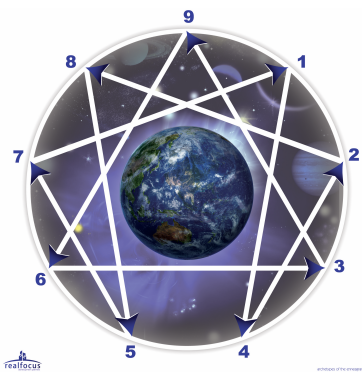


# Enneagram - DISC – Whinny The Pooh – BELBIN - GOT 3



Let's have some fun comparing personality-profiling tools

Whinny The Pooh depicted 4 class personalities starting with the very basics

Rabbit – Choleric | Tigger – Sanguine  
 Pooh = Phlegmatic | Eeyore – Melancholic

**D**ominant = Choleric | **I**nfluencer = Sanguine  
**S**tability = Phlegmatic | **C**ompliance = Melancholic

The Enneagram	DISC Profiling	BELBIN
E1 – The Perfectionist Rational-idealistic-principled-controlled	<b>D</b> ominant	Monitor-Evaluator Objective-analytical-detailed
E2 – The Nurturer Caring-generous-pleaser-interpersonal	<b>D</b> ominant / <b>C</b> ompliance	Teamworker Cooperative-diplomatic-perceptive-indecisive
E3 – The Achiever Success oriented-pragmatic-image conscious	<b>L</b> oyal / <b>I</b> nfluencer	Completer-finisher Conscientious-anxious-worrisome
E4 – The Creative Sensitive-withdrawn-self absorbed	<b>C</b> ompliance nature loving	Plant Creative-problem solver-absent minded
E5 – The Observer Intense-innovative-secretive-isolated	Seek <b>S</b> tability <b>C</b> ompliance	Specialist Self starting-dedicated-narrow vision
E6 – The Questioner Committed-engaging-responsible-suspicious	Seek <b>S</b> ecurity <b>S</b> tability	Implementer Practical-reliable-efficient-inflexible
E7 – The Enthusiast Fun loving-busy-spontaneous-thrill seeker	<b>I</b> nfluencer People Magnet	Resource investigator Outgoing-enthusiastic-optimistic-distractible
E8 – The Knight Powerful-dominating-confident-decisive	<b>D</b> ominant <b>I</b> nfluencer	Shaper Challenging-dynamic-driven-forceful
E9 – The Harmoniser Easy going-self effacing-humble-agreeable-complacent	Chameleon Peacemaker	Coordinator Mature-confident-delegating

Note: Comparing these tools is not always clear-cut – Some matches are more alike than others – some matches are assumptions and not exact matches with a best-guess likeness.

Enneagram and BELBIN types with closer likeness include:

E7 Innocent Adventurer and Resource Investigator  
 E8 Knight and Shaper

followed by  
 E1 Perfectionist and Monitor Evaluator  
 E5 Observer and Specialist

## BELBIN Team Role Summary Descriptions

<b>Team role</b>	<b>Contribution</b>	<b>Don't be surprised if</b>
1. Monitor Evaluator	Sober, strategic and discerning. Sees all options and judges accurately.	they could be slow to come to decisions
2. Teamworker	Cooperative, perceptive and diplomatic. Listens and averts friction.	They might be hesitant to make unpopular decisions
3. Completer, Finisher	Painstaking, conscientious, anxious. Searches out errors. Polishes & perfects	They could be accused of taking their perfectionism to extremes
4. Plant	Creative, imaginative, free thinking, generates ideas and solves difficult problems	They could be absent minded or forgetful
5. Specialist	Single-minded, self starting, dedicated. Provides knowledge and skills in rare supply	They overload you with information
6. Implementer	Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done	They might be slow to relinquish their plans in favour of positive outcome
7. Resource investigator	Outgoing, enthusiastic, communicative. Explores opportunities and develops contacts	They may forget to follow up on a lead
8. Shaper	Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.	They could risk becoming aggressive and bad humoured in their attempts to get things done
9. Coordinator	Mature, confident, identifies talent. Clarifies goals. Delegates effectively	They might over-delegate, leaving themselves little wrk to do

<b>The Enneagram</b>	<b>Lord of The Rings</b>	<b>Game of Thrones</b>
E1 – The Perfectionist	Peregrin Took (aka Pippin)	Ned Stark; Jon Snow; Davos Seaworth
E2 – The Nurturer	Sam Gangee, gardner of Froddo	Tyrion Lannister; Renly Baratheon
E3 – The Achiever	Gimli son of Gloin represented by the dwarves Elrond	Joffrey (shadow); Margaery (light) Peter Baylish; Jamie Lannister
E4 – The Creative	Meriadoc Brandybuck (aka Merry) cousin of Frodo	Bran Stark; Theon Greyjoy
E5 – The Observer	Gandald, A Maia, assistant of middle-earth	Samwell Tarly; Varys
E6 – The Questioner	Boromir, eldest son of Denethor & captain White	Stannis Baratheon; Catelyn Stark; Brienne of Tarth; Robb Starl
E7 – The Enthusiast	Legolas, Prince of Mirkwood Elf	King Robert Baratheon; Bronn
E8 – The Knight	Aragorn, Isildur heir to throne of Gondor & Arnor	Tywin Lannister; Cersai Lannister Daenerys (Khalessi); Arya Stark;
E9 – The Harmoniser	Frodo Baggins, hobbit who inherited ring from uncle	Sansa Stark

## Deep Diving on BELBIN model Teams

Type	Strengths	Weaknesses
<b>ME-Monitor Evaluator</b> E1. Perfectionist - Ruler	Provides a logical eye, making impartial judgements and weighs up team options in a dispassionate way. Sober, strategic, discerning	Lacks drive and ability to inspire others. Can be overly critical.
<b>TW-Teamworker</b> E2 Nurturer - Helper	Helps the team to gel using their versatility to complete work on behalf of team. Cooperative, perceptive, diplomatic and effective listeners.	Indecisive in crunch situations. Avoids confrontation
<b>CF-Completer, Finisher</b> E3 Achiever- Performer	Most effectively used at the need of tasks to polish and scrutinise the work for errors,. Focus on highest quality and control. Painstakingly, conscientious, anxious searches out errors. Polishes and perfects.	Inclined to worry unduly. Reluctant to delegate.
<b>PL-Plant</b> E4 Creative - Individualist	Tends to be highly creative and good at solving problems in unconventional ways. Creative, imaginative, free thinking generating ideas to solve problems	Ignores incidentals; too pre occupied to communicate effectively
<b>SP-Specialist</b> E5 Observer - Sage	Brings in-depth knowledge of a key area to team. Single-minded, self starting dedicated and provides specialist knowledge and skills	Contributes only on a narrow front. Dwells on technicalities
<b>IMP-Implementer</b> E6 Questioner - Loyalist	Needs to plan a workable strategy and carry it out efficiently. Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done	Somewhat inflexible. Slow to respond to new possibilities.
<b>RI-Resource investigator</b> E7 Innocent Adventurer	Use their inquisitive nature to find ideas. Outgoing, enthusiastic. Explore opportunities and develop contacts	Overly optimistic. Loses interest once initial enthusiasm has passed
<b>SH-Shaper</b> E8 Protector – Knight	Provides the necessary drive for the team to keep moving and maintain focus. Challenging, dynamic, thrives on pressure and courage to overcome obstacles.	Prone to provocation. Offends people's feelings.
<b>CO-Coordinator</b> E9 Harmoniser - Peacemaker	Need to focus on team objectives, draw out team members and delegate work. Mature , confident, identifies talent and clarifies goals easily	Can be seen as manipulative. Offloads own share of work

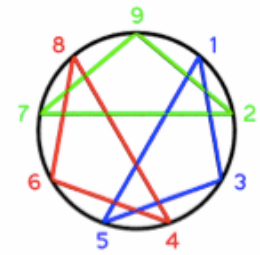
# The Enneagram

## The C P R of Leadership

Competency outlook type

Positive Outlook type

Reactive outlook type



The Harmonics

# Pulling back the curtain on The Enneagram Archetypal Characters

	<b>E8 The Knight</b>	<b>E5 The Observer</b>	<b>E2 The Nurturer</b>
<b>Basic Desire:</b>	2B in control; Survive; Protect	2B competent	2B loved and needed;
<b>Motivation:</b>	2B self-reliant; Strong; Remembered	2 possess knowledge	2B appreciated-loved;
<b>Basic Fear;</b>	Vulnerability; being hurt or Controlled	2B seen as incompetent	being unwanted-unloved;
<b>Body Centre:</b>	Gut (Instinct)	Head	Heart;
<b>Ego-fixation;</b>	Vengeance	Stinginess; Tightfistedness	Flattery;
<b>Seek:</b>	Power	Knowledge	Love;
<b>Holy idea;</b>	Truth	Knowledge - Wisdom	Freedom;
<b>Passion:</b>	Lust	Avarice - Greed	Pride
<b>Virtue:</b>	Innocence	Detachment	Humility
<b>Animal:</b>	8w7 Tiger 8w9 Male Lion	5w4 Hawk 5w6 Spider	2w1 Horse-2w3 loyal dog
<b>Wings:</b>	wE7 High-Spirited; Independence wE9 Calm; Warmth; Consensual	wE4 Sensitivity; Expressiveness wE6 Loyalty; Intuition	wE1 Discernment wE3 Success orientation
<b>Path of Purpose</b>	<b>Protecting:</b> I allow myself to acknowledge that vulnerability is part of my strength. <b>Empower others; find real strength through vulnerability.</b>	<b>Observing</b> I allow myself to share myself and know I will be enough. <b>Step-up, there is enough to share</b>	<b>Helping</b> I allow myself to receive as well as give. Knowing I am seen in the world. <b>Get in-touch with your own needs, make space for others to give to you.</b>
	<b>E4 The Creative (Instinct)</b>	<b>E7 The Enthusiast</b>	<b>E1 The Perfectionist</b>
<b>Basic Desire:</b>	2B unique-significant	2B Satisfied, Content	Integrity; Balance
<b>Motivation:</b>	Originality-Uniqueness	Freedom - Happiness	2B right
<b>Basic Fear;</b>	Insignificant or non-individuality	Feeling pain; deprivation	2B seen as corrupt
<b>Body Centre:</b>	Heart	Head	Gut (Instinct)
<b>Ego-fixation;</b>	Melancholy	Planning	Resentment
<b>Seek:</b>	Originality	Stimulation	Rightness
<b>Holy idea;</b>	Holy Origin	Work	Perfection
<b>Passion:</b>	Envy	Gluttony (lacking limits)	Anger – resentment
<b>Virtue:</b>	Equanimity	Sobriety	Serenity
<b>Animal:</b>	4w3 Black stallion 4w5 Dove	7w6 Chimpanzee; 7w8 Fox	1w9 Ant; 1w2 Rooster
<b>Wings:</b>	wE3 competitive spirit wE5 intellectualism	wE6 Deliberate actions wE8 Direct; Grounded	wE9; Idealist-Dreamer wE2; Advocate-Supporter
<b>Path of Purpose</b>	<b>Differentiating:</b> I allow myself to recognise that I am special just like everyone else. <b>Embrace the ordinary, find happiness outside of feelings</b>	<b>Stimulating</b> I allow myself time and space to experience my grounded self. <b>Simplify, “work-then-play”, feel what’s below the need for stimulation</b>	<b>Correcting:</b> I allow myself to recognise that imperfection is part of the true perfection of life. <b>Question the rules embrace imperfection,</b>
	<b>E9 The Harmoniser</b>	<b>E6 The Questioner</b>	<b>E3 The Achiever</b>
<b>Basic Desire:</b>	2B at-peace; Inner-stability	2 feel supported – secure	2B valuable – the best
<b>Motivation:</b>	Create harmony	Safety - security	2B admired
<b>Basic Fear;</b>	Loss; separation; annihilation	Insecurity-lack of guidance	2B worthless
<b>Body Centre:</b>	Gut (Instinct)	Head	Heart
<b>Ego-fixation;</b>	Inertia; laziness; inactivity	Anxiety	Vanity
<b>Seek:</b>	Peace	Security	Status
<b>Holy idea;</b>	Love	Faith/Trust	Hope
<b>Passion:</b>	Sloth (laziness)	Fear-Worry	Deceit/Vanity/Conceit
<b>Virtue:</b>	Action	Courage	Truthfulness
<b>Animal:</b>	9w8 Hippo; 9w1 Sloth	6w5 Mouse 6w7 Elephant	3w2 Bee 3w4 Peacock
<b>Wings:</b>	wE8 The “Referee” wE1 “The Dreamer”	wE5 self-containment; wE7 energy-optimism	wE2 conviviality; social wE4 Independence; Drive
<b>Path of Purpose</b>	<b>Reconciling:</b> I allow myself to remember that discomfort and conflict can lead to experiencing life.	<b>Questioning:</b> I allow myself to embrace life knowing that doubt and faith do co-exist <b>Trust yourself, believe things will work out</b>	<b>Achieving</b> I allow myself to be valued and seen, independent of what I achieve in the eyes of others <b>Stop. Slow down. Listen.</b>

	Embrace discomfort, prioritize self. "No" is OK		
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