

RO&Ming with Lil Episode 26

Using the Enneagram to work on health – Jane



lil@deverell.net

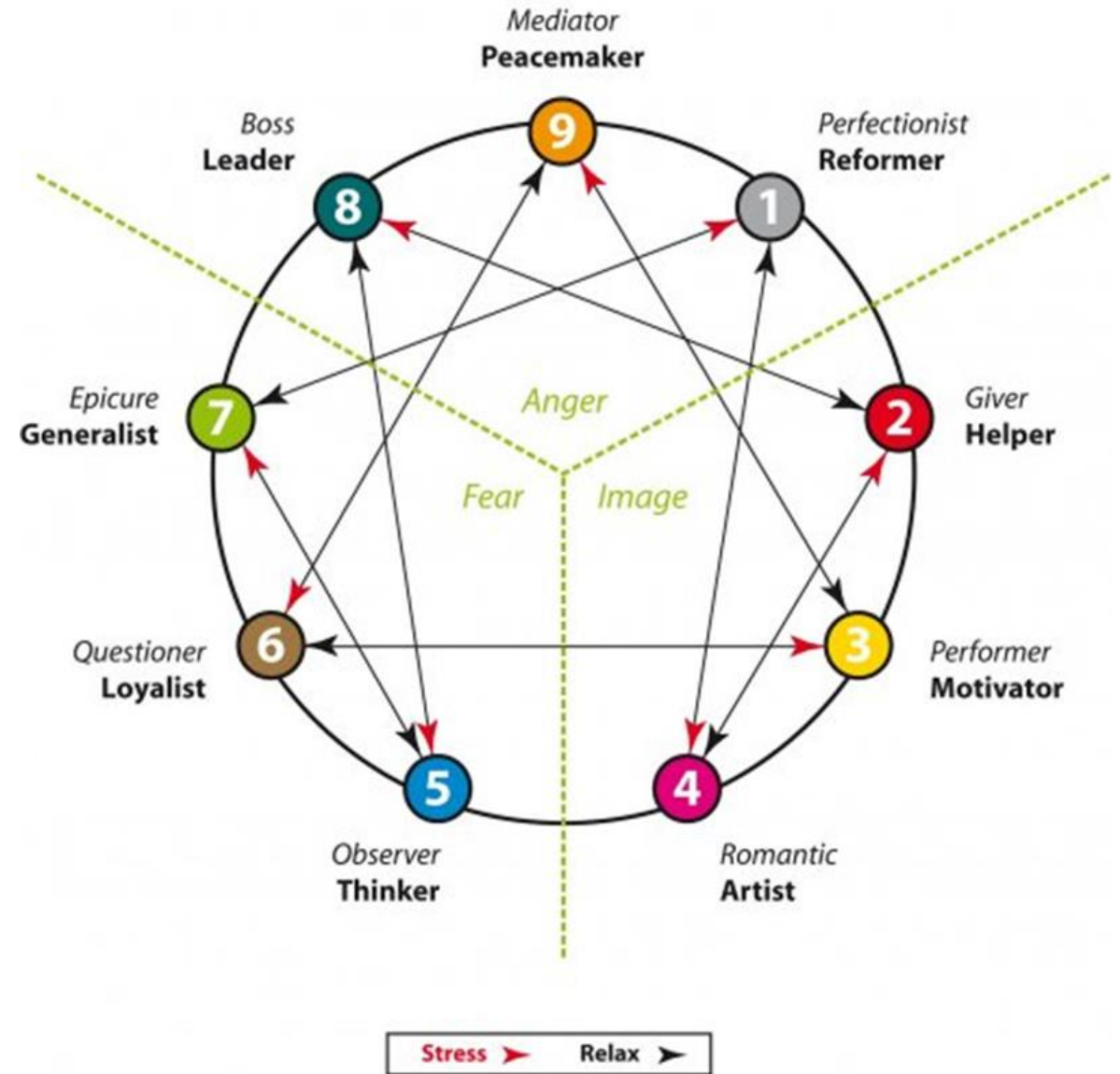
Introduction to Episode 26

Welcome to Jane Bradley

- Seeing Eye Dog Instructor
- Self-confessed behaviour nerd
- Loves models that help us understand people, behaviour, learning across the species

Enneagram model

- 9 Personality types
- Connected with other types in specific ways
- Wings
 - the 2 types either side of your type on the circle
 - usually stronger in one wing than the other
- Direction of integration/health
 - the type you move towards when well, growing, balanced, relaxed, on holidays
- Direction of disintegration/unhealth
 - the type you move towards when unwell, stressed, anxious, out of kilter, unsupported, working too hard



How can you find out more?

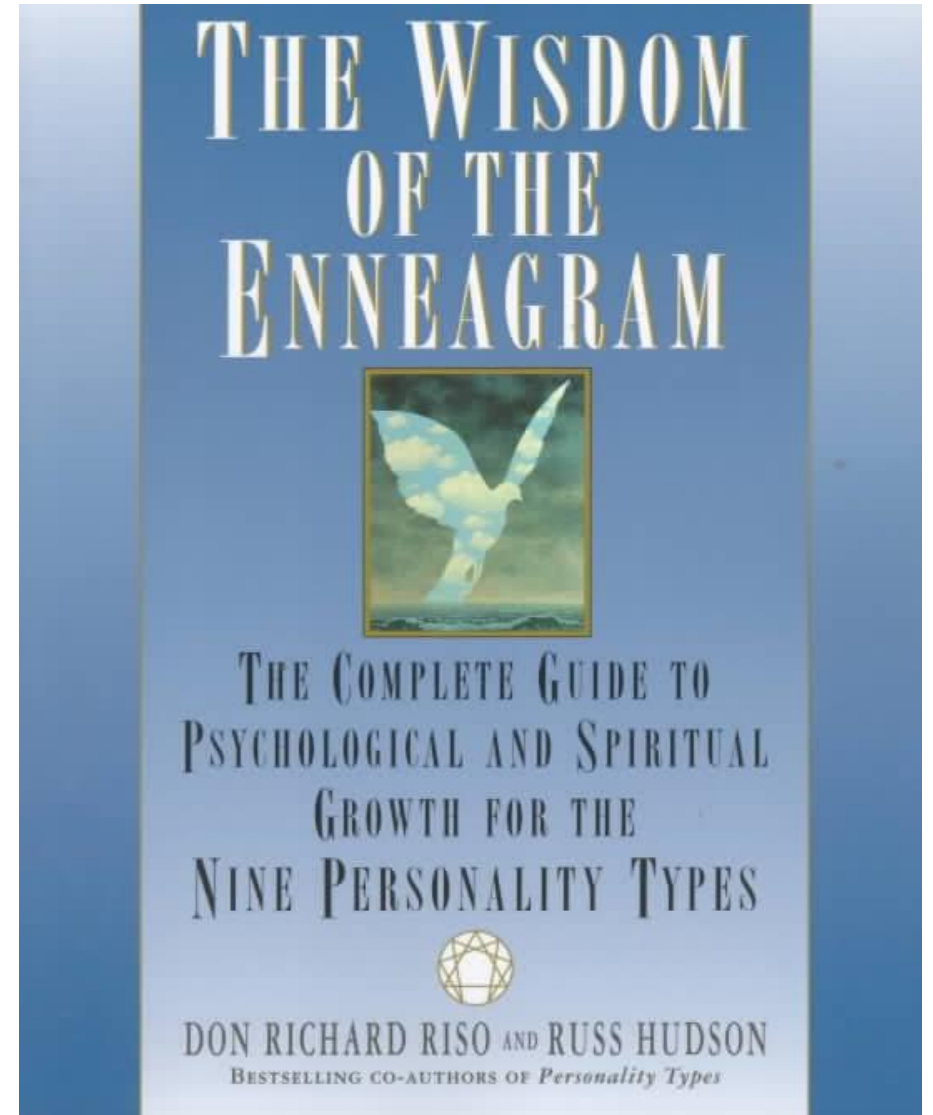
- DIY:
 - Online quizzes & descriptions
 - Many books exploring different aspects and applications of the Enneagram
- With others:
 - Work through the types with family/friends who know you well – identify yourself and others you know in common
 - Enneagram experts/training courses/questionnaire – online and in person

Identifying your type

- After familiarising yourself with each type on the Enneagram:
 - Narrow it down – eliminate those 4-5 types that are definitely NOT you
 - Check the wings of possible types for similarities with your style
 - Check the direction of integration/disintegration – consider what you do when you're well or stressed
 - Consider motivations in each type, not just behaviours
- Look for resonance:
 - Finding your type can be an Aha! moment
 - It can sting – it might prompt self denial
 - It might feel like someone has crawled inside your head and read your mind
 - It can make you laugh out loud because some of the description is SO YOU

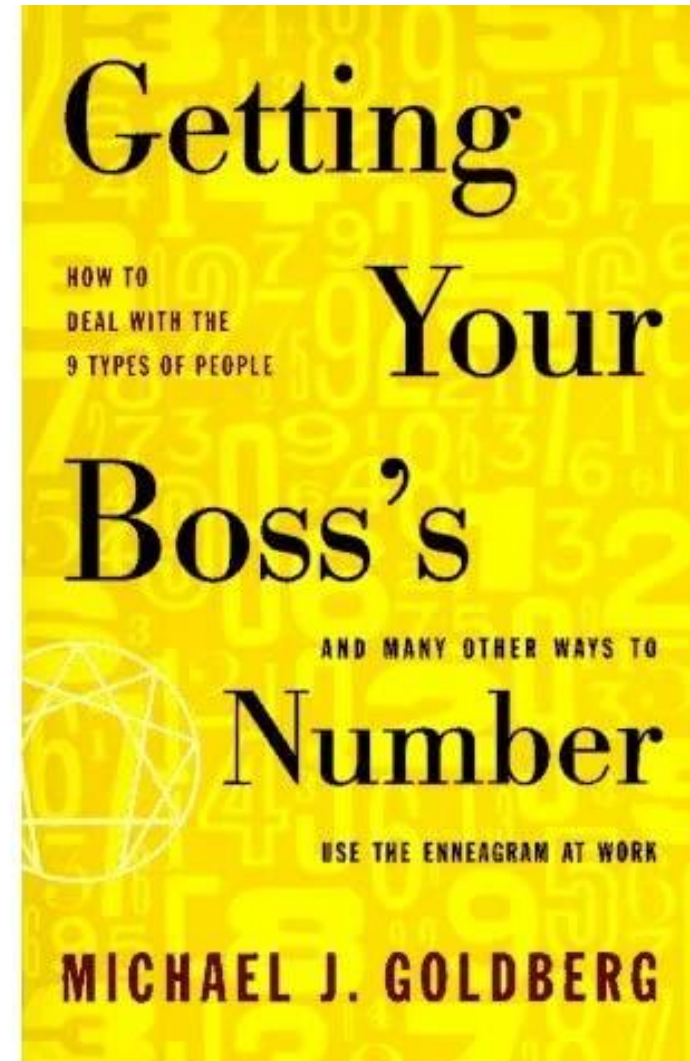
A good overview

- The Wisdom of the Enneagram (1999)
Riso & Hudson, Bantam Books
 - checklists the characteristics of each type
 - helps you identify your type
 - explores healthy, average, and unhealthy expressions of each type



Application at work

- Getting your boss's number (1996)
Goldberg. Harper



Using the Enneagram in a dark place

- What is the person's type?
- Identify circumstances that would help that type flourish, by identifying the direction of growth for that type.
- For example, the 4 (artist/romantic) can become stressed, losing a sense of own priorities and boundaries, if too caught up in helping others (type 2).
 - The direction of health for type 4 is towards 1 (perfectionist/reformer)
 - Choose some tasks that have clearly defined standards and deadlines
 - Place some rules of engagement around relationships and other people's neediness – times, places, contexts
 - Allow time/identify tasks for the 4 to be refreshed by creative expression
 - Fitting in is NOT the goal for a 4 – celebrate the unique things the 4 offers

At work, use the Enneagram to...

- Identify the type of colleagues and managers
- Read their behaviour and listen for their priorities, key language, motivations
- Identify their direction of health
- Learn to be comfortable with cognitive dissonance
- Listen to language, words, points and counterpoints without reacting immediately
- Don't rush to judgement
- Identify hotspots, trigger-points, radical ideas
- Sit with uncertainty
- Allow other people to be different to you
- Help and support others to be their best selves

Conferences earning COMS points

- SPEVI Conference – Celebrating Change!
 - 18-19 January 2021
 - <https://www.speviconference.org.au/>



- International O&M Online Symposium
 - 4-6 February 2021
 - <https://orientationandmobilitysymposium.com/>



Contact & Credits

- To offer feedback, suggest a topic, or record an episode together:
Email: lil@deverell.net Mobile: +61 418 370 312
- Links and PowerPoint slides for *RO&Ming with Lil*
www.lildeverell.net/resources/roaming-with-lil/
- Music: *Happy Stroll*, a royalty-free download from Purple Planet Music
- Graphics by Lil Deverell, with technotherapy from Erin Deverell

