

How does the Enneagram help workplaces?

Personal growth, as understood here, refers to the process of developing oneself and one's capacities to their optimum, or at least, to an upward trajectory. It assumes that as human beings, we reach our highest or most capable state, at least in part, by actively working on our own development through undertaking appropriate activities.

A personal growth plan therefore requires knowing what activities are right for us, and at what optimum state we are aiming. Given that we are each a more or less unique individual, knowing ourselves as we are, and as we could be, is therefore important.

Self-awareness refers to the ability to introspect, or look inwards to oneself and recognise oneself, in the first instance, as a separate entity from the surrounding environment. A further step is, as honestly as one can, making objective judgments about oneself.

Self-knowledge refers to knowing oneself and one's capacities, including one's strengths and weaknesses. Personality is a marker of the different sets of traits, talents and limitations that apply to all human beings.

Personality

Depending on an individual's personality type, an individual will have a natural ability in some areas, but will struggle in others. Any personal growth plan will benefit by identifying first, an individual's personality type, and second, the level of development that the individual has reached.

Both factors affect a person's level of functioning in the workplace and in private life. In particular, they show up when problems occur, such as interpersonal conflicts, communication difficulties, behaviour problems and emotional mismanagement. At home and at work, these problems damage relationships, and in workplaces, also negatively affect morale, efficiency and the bottom line.

Similarly, identifying a person's strengths opens the way for them to be developed and utilised in their own and their workplace's best interests. Being pro-active about personality is essential. Knowing the personality traps one is vulnerable to is invaluable in addressing mental health issues.

The Enneagram

The Enneagram model of personality types is exceptionally accurate in describing the personality types that apply to all people at all times. It reveals behaviours that could be helping or hindering your work environment. It provides a framework for an action plan to address problem behaviours, that are negatively impacting the work-flow, emotional and mental wellbeing and the bottom line.

An Enneagram course, tailored to relevant workplace issues, is therefore a desirable step for workplaces to take. On the one hand, it gives workplaces the opportunity to address behaviour problems or mental health issues that could be negatively impacting outcomes.

On the other, management is more aware of their staff's talents, and are better able to apply them constructively to achieving improved efficiency. Staff become more in touch with who they really are and can grow personally, improve in self-esteem and confidence, and generally be happier.

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