



Achieve breakthrough results in  
**Individual and Team Coaching**

Take your coaching to the next level with the intelligent and dynamic  
**iEQ9 Professional Enneagram Reports.**

**Integrative Enneagram Solutions** offer professional coaches and organizations a key to unlocking individual, team and organizational health and effectiveness. **The Integrative Enneagram Questionnaire (iEQ9)** combines accuracy, scalability, and depth of insight to enable practitioners to support their clients in their development journey and pursuit of their goals.



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*The accuracy of the iEQ9 tools and resources achieved immediate and sustainable awareness with my clients. Each time, it served as a shortcut to radical 'Aha!'s in their personal perspectives, why they struggle as a team and how to effectively resolve their pain points.*

**Dr. R. Karl Hebenstreit**, (Fielding EBC Alumnus)  
Author of "Taking Care of Business with the Enneagram"

## THE INTEGRATIVE ENNEAGRAM

The Enneagram is a powerful, internationally recognized coaching tool that enables evidence-based coaches to quickly guide clients into radical insights and support deep long-term development journeys.

Much more than a personality profile, the Integrative Enneagram combines psychology, neuroscience and emotional intelligence to delve deeply into the subconscious motivations, beliefs, defences, and fixed behavior patterns that may be standing in the way of personal and professional growth.

**Coaches say that iEQ9 Reports have transformed their coaching, as well as improved their confidence and ability to achieve significant results with their clients.**



## WHAT IS THE ENNEAGRAM?

The Enneagram is a dynamic psychological model based on nine different personality types. It offers in-depth insight for individuals, groups and organizations, and provides a rich guide to personal development. Unlike some tools that box people in, the Enneagram opens a pathway to self-discovery, greater personal awareness, and increased emotional intelligence.

The Enneagram uncovers and maps the patterns of behavior that subconsciously drive and motivate us to act in certain ways. When we become aware of these patterns and motivations, we can transcend them and develop richer, more supportive ways of being. As a model, the Enneagram also speaks to the journey toward integration and self-mastery in a profound way. It honors the uniqueness of each individual and their personal path. It reveals what holds an individual back and offers insights into the journey towards wholeness and liberation, connecting them to their inner strengths and higher selves.



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*After 20 years of working with the Enneagram, I am thrilled to have discovered Integrative9's iEQ9 assessment as they have brilliantly cracked the code. They have developed the first online questionnaire that provides leaders with a rich resource of incredible depth that has resulted in highly accurate findings. The integration of the 27 Subtypes allows those familiar with the Enneagram to enjoy a thorough and comprehensive report to aid in their personal and professional development. With over 90 leader questionnaires completed – imagine 100% accuracy!*

Allan Milham, Master Certified Coach, Washington DC



## WHY BECOME AN ACCREDITED iEQ9 PRACTITIONER?

Integrative9 is the fastest-growing professional Enneagram practitioner community worldwide. Coaches who use the Enneagram with our iEQ9 reports say they have increased their coaching effectiveness by leading their clients to real transformation, as well as scaling their practices. Today, the iEQ9 and its reports have been translated into Danish, Dutch, Finnish, French, German, Portuguese, Russian, Spanish, Chinese and Thai. **The Integrative Enneagram Training programme is ICF Accredited and you will receive 36 ICF CCEU points after Accreditation.**

### PROCESS TO **BECOME ACCREDITED:**



## WHAT YOU WILL **LEARN**

<p><b>INTRODUCTION TO THE ENNEAGRAM</b></p> <ul style="list-style-type: none"> <li>• Enneagram Background and History</li> <li>• Psychodynamics</li> <li>• The 9 Archetypes of the Enneagram</li> <li>• Passions, Fixations, Values, Views</li> <li>• Defensive Structures</li> <li>• Strength and Weaknesses</li> <li>• Application of the Enneagram</li> <li>• Differentiating Coaching and Therapy</li> <li>• Essence, Higher Virtues, Transcendence</li> <li>• Motivational Model</li> <li>• Somatic Types</li> </ul>	<p><b>ENNEAGRAM DYNAMICS &amp; TOOLS</b></p> <ul style="list-style-type: none"> <li>• Complexity Theory</li> <li>• The Centres</li> <li>• 27 Subtypes (Naranjo model)</li> <li>• Triadic Structures</li> <li>• Hornevan Social Styles</li> <li>• Harmonic Conflict Styles</li> <li>• Lines of Development</li> <li>• 6 Dimensions of Strain and Stress</li> <li>• Wing Influences</li> <li>• Dilemma Scissors</li> <li>• Levels of Integration</li> </ul>	<p><b>iEQ9 AND COACHING</b></p> <ul style="list-style-type: none"> <li>• Understanding the iEQ9 Questionnaire</li> <li>• Report Interpretation</li> <li>• Feedback, Engage, Challenge</li> <li>• Assessments and Selection</li> <li>• Reliability and Validity</li> <li>• Enneagram Types and Strain Trends</li> <li>• The Enneagram and Coaching Practices</li> <li>• Facilitating Change</li> <li>• Client Type and Coaching</li> <li>• The Accreditation Process</li> <li>• Introduction to Team Report</li> </ul>
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## HOW DOES THE **ENNEAGRAM** AND **iEQ9** **SUPPORT EBC?**

Evidence-based coaching (EBC) encourages a scientist-practitioner approach, suggesting that coaches explore, understand and utilize **cutting-edge scientific knowledge** in their choice of tools and assessments, as well as in their coaching approach and practices.

### HOW **iEQ9** SUPPORTS THE **FOUR PILLARS OF EBC:**

#### THE FOUR PILLARS OF **EVIDENCE-BASED COACHING (EBC)**

#### THE **ENNEAGRAM** & **iEQ9** TOOLS

1

##### **THEORIES, TRADITIONS AND TOOLS**

EBC draws on findings from the social and behavioral sciences, connecting to established theory and cutting-edge research.

The **iEQ9** and **Enneagram** are anchored in academic theory and research from diverse fields such as neuroscience, positive psychology, adult learning, and leadership.

2

##### **CORE COACHING SKILLS**

EBC applies this to core coaching competencies, including contracting, listening and questioning, designing actions and measuring outcomes.

Coaches find that the **iEQ9** supports and improves all stages of the process, accelerating the client's self-awareness and the coach's ability to customize their approach to the individual.

3

##### **COACH'S USE OF SELF**

EBC emphasizes the coach's self-awareness and ability to work with their own issues and maintain an appropriate stance in coaching engagements.

The **Enneagram** invites coaches on their own personal journey of self-discovery, building their self-awareness as an instrument of change in their partnerships with clients.

4

##### **THE CLIENT (CONTEXT)**

EBC focuses on the client's unique needs and context, including their development level, values and motivators, skills and areas of growth.

Each client's **iEQ9** profile is unique, highlighting specific motivations, strengths, blind spots and areas for growth. The **iEQ9** also assesses level of development and strain, talking to client context.

## ONGOING EVIDENCE-BASED **RESEARCH AND DEVELOPMENT**

Integrative Enneagram Solutions regularly research and validate our theories and tools, to advance the accuracy and applicability of the **iEQ9** in evidence-based coaching. Our research validates the **Enneagram** against established psychometric universal frameworks and analyzes the reliability and validity of the **iEQ9** questionnaire.



## TESTING TYPES WITH THE iEQ9

The iEQ9 is an adaptive 30-minute self-assessment questionnaire which forms the basis of our reports. Using the **power of technology**, the intelligent questionnaire dynamically changes the questions based on the individual's responses to ensure valid and reliable results. It measures the client against the nine motivation patterns of the Enneagram and pinpoints the Enneagram profile, Center of Intelligence, 27 Subtypes, Levels of Integration, and the Six Dimensions of Stress and Strain. Through these patterns, the pathway to development becomes clear and accessible.

The **iEQ9** is the most accurate and reliable Enneagram assessment available.



More than **10** years  
of scientific research  
and development



**95%**  
accuracy



Used by over **3,000**  
professional practitioners  
worldwide



Over **200,000**  
profiles completed by  
corporate clients

## THE **INTEGRATIVE** ENNEAGRAM REPORTS

iEQ9 INDIVIDUAL  
Professional Report

iEQ9 INDIVIDUAL	iEQ9 INDIVIDUAL	iEQ9 TEAM
<p><b>STANDARD REPORT</b> (20 PAGES)</p> <p>This report covers the Enneagram specific constructs that support self-awareness and personal transformation.</p> <ul style="list-style-type: none"> <li>• Core Enneagram Type</li> <li>• Motivation, Behavior, Psychodynamics</li> <li>• Blind spots, Strengths and Challenges</li> <li>• Center of Expression</li> <li>• 27 Subtypes</li> <li>• Wing Influence</li> <li>• Self Awareness and Integration</li> <li>• 6 Dimensions of Stress and Strain</li> <li>• Lines of Tension and Release</li> </ul> <p><b>\$50</b></p>	<p><b>PROFESSIONAL REPORT</b> (42 PAGES)</p> <p>This report builds on the foundational content of the Standard Report. It adds value to professionals by covering specific competency areas that influence effectiveness and development.</p> <ul style="list-style-type: none"> <li>• All Standard Report content</li> <li>• Communication</li> <li>• Giving and Receiving Feedback</li> <li>• Feedback Guide for All Types</li> <li>• Conflict and Triggers</li> <li>• Decision Making</li> <li>• Leadership and Management</li> <li>• Team Behavior</li> <li>• Coaching Relationship</li> </ul> <p><b>\$100</b></p>	<p><b>PROFESSIONAL REPORT</b> (25 PAGES)</p> <p>This report scales the insight and development process to the team level. It adds value to the health and effectiveness of teams working together in an organisational setting.</p> <ul style="list-style-type: none"> <li>• Team Center of Expression</li> <li>• Enneagram Team Style and Values</li> <li>• Enneagram Style Impact on Relationships</li> <li>• Underdeveloped Styles</li> <li>• Collective Strain Profile</li> <li>• Team Instincts</li> <li>• Leadership</li> <li>• Dynamics between Team and Leader</li> </ul> <p><b>\$150+</b> <small>INDIVIDUAL PROFESSIONAL REPORT FOR EACH TEAM MEMBER</small></p>

**EXPERIENCE THE INTEGRATIVE ENNEAGRAM REPORT FOR YOURSELF.**

Request your free iEQ9 Professional Report here: [tinyurl.com/2dnyvcry](https://tinyurl.com/2dnyvcry)



Find out more about Integrative Enneagram Solutions, our iEQ9 products and tools, the Enneagram, accreditation training and testimonials at [www.integrative9.com](http://www.integrative9.com) Contact us on [info@integrative9.com](mailto:info@integrative9.com)