

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 16

Resource Development 16.5

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

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



INTRODUCTION TO THE ENNEAGRAM

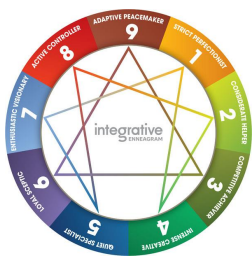
- Enneagram background and history
- Psychodynamics
- The 9 Archetypes of the Enneagram
- Passions, Fixations, Values, Views
- Defensive Structures
- Strength and Weaknesses
- Application of the Enneagram
- Differentiating Coaching and Therapy
- Essence, Higher Virtues, Transcendence
- Motivational model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



Integrative Enneagram

LEVEL 2: Team Development Training

Understanding Advanced Enneagram Dynamics and Practical Application in Team Development
(Only available to Accredited IEQ practitioners)



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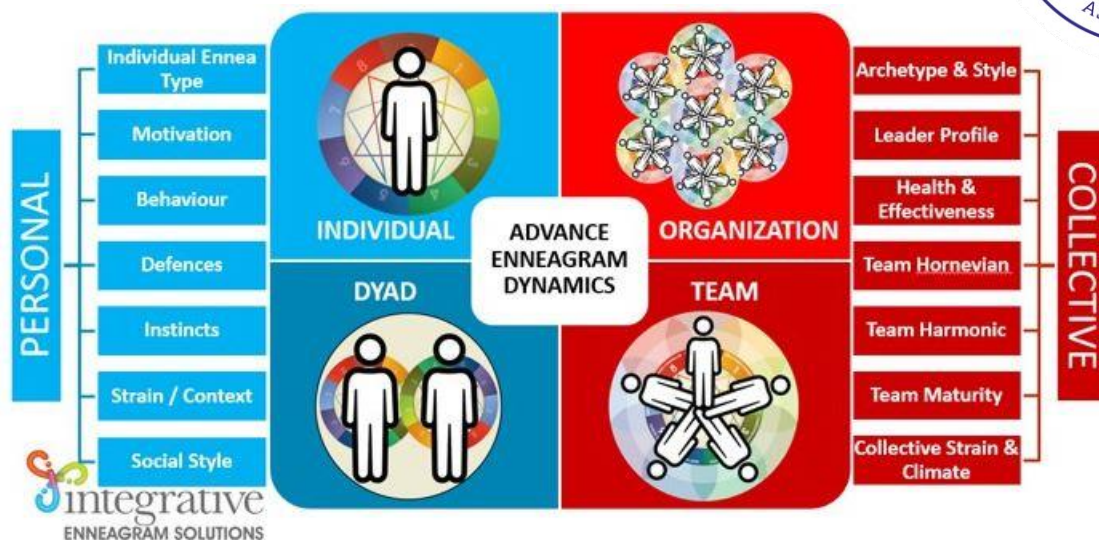
Core Competencies 16

Resource Development 16.5

Resource Development includes training formerly called Personal Development,

Who does this training apply to?

- Team Coaches, Team Development Specialists and OD Practitioners who want to use of the Enneagram to develop team health and effectiveness
- Leaders who want to understand team dynamics better
- Accredited IEQ practitioners who want to develop their understanding of team dynamics with the Enneagram in more depth



The dynamics of the team vs. the dynamics of the individual	Designing team coaching and development processes	Facilitating team coaching and development processes
<ul style="list-style-type: none"> ■ The dynamic interplay between individual and team dynamics ■ Understanding team health and team effectiveness ■ Enneagram constructs relevant to team dynamics ■ Team coaching vs. team development vs. team building ■ Issue-based team development and coaching ■ The team development process ■ Leadership dynamics ■ Dealing with "problem" team members 	<ul style="list-style-type: none"> ■ Introduction to design thinking ■ Designing sessions that stick and make a real difference to team issues ■ Liberating structures for team development and coaching ■ Design do's and don'ts ■ Design Practise Session: Case study work in teams ■ Feedback on case study presentations ■ The psychodynamics of design 	<ul style="list-style-type: none"> ■ The role of the facilitator / coach ■ Creating safe containers while doing real work ■ Making the most of learning opportunities: When dynamics happen in the room ■ Getting healthy and effective participation from everyone ■ When to get out of the way: Allowing real work to happen ■ Facilitation Practice Session: Case study work in teams ■ Feedback on case study facilitation session ■ Outside the coaching and development environment: Making commitments sustainable ■ Personal reflection and development plan

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.

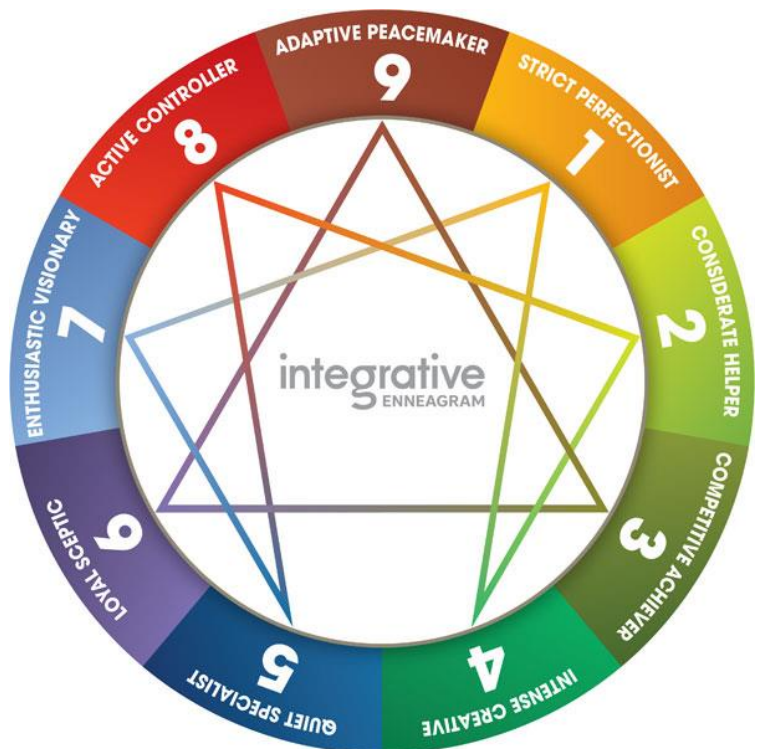
This 30-minute questionnaire measures nine archetypal motivation patterns. Through these patterns, the pathway to development becomes clear and accessible to your client. It harnesses the power of technology to dynamically change the questionnaire based on the individual's responses while also testing 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] = \$46
- Integrative Enneagram for **Professionals** [40 page report] = \$92
- Integrative Enneagram for **Teams** [25 page report] = \$92 + requires Professionals report for each member