



Strengths & Derailers by Enneagram Type

Type	Strengths to Leverage	Suggestions for Development
1 Perfectionist	Discipline, principled, organized, improvement-orientation	Delegate more. Avoid the tendency to try to “fix” everything yourself.
2 Giver	Empathy, interpersonal relationships, developing others, social intelligence	Set better boundaries on your priorities and time by saying no more often — even at the risk of disappointing someone.
3 Performer	Goal-orientation, confidence, adaptability, efficiency	Allow more time for unhurried interactions and let people get to know you better.
4 Romantic	Creativity, compassion, emotional self-awareness, authenticity	Move into right action instead of staying stuck in intense emotions.
5 Observer	Objectivity, self-reliance, expert, perceptive observer	Increase your communication and connection with others instead of detaching.
6 Loyal Skeptic	Planning & analysis, reliability, troubleshooting, team player	Catch rumination and doubt and replace worry with productive actions; make decisions.
7 Epicure	Visionary, optimistic, synthesizer, spontaneous	See tasks through to completion even when you’re tempted to start something new.
8 Protector	Bias for action, fairness, courage, direct	Pause and ease up on your commanding tone of voice and body language when the situation calls for more patience.
9 Mediator	Accepting, patient, humble, unflappable	Find your own position and say more about your thoughts and insights even if that invites disagreement.

We partner with companies to build their leadership pipelines via development programs, executive coaching, and assessments.