

# Course : The Enneagram for better communication

Practical course - 2d - 14h00 - Ref. ENN

Price : 1370 € E.T.

★★★★☆ 4,5 / 5

Knowledge of the Enneagram will enable you to identify your own driving forces, as well as those of your interlocutors. You'll learn how to listen to others, and develop flexible communication adapted to situations of misunderstanding at work.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Identify your own driving forces using the Enneagram
- ✓ Discover the nine personality configurations
- ✓ Listening to others to develop communication
- ✓ Identify your interlocutor's driving forces
- ✓ Avoiding the negative effects of stress

## Intended audience

Managers, executives, human resources professionals, anyone wishing to improve their communication skills.

## Prerequisites

No special knowledge required.

## Practical details

### Hands-on work

Participative discussions, feedback, role-playing, exercises in pairs followed by group debriefing.

### Teaching methods

Inductive pedagogy encouraging immediate involvement of participants.

## Course schedule

### PARTICIPANTS

Managers, executives, human resources professionals, anyone wishing to improve their communication skills.

### PREREQUISITES

No special knowledge required.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.

Participants also complete a placement test before and after the course to measure the skills they've developed.

## 1 Discover how it works

- Identify your thought patterns.
- Identify your driving forces, spot your talents.
- Identify positive behaviors and limiting attitudes in the relationship.
- Listen to your beliefs and emotions.
- Identify your managerial processes.

### Exercise

Listening training to identify each other's workings. Sharing experiences.

## 2 Understanding the ten drivers for action

- Discover your own driving force and dominant.
- Assess your degree of certainty and openness: internal or external framework.
- Identify your motivational levers.
- Become aware of your position in time.
- Identify stuck motors. Understand the risks to yourself and others.

### Role-playing

Trio: working with an unusual motor. Collective debriefing.

## 3 Discover the Enneagram as a structuring tool

- Understanding the ethics of the model.
- Discover the four facets of your personality.
- Know the basics about people, their contacts, their directions.
- Identify stress behaviours in each facet.
- Manage by knowing opposing values. Make decisions based on drivers and facets.
- Use the time engine to discover how to manage objectives. Learn how to use directions.

### Exercise

In pairs: identify your interlocutor's driving forces. Adapt your communication.

## 4 Listening for the person's base

- Know how to question and listen to engines.
- Position the person in the base.
- Identify blockages linked to beliefs.
- Develop flexible, tolerant communication.

### Role-playing

In trios: express your point of view, listen to the other's point of view.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## 5 Base communication

- Argue and convince.
- Communicate while respecting each other's strong values.
- Use feedback to improve communication.
- Find common ground in situations of tension or conflict.

### Exercise

Working in pairs, give and receive feedback with a contact person from a different background.

## Dates and locations

### REMOTE CLASS

2026 : 18 June, 18 June, 29 Oct., 29 Oct.

### PARIS LA DÉFENSE

2026 : 18 June, 29 Oct.