

INTRODUCTION TO INTEGRATIVE ENNEAGRAM SOLUTIONS

Integrative Enneagram Solutions is a leading force in personal growth and self-awareness, and stands at the forefront as a provider of science-based Enneagram assessments, trainings and innovative software solutions.

Our comprehensive training programs serve professionals in coaching, self-awareness, and organizational effectiveness, enriching their skills with cutting-edge methodologies. We have developed a range of tools designed specifically for individuals, couples, teams, and leaders, taking into account the diverse needs and contexts that they encounter.

Our products are trusted by professional coaches, OD practitioners, Enneagram experts, therapists, and psychologists worldwide, aiding them in fostering transformative growth for their clients.

Dirk Cloete served on the IEA Board of Directors in 2014 and 2015, and integrated the IEA Ethical guidelines into the core Integrative Accreditation training program.

With Integrative, you're not only choosing a service provider; you're choosing a partner committed to empowering you and your clients on the journey of self-discovery and development.

SOME OF OUR CLIENTS THAT ACTIVELY USE iEQ9 PRODUCTS



Beiersdorf



Genentech



National
Défense
nationale



What is the Enneagram?

The Integrative Enneagram serves as a powerful tool for self-discovery, revealing the underlying patterns that subconsciously drive and shape our personalities. By bringing these motivating forces into consciousness, it allows us to transcend our habitual responses, cultivating the development of more fulfilling, healthier ways of being.

Engaging with this model encourages individuals to assume responsibility for their own behavior and personal growth, nurturing a deeper understanding of the reasons behind their actions and reactions.

The Enneagram is a dynamic framework that presents nine distinct Types, providing profound insights for individuals, groups, and collective entities. With its three Centers of Intelligence, nine Enneagram Types, Wings, 27 Subtypes, and more, this model unfolds an intricate roadmap for personal development. It does not box people in but rather opens a pathway to self-discovery and greater personal awareness.

This transformative framework articulates the journey of personal integration in a deeply meaningful way. It unveils

the unique essence of each individual and their unique path. It does not only reveal what holds us back, it also illuminates the path towards strength and liberation. This journey helps us connect with our higher selves, fostering an empowering sense of personal growth and self-understanding.



JOIN THE GLOBAL **iEQ9 ENNEAGRAM PRACTITIONER COMMUNITY**

With a network of over 4,500 trained professional coaches around the globe using the Integrative Enneagram model and iEQ9 tools, our influence is widespread. The iEQ9 questionnaire, renowned for its accuracy and comprehensiveness, is available in 16 languages, making it an accessible and trusted tool for many.

The Integrative Enneagram is a game-changing coaching tool that enables practitioners to quickly guide clients into radical insights and support deep, long-term development journeys. If you want to increase your effectiveness with individual and team coaching, fast-track the coaching process and improve results, then our iEQ9 accreditation is for you.

Over four days in-person, or eight half-days online, participants experience deep learning and gain the ability to practically apply the Enneagram and the iEQ9 products in their coaching practice. Get detailed insights into your client's core motivations, blind spots, strengths, challenges, triggers, fears, and internal dialogue, and receive targeted development recommendations incorporating best practices from neuroscience, mindfulness, somatics, emotional intelligence, and more.

Our Enneagram Training program is accredited with:



OUR **PROCESS OF ACCREDITATION** WORKS LIKE THIS:



We offer two levels of iEQ9 training:

LEVEL 1:
Certification
Enneagram training

36 ICF
CCEUs = CC 29.25
RD 6.75

LEVEL 2:
Advanced Enneagram
& Team Dynamics

26 ICF
CCEUs = CC 22.5
RD 3.5

Why coaches use the **iEQ9 Reports**

Our iEQ9 Enneagram profiling tools support the coaching experience with accurate data, revolutionary assessments technology, and professional reports.



Get detailed insights
into the dynamics, core motivations, strengths, challenges, fears, internal dialogue with practical development strategies to transform your coaching clients.



Targeted development recommendations
include best practices of Neuroscience, Mindfulness, Somatics, Emotional Intelligence and more.



Customizable report modules include
Enneagram profile, personal development, self-mastery, communication, conflict, decision making, leadership, teamwork, giving and receiving feedback, engagement, dealing with complexity.



Coaches have successfully used iEQ9 products
for conflict resolution, culture change, organisational insights, resolving team challenges, increasing level of function and relationships and family dynamics.

THE WORLD'S MOST ACCURATE AND COMPREHENSIVE ENNEAGRAM ASSESSMENT

Center of Expression Profile

CENTERS OF EXPRESSION: ACTION CENTER

Action Center	66		8	Externalised
Feeling Center	24		2	Externalised
Thinking Center	8		7	Externalised

Subtype Stacking

KEYWORD: POSSESSION

SX: One-on-One	50	
SP: Self-Preserv	26	
SO: Social	25	

iEQ9 COACHING COMPANION



Enneagram Profile

8 Active Controller	91		MAIN
9 Adaptive Peacemaker	16		
1 Strict Perfectionist	53		
2 Considerate Helper	56		RELEASE
3 Competitive Achiever	46		
4 Intense Creative	43		
5 Quiet Specialist	20		STRETCH
6 Loyal Sceptic	36		
7 Enthusiastic Visionary	63		

Stress & Strain Profile

STRAIN LEVEL: LOW

Happiness	93	
Vocational	27	
Interpersonal	20	
Environmental	27	
Psychological	15	
Physical	20	
Overall	17	

Interaction Styles (Hornevian)

HOW I GET WHAT I WANT:

Assertive	69 [8]	
Compliant	25	
Withdrawn	5	

Conflict Styles (Harmonics)

WHEN I DON'T GET WHAT I WANT:

Methodical	15	
Avoidant	39	
Reactive	45 [8]	

iEQ9 ACCURACY
YOU CAN TRUST

The iEQ9 Questionnaire stands as a groundbreaking Enneagram personality assessment tool, leveraging advanced AI to dynamically adapt to your responses.

This unique feature ensures precision and enables the questionnaire to deliver accurate, valid, and reliable results. The iEQ9 has been meticulously validated using stringent psychometric statistical analysis techniques such as Cronbach's alpha, varimax rotation, and test-retest validation. We integrated the findings from qualitative interviews and cross-correlation with the Big Five Factor assessment to further strengthen the credibility of our

results. Through these innovations and rigorous methods, we made the iEQ9 Questionnaire the best and most accurate Enneagram tool and solutions for professionals.

This sophisticated adaptive 30-minute self-assessment questionnaire forms the basis of our range of iEQ9 reports. It measures the client against the nine motivation patterns of the Enneagram and pinpoints the full Enneagram profile, Center of Intelligence, Instinct, 27 Subtypes, Levels of Integration, TriFix, Social Styles, Conflict Styles, contextuality 6 Dimensions of Stress and Strain, and more! Through these patterns, the development pathway becomes clear and accessible.

THE iEQ9 PRODUCT RANGE:

INSPIRING GROWTH IN EVERY AREA OF LIFE



iEQ9 Enneagram Personal Report

23 pages

Life Coaches

Support clients to understand their personality's "operating system" and help them unlock their potential and live life to the fullest.

What's included?

- ✓ Core Enneagram Type
- ✓ Motivation
- ✓ Behavior
- ✓ Psychodynamics
- ✓ Blind Spots
- ✓ Strengths
- ✓ Challenges
- ✓ Centre of Expression
- ✓ Triadic Center Styles
- ✓ 27 Subtypes
- ✓ Wing Influence
- ✓ Self Awareness and Integration
- ✓ Strain Levels x6



iEQ9 Enneagram Professional Report

42 pages

Executive Coaches

Guide corporate clients to increase impact and effectiveness in the workplace and find the strongest possible expression of their leadership style.

What's included?

- ✓ Core Enneagram Type
- ✓ Motivation, Behavior, Psychodynamics
- ✓ Blind Spots, Strengths and Challenges
- ✓ Centre of Expression
- ✓ Triadic Center Styles
- ✓ 27 Subtypes
- ✓ Wing Influence
- ✓ Self Awareness and Integration
- ✓ Strain Levels x6
- ✓ Communication
- ✓ Giving and Receiving Feedback
- ✓ Feedback Guide for all Types
- ✓ Conflict and Triggers
- ✓ Decision Making
- ✓ Leadership and Management
- ✓ Team Behavior
- ✓ Coaching Relationship



iEQ9 Enneagram Team Report and Workshop

23 pages + 77 slides

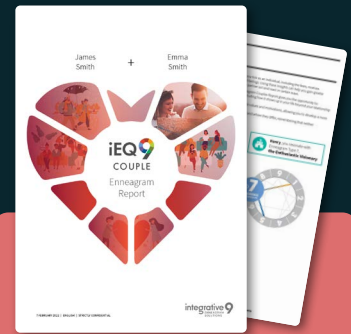
Team Coaches

Unlock the full potential of the teams you coach.

Get teams to live up to their collective potential with our game-changing iEQ9 Team Tools.

What's included?

- Meet the Enneagram**
 - ✓ Individual Enneagram Debriefs and Profiles
- Data Feedback and Reflection**
 - ✓ The collective Team's Enneagram Profile
 - ✓ Primary Team Style
 - ✓ Team Strengths, Blind Spots and Risks
 - ✓ Team Center of Expression
- Team Dynamics**
 - ✓ Team Development Stages
 - ✓ Team Strain Profile
 - ✓ Team Instincts
 - ✓ Team Interaction and Conflict Styles
 - ✓ Team and Leader Types
- Moving Forward**
 - ✓ Team Development Stages
 - ✓ Action and Change



iEQ9 Enneagram Couples Report

50 pages

Relationship Coaches

Compare and contrast partners' profiles and help them see each other through fresh eyes, gain new insights into their relationship and connect and love more deeply.

What's included?

- Enneagram Relating & Awareness**
 - ✓ Your two Enneagram Types
 - ✓ Bringing out the best in each other
 - ✓ Potential pitfalls
 - ✓ Your Instincts
 - ✓ 27 Subtypes
 - ✓ Your Centers of Expression
- Enneagram & Connecting Insights**
 - ✓ Caring as a couple and caring for yourself
 - ✓ Strain profile
 - ✓ Communication as a couple
 - ✓ Decision-making as a couple
 - ✓ Social Styles
 - ✓ Managing conflict consciously
- Enneagram & Life Experiences**
 - ✓ Connecting intimately
 - ✓ Parenting together effectively
 - ✓ Finance as a couple
 - ✓ Life at home and work

iEQ9 INDIVIDUAL REPORTS

Help your clients understand themselves in a way they never have before

The Integrative Enneagram is one of the most powerful tools in the coaching environment and is revolutionizing the coaching world because it works!

Coaches who use the iEQ9 reports say they scaled their practices and increased their coaching effectiveness by leading clients to real and lasting transformation. Our personal and professional Enneagram reports offer people self-awareness and emotional intelligence by highlighting personality strengths, exposing any blind spots, and act as a roadmap to cultivate a more effective natural style unique to their personality.



Support leaders find the strongest expression of their leadership style

The Enneagram encompasses nine diverse archetypes of leadership rather than a single style or assumption of good leadership. It is more than a profile of traits and behaviors, as it delves deeper into the motivations, defences and fears that lie in the often-unconscious area of our personality. One-size-fits-all is not our approach to leadership—instead, we encourage and support leaders to find their strongest possible expression of their unique leadership style.

Knowing our Enneagram Type is the first step to understanding ourselves better, bringing about personal growth, improving relationships and gaining inner peace.

USE OUR iEQ9 INDIVIDUAL REPORTS TO SUPPORT YOUR CLIENTS

PERSONAL

- ✓ Increase self-confidence, unlocking your power and improving overall happiness
- ✓ Identify and shift patterns that keep you stuck in life
- ✓ Increase compassion for yourself and for others
- ✓ Discover your strengths and unlock your unique, authentic power
- ✓ Uncover fresh pathways to growth, development and happiness
- ✓ Check in on stress and strain levels and increase your resilience
- ✓ Increase productivity, effectiveness and motivation
- ✓ Improve your career effectiveness and ability to work well with others

PROFESSIONAL

- ✓ Build leadership authenticity, presence and impact
- ✓ Personal development and transformation
- ✓ Productivity losses as a result of team conflict
- ✓ Decision making
- ✓ Leadership maturity, impact and effectiveness
- ✓ Resistance to change, resilience and change readiness
- ✓ Communication and influencing skills
- ✓ Career development and transitions
- ✓ Conflict at work and home
- ✓ Emotional, psychological and interpersonal effectiveness

LEVEL 1: iEQ9 CERTIFICATION ENNEAGRAM TRAINING

Who should attend?

Professional Coaches and OD Practitioners who want to use the Enneagram and the iEQ9 tools professionally, and seek a high-quality Enneagram training with an international certification.

What do you get?

- Full Certification as an iEQ9 Enneagram Practitioner
- Integrative Enneagram for Practitioners Textbook (288 pages)
- Comprehensive Training Workbook with exercises
- 5 Professional starter pack links valued at \$600
- Support and feedback on Case Study
- Access to iEQ9 Individual and Team Report
- Ongoing support, ongoing learning, access to our network events and the International Enneagram conference.

“

The iEQ9 Tool is what I've been waiting for to do real deep, meaningful, transformative work with my corporate clients. The data is extraordinarily reliable and helps skeptical clients open up to self-awareness.

The facilitators, staff, and founders' knowledge, experience, and generosity make the organization very easy and lovely to connect with.

Barb Van Hare PCC, CPCC, CDTLF | Denver

“

I highly recommend this programme for anyone wishing to deepen their knowledge of the Enneagram and how it can be applied at the individual level in a coaching context. I have been working with the Enneagram for almost 20 years and this is definitely the best learning experience I have had to date.

Dr Veronica Lunn, Noble Works, Australia



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



iEQ9 AND COACHING

- Understanding the iEQ9 Questionnaire
- Report Interpretation
- Feedback, Engage, Challenge
- Assessments and Selection
- Enneagram Types and Strain Trends
- Reliability & Validity
- The Enneagram and Coaching Practices
- Facilitating Change
- Client Type and Coaching
- The Accreditation Process
- Introduction to Team Report



36 ICF CCEUs =

Core Competencies 29.25

Resource Development 6.75

iEQ9 TEAM REPORT

Take your teams from good to great

Unlock the potential of the teams you coach. Harness the power of Enneagram to navigate your team's unique journey towards high performance. No two teams are the same, and neither are their paths to greatness. Use our iEQ9 team report and Team Exploration Kit to enhance interpersonal and team awareness, tapping into their unique gifts and, ultimately, enabling teams to express their purpose and potential fully.



Unite. Ignite. Excite

Our iEQ9 team reports and workshop kit empowers coaches to reveal the unconscious motivations of individuals and teams, illuminating their unique talents and spotlighting avenues for growth and development. This initiates radical shifts in behavior, improved relationships, heightened engagement, and, ultimately, exceptional team and organizational performance.



Celebrate diversity, strengthen unity

Great teams are a symphony of diverse strengths. Our powerful Enneagram workshops empower coaches to help teams value each member's unique contribution, develop empathy for team members, and gain practical insights on effectively working with different Types. Unleash your client's team's collective potential by leveraging the power of diversity.



USE OUR iEQ9 TEAM REPORTS TO SUPPORT YOUR CLIENTS TO:

- ✓ Understand each member's individual Enneagram Type and value their contributions.
- ✓ Learn practical tips to work with different individual Enneagram Types effectively
- ✓ Explore the team's unique Enneagram profile and primary style.
- ✓ Tap into the team's gifts at a deep and powerful level.
- ✓ Understand how others perceive the team at their best and worst.
- ✓ Discern instinctual behavior patterns vs cultivating a state of self-awareness.



LEVEL 2: ADVANCED ENNEAGRAM & TEAM DYNAMICS

Get teams to live up to their collective potential with our game-changing iEQ9 Team Tools

Our Level 2 training equips you with the practical skills to immediately identify team dynamics, giving you the tools to break through defenses and foster engagement, maturity and trust.

The Enneagram provides a powerful lens into understanding team dynamics and how individuals interact and react. This workshop gives iEQ9 Practitioners access to the Team Exploration Kit: 77 beautifully designed slides tailored to your client's team, with a facilitated process, exercises, and artifacts – free with every iEQ9 Team Report.

“

Engaging with the iEQ9 Team Training material was truly next level. It was taking it from an X-ray to an MRI and then having a plan to grow, heal and be better all-around. This material is GOLD for every team!

Sue Bates, Leadership Coach, Atlanta, USA

“

A must if you work with teams. The quality of the course materials and facilitation is second to none, with a depth of knowledge and insight I have yet to find elsewhere. The course is practically minded, with a deliberate focus on client application. I couldn't recommend more highly.

Tim Kiy, Integral Coach, London



TEAM DYNAMICS VS. INDIVIDUAL DYNAMICS

- The interplay between individual and team dynamics
- Understanding team health and team effectiveness
- Enneagram constructs relevant to team dynamics
- Issue-based team development and coaching
- Team coaching vs. team development vs. team building
- The team development process
- Leadership dynamics
- Dealing with “problem” team members



DESIGNING TEAM COACHING AND DEVELOPMENT PROCESSES

- 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: Casestudy work in teams
- Feedback on case study presentations
- The psychodynamics of design



FACILITATING TEAM COACHING AND DEVELOPMENT PROCESSES

- 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/effective participation from everyone
- When to get out of the way: Allowing real work
- 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



26 ICF CCEUs =

Core Competencies 22.5
Resource Development 3.5

iEQ9 COUPLES REPORT

Help your clients build a stronger, more supportive, and healthier relationship

The iEQ9 Couples Report is a unique, sophisticated, hyper-personalized 50-page document curated for your clients. It integrates their unique perspectives and guides them to unlock their combined potential.

If your clients wish to strengthen their bond and connection, understand each other better, and learn new ways of supporting each other, then the iEQ9 Enneagram Couples Report can support you and your practice. Our Enneagram report equips your clients with a fresh perspective, promoting deeper insights and a more profound connection to their relationship. It unpacks how your client's Enneagram profile influences their relationship and describes the interaction between the partners' personalities, offering numerous development suggestions. A powerful document that can be used for years to come!



“

The couples report is clear, kind, modern and professional – just the right amount of detail – and treats everyone with respect. The report provides clarity, growth, depth, hope and possibilities to move forward together. We laughed at most of it – yes, we had examples for all the statements and new understanding kept popping up, even after all these years.

Dorothy Oliver, Leadership Coach, Waikato, New Zealand

“

Brilliant! The report is expansive, rich and allows so many opportunities for couples to grow their relationship. With thirty years under our belt, it is great and affirming to see how spot on the feedback and development suggestions were throughout the report. It is a solid homerun!

Allan Milham, MCC, Arizona, USA

USE OUR iEQ9 COUPLES REPORTS TO SUPPORT YOUR CLIENTS TO:

- ✓ Reignite the passion in their relationship.
- ✓ Understand each other and their relationship in a whole new way.
- ✓ Connect more deeply and genuinely.
- ✓ Bring out the best in each other.
- ✓ Reduce miscommunication and hear each other more clearly.
- ✓ Deepen understanding and compassion, bring them closer to each other.
- ✓ Enhance intimacy.
- ✓ Honor and support each other's parenting style.
- ✓ Enrich their lives together.



Our iEQ9 Couples report incorporates the full spectrum of Enneagram knowledge

Using our intelligent iEQ9 Questionnaire, we are able to pinpoint each partner’s personality and combine the results to generate a hyper-customized report for their relationship.

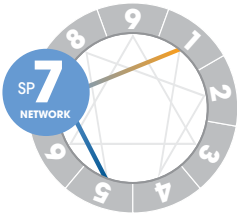
The iEQ9 Couples Report reflects on core Enneagram Types, Instincts, Subtypes, Tri-type, Centers of Expression, Strain levels, Conflict and Social Styles, highlighting shared strengths and how couples can complement each other and collaborate better.

The iEQ9 Couples Report can be used by clients in all relationship stages: dating, engaged, or married. It is designed for any couple desiring to enrich their relationship.

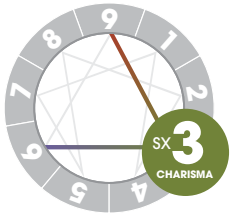


ENNEAGRAM TYPES

Michael, you resonate with ENNEAGRAM TYPE 7, the **Enthusiastic Visionary**



Jessica, you resonate with ENNEAGRAM TYPE 3, the **Competitive Achiever**



INSTINCTS

Michael

Self-Preservation

One-on-One

Social

Jessica

Self-Preservation

One-on-One

Social

CENTERS

Michael

Thinking Center

Feeling Center

Action Center

Jessica

Thinking Center

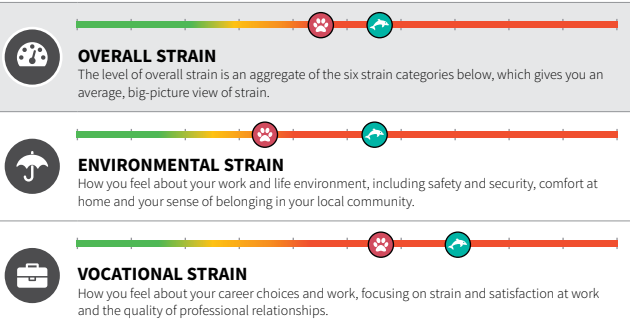
Feeling Center

Action Center

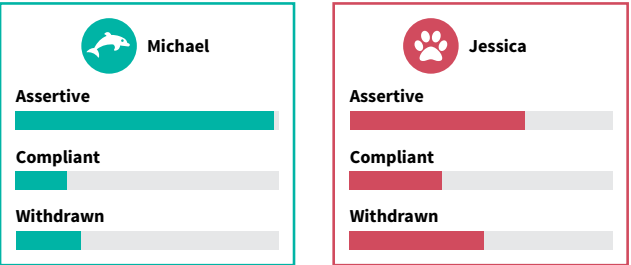
ENERGY FLOW

	INWARD	LOCKED	OUTWARD
THINKING STYLE			
FEELING STYLE			
ACTION STYLE			

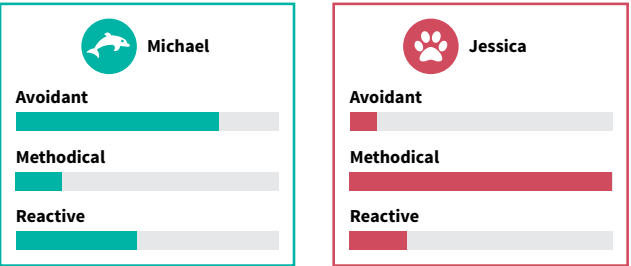
6 STRAIN CONTEXT



SOCIAL STYLES



CONFLICT STYLES



PRONOUN SENSITIVE





OUR PURPOSE

A connected better world through individual personal growth

OUR MISSION

We reveal your awesomeness and guide you to wholeness with the world's most accurate Enneagram personality assessment, driven by our adaptive technology and smart solutions.

OUR VISION

An awakened humanity where people are whole, connected and compassionate

OUR VALUES

Connectedness, Generosity, Awesomeness, Knowledge, Pioneering, Honour

OUR GLOBAL PRESENCE

450 000+

Enneagram profile **REPORTS** generated worldwide

4 500+

COACHES attend our iEQ9 accreditation trainings

13+

YEARS of unlocking people's true potential

10 000+

Transformational Enneagram Team **WORKSHOPS** delivered

1 000+

LEVEL 2 COACHES accredited to deliver Team Enneagram Workshops

3+

Global **CONFERENCES**

5 000+

COUPLES reignited the passion in their relationship

56+

COUNTRIES with iEQ9 Coaches (from Australia to Zimbabwe)

16+

LANGUAGE translations available for the iEQ9 questionnaire

integrative 
ENNEAGRAM
SOLUTIONS

Find out more about Integrative Enneagram Solutions, our iEQ9 products and tools, the Enneagram, accreditation training at
www.integrative9.com info@integrative9.com