



# THE ENNEAGRAM IN ORGANIZATIONS GLOBAL SURVEY 2022

## The Survey

796 people from 49 countries took this survey, which was available in 23 languages.

## Survey Purpose

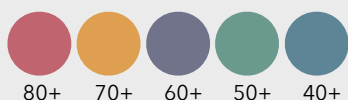
The survey purpose was to find out answers to the following questions: (1) What are the most common applications of the Enneagram in organizations; (2) What are the key benefits of using the Enneagram in organizations; and (3) How do people want to learn more about the Enneagram in the future?

## The Results

You can read the specific survey results for each question on the following pages.

The percentages on the charts in this report indicate the combined total of "high" and "good" responses to each survey question.

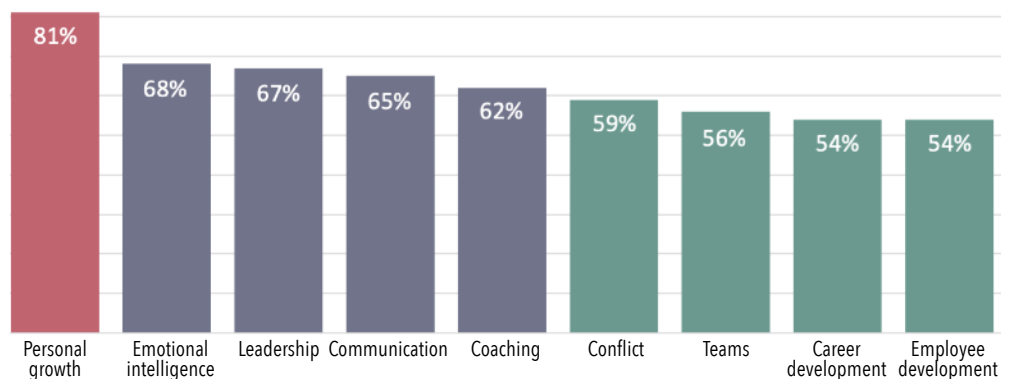
The colors on the bar graphs indicate percentage ranges.



## What are the most common applications of the Enneagram in organizations?

Although more than 25 Enneagram applications are being used in organizations, 9 applications are the most common (over 50%).

*The 9 most frequently used Enneagram applications*



## What are the key benefits of using the Enneagram in organizations?

The survey results show the Enneagram has over 72 benefits in organizations. The strongest benefits include substantial increases in these areas: self-knowledge, relationships, empathy, communication, well-being, respect and trust on teams, and empowerment.

**Self-knowledge** working on development areas (83%), honoring strengths (82%), increased self-compassion (78%), self-awareness (77%), sense of purpose and fulfillment (75%), self-motivation (75%), emotional intelligence (73%), less reactivity (71%)

**Relationships** compassion for others (81%), interpersonal work relationships (79%), relationships outside work (76%), relationships with colleagues (76%), relationships with higher leadership (72%)

**Empathy** interpersonal relationships (80%), leadership (76%), observed among others (74%), teams (72%)

**Communication** leadership (78%), individual self-mastery (77%), individual interactions (74%), teams (73%)

**Well-being** (75%)

**Respect and trust on teams** (72%)

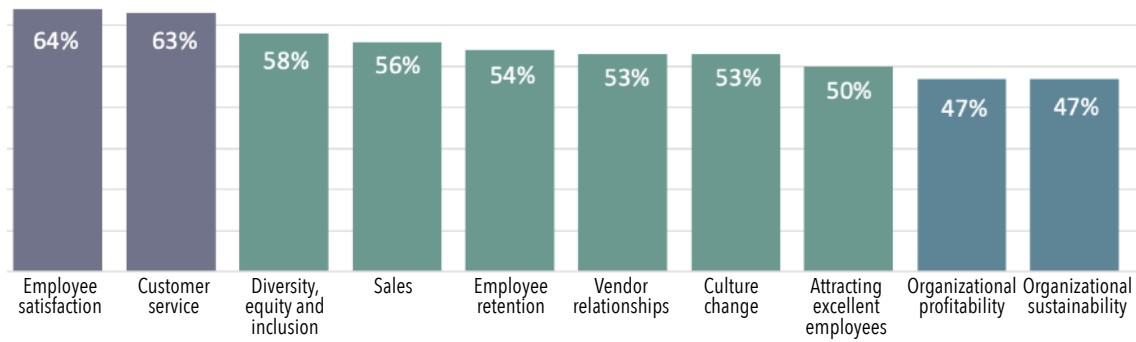
**Empowerment** (71%)

# ORGANIZATIONAL BENEFITS OF THE ENNEAGRAM

## Organizational Success

What level of improvement have you experienced in each of the following areas using the Enneagram?

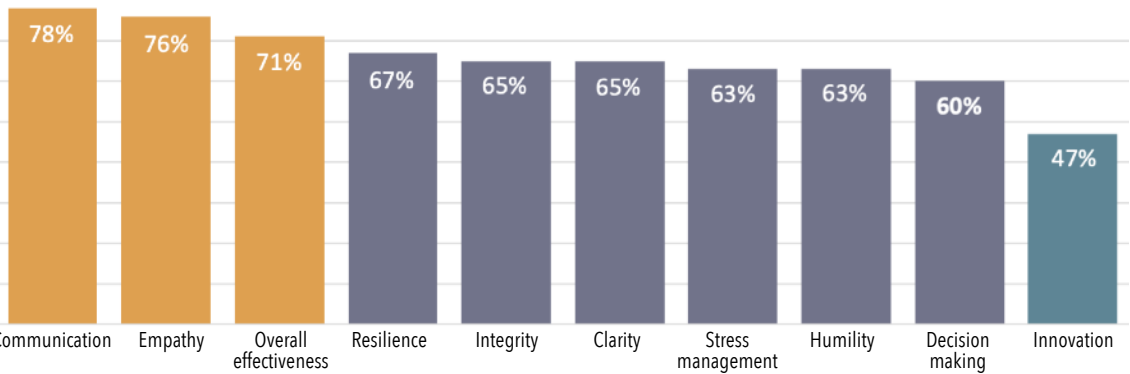
The Enneagram addresses most of the important issues facing organizations today: attracting and retaining employees; employee satisfaction; diversity, equity and inclusion; customer service; sales, among other benefits.



## Leadership

What level of improvement have you experienced in each of the following areas using the Enneagram?

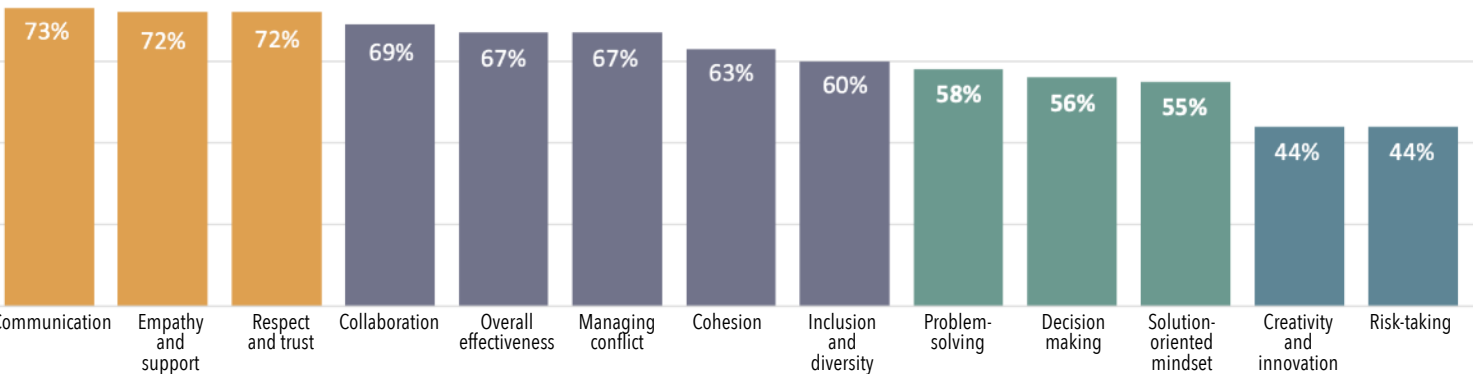
Using the Enneagram for leadership coaching and leadership development produces leaders with skills and qualities that are challenging to teach: empathy, resilience, integrity, clarity, humility, plus enhanced communication skills.

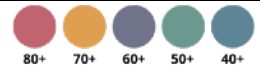


## Teams

What level of improvement have you experienced in each of the following areas using the Enneagram?

The Enneagram increases team skills essential to their success: communication, empathy and support, respect and trust, diversity and inclusion, collaboration and cohesion, managing conflict, among other benefits.



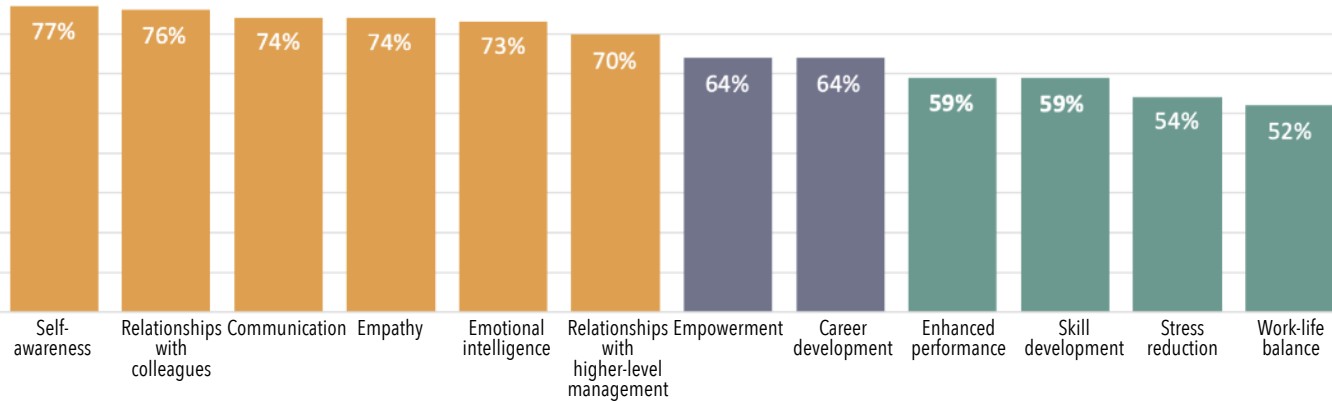


## ORGANIZATIONAL BENEFITS OF THE ENNEAGRAM

### Individual Development

Please select the level of improvement you've observed *AMONG OTHERS* in your organization.

These important individual benefits provide great value to organizations, from increased self-awareness and emotional intelligence to enhanced relationships, better communication, empathy, among other areas.

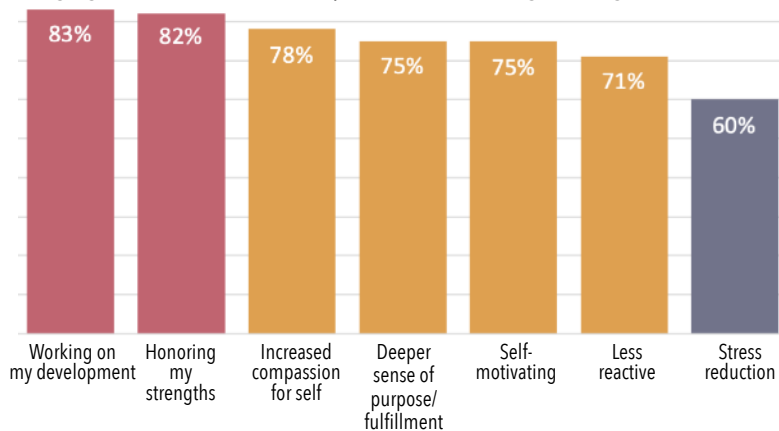


## PERSONAL BENEFITS OF THE ENNEAGRAM

### Self-knowledge

What have *YOU* personally and professionally gained from using the Enneagram?

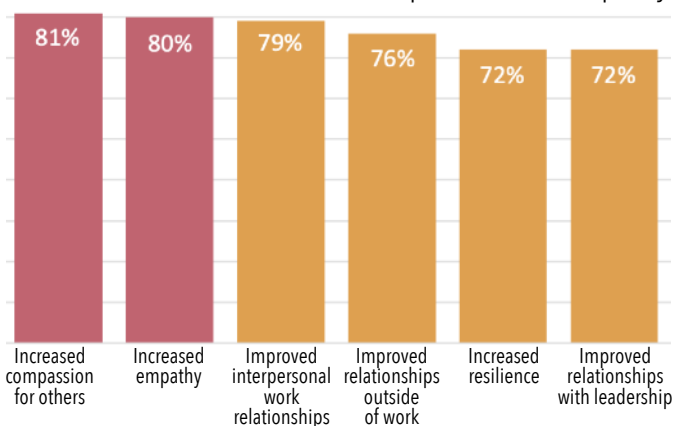
The personal benefits of using the Enneagram are exceptional, including factors that contribute to high employee engagement: self-development, honoring strengths, self-compassion, purpose/fulfillment and self-motivation.

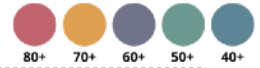


### Relationships

What have *YOU* personally and professionally gained from using the Enneagram?

Improved relationships at all levels in the organization are one of the highest benefits of using the Enneagram at work and are related to increased compassion and empathy. Greater compassion and empathy create better relationships.

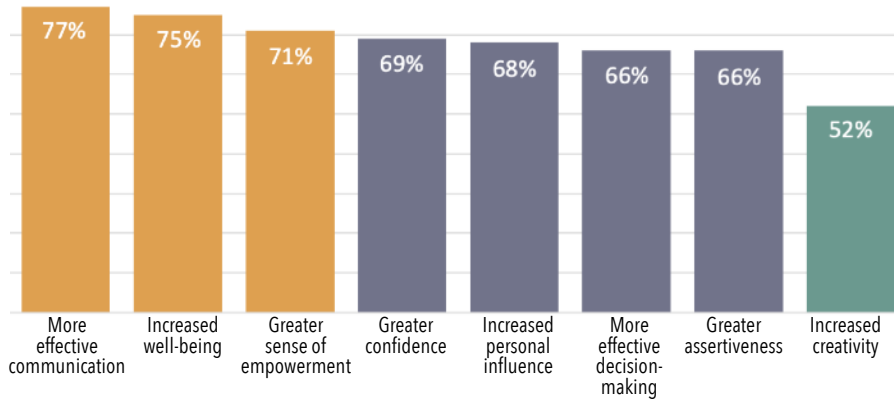




## Traits and Behaviors

*What have YOU personally and professionally gained from using the Enneagram?*

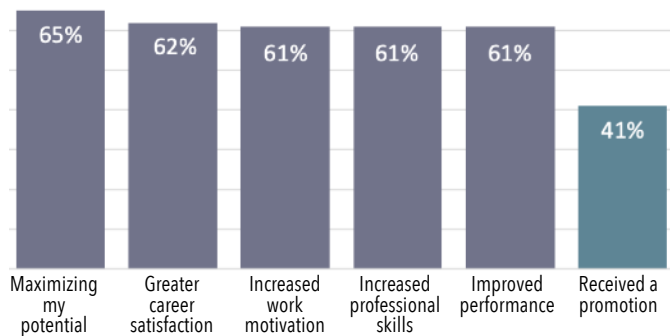
The data is clear that the Enneagram enhances effective communication. Increases in well-being, empowerment, confidence, influence, assertiveness, and effective decision-making are also impressive.



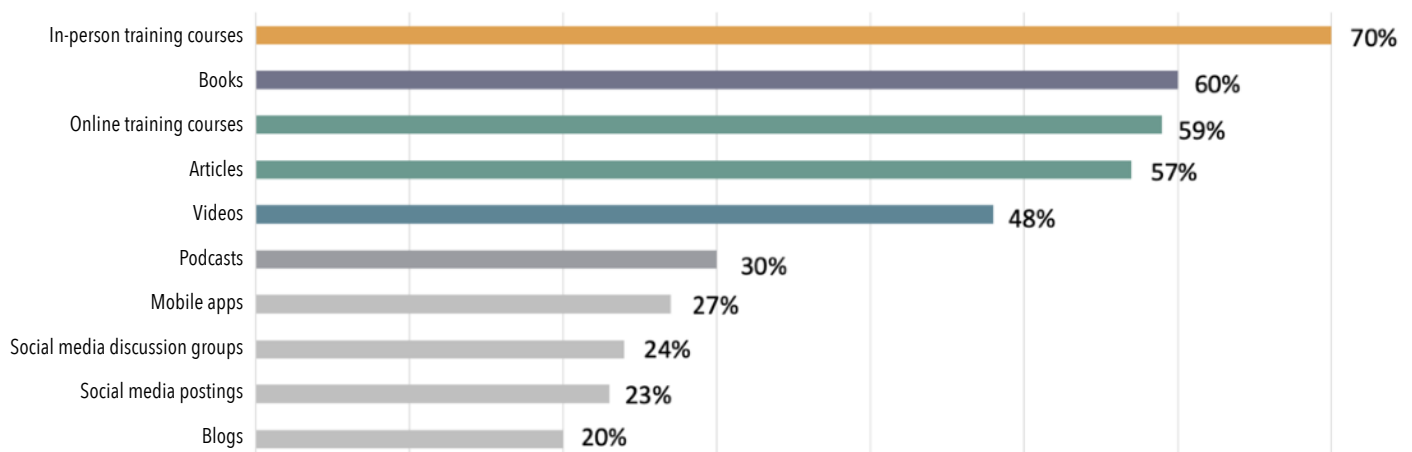
## Career Development

*What have YOU personally and professionally gained from using the Enneagram?*

While the career development benefits of using the Enneagram are not as high as other areas, they are also not low. It is possible that career development is an emerging use of the Enneagram.



## How do you prefer to learn about the Enneagram?





## 16 More Enneagram Applications

In addition to the 9 most used Enneagram applications shown on page 1 of this report, there are 16 more being used in organizations around the world. These can be seen as potential future opportunities for Enneagram applications.

## Surprises!

There were three surprises, both regional and global.

## Demographics

Respondents were evenly divided between leaders and coaches/trainers/consultants but also included a substantial number of individual contributors.

Most respondents were between the ages of 35 and 64.

## Thank You!

To the volunteers who translated the survey into 22 languages!

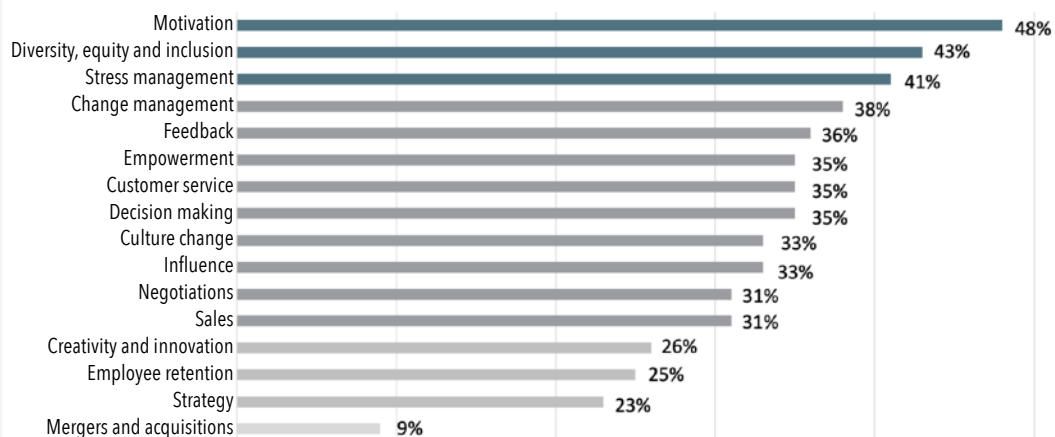
To everyone all over the world who took this survey!

To our global colleagues who encouraged people to take the survey!

Please share this report widely!

Go to [enneagramsurvey.net](https://enneagramsurvey.net) for reports in multiple languages.

## 16 More Enneagram Applications

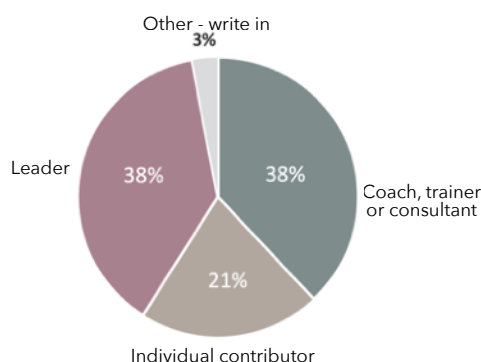


## Surprises!

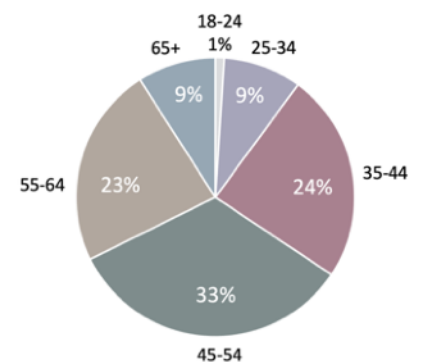
- ◆ Learning more about the Enneagram through podcasts was less preferred in China (12%) and most preferred in the United States (51%), compared to the global response (30%).
- ◆ Diversity, equity and inclusion was a higher ranked application in China (60%) than the rest of the world (43%).
- ◆ 41% of all respondents said they received a promotion from using the Enneagram.

## Demographics

### Organizational Roles



### Age Ranges



## EIBN Survey Team

Created by The Enneagram in Business Network survey team: Gema de la Rosa (Spain), Nancy Duvall Wagner (USA), Annie Girard (Canada), Adelaida Harrison (Mexico), Gloria Hung (Hong Kong, China), Chloe Keric-Eli (Canada), Ginger Lapid-Bogda (USA), Gwen Baker-Yuill (USA, survey support)