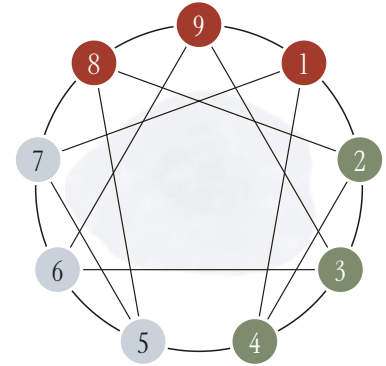


Know your pattern. *Choose your practice.*

The Enneagram maps nine patterns of motivation. It doesn't describe what people do. It explains why they do it, and what they reach for when pressure rises.

Every leader and every team has a default. When you can see it, you can stop reacting to it and start choosing. That's the work: a shared language for feedback, conflict, and trust, then practices that hold.

● Body · 8, 9, 1 ● Heart · 2, 3, 4 ● Head · 5, 6, 7



1 Strict Perfectionist

Driven by an inner standard of what is right. Sees the gap between how things are and how they should be.

- + Raises the quality of everything they touch
- + Builds clear process and holds the line
- Corrects before they acknowledge

2 Considerate Helper

Reads what people need before they say it. Builds the relationships that hold a team together.

- + Notices who is struggling and steps in
- + Makes new people feel they belong
- Says yes until they burn out

3 Competitive Achiever

Sets the goal and finds the fastest path to it. Energized by progress and the scoreboard.

- + Turns vision into measurable results
- + Reads the room and adapts the pitch
- Trades depth for the look of success

4 Intense Creative

Seeks what is authentic and what is missing. Brings depth and originality to the work.

- + Names what everyone else is feeling
- + Pushes the work past ordinary
- Withdraws when they feel unseen

5 Quiet Specialist

Observes first, then understands deeply. Protects time and energy to think clearly.

- + Brings calm, objective analysis
- + Becomes the expert others rely on
- Holds back information and presence

6 Loyal Skeptic

Anticipates what could go wrong. Builds trust through preparation and commitment.

- + Spots risk before it becomes a fire
- + Stays loyal to the team and the mission
- Second-guesses decisions under stress

7 Enthusiastic Visionary

Chases possibility and keeps energy high. Sees options where others see limits.

- + Generates ideas and momentum fast
- + Lifts morale in hard seasons
- Starts more than they finish

8 Active Controller

Direct, decisive, and protective. Takes charge of what matters most and moves.

- + Makes the hard call and owns it
- + Shields the team from outside pressure
- Overpowers the room without noticing

9 Adaptive Peacemaker

Creates harmony and sees every side. A steady presence that keeps people together.

- + Mediates conflict without taking sides
- + Builds consensus across functions
- Avoids the conflict that needs to happen

TEAM DYNAMICS

Every team has a pattern too.
You can see it. You can change it.

Put nine patterns in one room and the friction is predictable. The 8 pushes. The 9 goes quiet. The 1 corrects. The 7 is already on the next idea. Named, that friction becomes fuel.

- 1 See the mix.** Every person takes the iEQ9 and gets a private debrief. We map every type side by side.
- 2 Name the friction.** Where decisions stall, who goes quiet, who pushes harder, and the patterns behind it.
- 3 Practice the fix.** Small, shared behaviors for feedback, decisions, and trust, repeated until they hold.

Pick your room. *Start the practice.*

FOR TEAMS

Team Half Day, up to 10 people	\$10,000
Team Full Day, up to 10 people	\$12,500
Each additional person	\$350
90-Day Team Practice add-on	\$7,500
Intro Talk, 50 minutes	\$3,500

Half and full day include an iEQ9 Professional report and a private debrief for every person, a Team Practice Brief, and a 30-day follow-up. Virtual delivery is \$1,000 less.

FOR INDIVIDUALS

30-Day Enneagram Practice	\$550
iEQ9 Professional report, 90-minute debrief, practice plan, weekly check-ins, and a review at day 30.	
Practice Series, three sessions	\$650
Single session	\$225

FOR COUPLES

Couples Foundation	\$950
Two reports, two private debriefs, one joint 90-minute session, and a Couples Practice Map.	
Practice Series, three joint sessions	\$1,000
Single joint session	\$350

Every engagement includes EnneagramGenius.

Pricing as of October 2026.

ABOUT SHAUN



A workshop gives your team new language. Practice decides whether they use it.

I spent seven years inside goodr, where I built Learning & Development from zero, took every person who joined through their type, and coached its leaders. I watched which practices held under pressure and which ones faded.

I've used it with my own agency team at The Good, corporate clients, and small teams. I'm a Nine and the author of Practice Everything. I teach the Enneagram the way I use it: as practice.

iEQ9 Accredited Practitioner, 2020 • Advanced Enneagram & Team Dynamics, 2025 • Integrative Enneagram Solutions

"He makes people and teams better. Period."

Stephen Lease, CEO, goodr

If you can see the pattern, *you can change it.*

Book a team call at
shauntinney.com/enneagram