

ENNEAGRAM FOR LEADERSHIP & TEAMS

Unlocking *Leadership* & Team Intelligence

Most leadership challenges aren't skill gaps. They're self-awareness gaps - in how leaders see themselves, and how team see each other. The Enneagram closes that gap.



THE PROBLEM

Something is off.
You can't quite name it.

You have capable people, good intentions, and a clear strategy. Yet something keeps breaking down - in how people communicate, how decisions get made, how the team holds up under pressure.

- Two people who can't seem to work together
- A leader who derails in high-stakes moments
- A team aligned on paper but disconnected in practice
- Trust that eroded and hasn't rebuilt
- A high-performer quietly burning out
- Potential you can see clearly - they can't

The Enneagram doesn't just label these dynamics - it explains them. And once you can see what's driving the behaviour, you can change it.

THE TOOL

Not a personality test.
A map of what drives you.

The Enneagram identifies 9 types, each defined by a core motivation, core fear, and patterns of thinking and behaviour. Unlike other tools, it explains *why* — uncovering the internal logic that shapes how a person leads, communicates, and responds under pressure.

1	Strict Perfectionist	2	Considerate Helper	3	Competitive Achiever
4	Intense Creative	5	Quiet Specialist	6	Loyal Sceptic
7	Enthusiastic Visionary	8	Active Controller	9	Adaptive Peacemaker

iEQ9

The most rigorously validated Enneagram assessment available
iEQ9 Certified · 95%+ accuracy · 12 years of refinement

YOUR PRACTITIONER

Clinton Middleton

15+ years leading high-performance teams at top agencies including as Managing Partner at Publicis Groupe, before becoming an ICF-certified executive coach. I use the Enneagram because it gets to the *why*, and in my experience, the *why* is where real change happens.

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"Coaching helped us navigate change and grow our people — the Enneagram gave us a shared language we still use today."

— Natisha S., HR Director, Publicis Groupe

Ready to explore the Enneagram?

Book a 30-minute discovery call to discuss what the process would look like for you or your team.

[BOOK A DISCOVERY CALL](#)

HOW WE WORK TOGETHER

Two tracks.

The same rigorous framework.

FOR INDIVIDUAL LEADERS

The Enneagram for Leaders

A focused process to understand what drives your leadership - especially under pressure.

- 01 **iEQ9 Assessment**
Complete the Integrative Enneagram questionnaire (~60 min). Receive a detailed personal report covering type, wings, subtypes, and integration levels.
- 02 **1:1 Debrief**
A 60-minute session to walk through your profile together - not a report reading, but a real conversation about what it means for how you lead.
- 03 **Informs Your Coaching Journey**
The debrief maps precisely where the work needs to happen. For leaders in ongoing coaching, this becomes the foundation everything is built on.

FOR LEADERSHIP TEAMS

The Enneagram for Teams

A structured team process that surfaces collective strengths, friction points, and the dynamics shaping how your team actually works.

- 01 **Individual Assessments & Debriefs**
Each team member completes their iEQ9 and has a 1:1 debrief with Clinton. The team process only works when individuals first understand themselves.
- 02 **Team Enneagram Report**
A comprehensive team profile mapping collective strengths, friction points, and the dynamics shaping how your team works together.
- 03 **Facilitated Team Workshop**
A half-day or full-day session - structured and experiential, built around your specific team context. Not a generic training day.

WHAT CHANGES

Self-awareness that sticks

Deep insight into what drives your behaviour, especially under pressure.

A shared team language

Teams that understand each other stop misreading intent. Trust builds faster.

Clarity on blind spots

The patterns holding you back, made visible, which is where change starts.

Better decisions under pressure

Understanding your stress response lets you interrupt it before it costs you.

Accelerated coaching progress

Less time diagnosing, more time doing the work that actually changes things.

A personalised growth roadmap

Not generic development. A map built from your specific profile.

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