



EnneaRoles™

TEAM ASSESSMENT

We map your team's personality
-then help you grow and perform

in a BANI world



International Association
of Coaching
Licensee



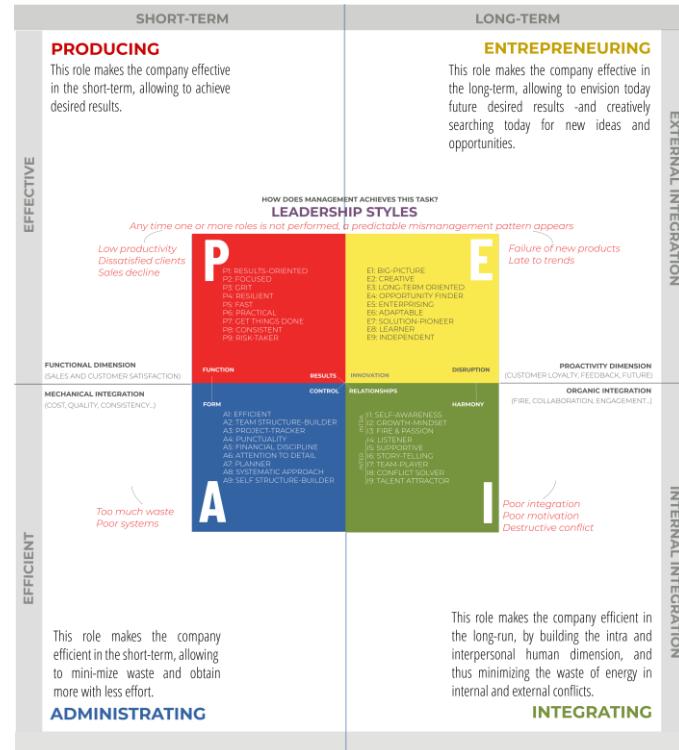
Madanes
The personality-mapping company

www.mymadanes.net

¿What is the EnneaRoles? The most powerful personality, identity, and roles assessment for executive coaching and human development.

Imagine if you could scan a person and obtain two maps: one of their visible, external behavior, and the other of their inner motivations. That's what EnneaRoles does.

This system integrates your Enneagram type (an internal psychological map that describes 9 personality types and explains what drives your observable external behavior) and your PAEI personality code, which defines your work roles (the external map).



“Good leaders know the importance of relationships to a healthy organization. EnneaRoles will raise your awareness as a leader. Knowing how each individual's unique personality type drives his or her behavior will improve the value of every interaction and relationship in your workplace. Every leader should keep this book nearby and refer to it often.”

KEN BLANCHARD, Ph.D., #1 NYT Best-selling author of *The One Minute Manager* and *Great Leaders Grow*



EnneaRoles takes an holistic approach to people and teams

Although identifying talent based on experience and skills is relatively straightforward, we often underestimate the significance of how they will work together as a team. This can explain why even top-performing employees sometimes fall short of expectations or face difficulties collaborating with other high achievers.

Personality type explains what drives us, what motivates us, what stresses us, how we interact with each other, interpret our surroundings, make decisions, solve problems.

EnneaRoles holistic approach equips teams and leaders with a deep understanding of these dynamics, offering actionable insights that elevate performance and resilience.



“

"Powerful tools for transformation!"

ANTHONY ROBBINS, world-renowned authority in leadership psychology,
best-selling author of *Unlimited Power* and *Awaken the Giant Within*.

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Pack 1: Mapping of Team Members + Team Leader Strategic Session

This foundational package offers a comprehensive personality assessment for all team members, helping them understand their unique leadership styles, strengths, and areas for development through the EnneaRoles framework. Each team member, including the team leader, will receive a personalized report that offers deep insights into their behavioral tendencies and how these dynamics play out in the team setting.

The package includes 120-minute debriefing sessions for each individual, where they will receive tailored feedback and strategies to enhance their personal effectiveness and team contribution. This also includes understanding how each team member fits within the larger context of the team, how they contribute, and how their values align with those of the team.

1 Team Leader Strategic Session:

A key component of this package is a 90-minute session exclusively for the team leader. In this session, Madanes provides practical tips on how to communicate effectively with each team member based on their unique EnneaRoles while maintaining consistency in leadership. The leader will learn how to adapt their style to manage diverse personalities, ensure clarity in communication, and prevent potential trust or confidence issues. The session will also cover how to foster empowerment and provide support when necessary, allowing the leader to take the team's performance to the next level. It provides the team leader with a roadmap to confidently manage and sustain high performance with each individual and the team as a whole.



Pack 2: Mapping of Team Members + Mini-Workshop + Team Leader Strategic Session

This option builds on Pack 1 by adding a dynamic, interactive Mini-Workshop designed to further develop the team's ability to work cohesively and effectively. The 3-hour workshop provides practical exercises and group activities to help team members apply the insights from their EnneaRoles assessments. By fostering greater self-awareness and mutual understanding, the team will improve communication, collaboration, and problem-solving skills. Individuals and teams that improve their self-awareness and understanding of others' natural behaviors tend to be more successful and capable of achieving their goals.

The workshop develops a shared language and framework for team dialogue and cohesion, speeding up mutual understanding and integrating the team more effectively.

EnneaRoles team reports reveal how each individual approaches their role within the team, their preferences for interaction, and how their values align with the group's overall dynamics.

2 Team Leader Strategic Sessions:

Two 90-minute sessions for the team leader are included here, where they receive personalized coaching on managing and communicating with their team, at an even deeper level. These sessions ensure the leader is equipped to maintain consistency while tailoring their approach to meet the needs of various team members, ultimately maximizing team performance. These sessions will also help the leader recognize the team's collective strengths, motivational drivers, and potential areas for development, creating a more supportive and high-performing team culture.

Pack 3: Mapping of Team Members + Mini-Workshop + Coaching Support + Team Leader Strategic Session

For teams seeking long-term, sustainable growth, this comprehensive package includes everything from Pack 2, along with a Coaching Support component. The coaching package consists of 8 one-on-one sessions tailored to individual team members, offering ongoing support to integrate the insights from the assessments and apply them in real-world scenarios.

The EnneaRoles Team Report goes further by identifying the team's strengths, shared values, motivational drivers, and potential blind spots, providing a holistic view of the team's capabilities and areas for growth.

This package encourages the team to push beyond its current limitations, motivating members to continuously improve their performance. The coaching sessions provide the leader with actionable insights on their talents, helping them optimize their strengths and lead team discussions that foster engagement and clarity on performance expectations.

2 Team Leader Strategic Sessions:

As with the previous options, the Team Leader Strategic Sessions provide the leader with tools for effective and consistent communication, customized to their team's diverse personality types. This coaching ensures that the leader can maintain strong, cohesive team dynamics while addressing any challenges that arise. The sessions will provide specific strategies for conflict management, improving listening skills, and boosting cross-functional effectiveness.



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