



## WORKING ENNEAGRAM WITH JOEY SCHEWEE

Joey Schewee has been a student of the Enneagram for twenty-seven years. She is an engaging speaker and dynamic teacher who has built a diverse client base focused on applying Enneagram understanding in the workplace. Joey is distinctively equipped to present clients with a uniquely tailored application of this wisdom for immediate and practical use in every level of business as she has done for the last seventeen years in divisions of the private sector including:

FINANCE

HEALTHCARE

HIGHER  
EDUCATION

HOSPITALITY

INDUSTRIAL

LEGAL

MEDIA

NON-PROFIT

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In a world where we're working more virtually than in person, I can't recommend Joey enough for building team culture quickly. Joey is a dynamic teacher who easily holds the attention of the room. She presents Enneagram clearly and thoughtfully, in a way that fosters the appropriate level of sharing and connection. She's masterful at establishing an environment that invites teams of people to open up and get to know each other. Everyone comes away with a clear understanding of the different ways we see the world and how that informs how we behave. It was so fun for me to see the many "ah-ha" moments across my team as they discovered why they do the things they do, identifying: the primary motivations driving their behaviors, their unique gifts, as well as their potential blind spots. After our sessions, the learnings are memorable, actionable and useful in development conversations.

- **Ashley Callahan, Senior Director for Performance Marketing (Chick-fil-A)**

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Success as a team, a leader, or even an individual starts with knowing and understanding yourself and the diverse people that cross your path. While many personality tests and team building tools can be complicated or ineffective in the long term, the Enneagram enjoys the dual benefits of being readily accessible and deeply substantive when employed constructively. That's where Joey Schewee shines. Joey stands alone when it comes to teaching the wisdom of the Enneagram in a way that is useful, effective, and beneficial for those in corporate or other professional organizations. If you are looking for breakthrough teambuilding – simply start and stop with Joey and WE Solutions. The benefits will be surprising and immediate.

- **Chad Hamilton, EVP Legal and Government Affairs (Sargento)**

## **USING THE ENNEAGRAM TO FOSTER A HEALTHY AND PRODUCTIVE BUSINESS CULTURE**

In the wake of the Great Resignation, focus on employee culture is at an all-time high. Employers are prioritizing the use of personality typing systems to improve individual awareness and cultivate understanding among employees and teams. Current mainstream systems that type based on behavior (e.g. Myers-Briggs, CliftonStrengths, DiSC) complement the Enneagram's ability to identify the core motivations that inform behavior.

The health of organizational culture directly correlates to employee performance, productivity, and retention. Work stress and employee disengagement are increasingly prevalent. Far too much of the time we spend at work is plagued by interpersonal difficulties, from small irritations and simple differences of opinion to outright conflict. Fostering behavioral consciousness through awareness of motivational differences provides a holistic approach to relating to one another in the workplace. WE(Working Enneagram) Solutions has proven methods for applying the Enneagram in work environments to significantly improve communication and pave the way for understanding, trust, and collaboration.

### **LEADERSHIP ASSESSMENT**

I am a firm believer in the idea that what gets most of us to leadership in a business environment won't keep us there. Technical proficiency and product knowledge immediately fall short when faced with the soft skills required to manage others. Enneagram awareness drastically shortens the learning curve that people leaders inevitably face.

### **WHY ENNEAGRAM WORKS**

Human behavior is complex and everchanging. The choices your employees make on a daily basis are influenced by a myriad of factors, both internal and external. Enneagram understanding posits that the motivation that informs employee behavior is much more consistent and can be categorized into 9 unique ways of seeing. In other words, we cannot change how we see (motivation), but we can change what we do with how we see (behavior).

Managing others can be fatiguing. Adding a leadership development initiative is often met with unspoken or unrealized resistance because employees in middle management are struggling to embrace the value of developing interpersonal skills in terms of time, relevance, and ROI. The simplicity of Enneagram absorption and application will be refreshing, if not energizing for your leadership team.

Individual and group sessions will be tailored to your industry and culture to provide the following:

- Define our three native intelligence centers: Doing, Feeling and Thinking and explore the influence of each on individual motivation.
- Investigate the specific ways that differing motivations affect employee communication, cohesiveness and productivity.
- Present tangible practices for engaging individuals, by Enneagram type, so that employees feel understood and valued.

## INTRODUCTION

Correctly identifying Enneagram type is crucial. Written indicators have proven to be incorrect more than 50% of the time. Introductory Know Your Number (KYN) takes 3-6 hours of instruction time for a group session. Taking time to learn, in person, as a team consistently proves to be the best way to carry forward and implement understanding once individual type is known. If a team setting is not possible, KYN can be arrived at in 60-90 minutes with a 1:1 session, offered in person or remotely through a virtual meeting platform.

## APPLICATION

All interactive sessions are designed to foster immediate and useful application in your unique work environment. These modules can be tailored to address and improve areas of misalignment while acknowledging individual and team strengths.

### Panel

*Beginner to Intermediate*

Helpful for solidifying type. Offered as an addendum to KYN or a standalone session.

### Subtypes

*Beginner to Intermediate*

Helpful for solidifying type. Identifies the three subtypes that impact preferred management style.

### Stances

*Beginner to Intermediate*

Interactive session that focuses on the center of intelligence each type uses least or last.

### Processing, Support and Reach Centers

*Intermediate*

Interactive session that promotes tangible understanding of how and how long we employ our processing centers.

### Traffic Light

*Intermediate*

Interactive session that maps the order we intuitively utilize our centers to Stop, Yield, and Go.

### Focus Shifts

*Intermediate*

Interactive session that acknowledges shifts in focus at work in contrast to a static reference point.

### Harmonic Groups

*Intermediate to Advanced*

Interactive session that analyzes our natural response to disappointment and setbacks.

### Thinking, Feeling and Doing

*Intermediate to Advanced*

Interactive session that focuses on distinct work styles derived from each of the centers based on the lines we share.

### Following Our Lines

*Intermediate to Advanced*

Interactive session that facilitates discussion to promote successful engagement strategies.

## MANAGEMENT

- 1:1 sessions that focus on individual employee self-examen, relationships (work and/or personal), and employee management. Offered in person or virtually.
- Small team sessions tailored to unique dynamics that arise from individual types. Offered in person or virtually.