

# Verification of Enneagram Effectiveness<sup>1</sup>

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## Studies

Radiance Hobart (previously Socratic Solutions') 2009 study of a local government organisation team showed a net increase of 8.5% in the emotional health of the workplace culture one month after the completion of an Enneagram programme. Areas assessed included morale, cooperation, respect, support, ability to work effectively, dealing with conflict, and feeling positive about coming to work. Subsequent verbal reports indicate that improvement has continued.<sup>2</sup> (Approximate cost saving in increased productivity in 1 yr for team of 10 on an average wage \$70,000 pa = \$60,000).

A 2005 South African study by a motor vehicle manufacturer of using the Enneagram with a team to improve customer relations showed improvements in: Getting the best from each other: 19%; Respect: 17%; Communication and cooperation: 19%; Understanding among members of themselves and how they affect each other: 15%, 21%, 24%.<sup>3</sup> (Approximate cost saving in increased productivity in 1 year for a team of 9 on average wage \$70,000 pa = \$120,000).

## Radiance Hobart Testimonials

As well as formal studies, individuals who have participated in Enneagram programmes testify to its effectiveness in their feedback forms. Below are a few of the many examples I have.

'I consider the Enneagram to be the single most important tool that any people manager can have at their disposal' *David, Workplace Industrial relations officer.*

'Pauline's program not only has helped me deal with my own personality and how it impacts on other people but why people behave the way they do. Putting into practice what I have learnt has had a positive impact on my personal life and my work environment, and on the rest of my life'  
*Carol, team member, Gov. organisation.*

'I can truthfully say that the Enneagram changed my life. It gave me an insight into myself that I had not had previously. It made me better able to manage myself because I now have a stronger inner self-control. I understand more about people and how to best interact with them to solve problems. I am more conscious of, and more sensitive to, what is driving people and how to guide and motivate' *Mary, team leader, Gov.*

'This workshop has already assisted me to understand behaviour within my sales team, invaluable. A very worthwhile investment' *Sharon, businesswoman.*

'I finally understand my motivations about things that have confused me for a long time' *Rebecca, HR, Gov.*

'This will help me immensely in my work and home life to better understand my motives and reactions to those around me' *Debbie, high-school teacher.*

'A must for anyone interested in their own development and assisting others to achieve their full potential'  
*Simon, business consultant.*

For more testimonials, see: <https://radiancehobart.com.au/enneagram-testimonials/>

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<sup>1</sup> Companies who have used the Enneagram to help achieve self-awareness and develop strategic approaches to interpersonal interactions include Adobe, Alitalia Airlines, Amoco, AT & T, Avon, Boeing, the CIA, Disney, DuPont, e-Bay, the Federal Reserve Bank, General Mills Corp, General Motors, Hewlett Packard, Hydro Tasmania, IBM, International Weight Watchers, KLM Airlines, Kodak, Motorola, Proctor and Gamble, Prudential Insurance, Reebok Health Clubs, Silicon Graphics, Sony, Sun Microsystems and Toyota. Universities also use the Enneagram in their business curriculum include Stanford University, UCLA, and Antioch University. From Ginger Lapid Bogda and others.

<sup>2</sup> Taken from Socratic Solutions (Radiance Hobart Counselling & Self-Development) report, Hobart, November 2009.

<sup>3</sup> <http://dspace.nmmu.ac.za:8080/jspui/bitstream/10948/194/1/GallantHM.pdf>