

IEA Ethical Guidelines

The Enneagram of personality types is primarily an instrument for self-knowledge and personal transformation.

Keeping a conscious focus on our motives and behavior helps avoid the common pitfalls of our type. Self-knowledge involves constant inquiry into own agendas and defenses, and transformation requires the courage to act against the structures and habits of our personality.

Any individual who advertises himself or herself as an Enneagram teacher or expert must have the requisite education in the Enneagram system to do so and must apply the Enneagram system exclusively within their area(s) of professional expertise.

The Enneagram is a powerful and complex system that addresses human functioning and growth. As such, it is essential that every person who benefits financially from teaching or working with the Enneagram has a thorough knowledge of the system. And just as Enneagram practitioners should have a high level of knowledge of the Enneagram system, they should only teach Enneagram applications within their areas of expertise.

The Enneagram is a work in progress, so individuals must be explicit in giving credit to the work of others. Individuals must cite their sources when teaching and communicating about the system.

Many have contributed to it, and many will do so in the future, therefore, be explicit about giving attribution to the work of others. Name your sources and honor the originality and hard work of other contributors. We take it upon ourselves to maintain high standards of scholarship, thus promoting a collegial atmosphere in the sharing of information.

Type does not fully describe an individual.

The Enneagram does not tell us anything meaningful about a person's history or quality of character, intelligence or talents. People are more than their type. We recognize that awareness of this is particularly important in the workplace.

We allow others to discover themselves as much as possible.

The Enneagram has profound effects on people. It is most effective when we allow others to discover their type, rather than assuming that we know them better than they know themselves. We seek to be sensitive to their reactions, their changing picture of themselves, and their need to integrate new information.

The Enneagram inspires compassion for others; it should not be used as a tool for stereotyping people.

In seeing the intentions and logic of other types, we become less likely to dismiss, judge, or demean each other. We listen closely to individual stories, recognizing that simply knowing someone's type does not mean that we know that person. Stereotyping implies an assumption that we already know about a person's attitude and motivations. Stereotyping arises largely because of past negative encounters with an individual of the same type, and it limits growth and opportunities in the present.

No individual owns the Enneagram.

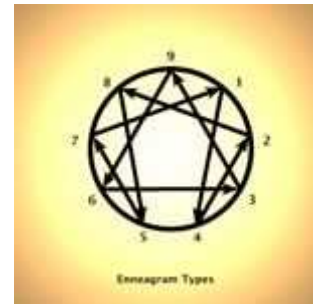
The Enneagram cannot be controlled, monopolized or withheld from public discussion. Restricting the right to communicate, develop and share information about the system is contrary to the Enneagram's liberating and empowering spirit.

The system encourages teachers and practitioners to "walk the talk" of transformation.

The Enneagram challenges teachers and practitioners to embody the work of transformation themselves, to stand as living examples of self-inquiry and practical change in the service of spiritual liberation.

We can and should be a source of help for one another. It is important to listen respectfully to different points of view and communicate honestly in exploring the possibilities of awakening connected with Enneagram learnings.

The Enneagram invites us to wake up from habits and recurring defensive patterns. In that sense we each serve to remind others of the differences among us and of the integrity of different points of view. Adherence to doctrine and theory are far less important than keeping the conversation open.



The Enneagram