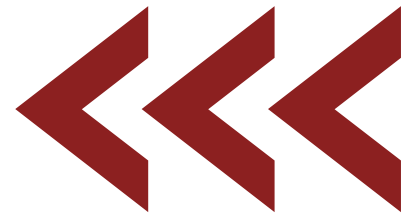


# Where the Enneagram will leave you wanting more...



Dr. Rob McKenna, Dr. Daniel Hallak, Megan Lawrence, MA

● WILD LEADERS

We all have our pet profile...our favorite...and why do we like them? What is it about these tools that draws us in?

1. **THEY LABEL US.** We love shortcuts. Without intentional common language, self awareness feels like a funny house with confusing and distorting mirrors that provide little insight into who we actually are.
2. **THEY VALIDATE US.** Face validity is a powerful thing. Things that make quick sense of our circumstances attract us. If it makes me say, “How did it know that about me”, then it leads me to believe that the test is all-knowing.
3. **THEY SIMPLIFY US.** Humans are complicated beings. We’re made up of billions of different variables, with traits being one of them. Anything that simplifies our complexity is attractive as long as it confirms our existing biases or requires less work.

If that's true, why do these same profiling tools or lexicons leave us wanting more? Why is the most common thing we hear when someone is considering using a whole person process, “Well, I discovered my strengths. But our people have been asking, what's next?” or “Now I know my number or my color, what's next?”



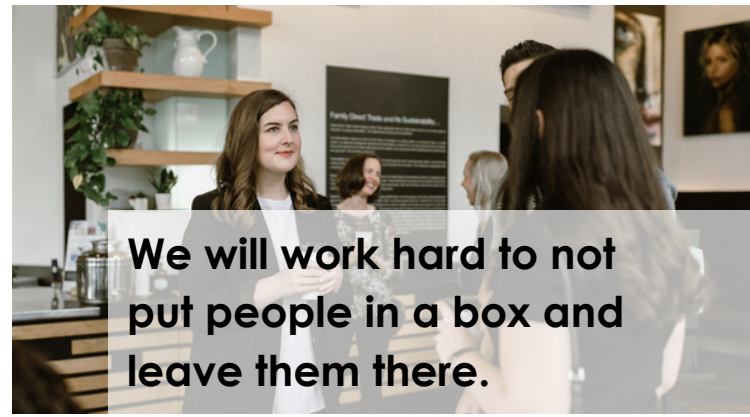
## IT'S BECAUSE WE ARE MORE THAN OUR PERSONALITY.

When psychologists speak of personality, we are talking about relatively stable traits. How would we know if they are relatively stable? We would look to see whether or not those traits remain stable over a person's lifetime. And, we would keep in mind that less than half of who we are is our personality. The rest is wide open, developmental opportunity.

● WILD LEADERS

So, what do we do?

## CHOOSE INTEGRATION OVER SIMPLIFICATION



### 1. Change Our Language - A Partial Truth Can Be as Reckless as a Complete Lie

Labeling our children, spouses, coworkers, or bosses as numbers is reckless. According to the Growth Mindset research, how we talk to people matters. If we label them a color, number, type, or IQ, (while there may be truth in it), it's not enough. "She's an eight" is vastly different than "She's more extroverted than other people on the team at this point." **They are and they are becoming.**

### 2. Integrate Traits and Development - Personality and Context

It's the interaction between what's likely to change and what's changing that makes people so interesting.

### 3. See Development as a Process - A Whole Process

Destinations matter, but when we get there, we usually start again. Learning is like that. It's a mysterious and lifelong process of moments, motivations, inspirations, experiences, and learning that make us so interesting as human beings.

### 4. Maybe the Only Leadership Principle That Matters - It's Not All About Me

We live in a generation that makes it all about me as an individual or my child as an individual, and that's not the whole story. We live our lives in relationships to one another. It is about us and fully and more completely about others. That's where the conversation must start.

When we built the WILD Toolkit as a whole leader development process, we didn't build it around the popular topics or titles, but around lasting pieces of life that will likely continue. We architect for whole with an invitation to the complex. When we are asked, can that whole person process work well with Strength Finder or other assessments, we say the WILD Toolkit plays well with other developmental components - as long as this other tool doesn't think it's the only kid on the playground...

**So, why does the Enneagram leave us wanting more...because there is so much more.**

**We all already know it.**

*If you are looking for a developmental process that gives you more and you want to know what's next for you or your people, email [contact@wildleaders.org](mailto:contact@wildleaders.org).*