



Undercurrent Enneagram Consulting

Organizational Leadership Contemplation

EMERGE BEYOND THE SURFACE
AND THRIVE

Contemplate these questions as prompts to explore how you and your team are making space to intentionally recognize, honor, and encourage undervalued wisdom each of you already hold. How would you, your team, your organization, and those you serve benefit by engaging with these seemingly counterintuitive practices? **Enjoy the journey of discovery!**

1: For those on your team who envision all it could be and consistently strive to make it so: *In addition to honoring them for their integrity and high standards of excellence...*

- How do you cultivate time and space that encourages them to make mistakes?
- How are opportunities built in to practice playfulness at work? To practice choosing joy over perfection and enoughness over improvement?
- How might increased rest, joy, playfulness, and spontaneity influence the morale, leadership, and quality of the professional contributions of those who lead with Enneagram Type 1 on your team?

2: For those who always take care of all of us so well: *In addition to valuing them for their proactive ability to know and act on what we need (often before we do!)...*

- How are you curating space and time for them to identify and share their own needs?
- How do you empower them to say "no"?
 - How do you allow, accept, and honor those healthy boundaries?
- How might increased honesty about needs, more time to themselves, and healthy boundaries and conflict influence the morale, leadership, and quality of the professional contributions of those who lead with Enneagram Type 2 on your team?

3: For those productive overachievers who model and encourage how we can all shine bright: *In addition to appreciating them for all of their accomplishments...*

- How do you recognize them in ways completely unrelated to productivity, performance, or achievement?
- How do you encourage and applaud them for honoring well-boundaried work hours and using earned vacation time?
- How do you cultivate spaces where they can serve as a member of the team, instead of the leader?
- How might increased time to relax, safe spaces to be vulnerable, and opportunities to serve alongside others as an equal member of the group influence the morale, leadership, and quality of the professional contributions of those who lead with Enneagram Type 3 on your team?

4: For those who beautify our lives with their unique creativity: *In addition to being noticed for their creations and ability to find beauty even in the harder parts of life...*

- How do you intentionally curate environments where they can be deeply seen, known, and understood beyond only their feelings, creations, and uniqueness?
- How do you encourage their necessary, active participation in daily, repetitive tasks?
- How do you support healthy structure and constructive routines that encourage external engagement?
- How might increased routine, active participation, and acknowledgement and appreciation of their true talents influence the morale, leadership, and quality of the professional contributions of those who lead with Enneagram Type 4 on your team?

5: For those who generously clarify complicated concepts with their insightful wisdom: *In addition to respecting them for their innovative ideas and depth of specialized knowledge...*

- How do you encourage them to take action even before their ideas are fully realized?
- How do you dedicate space and time that supports them attuning to their inner wisdom instead of using that time to consume more external information?
- How might increased attunement to inner knowledge, feelings, and instincts, and opportunities to take action even before an outcome is completely calculated influence the morale, leadership, and quality of the professional contributions of those who lead with Enneagram Type 5 on your team?





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6: For those who care more about the collective good than solely their own personal success:

In addition to recognizing them for their dedication and willingness to keep us all safe and on track...

- How do you hold space for them to ask the questions they need to ask to come to trust themselves, the team, and the process?
- How do you encourage them to make prompt decisions and how fully are those choices supported and honored?
- How might increased trust and equal attunement to the best possible motives and outcomes (along with the worst) influence the morale, leadership, and quality of the professional contributions of those who lead with Enneagram Type 6 on your team?

7: For those who are fiercely independent, don't need much from us, and always keep our spirits high: *In addition to being grateful for their self-sufficiency, effervescent positivity, and sense of playfulness...*

- How do you intentionally create a safe environment that invites them to consistently and honestly share how they are really doing (*no matter what's portrayed externally*)?
- How do you proactively provide for their needs even though they don't ask for help (and even when you do not need anything in return)?
- How might increased space for honest vulnerability, proactive opportunities to experience trusted interdependence, and more equally sharing responsibility for team positivity, fun, and morale influence the morale, leadership, and quality of the professional contributions of those who lead with Enneagram Type 7 on your team?

8: For those energetic, fearless, decisive leaders that often make the rest of us feel safe: *In addition to holding them in such high esteem for their powerful leadership and abundant stamina...*

- How do you build in time (and requirement) for them to pause, slow down, rest?
- How do you encourage, recognize, and honor their feelings and human vulnerability?
- How might increased space for honest vulnerability, proactive opportunities to experience trusted interdependence, and weaving the wisdom and necessity of feelings and interpersonal dynamics into normal work routines influence morale, leadership, and quality of the professional contributions of those who lead with Enneagram Type 8 on your team?

9: For those who see and understand all our points of view and easily align with how we want to do things: *In addition to valuing them for their peaceful, easygoing nature...*

- How do you create space for their input to be heard (first)?
- How do you cultivate environments that encourage them to assert themselves and make decisions
 - How well are those decisions trusted, honored, supported, and followed?
- How might increased invitation for input, opportunities for assertion, responsibility for decision-making, and accountability for productive action influence morale, leadership, and quality of the professional contributions of those who lead with Enneagram Type 9 on your team?



LEARN MORE

Enneagram Integration = Organization Elevation

Discover more opportunities to integrate the Diversity of Perspective™ and empower your organization to cultivate healthy leaders, thriving teams, and meaningful impact.

