: IEQ Accreditation Training

Understanding and Applying the Enneagram  
for Coaching Individuals  
Accreditation in **Integrative Enneagram Questionnaire**



**ICF CCE CREDITS**

**Core Competencies 13**

**Resource Development 13.5**

Resource Development includes training formerly called Personal Development, Business Development, or Other Skills and Tools.

### Target Market:

- Coaches, Leadership and Team Facilitators and OD Practitioners who want to use of the Enneagram in their practice
- Individuals who want to become accredited in the use of the IEQ



### INTRODUCTION TO THE ENNEAGRAM

- Enneagram background and history
- Psychodynamics
- The 9 Archetypes of the Enneagram
- Passions, Fixations, Values, Views
- Defensive Structures
- Strength and Weaknesses
- Application of the Enneagram
- Differentiating Coaching and Therapy
- Essence, Higher Virtues, Transcendence
- Motivational model
- Somatic Types

### ENNEAGRAM DYNAMICS & TOOLS

- Complexity theory
- The Centres
- 27 Subtypes (Naranjo model)
- Triadic Structures
- Hornevian Social Styles
- Harmonic Conflict Styles
- Lines of Development
- 6 Dimensions of Strain and Stress
- Wing influences
- Dilemma Scissors
- Levels of Integration

### IEQ AND COACHING

- Understanding the IEQ Questionnaire
- Report Interpretation
- Feedback, Engage, Challenge
- Assessments and Selection
- Reliability & Validity
- Enneagram Types and Strain Trends
- The Enneagram and Coaching Practices
- Facilitating Change
- Client Type and Coaching
- The Accreditation Process
- Introduction to Team Report

### Our process of accreditation works as follows:

- Attend full Enneagram Training
- Have your Case Study Client complete our Questionnaire
- Debrief your client and complete the Case Study document
- After evaluation and feedback you will be accredited to use our products with your clients
- Accredited Users get many special offers and products not available to non-accredited public clients

**Melbourne, AUSTRALIA**

**DATE:** 10-13 November 2015

**TIME:** 8:30am-5pm

**COST:** AU\$1750

**AU\$1487 Early-bird offer**

**VENUE:** TBC

# Training Event Registration Form

Mark with X	LOCATION	DATE	TIME	WORKSHOP	COST
	Melbourne	10-13 November 2015	8:30am-5:00pm	Integrative Enneagram Training	AU\$1750

**EARLYBIRD REGISTRATION: Register and Pay by 30 June 2014 and get a 15% discounted rate of AU\$1487.**

\* Lunch and other refreshments are included on each day.

**SPECIAL DIETARY REQUIREMENTS:**

## Registration and billing information to appear on Invoice

An invoice will be emailed to you after we have received the completed registration form.

NAME & SURNAME OF PARTICIPANT		COMPANY DETAILS	
CONTACT NUMBER		ANY SPECIFIC INFORMATION TO APPEAR ON INVOICE:	
E-MAIL ADDRESS			

If you are registering more people, please list their names and email addresses below.

NAME		EMAIL	
NAME		EMAIL	

## Payment:

- Upon receipt of your completed registration form, an invoice will be sent to you for payment to be made.

## Please note:

- Bookings are deemed to be confirmed on receipt of your 50% deposit payment
- Replacements will be accepted
- **Cancellation fee of 50% applies for any No-Shows or Cancellations up to TWO WEEKS prior to the Training**
- Please email this form to [TRAINING@INTEGRATIVE.CO.ZA](mailto:TRAINING@INTEGRATIVE.CO.ZA) to register your delegates.

WHAT QUALIFICATIONS DO YOU HAVE IN TERMS OF EITHER COACHING, OD, FACILITATION?	
WHAT PREVIOUS EXPERIENCE DO YOU HAVE WITH THE ENNEAGRAM?	
HAVE YOU WORKED WITH THE INTEGRATIVE ENNEAGRAM REPORTS BEFORE?	
WHAT ARE YOUR LEARNING GOALS AND EXPECTATIONS FOR THE TRAINING?	
WHO REFERRED YOU TO THIS COURSE?	

## WHAT DO YOU GET?

Big picture intelligence.

Integrative Enneagram Solutions offer coaches and OD practitioners a key to unlocking individual, team and organisational health and effectiveness. The Integrative Enneagram Questionnaire (IEQ) combines accuracy, scalability and depth of insight to enable practitioners to support their clients in their development journey and the pursuit of their goals.

The Integrative Enneagram enables your clients to identify, work with and resolve issues such as:

- Emotional, psychological and interpersonal factors blocking personal effectiveness, personal transformation and personal development
- Productivity losses as a result of team conflict
- Leadership maturity, impact and effectiveness
- Resistance to change, resilience and change readiness
- Decision making
- Stress and the symptoms of stress
- Interpersonal strain and conflict at work and home
- Career development and transitions

With the IEQ Intelligent Questionnaire you are able to pinpoint the Enneagram profile, Centre of intelligence, 27 Instincts, Levels of integration and the 6 dimensions of stress and strain within an individual or team.

The **IEQ** is our adaptive online test which forms the basis of the Integrative reports.

This 30-minute questionnaire measures nine archetypal motivation patterns. Through these patterns, the pathway to development becomes clear and accessible to your client. It harnesses the power of technology to dynamically change the questionnaire based on the individual's responses while also testing for mistyping at a highly specified level. This ensures valid and reliable results.

## Reliability & Validity

The IEQ overcomes the reliability and validity challenges associated with assessment-based approaches to the Enneagram by combining the adaptive power of technology with best practice statistical approaches. Adaptive questionnaire technology enables us to eliminate mistyping. We report on five individual reliability measures in the results of each questionnaire.

Face validation has been done through the involvement and feedback of international Enneagram experts and known types. Content validity is based on a growing sample of more than 3800 questionnaires. Item-specific validation as well as negative correlations are tracked on an item-by-item basis. This enables us to do iterative improvements on the questionnaire when required to further improve validities across an ever growing global sample.

Current level of validity above 90%



## INTEGRATIVE REPORT OPTIONS



### INDIVIDUAL REPORT

This report covers the Enneagram specific constructs that support sense making and development. This includes:

- Centers of intelligence
- Triadic centre styles
- Enneagram point of resonance
- Wings
- Lines of strain and release
- 27 Instinct subtypes
- Current context measured as areas of strain
- Strengths and weaknesses



### PROFESSIONAL REPORT

This report builds on the foundational content of the individual report. It adds value to professionals in organizations by covering specific competency areas that influence effectiveness and development, namely:

- First section same as Individuals report
- Communication
- Giving and receiving feedback
- Conflict
- Decision making
- Leadership and management
- Strategic leadership
- Team behaviour
- In a coaching relationship



### TEAM REPORT

This report scales the insight and development process to the team level. It covers the team style, interaction and conflict style of the team as well as levels of team maturity, collective strain levels, instincts and under-developed competencies. It also unlocks discussions regarding the interaction between leader and team.

- Centre of intelligence
- Enneagram team style
- Values
- Effect on relationships, thinking, actions
- Preferred goals
- Traps and pitfalls
- Development stages
- Secondary style influences
- Underdeveloped styles
- Strain profile
- Harmonics & hornevians
- Team instincts
- Leader style and team

All reports are modular and fully customisable, enabling you to build a report that suits the needs of your client from a content and length perspective

## Product and Report Costs 2015

- Integrative Enneagram for **Individuals** [18 page report] = USD 46
- Integrative Enneagram for **Professionals** [40 page report] = USD 92
- Integrative Enneagram for **Teams** [25 page report] = USD 92 + requires Professional report for each member



### Dirk Cloete

Dirk is a business entrepreneur and specialises in interactive web development, assessments, research and training. He brings a synthesis of Enneagram theory with powerful technology into professional business coaching tools to encourage individual and team development towards universal awakening.



### Integrative Enneagram Solutions

Reg No. 2006/110325/23  
29 Gordon Road, Hout Bay, 7806  
Website: [www.integrative.co.za](http://www.integrative.co.za)  
Email: [info@integrative.co.za](mailto:info@integrative.co.za)  
Contact +27 (0) 21 790 2291