



Neuro-Linguistic Enneagram Profile

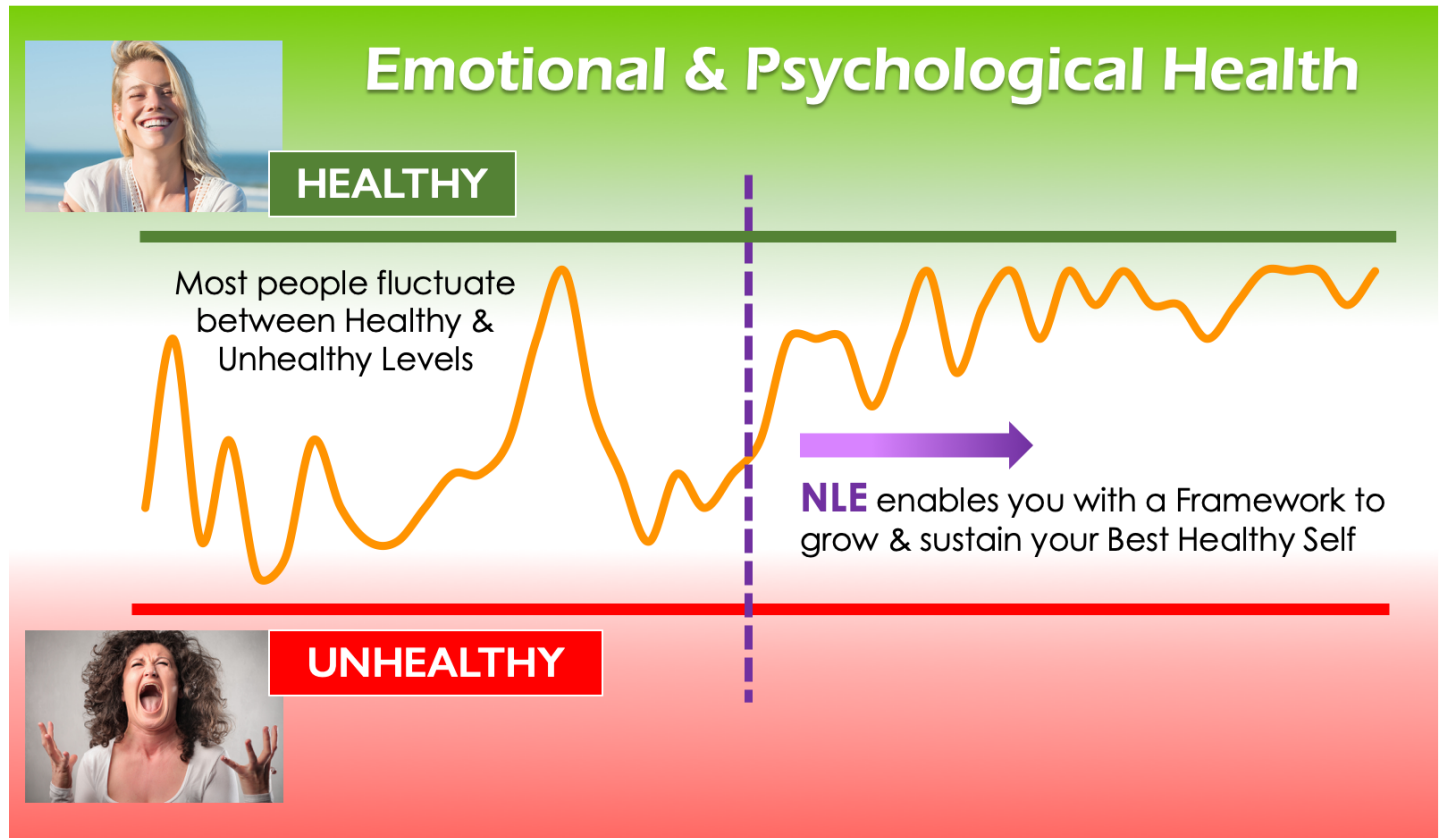
Discovering your Conscious & Unconscious Self
to develop your Best Healthy Self

Employee A

(Confidential)

Completion Date : 2023-Oct-27

Introduction



Most people fluctuate within a range of Healthy to Unhealthy behavioural and mental-emotional characteristics. We all have good days where we can be the BEST person we've always wanted to be; and then we also have bad days where we may not be so proud of our behaviours, emotional displays and thoughts.

The Neuro-Linguistic Enneagram (NLE) Profile offers valuable insights about **your deeper intentions and core fears that drive your behaviours**. Whilst our behaviour often changes with situations, the people we are with, and other factors - our deeper intentions operate from our subconscious, and they can remain quite consistent throughout the course of our lives.

***"Until you make the unconscious conscious,
it will direct your life and you will call it fate."***

- Carl Jung, Founder of Analytical
Psychology

People see our Behaviours and not our Intentions

The Neuro-Linguistic Enneagram is about the healthy balance between knowing yourself and your own intentions, and how people actually perceive you. NLE shows you how to develop flexibility and abilities to express your good intentions with healthy, congruent behaviours. In other words, **you CAN transform your personality**, and you can get more people to align with you.

The value of this report is in directing Self-Awareness into Practical Development. The insights in this report are generated based on your responses in the NLE profiler.

This report covers **who you are to what you can do** to develop your Best Self:



1. Introducing The 9 Enneagram Types & Their Positive Intentions
2. Your Enneagram Profile: Deeper Intentions That Drive You
3. Recognising Yourself: At Your Best vs Under Stress
4. How You Are (Unconsciously) Working Against Yourself
5. Subconscious Instincts That Drive Your Choices In Life
6. Self-Reflection
7. How to Develop Yourself A Little Bit Everyday
8. Setting Development Milestones

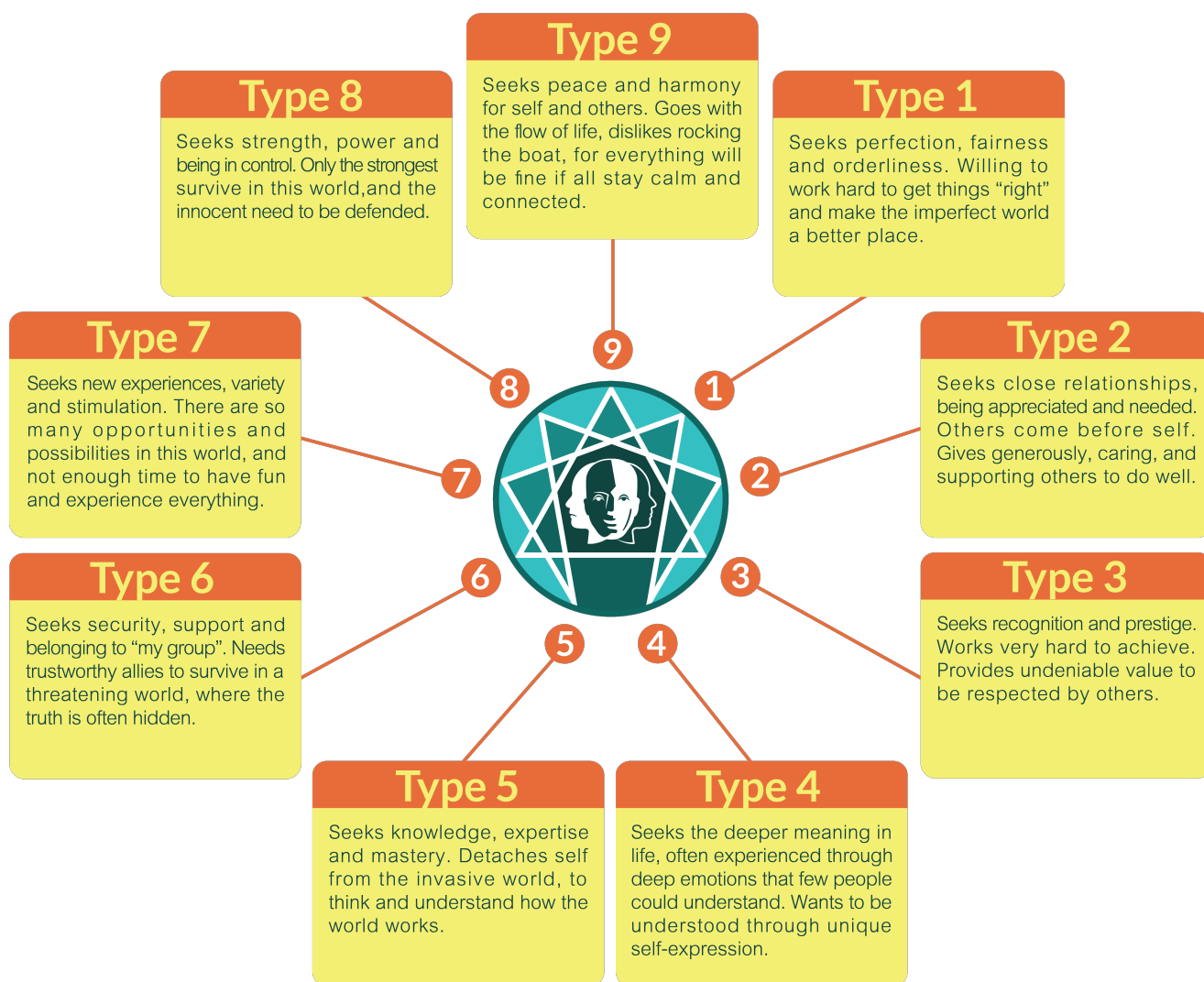
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**There are no good or bad profiles.
All types of profiles can be transformative.**

A person's effectiveness is determined by his/her self-awareness, maturity and self-mastery. We highly encourage you to act on the insights in this report and make full use of the development actionables.

Introducing the 9 Enneagram Types & Their Positive Intentions



***"The Enneagram doesn't put you in a box.
It shows you the box you're already in and how to get out of it."***

- Ian Morgan Cron,

The Road Back to You: An Enneagram Journey to Self-Discovery



You have a Type Three Enneagram Profile

Deeper Intentions that drive you

You value success, recognition and visibility. You desire to be the best at what you do, because the world only values and admires winners. If you're not the best, you'll be motivated to work harder.

You are a very productive person and you don't waste time. If you start an endeavour, you must see a way to achieve the results that people cannot deny, and you really do whatever it takes to get there. If you can't accomplish something, you'd rather quit early and be spending your resources elsewhere.

People may find you competitive and quick to adapt, that they may wonder if you have integrity. While your eyes are often on the goals and targets, what you really desire is to be valued for who you are as a person.

Your NLE Profile also covers your second and third highest profiles, which you can explore to deepen your self-observation.

Your second and third highest profiles are:

Type Seven - desire to let people see hope and vision, and not miss out on all the fun and new experiences in life.

Type Two - desire to help others feel cared for and appreciated, including yourself.



Recognising how you are when you are at your Best

You have probably experienced glimpses of your Best Healthy Self. Sometimes, this lasts for a few hours up to a few days. The goal of self-development is to live and function as your Best Self, no matter how external circumstances change. It starts with recognising the qualities and characteristics of your Best Healthy Self.



As you read the explanation below, remember the last time you experienced these qualities.

Even if it was for a short period, it is something in your subconscious that you can tap into. With the Neuro-Linguistic Enneagram change work, you can progressively stretch your Whole-Person development, building more consistency and congruence in your mindset, emotional patterns and behaviours.

Modest & Confident

You bring a “can do” attitude to life, and willingly share the recognition and rewards that accompany your successes. Your confidence and self-esteem come from your inner core.

Motivating & Influential

You create opportunities for others, and enjoy challenging people to achieve their potential. Motivating and persuasive, you inspire others to support you, and exert great influence over others.

Self-Motivating & Appreciative

You are self-motivating. You focus on goals, and like to see projects through from start to finish. You are grateful to the people whom have helped you achieve your goals.

Adaptable & Effective

You are highly adaptive to changes, and have the ability to quickly reorganize your resources and focus back on track. You are able to respond effectively and sensitively to people and situations, and have the capability to lead others through change.

Nurturing & Empowering

You actively look out for the welfare of others – nurturing, encouraging, and empowering them to grow. You build self-esteem because you give people the attention and faith they need to thrive.

Helpful & Generous

You are very helpful and supportive, going to great lengths, even in times of difficulty. Your generosity is not limited to only material means, but more often in the form of your attitude to others.

Enthusiastic & Joyful

You like to help other people to see the “silver lining” or possibilities of any situation, and you are awed by the simple wonders of life. You like to motivate others to be enthusiastic about life and to enjoy life.

Network Connector

You are a bridge builder from one experience to another, and often this extends to a wide social network. You are a quick learner and a story-teller. You often use your stories and experiences to connect with people.



Recognising how you are when you are under Stress

Every Enneagram Type experiences the world differently. As external circumstances become more stressful, some Types may start displaying negative emotions to get what they want; other Types may numb themselves and hope that things will eventually be ok.



As you read the description below, allow time for the dots to connect for you.

If it is something you already know, that's good. If your first reaction is to reject it, chances are, it may actually be describing you. Allow yourself to sit on these descriptions and observe yourself for a longer period of time. You can also consult with a qualified Neuro-Linguistic Enneagram Practitioner, who can facilitate an open and safe conversation for your self-discovery.

No one wants to be stressed all the time. No one starts their day wanting to be a difficult person. The key is to have the awareness and abilities to catch yourself when you are becoming stressed. When you can see yourself clearly, you can choose your behaviours and better ways to respond to others.



When you are under Stress, what's going on inside you

Overly Competitive

You become overly focused on winning and results. You start to believe the end justifies the means, and may even cut corners to achieve the desired outcomes.



When you are under Stress, how people might perceive you

Workaholic

You are highly competitive and ambitious, and you often become a workaholic. You begin to weigh your self-worth based on your achievements.



**When you are under Stress,
what's going on inside you**

Chameleon-Like

You know how to be charismatic when you feel the need to impress someone. You care a great deal about what others think of you. You may act according to the needs of the image you are projecting, tailoring your behaviors to the specific audience.

Excessive Pragmatism

You evaluate everyone around you as either “you can be of help” or “you get in the way”. You pay special attention to invest in relationships that will help you achieve your goals.

Emotionally Disengaged

You become disconnected from your feelings, as you see them as a distraction for you to “get back to business”. You may become inauthentic on how you truly feel.

Need for Appreciation

You care about how others feel about you, and need their appreciation and assurance. You feel secure only when people like you. You start to fear that you are not doing enough for others to really “win them over”.



**When you are under Stress,
how people might perceive you**

Image-Conscious

You become very image conscious, and mind a lot how people interact with you based on the status you perceive yourself to have. You can be seen reacting differently to different target audiences in order to solicit desirable responses from them.

Overly Pragmatic

You become overly pragmatic when establishing relationships, and focus on building allies and supporters. You only invest in relationships that benefit you.

Over-Sell Achievements

Your self-image may take over and you begin to over-sell or amplify your achievements and connections. Aggression and rage may surface when you fail or do not win.

Unable to Say

You constantly need people to acknowledge your help and kindness, sometimes in very specific ways. You tend to say “yes” to every demand, even when you are not in the best position to help.



**When you are under Stress,
what's going on inside you**

Overly Subjective

You are relationship-driven and need to like the people in order to work or live with them. You can be overly subjective – over-protective or caring for some whilst you may neglect others – leading to a biased decision or opinion.

Distracted

You are constantly fearful of missing something “better”, so you struggle to say “no” to new experiences, even when you are tired. Your thoughts become scattered and you are easily distracted.

Lack of Completion

Talking, planning for, or seeking more enjoyable activities can take precedence over completion of tasks already started. You may take on so many commitments that follow through starts to suffer.



**When you are under Stress,
how people might perceive you**

Favoritism

It is obvious when you like or dislike a person – and it affects the way you work or live with them. Those not in your “good books” can feel left out. You can practice favoritism, and be biased towards some and neglect others.

Superficial

You become more superficial and less perceptive, and you judge people and situations quickly without true understanding. You tend not to give enough time or attention to the tasks on hand or the people you are engaging.

Lack of Follow Through

Details are overlooked, and routine tasks of a job or project that become boring to you are put off. Your follow through on commitments is poor, and you do not create results.

How you are (unconsciously) working against yourself

Subconsciously, we all want to avoid fear, distress and anxiety, while we continue to get what we want in life. This is a self-perceived state of equilibrium. To enjoy this, we consciously (and subconsciously) allow ourselves to behave in a certain way. However, little do we realise that our behaviour could be giving us the very opposite of what we truly want.

Having an Enneagram Type Three Profile, you may easily step into a role and identify with it, and may lose contact with who you are inside. Your attention is on tasks to be done and the expectations of others, so you find it very difficult to let go of the role or image of success.

You really want to be valued for who you are, not what you do. But you spend your energy on "doing" and achieving results, thus creating only an image for people to relate to. Then you charm people by adapting your image to get what you want, and end up feeling inauthentic.



You may like to pause and reflect on the description above, and see how you respond to the statements.

Keep in mind that your behaviours are not the whole of you. They are habitual actions driven by your subconscious fears and motivations. By understanding who you truly are, at the subconscious level, and what you really desire, you're one step closer to your Best Healthy Self.



Understanding your Subconscious Instincts that drive your Choices in Life

There are three basic instincts (or drives) of human behavior required for life:

		
Self-Preservation	One-to-One	Social
Staying alive, material well-being	Intense intimacy, to reproduce	Belonging in a community with others
<i>"Do I have a right to be alive?"</i>	<i>"Do I have a right to be loved as an individual?"</i>	<i>"Do I have a right to belong to groups? What is my role in the group?"</i>
The Focus is on safety, self-sufficiency, comfort, food, possessions, finances, risks, conserving energy, using time wisely, planning for contingencies.	The Focus is on one-to-one relationships, connection, closeness, desirability, intensity, revealing of self, attraction, repulsion, rivalry, willingness to go after what you want and not care about the consequences, daring, competitive, curious, creative.	The Focus is on belonging in the group, acceptance, ranking, recognition, shared purpose, popularity, cooperation, participative, supportive, nurture the group, who has the power, avoid being ostracized.

These instinctual drives are expressed in our choices in life, showing what we pay attention to and how we lead our lives.

They are especially important in relationships, as people with the same instinctual drive tend to share similar values and understand each other better. Those with different instinctual drives potentially have more conflicts, as their fundamental values are so different.

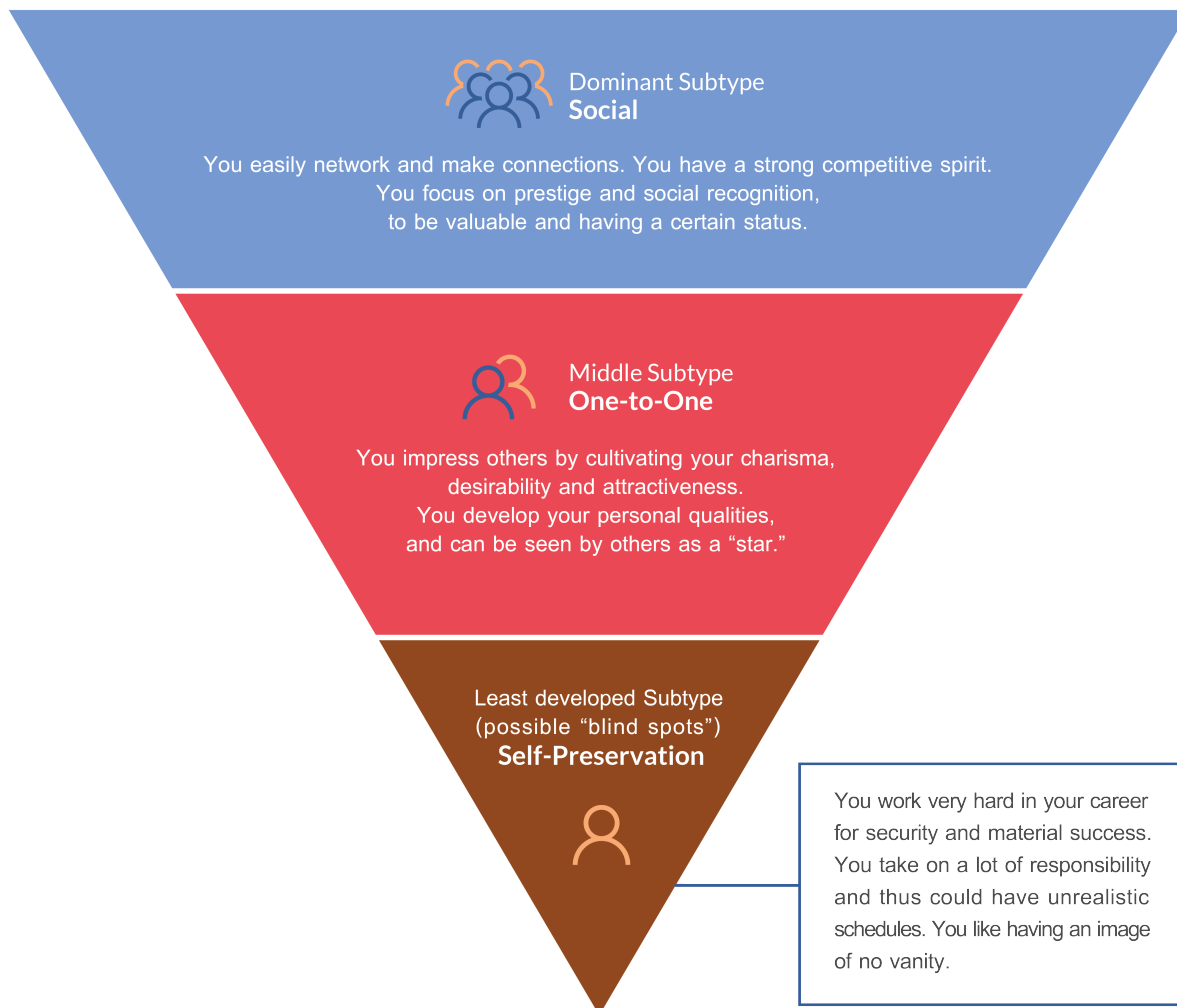
Ideally, these subconscious instincts are used with balance and awareness of which is most appropriate for a situation. However, we mostly over-focus on one instinct, and may even neglect another. So people have their instinctual drives stacked according to what they pay attention to, and put their time, energy and efforts on. This is known as their **Enneagram Instinctual Subtype stack**.



Your Instinctual Subtype stack shows your **Dominant Subtype** that you are most concerned with, and may over-focus on and over-do. It shows where you spend your time and energy, and keeps you feeling alive.

As we need all 3 Subtypes to function well, pay more attention to the **Middle Subtype**, which supports the dominant one. More importantly, the **Least developed Subtype**, is likely to be overlooked due to lack of interest, time and energy, and contains our “blind spots.” It would be useful for your personality development to focus on these possible “blind spots,” to instill greater balance and fulfilment in your life.

Your Instinctual Subtype stack:



Reflection on your Instinctual Subtype stack:

Observe your constant focus on the larger social structure and where you fit in, whether you are accepted or have recognition. Is there a lack of personal attention and closeness, with so many contacts? Are you being courteous and "politically correct" without true warmth and authenticity?

Do you judge others for their lack of involvement in groups and social issues? Notice how you feel when you do not have a role, or are not acknowledged in a group. Make time for your partner and talk about how you feel, rather than social issues. Be more personal, focusing your attention on the person you are with. Spend time at home instead of rushing out for the next social activity. Make time for your own self care and physical well being. Pay attention to self-preservation issues you may have overlooked, such as paying your bills, stocking up your fridge, or checking your insurance coverage.

Self-Reflection

The Best Profile : Any Enneagram Type that operates at its Healthy State

Personal development is a journey, and you can make it an exciting, meaningful and rewarding one. This report presents an opportunity for you to pause and reflect on how you wish to enhance your Self-Mastery.

Ponder upon the questions below as a reflection summary.

Your Personality Profile

Which part of the report is insightful to you?

Which information particularly concerns you?

People's Impression of You versus Your Good Intentions

Where could be the potential gaps in this aspect?

What would you want to change to narrow these gaps?

Enhance your Self-Mastery

At a high level of Self-Mastery, you recognize your own true value without the need to constantly compete and achieve. You genuinely care for the success and well-being of others.

With where you are right now, what are the areas you wish to develop?

HOW TO DEVELOP YOURSELF A LITTLE BIT EVERYDAY

1

Make smaller promises and then overdeliver.

Be mindful of big promises that underdeliver. Delivering on your promises gives you credibility and reliability.

2

Give people assurance, bring them with you.

Catch yourself trying to pep talk people into doing something. If people need a pep talk, it may mean they need assurance. Slow down, look into their resistance to understand them better, then help them overcome it realistically.

3

Do something for its own sake, not for achieving a goal.

Practise keeping to yourself something you've done well. Your opinion of yourself might be more important than what others think of you.

4

Get honest feedback from yourself and those you trust.

Notice your desire to be recognised by others for what's positive. Get genuine feedback for your improvements as well. It will help you get better results.

HOW TO DEVELOP YOURSELF A LITTLE BIT EVERYDAY

5

Relax and feel the life force within you.

Follow the sensation of your breath. Breathe deep into the belly, and take your time with long exhales and letting go. Feel your life force within, without doing anything.

6

Reconnect with your authentic self and heart.

Go within the strong energy in your chest and recall your younger self who may have been overwhelmed by emotions or grief. Soften the energy around your heart, feel it beating, send it love and appreciation.

7

Pay closer attention to your family, loved ones and those who believe in you.

Be interested in them, and share your feelings with them.
People could accept you just for yourself.

8

Take "slow down" breaks, reflect on how you're tackling your challenges and how this affects your life.

Some challenges if not resolved well can lead to long term repercussions, loss of reputation, trust broken, bridges burnt. What do you lose when you "win"? Slow is smooth, smooth is fast.

Setting Development Milestones

Self-Reflection + Action = Accelerated Development

***“Knowing oneself is not so much a question of
discovering what is present in one’s self,
but rather the creation of who one wants to be.”***

— Mihaly Csikszentmihalyi,

Flow: The Psychology of Optimal Experience

The Better Version of You emerges from small consistent changes sustained through a period of time. So start small, there is no need to change everything about you all at once. Use Pages 15 & 16 to help you in this process to determine your Development Milestones.

What can I start doing?

What can I continue doing or do more of?

What can I do less of?

What can I stop doing?

Visualize yourself in the future where you've become the Better Version of You.

In 3 months' time, I will notice (see, hear and feel) the following changes in my life:

In 1 year's time, I will notice (see, hear and feel) the following changes in my life:



To accelerate your Whole-Person development, you can seek the help of a qualified Neuro-Linguistic Enneagram Practitioner. An NLE Practitioner can facilitate advanced change processes that raise your inner resourcefulness, re-train your mindset, emotional patterns and behaviours for congruent and sustainable development.