

What Motivates Me?

What Holds Me Back?

May 16, 2025



Haven't taken the
enneagram test yet?
Scan the QR code.
It takes about 10 minutes.



Legacy Project

ADVANCING WOMEN IN LOCAL GOVERNMENT



RISE

reach. illuminate.
support. empower.

Thanks for Joining Us

Panelists



Kelly A. Coyle
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Moderators



Megan Golden
Director of Administrative Services +
Deputy Village Administrator,
Village of South Elgin

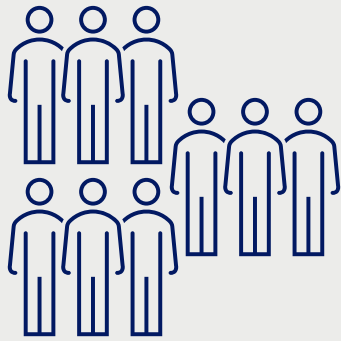


Allison Matson
Village Administrator,
Village of Wauconda

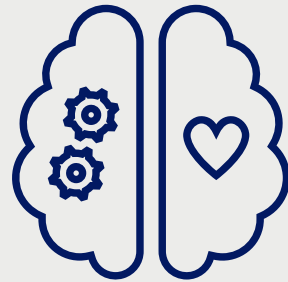


What is an Enneagram?

A Tool for Self-Awareness and Growth



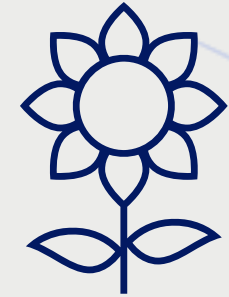
The Enneagram is a personality framework that describes nine core types.



Each type represents a distinct way of thinking, feeling, and behaving.



Unlike static personality models, it focuses on motivation, not just behavior.



Useful in understanding yourself, improving relationships, and navigating challenges.

The 9 Enneagram Types



1

The Reformer

Perfectionists, responsible, fixated on improvement.

Core motivation: To be good, right, and ethical

2

The Helper

Helpers who need to be needed.

Core motivation: To be loved and needed

3

The Achiever

Focused on the presentation of success, to attain validation.

Core motivation: To be successful and admired

4

The Individualist

Identity seekers, who feel unique and different.

Core motivation: To be unique and authentic

5

The Investigator

Thinkers who tend to withdraw and observe.

Core motivation: To be capable and knowledgeable

6

The Loyalist

Conflicted between trust and distrust.

Core motivation: To feel safe and supported

7

The Enthusiast

Pleasure seekers and planners, in search of distraction. *Core motivation: To be unique and authentic*

8

The Challenger

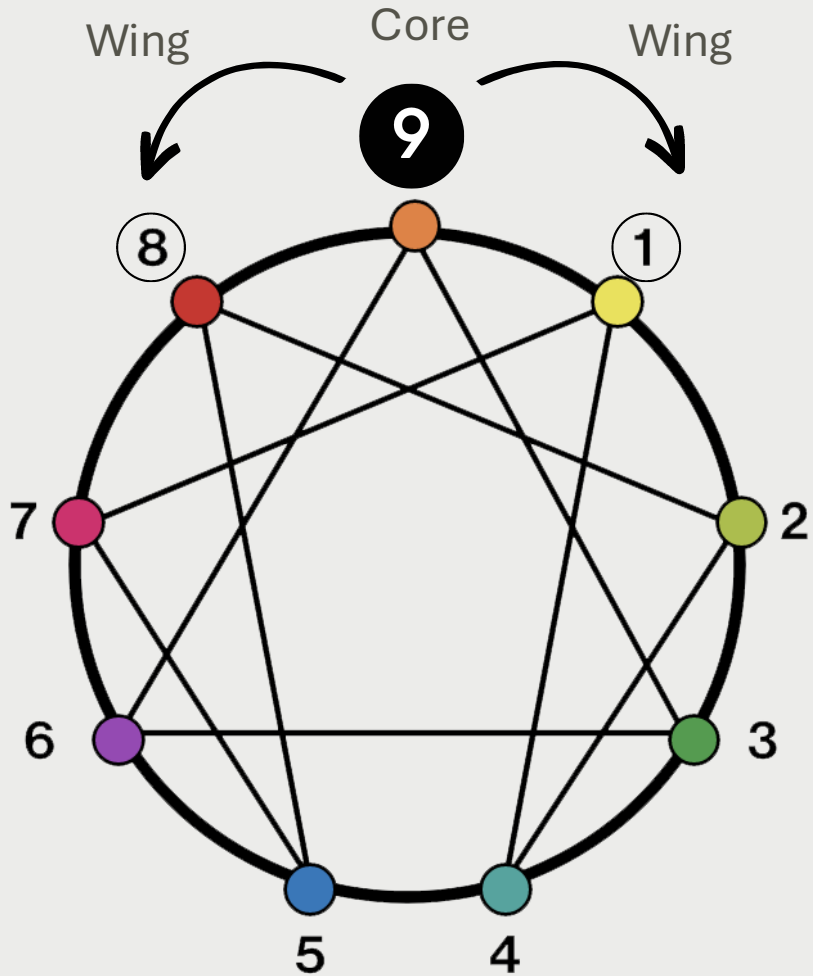
Taking charge, because they don't want to be controlled. *Core motivation: To be capable and knowledgeable*

9

The Peacemaker

Keeping peace and harmony. *Core motivation: To have inner and outer peace*

What are an Enneagram's Wings?



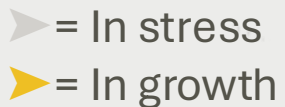
Each type is influenced by the numbers on either side of it.

These “wings” flavor your main type.

Example: A Type 9 might have a **9w8 (more assertive)** or **9w1 (more idealistic)** wing.

Most people lean more toward one wing than the other.

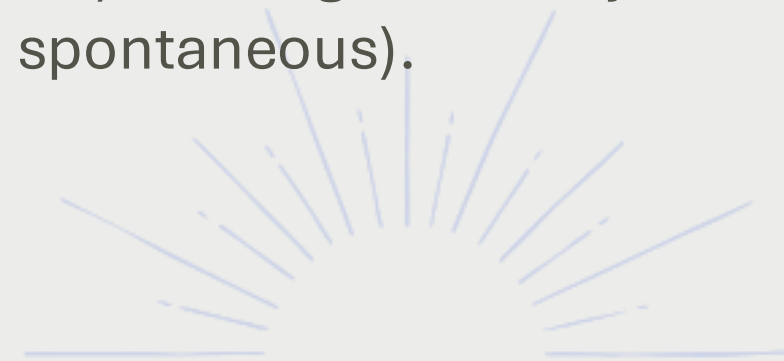
How We Respond Under Pressure and in Growth



Each type moves along lines to two other types: One in stress; One in growth.

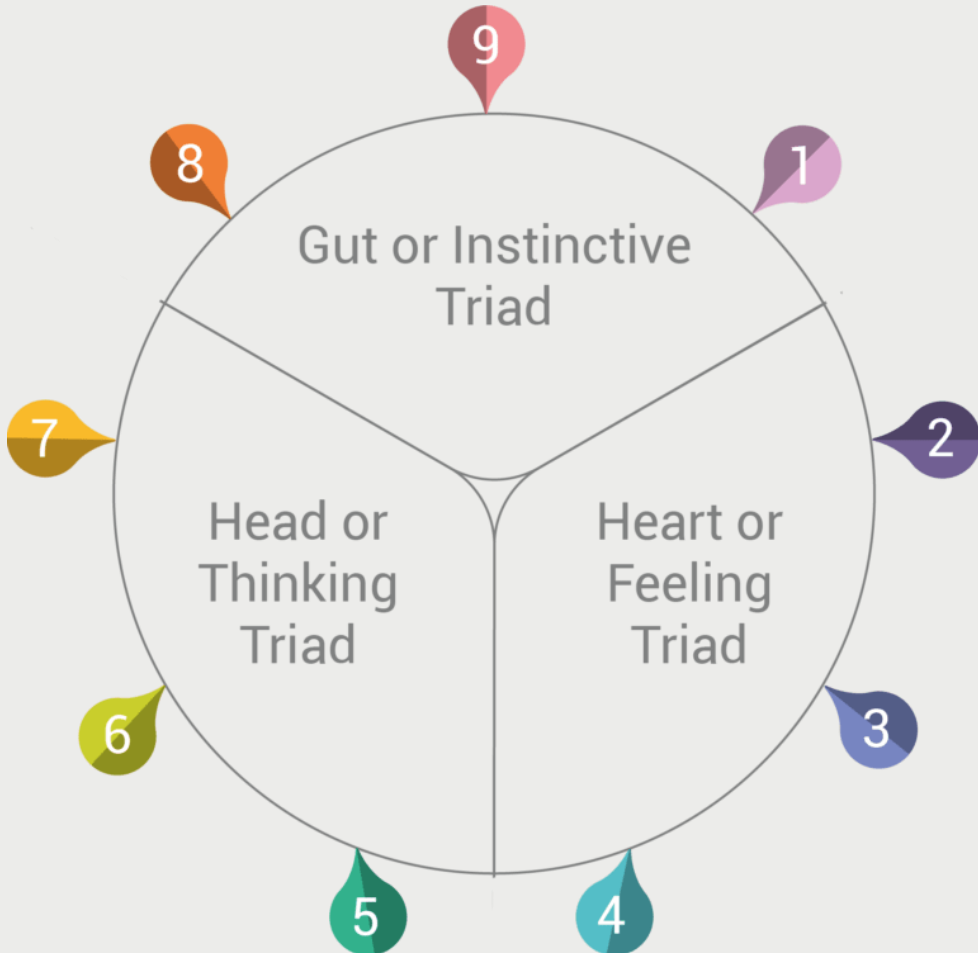
These movements show how behavior shifts in different emotional states.

Example: Type 1 under stress may act like a 4 (more withdrawn), but in growth may act like a 7 (more spontaneous).



Intelligence Centers or “Triads”

(Gut, Heart, Head)



Types are grouped by their dominant "center":

- Gut (Instinctive): 8, 9, 1 – driven by anger and autonomy
- Heart (Feeling): 2, 3, 4 – driven by image and connection
- Head (Thinking): 5, 6, 7 – driven by fear and security

Each center reflects how we process the world and react to challenges.

Let's nerd out now



Panelists



Kelly



Molly



Shebnem

Moderators



Megan



Allison

Resources

Explore Enneagrams In-Depth



Free Enneagram Test



**Explore its Use in Communications,
the Workplace, and on a Team.
Plus wings, growth/stress, and triads.**



*Topical
podcast
episodes*



Episode 89
**Enneagram: What does your
number say about you? with
Ashton Whitmoyer-Ober**



Episode 226
**Enneagram: Why You Are the
Way You Are with Suzanne
Stabile**