

MODULE 1: GETTING TO KNOW THE ENNEAGRAM

The Enneagram is a personality test that stands out from the rest. Knowing the ins and outs of how the evaluation works can increase understanding of all members of the team and staff, along with elevating interpersonal communication with one another. The two missions below are meant to provide you with opportunities to dive into the Enneagram and learn its benefits in a team atmosphere.

MISSION 1 -- Key Components of the Enneagram



Review the "The 9 Types" chart along with the Mission 1 lecture. Once completed, test yourself by filling out the worksheet titled, "How Well Do You Know The Enneagram?"

MISSION 2 -- The Effects of the Enneagram



Review the "Effects of the Enneagram in a Team Environment" worksheet along with the Mission 2 lecture. Once reviewed, complete the "Let's Discuss Our Goals" worksheet with your coaching staff.

THE 9 TYPES

Type	Characteristics	Basic Fear	Basic Desire	Watch out for	Gifts	Appreciate it when others...
One	The Reformer Principled, Diligent, Perfectionist, Thorough	Imperfection	To have integrity	Over criticism; resentment	Work hard make the world a better place	...work hard and pay attention to detail; speak with conviction; follow through with promises
Two	The Helper Empathetic, Friendly, Selfless, Passionate	Being unloved / unwanted	To be loved and appreciated	Resent when help is not reciprocated	Creates a welcoming space for others and acknowledges people's positive traits	...give them affection, quality time, and gives them praise when deserved
Three	The Achiever Ambitious, Hard-working, Competitive	Being worthless and feeling no value from achievements	To be successful	Impatience and over-analysis	They take initiative and get things done.	...notice their hard work; remind them that their worth is not in their success; speak quickly and to the point
Four	The Individualist Creative, Self-conscious, Authentic	Lack of identity	To be oneself	Backing out of relationships when they are misunderstood	Creativity and ability to create a vulnerable environment	...give affirmation about their unique features; gives them a safe space to share their feelings
Five	The Investigator Curious, Independent, Insightful	Helplessness	Competence	Observing but not participating	Giving strong advice and insight due to their observations	...respect their need for personal space; create a space to share their ideas
Six	The Loyalist Committed, Responsible, Reliable, Trustworthy	Lack of support and guidance	To fund support	Lack of confidence in decision making	Loyalty to the people in their life and their community	...give clear expectations and not change those expectations; reassurance when needed
Seven	The Enthusiast Optimistic, High-energy, Versatile, Fun	Being stuck in pain / sorrow	Happiness	Ignoring and not handling the negativity in their life	Bringing energy and fun to their communities / relationships	...let them embrace their spontaneous side; participate in engaging and thrilling activities
Eight	The Challenger Confident, Strong, Decisive, Assertive	Being controlled by others	To protect oneself	Lack of vulnerability	Advocates for all and creates healthy environments	...respect their trust; are honest and direct in all situations
Nine	The Peacemaker Trusting, Supportive, Calm, Accepting	Loss and separation	To have peace and inner stability	Conflict avoidance	Being able to see multiple perspectives and are accepting of all people	...allow them to do things at their own pace

HOW WELL DO YOU KNOW THE ENNEAGRAM?

Draw a line matching the Enneagram number with its known type name:

- | | |
|----------------|----------------------------|
| ONE ● | ● THE ACHIEVER |
| TWO ● | ● THE ENTHUSIAST |
| THREE ● | ● THE INVESTIGATOR |
| FOUR ● | ● THE CHALLENGER |
| FIVE ● | ● THE PEACEMAKER |
| SIX ● | ● THE HELPER |
| SEVEN ● | ● THE INDIVIDUALIST |
| EIGHT ● | ● THE REFORMER |
| NINE ● | ● THE LOYALIST |

Finish the statement by filling in the blank. Look at The 9 Types worksheet for guidance if needed:

- **I AM KNOWN TO BE CURIOUS, THEREFORE I AM A ____.**
- **MY BASIC DESIRE IS PROTECTION, THEREFORE I AM A ____.**
- **I BRING ENERGY TO MY COMMUNITY, THEREFORE I AM A ____.**
- **I FEAR IMPERFECTIONS, THEREFORE I AM A ____.**
- **I AVOID CONFLICT WHEN UNHEALTHY, THEREFORE I AM A ____.**
- **I AM ALSO KNOWN AS THE HELPER, WHICH MAKES ME A ____.**

THE EFFECTS OF THE ENNEAGRAM IN A TEAM ENVIRONMENT

COACH TO COACH

- When they instruct, are they more vocal, or conversational?
- Are all practices planned to the t, or do they go with whatever feels right?
- How do they present their ideas?
- What aspect of the game do they lead the most in?

PLAYER TO PLAYER

- How does your teammate handle failure?
- What type of support do they need to be the most successful?
- How can I give affective constructive criticism with full acceptance and understanding?

Here are some questions to keep in mind when analyzing your program and their Enneagram numbers:

COACH TO PLAYER

- How do they handle criticism?
- How do they manage failure?
- What type of learner are they?
 - Visual
 - Auditory
 - Kinesthetic
- What method of construction do they best understand?

LET'S DISCUSS OUR GOALS

**Conflicts &
Misunderstandings**

Team Goals