

Enneagram: A guiding tool in career decision-making choices among B- School students in the Mumbai region

Dr Ruchi Anand

Assistant Professor, Aditya School of Business Management, Mumbai

Mr Ajeet Indravati Mishra

Assistant Professor, AIMSIR, Borivali, Mumbai

Abstract:

The Enneagram, is a tool that delves into motivations, needs, desires along with qualms, and has gained prominence for self-discovery. This research paper examines the increasing popularity of the Enneagram in the field of career development, particularly among B-school students in Mumbai. By utilizing the Enneagram, students can increase their acumens for authentic career aspirations, comprehend the strengths and weaknesses, and enhance their communication and work styles.

This study emphasizes on comprehending personality types among B-school students, aiming to guide their career decision-making process. To achieve this, participating students are provided with access to a structured questionnaire with scaled responses. By investigating the correlation between personality types and choices regarding career decision-making process, this research seeks to assist students in achieving clarity while selecting their professional paths based on their unique personalities.

Keywords: *Enneagram, personality, career choices, B-schools*

I. Introduction:

Over the past few years, a personality tool named The Enneagram increased acceptance, particularly in the field of career development, counselling and many more fields. Comprising nine distinct personality types, it offers a comprehensive framework that captures distinctive qualities, motivations, worries, and requirements. By using it, people enhance overall understandings about their personality along with their strengths and weaknesses as well as work styles. It is not just a static system, but it also accounts for the several stages of development

within each type. Each type is predisposed by factors such as stress, environment, and individual progression. Understanding these levels of development is critical for individual progression and self-awareness. Many people find enneagram incredibly valuable tool to have more clarity and understanding about themselves which eventually guide and help them in making informed career choices. Overall, the Enneagram is proving to be a appreciated tool among B school students in the Mumbai region. Its ability to aid students gain insights into various perspective which eventually helping them in making career choices and improve their professional skills.

II. Literature Review:

The Career Within You: How to Find the Perfect Job for Your Personality by Elizabeth Wagele and Ingrid Stabb (2009) is an insightful and practical guide to help readers identify their personality type and how it can be used to guide career choices. Enneagram, a system for personality classifies individuals into nine types based on its own set of strengths, weaknesses, and preferences. The authors gives an overview of each type, along with examples of how they might manifest in the workplace. The authors emphasize the significance of knowing one's own strengths and weaknesses, and how these can be used to make informed career choices. They also stress the importance of finding a job that aligns with one's values and interests, rather than simply chasing after prestige or money. Overall, "The Career Within You" is a valuable resource for anyone looking to find a career that is fulfilling and satisfying. The authors' approach is practical, engaging, and well-informed, for anyone looking to know themselves better and their career options.

According to a study conducted by Dr. Ruchita Verma and Dr. Sarika Jain, faculty members at SP Jain Institute of Management and Research in Mumbai, Enneagram is being used by B school students to make informed career choices. The study found that Enneagram helped students identify their true career aspirations and choose career paths which suits their personality. It also helped students recognize their strengths and weaknesses, which helped them prepare better for job interviews and career advancement opportunities.

Another study by Dr. Vidya Hattangadi and Dr. Anuja Agrawal, faculty members at Narsee Monjee Institute of Management Studies in Mumbai, found that Enneagram helped students develop a better indulgent of them as an individual along with teams. The study found that it

helped students improve various aspects like communication skills, resolve conflicts, and work effectively in teams.

III. Enneagram: An overview:

The Enneagram is a tool used since ancient time to understand people in a better way and helps them to explore their personality type. It rely on the core concept which focuses on nine basic personality types, wherein each and every types is unique and distinct either in their behaviour , needs, desire and many more. The tool is valuable as it guides and direct the individual not only in accepting themselves what they are, it is also like mirror test which eventually shows an individual its true image with its flaws and faults. Once people know themselves better with both the good and the bad qualities, it is easier to move towards a path wherein they make improvements and make themselves a better individual both personally and professionally.

The Enneagram consists of nine points and the types numbered from one to nine, wherein each type is having a unique set of individualities and characteristics. It is not just only about recognising one's own personality type, but also about an insight on how various types of personality relate to each other and interact with one another.

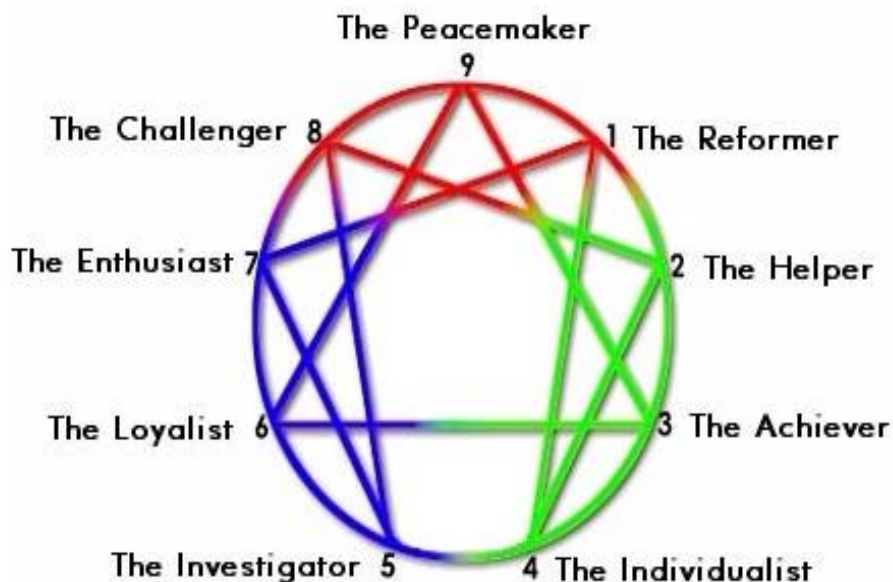


Figure 1: Types of personality

Type 1: The Reformer

The Reformer possesses a strong sense of principles, purpose, self-discipline, and a drive for perfection. Their main focus lies in self-improvement and making positive changes in both themselves and the world.

Type 2: The Helper

The Helper is characterized by their caring nature, interpersonal skills, generosity, and a tendency to please others. Their motivation stems from a deep desire to feel loved and needed by those around them.

Type 3: The Achiever

The Achiever is success-oriented, adaptable, ambitious, and conscious of their image. They are driven by a desire to attain success and gain admiration for their accomplishments.

Type 4: The Individualist

The Individualist is known for their creativity, sensitivity, expressive nature, and occasional moodiness. They are motivated by a strong desire to be unique and express their authentic selves.

Type 5: The Investigator

The Investigator demonstrates analytical skills, keen observation, independence, and a preference for privacy. They are motivated by a thirst for knowledge and a deep curiosity about the world.

Type 6: The Loyalist

The Loyalist embodies responsibility, anxiety, loyalty, and compliance. Their motivation stems from a need for security and safety, seeking stability in their environment.

Type 7: The Enthusiast

The Enthusiast exudes spontaneity, adventurousness, a love for fun, and a tendency to be easily distracted. Their motivation lies in the desire to embrace life fully and seek out new experiences.

Type 8: The Challenger

The Challenger displays confidence, assertiveness, a confrontational nature, and a protective instinct. Their motivation stems from a need to be in control and safeguard themselves and others.

Type 9: The Peacemaker

The Peacemaker is characterized by their easy-going nature, patience, diplomatic skills, and avoidance of conflict. Their motivation lies in maintaining inner peace and harmony while avoiding confrontation.

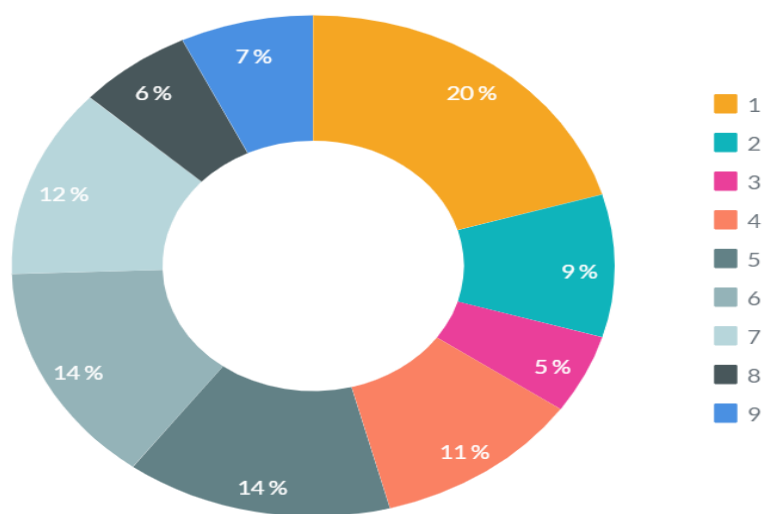


Figure 2: Percentage distribution of students among nine personality

IV. Findings & Inferences: Out of the total 108 students who participated in the study, 98 provided valid responses, while 10 responses were deemed invalid due to incomplete or incorrect information. Analyzing the results, it was observed that 20% of the students belonged to Type 1 (The Reformer), while 14% belonged to Type 5 (The Investigator) and Type 6 (The Loyalist). Additionally, 12% of the students identified with Type 7 (The Enthusiast). In contrast, the categories of Type 2, Type 3, Type 4, Type 8, and Type 9 had fewer students represented.

An interesting finding emerged from the data, indicating that majority of the students, approximately 60%, fell into the categories of Type 1, Type 5, Type 6, and Type 7. These types, characterized by traits such as being principled, analytical, loyal, and enthusiastic, were more prevalent among the participants. Conversely, the categories of Type 2, Type 3, Type 4, Type 8, and Type 9 had lower representation in the study.

Career choices for Type 1: Individuals with Enneagram Type 1 personalities are motivated by their strong principles and values, which significantly influence their career decisions. They excel in roles that allow them to work independently towards well-defined objectives. Ideal career paths for Type 1 individuals may include professions such as law, medicine, social work, journalism, guidance counseling, judiciary, and politics. They thrive in work environments that prioritize fairness and justice, where their opinions are respected and they have autonomy in the process.

Career choices for Type 2: Enneagram Type 2 individuals thrive in careers that involve helping others and building meaningful connections. They excel in roles that appreciate their contributions and provide ample opportunities for social interaction. Suitable career paths for Type 2 individuals may include nursing, teaching, religious or non-profit leadership, humanitarian work, human resources, counseling, and customer service. They seek appreciation for their efforts and value interpersonal relationships within the workplace.

Career choices for Type 3: Individuals with Enneagram Type 3 personalities thrive in careers that recognize and reward their hard work and ambition. They excel in environments that offer growth opportunities, encourage achievement, and facilitate effective networking. Ideal career paths for Type 3 individuals may include surgery, banking, law, politics, entrepreneurship, marketing, and advertising consulting. They desire admiration for their accomplishments and place value on recognition and success.

Career choices for Type 4: Enneagram Type 4 individuals are drawn to careers that allow for self-expression, creativity, and connections with like-minded individuals. They thrive in roles that offer work-life balance and opportunities for individuality. Suitable career paths for Type 4 individuals may include writing, painting, graphic design, photography, culinary arts, administration, hospitality, and research analysis. They seek career paths that enable them to express their authentic selves and tap into their creative abilities.

Career choices for Type 5: Individuals with Enneagram Type 5 personalities excel in careers that involve intellectual challenges and independence. They thrive when they can utilize their knowledge and work autonomously. Suitable career paths for Type 5 individuals may include engineering, computer programming, law, and scientific research. They value continuous learning and enjoy exploring new concepts and overcoming challenges.

Career choices for Type 6: Enneagram Type 6 individuals thrive in careers that provide security, responsibility, and stability. They excel in roles where they can serve others and understand their needs. Suitable career paths for Type 6 individuals may include dentistry, law enforcement, para-legal work, childcare, nursing, and teaching. They seek supportive work environments and value trust and commitment among their colleagues.

Career choices for Type 7: Individuals with Enneagram Type 7 personalities excel in careers that offer flexibility, adventure, and creativity. They thrive in roles that allow them to explore and engage their spontaneous nature. Suitable career paths for Type 7 individuals may include art, culinary arts, entrepreneurship, marketing, photography, travel agency, and writing. They seek career paths that align with their need for variety and excitement.

Career choices for Type 8: Enneagram Type 8 individuals thrive in leadership positions and careers that allow them to exert control and influence over their surroundings. They excel in roles where their opinions are valued, and they feel a sense of importance. Suitable career paths for Type 8 individuals may include business executive positions, business ownership, managerial or directorial roles, high-ranking military positions, law, politics, and athletics. They seek workplaces that empower them and recognize their strengths.

Career choices for Type 9: Individuals with Enneagram Type 9 personalities thrive in stable work environments that promote harmony and minimize conflict. They excel in roles that involve problem-solving and assisting others. Suitable career paths for Type 9 individuals may include librarianship, psychiatry, editing, veterinary work, religious service, counseling, social work, and human resources. They seek work conditions that support their need for peace and collaboration.

Personality No.	Type of Personality	Characteristics	Careers Options
1	The Reformer/ Perfectionist	Responsible, Principled Self-controlled	Accountant, Lawyer, Quality Control Manager, teacher

2	The Helper/ Giver	Generous, empathetic, Supportive	Social Work, Teacher, Healthcare, counselling
3	The Achiever/ Performer	Ambitious, Adaptable, self-assured	Salesperson, Entrepreneur, Marketing
4	The Individualist/ Romantic	Creative, sensitive, Introspective	Writer, Artist, Musician
5	The Investigator/ Observer	Analytical, curious, Independent	Scientist, Research, Analyst, technology
6	The Loyalist/ Skeptic	Trustworthy, loyal, a great team player	Law enforcement, Administration, Risk Management Specialist, Finance.
7	The Enthusiast/ Epicure	Spontaneous, Optimistic, Adventurous	Travel, Event Planner, Entrepreneur, entertainment
8	The Challenger/ Protector	Assertive, Confident, decisive	Politics, leadership, management, entrepreneurship
9	The Peacemaker / Mediator	Calm agreeable accommodating	Mediator, Counsellor, Social Worker

V. Conclusion:

In conclusion, this research paper sheds light on the growing utilization of the Enneagram as a guiding instrument while making decisions among students in Mumbai's B-schools for choices regarding career. The study provides a comprehensive overview of the nine distinct Enneagram personality types and their associated career choices. Each type possesses specific motivations, fears, and desires that considerably impact their career preferences. The research offers valuable comprehensions regarding ideal career paths for each type, considering their core traits and inclinations.

The findings of this study indicate that the Enneagram has proven instrumental in assisting B-school students in Mumbai in discovering their true career aspirations and aligning their professional trajectories with their values and individualities. The Enneagram aids students in

enhancing their communication skills, conflict resolution abilities, and teamwork effectiveness. Additionally, it equips students with more clarity with their strengths and weaknesses, empowering them to better prepare for job interviews and seize career progression opportunities.

Overall, the Enneagram emerges as a valuable tool for students in Mumbai's B-schools, enabling them to make informed career choices, foster self-awareness, and enhance their professional competencies. By leveraging the Enneagram, students can navigate their career pathway with clarity and ensure the alignment of their unique personalities with their decision, eventually leading to grander fulfillment and accomplishment in their chosen abilities.

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