

The logo consists of a light blue geometric design, resembling a complex star or a series of overlapping triangles, centered behind the text.

**EnneaTest®**

"A valuable  
opportunity to trigger  
your personal and  
professional  
growth path."

## What is the Enneagram?

In times of great transformation sometimes we wish we had a tool to help us better read ourselves and others around us. Here is where knowledge of the **Enneagram, a powerful tool for decoding** why we are the way we are, our behaviour, how our character traits influence us in situations that bring us happiness or unhappiness, can come to our aid. It helps us to understand more deeply **what we are afraid** of and what we run away from, **to identify our strengths on which to trigger change**, how instead to **recognise the traps we fall into**.

Today there are many paths and tools for knowing ourselves: the Enneagram is among them. A tool of awareness for better self-knowledge and understanding of others who, like us, fall back into their automatisms and fears.

The Enneagram is a tool that identifies **9 main personality types** that lead back to a primary conditioning aspect and automatisms that we do not recognise and struggle to get rid of. From childhood we have built defence mechanisms that generate recurring compulsions and anxieties whenever we are in trouble.

The power of the Enneagram is precisely its becoming a traveling companion at our service, valuable support because of its ability in reading us and others, and **to guide us on how to work on the blocks and conflicts** that prevent us from being as we would like to be.



# Enneatype Five

Your test result is:

## Enneatype Five

### The Thinker

**Enneatype Five** is one of the nine personality types described in the Enneagram system.

They are known as the **Thinker**, the **Researcher**, the **Observer**, or the **Investigator**. They are characterised by a deep quest for knowledge, a natural inclination for observation, and a strong need to understand the world around them.

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# Enneatype Five

Enneatype Five is known for their intelligence and **thirst for learning**.

They are often **self-taught** and like to immerse themselves in complex and in-depth topics; They are fascinated by knowledge and are willing to devote time and energy to researching information. Their **analytical mind** drives them to break down problems into simpler parts and examine each aspect before drawing conclusions. This characteristic may make them appear **reserved and reflective**, but it is actually the result of a mind that is always active and engaged.

One of Enneatype Five's main concerns is **privacy**. They love their independence and autonomy, and often retreat to the inner world in order to satisfy their passion for knowledge without external distractions. They may be reserved and reluctant to share their thoughts and feelings with others, preferring to keep their emotions hidden. **The tendency toward isolation** may lead to a certain distance in interpersonal relationships, but it is important to understand that it is not due to a lack of affection but rather to a strong need to protect one's personal sphere.

Enneatype Five is also often described as **"Observer."** They are attentive to details and able to pick up on nuances that escape most people. They analyse complex situations and find **innovative solutions** to problems. This ability often makes them a **valuable asset** in professional and academic environments. However, their attention to detail can lead them to become overly vigilant or suffer from anxiety, especially when they feel overwhelmed by the amount of information they are processing.

Enneatype 1

Enneatype 2

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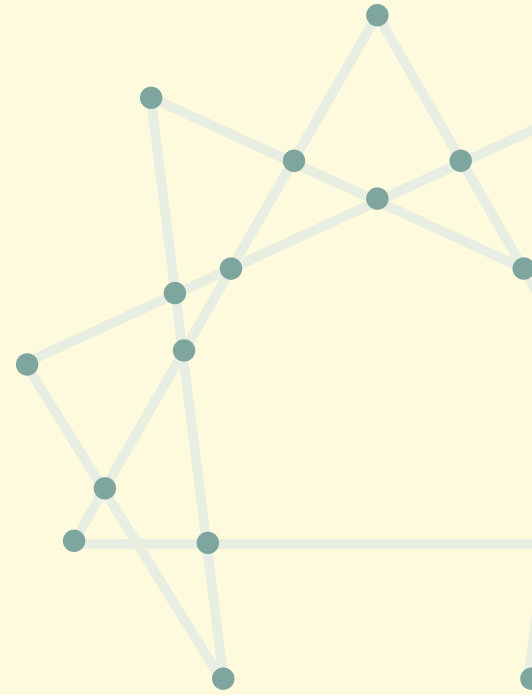
"It is characterised by a deep thirst for knowledge, marked independence, excellent observation skills and a rational response to stressful situations."

Enneatype Five is also known for its ability to remain **calm under pressure**: it tends to maintain a **detached and rational attitude** even in stressful situations. their response to conflict and intense emotions may be to retreat further or to try to solve the problem logically, setting aside emotions as "pollutants" of a reasoning approach based strictly on facts or technical elements. This ability to **remain lucid in difficult situations** can be a double-edged sword, as they may appear cold or aloof and show little empathy toward others.

Enneatype Five seeks **autonomy** vigorously, extending this tension to the need for economic independence. They are often attentive to financial matters and strives to be self-sufficient; they can be **frugal** and careful about spending, as they want to avoid having to depend on others for their livelihood.

Despite this, Enneatype Five may often feel **inadequate** or **insecure**: They are afraid of not living up to the expectations of others and tends to question themselves often. This insecurity may lead them to seek confirmation and reassurance from others, even if they do not manifest it openly.

In interpersonal relationships, Enneatype Five can be **loyal and faithful**, but can also show emotional distance. Therefore, they tend to establish deep bonds with only a few people they trust, while maintaining a certain reserve with others. They may have **difficulty communicating their feelings**, but when they feel accepted and respected, they become a reliable and affectionate partner.



## In summary

Enneatype Five is characterised by a **deep thirst for knowledge**, marked independence, excellent observation skills, and a rational response to stressful situations. It is an intelligent and reserved temperament that may appear distant but is actually seeking meaningful connection and an environment in which to cultivate a passion for learning. On some occasions they may fear that they do not feel they are up to par, which leads them to seek reassurance and approval. It is therefore important for Enneatype Five to **work on their or her self-esteem** and personal confidence to bring out the best in every situation.

# Strengths of Enneatype Five

Enneatype Five is **intelligent**, **perceptive**, and **inquisitive**: They are an individual who shines in multiple aspects of life due to a set of intrinsic qualities that clearly distinguish them.

Their intelligence is like a flame that constantly burns, illuminating their world and guiding them toward success and prosperity.

## 01.

Enneatype Five shines for its **intelligence**: its ability to learn and adapt quickly to new situations is incredible. They have an insatiable thirst for **knowledge** and constantly seeks opportunities to learn and grow. their mind is a fertile ground for acquiring new information;

They are open to exploring a wide range of topics. This curiosity drives them to explore the world and seek answers to questions that fascinate them.

## 02.

**Perceptiveness** is another key quality of Enneatype Five. This quick insight, acuity in understanding, evaluating or solving facts, situations, and problems gives them an excellent understanding of situations and people around them. They are able to grasp the nuances and

hidden implications of situations, which makes them adept at solving complex problems. their ability to see beyond superficial appearances is a valuable asset in various contexts, such as work, interpersonal relationships, and conflict resolution.

## 03.

Enneatype Five loves **creativity**: They are able to think in original ways and generate innovative solutions to problems. Their mind is open to different perspectives and they are willing to explore ideas outside the conventional box.

Creativity often makes them visionary, able to anticipate future trends and drive innovation in various fields.

## 04.

Enneatype Five makes **emotional intelligence** another important characteristic of their temperament. They are able to understand and manage their own emotions effectively and is equally adept at recognising them even if they sometimes struggle to respond to the

emotions of others. The capacity for empathy helps them establish meaningful relationships and successfully navigate social dynamics even if it is not always accompanied by an ability to communicate persuasively and influentially.

## 05.

Enneatype Five thrives on **self-discipline**: They are determined and focused on the efforts necessary to achieve their goals. They know how to manage their time efficiently and are able to plan for the long term. Discipline helps

them consistently pursue their interests and achieve success in various areas and maintain that strong ability that often becomes a desire to **work independently**.

One of the most fascinating characteristics of Enneatype Five is their passion for knowledge. They are hungry for knowledge and is willing to devote time and energy to continuous learning. Their curiosity has no limits; they constantly seek to broaden their horizons. This passion leads them to become an expert in various fields and to maintain an open and flexible mind. The consequence of Enneatype Five's strengths is their **natural openness to change**. They can be flexible and able to adapt to new circumstances with ease. They sees change as an opportunity to grow and learn, rather than as a threat.

Enneatype Five can be an excellent communicator: they express their ideas clearly and persuasively and is equally good at listening to others. They know how to **communicate effectively** in a variety of contexts, from writing to oratory, and are able to adapt communication style to the needs of the audience.

Enneatype Five has a high sense of **self-awareness**: They are able to reflect on themselves deeply and honestly, recognising their own strengths and weaknesses. This ability helps them make thoughtful decisions and constantly work on their personal development. One of the most admirable qualities of Enneatype Five is **humility**. Despite their trademark intelligence and insight, they readily acknowledge that there is always something new to learn and that no one holds all the answers. Humility drives them to remain open to the perspectives of others and to constantly seek to improve.

**Leadership** is often a natural consequence of Enneatype Five: They are often called upon to lead others because of their vision, problem-solving, and communication skills. They can inspire and motivate people and lead teams to success. In highly technical contexts they become a leader not necessarily as a result of a pursued ambition, but as a result of a recognised and conscious superior knowledge of the subject matter that leads them naturally to make or propose decisions, which others follow because of their lesser competence.

## In summary

Enneatype Five is an extraordinary individual who shines in multiple aspects of life.

Thirst for knowledge, insight, creativity, emotional intelligence, passion for knowledge, openness to change, self-awareness, humility, and leadership skills are all qualities that set them apart. They are a true driver of progress and innovation, and their contribution to society is invaluable. their brilliant mind is an inspiration to others, and their constant pursuit of knowledge and personal growth is an example to follow.

Perspicacity

Creativity

Intelligence

Self-discipline

Planning

# Weaknesses of Enneatype Five

A nihilistic, needy, radical and exclusionary temperament makes for a complex and contradictory individual. These characteristics define Enneatype Five, when they often find themselves in conflict with themselves and the world around them. To fully understand it, it is necessary to examine each of these dimensions in detail and consider how they may interact with each other.



01.

Enneatype Five tends toward nihilism, which is that philosophy or attitude that denies or questions the meaning, value, and validity of concepts such as morality, truth, and existence themselves. The nihilist sees the world as lacking intrinsic meaning and often feels **disillusioned**

with institutions, common beliefs, and social structures. This attitude can lead to a deep sense of alienation and disengagement from society.

02.

Enneatype Five **needs the trust** of others: despite their **nihilism**, they have a deep need to find something or someone to trust. This may stem from an awareness of their own disillusionment and a search for a refuge or lifeline in a world that

seems meaningless. The search for trust may manifest in intense interpersonal relationships and a desire for authentic connection with others.

03.

Enneatype Five is **radical**: it tends to adopt extreme positions on philosophical, political or social issues. This behaviour may stem from deep alienation and the belief that only profound change can bring about meaningful transformation. This drives them to fight for what they believe in with zeal and determination. By virtue of the tendency to radicalise,

Enneatype Five may be **inclined to exclude** those who do not share their beliefs. They may find it difficult to tolerate differing viewpoints and confront opposing opinions. This form of closed-mindedness can lead to social isolation and strained relationships with others.

04.

Despite being endowed with empathy, that is, the ability to immediately understand another person's mood and emotional situation even without the use of verbal communication, in the practice of emotional intelligence, which includes **recognising and managing their own emotions and those of others** while

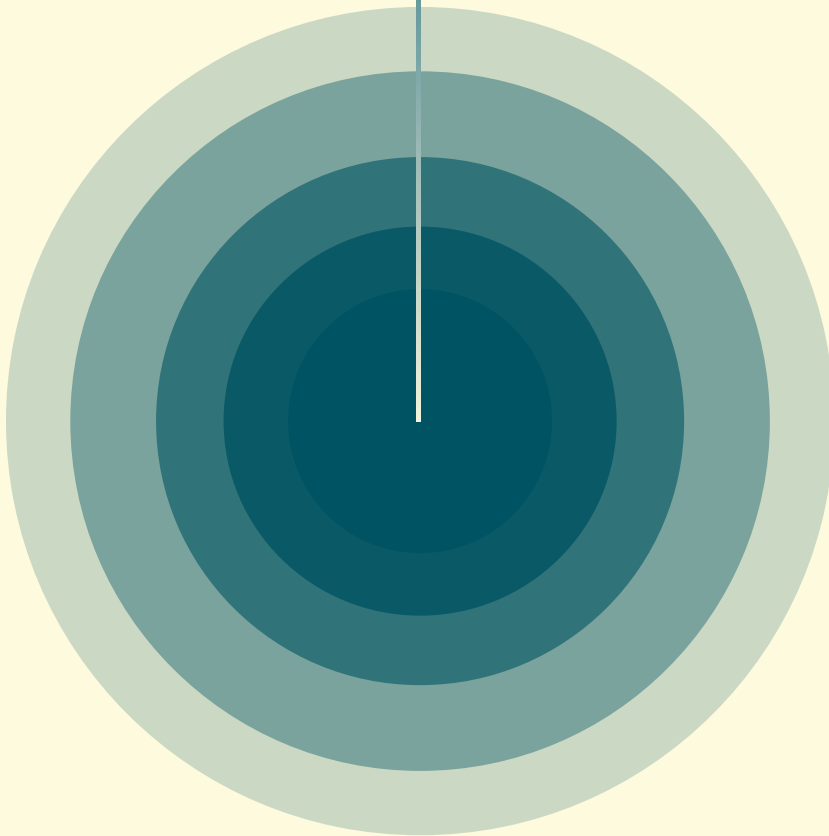
interacting constructively, they tend to keep this understanding to themselves, without communicating it or involving the other person. This can cause the other person to perceive them as disinterested or unable to understand their or her needs.

05.

When they exaggerate in explanations, they go into too much technical detail to gain esteem and recognition from others. It can then be ineffective due to **prolix and overly detailed communication**, heedless of the interlocutor's

level of understanding and real interest. This mode of exposition is often perceived as self-referential.

Disillusionment  
Radicality of approach  
Empathy and dialogue  
about emotions limited  
Alienation  
Prolix in technicalities



Ultimately, the nihilistic, **needy, radical and exclusionary** Enneatype Five is a complex individual who faces an **inner conflict** between disillusionment with the world and a deep desire to find meaning and truth.

These characteristics manifest themselves in various aspects of their life, affecting their relationships, beliefs, and perception of the world around them. Overcoming these challenges requires deep self-reflection, emotional support, and a willingness to explore the contradictions typical of this complex temperament.

# Conflict management

## of Enneatype Five

### 01.

Managing conflict in a business setting is a complex challenge, requiring a range of skills and qualities, including intelligence, perceptiveness, and managing trusting relationships. However, Enneatype Five is also characterised by nihilistic and exclusionary traits, so conflict management can become even more complex and delicate. In this description, we will explore how a person with these traits deals with and manages conflict in the company, considering how their or her positive qualities and negative traits are intertwined.

The Enneatype Five placed in a corporate setting often seeks to fully understand the reasons behind conflicts. Their analytical mind allows them to dig deep into problems and identify underlying causes. Their natural **ability to analyse** can be a great asset in conflict situations, as it **helps to identify the roots of the problem and develop targeted solutions**. Constant curiosity drives them to seek different perspectives and consider alternatives to the conflict situation. This open-minded approach to knowledge makes Enneatype Five willing to listen to the different parties involved and consider their opinions.

### 02.

Enneatype Five's inquisitive nature leads them to ask questions and explore new ideas, thus contributing to a more inclusive work environment. Their perceptiveness allows them to read between the lines and understand the subterranean dynamics that fuel conflict; in fact, they can grasp the nuances of interpersonal relationships and identify unspoken emotions and expectations. This ability helps them perceive latent tensions and intervene in a preventive manner to avoid conflict eruption. However, the presence of nihilistic and exclusionary traits can be a challenge in managing conflicts in the company.

Enneatype Five may in fact tend to see conflicts as inevitable and lacking intrinsic meaning, **questioning the validity of seeking solutions or resolving them**. The nihilistic view may lead to a kind of apathy toward conflicts, which can be detrimental to the work environment. Moreover, if the person is also exclusionary, they may have difficulty engaging different parties in constructive discussion, may be inclined to reject anyone who does not share their or her views, or may reject the idea of collaboration. The exclusionary attitude can make conflict management extremely difficult and hinder the creation of shared solutions.

### 03.

Another trait of Enneatype Five that may influence conflict management is the need for others' trust. If they feel vulnerable in conflicts, they may seek the support or approval of others to provide security for their actions. This need for trust may lead the Enneatype Five to **avoid conflict or seek common ground at all costs**, even at the expense of actual problem resolution. Conflict management also requires the ability to communicate effectively, but a temperament with nihilistic and exclusionary traits may find it difficult to do so. In fact, Enneatype Five may be inclined to dismiss others' opinions without really listening, **making open communication** and reaching common solutions **difficult**. A lack of communication may contribute to the escalation of conflicts and the absence of mutual understanding. To deal with and manage conflict in a business setting, Enneatype Five should balance their positive qualities with an awareness of negative traits. It is important for them to recognise the value of conflict management and the possibility of finding constructive solutions, even if their nihilism might suggest otherwise. Their intelligence and curiosity can be used to seek creative solutions and explore new perspectives. Their perspicacity can be put at the service of identifying the root causes of conflicts and the relational dynamics that fuel them. This ability to read between the lines can help identify the emotions and unspoken needs of the parties involved, facilitating more effective communication. **The need for trust** can be addressed through the development of self-esteem and self-confidence. A temperament in need of trust can work on these personal challenges to feel more confident in dealing with conflict and listening to others' opinions. This inner work can help develop greater emotional resilience.

### 04.

The radicality associated with Enneatype Five can be controlled through greater open-mindedness and willingness to consider different opinions. Working on **listening skills and tolerance for opposing** views becomes an important tension for this temperament because it helps it create a more inclusive work environment and avoid conflict based on even very different positions. Conflict management also requires the **ability to negotiate and seek compromise**. Enneatype Five can learn to find solutions that are acceptable to all parties involved, rather than seeking total victory. Its intelligence and creativity can be used to develop innovative solutions that meet the needs of all. Enneatype Five can work on their or her communication skills to express their or her opinions clearly and respectfully, avoiding the exclusion or dismissal of others' opinions. Open and respectful communication can help overcome barriers to conflict resolution.

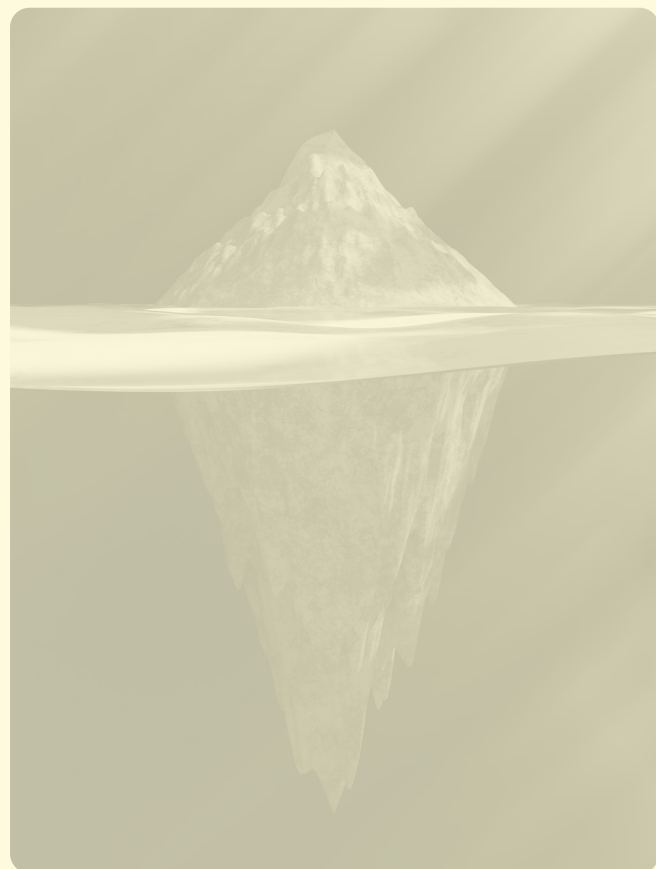
**In summary**, Enneatype Five can deal with and manage conflict in business by developing a specific set of skills and approaches. Importantly, it balances positive qualities with awareness of negative traits, working on communication, negotiation and open-mindedness.

Conflict management requires an ongoing effort to create a more harmonious and productive work environment based on mutual understanding and the search for constructive solutions.

# Working independently

Working independently in a business setting requires a combination of skills, including intelligence, curiosity, insight and confidence. However, when a person is also characterised by nihilistic and exclusionary traits, the challenge of autonomous work can become even more complex. In this description, we will explore how a person with these traits copes with autonomy in a business context, considering how their or her positive qualities and negative traits are intertwined.

Enneatype Five is often **able to work independently successfully**; in fact, they often prefer that. Their keen mind allows them to tackle complex tasks independently, and their constant curiosity drives them to seek new solutions and explore different perspectives.



Enneatype Five's perspicacity enables them to understand the details and nuances of a task or project. They can grasp hidden connections and identify creative solutions. This ability enables them to **excel at solving complex problems** and dealing with challenges effectively.

However, the presence of nihilistic and exclusionary traits can affect the way Enneatype Five approaches autonomous work: they can lead them to question the meaning and validity of their activities, making it difficult to find motivation and make sense in the work environment. In addition, their exclusionary attitude may make them **reluctant to seek help or cooperate with colleagues**, even when they would need it. This can lead them to be inefficient and time-consuming in achieving the effectiveness of a stubbornly autonomously achieved result.

The need for others' trust is another aspect of Enneatype Five that can affect working independently. A temperament in **need of trust** may feel insecure in making decisions or tackling tasks alone. This **need for approval** or support from others may make them dependent on the opinions of others, making autonomous work more complicated.

Therefore, in order to cope successfully with autonomous work, Enneatype Five must strike a balance between their positive qualities and negative traits. their intelligence and curiosity can be used to approach autonomous challenges creatively and to find meaning in the tasks at hand. their perceptiveness can help them identify goals and plan work effectively.

To mitigate the impact of nihilism, Enneatype Five can focus on clear and meaningful goals in their work. Identifying a purpose to activities can help motivate them and overcome the feeling of apathy. In addition, it may be helpful to seek the support of a mentor or trusted colleague who can provide them with an outside perspective and help them maintain focus.

**The need for confidence** can be addressed through the development of self-esteem and self-confidence. Enneatype Five can work on confidence in one's abilities and the ability to make decisions independently.



The exclusionary attitude can be mitigated through the **practice of open**-mindedness and collaboration. Enneatype Five can seek to listen to the opinions of others and accept input from different perspectives. Effective communication is essential to working constructively with others, even when working autonomously. An essential part of working autonomously **is the ability to manage time efficiently**. Enneatype Five may have a tendency to become immersed in details and devote excessive time and attention to a specific task. To avoid this, it is important that They develop time management skills to plan, prioritise, and maintain a balance between tasks.

## In summary

A temperamentally gifted with **intelligence, curiosity, and insight**, they can show great ability to work independently. However, it is important that they balance these qualities with their nihilistic, exclusionary and distrustful traits. Lastly, time management is crucial and not a given for these individuals, as they exhibit the tendency for meticulousness and great attention to detail.

# Teamwork

Enneatype Five is a complex and contradictory temperament. They can push themselves to seek trust in even radical ways, seeking a truth or meaning that constantly eludes them.

This can lead them to **exclude anyone who is not aligned with their beliefs**, creating a vicious cycle of isolation and radicalisation.

To better understand Enneatype Five, it is necessary to examine how these characteristics manifest themselves in various aspects of their life. For example, in interpersonal relationships, the need for trust can lead them to a deep emotional dependence on anyone who seems to offer support and understanding. This dependence can become overwhelming and can lead to dysfunctional relationship dynamics, and clearly this dynamic can be reflected in teamwork.

The radical nature of Enneatype Five often manifests themselves in political and social beliefs.

It can be activist for specific causes and can press for implementing drastic changes in society. However, this same strength can also make them intransigent and incapable of compromise, making it difficult to achieve shared goals with others.

Similarly, they may bring this attitude into teamwork, with a **radical approach based on the level of technical expertise** that leads them to exclude people or opinions that they feel are not up to the task, without valuing viewpoints of others that could still enrich the common approach to understanding the problem or activating a solution.



Enneatype Five may have difficulty tolerating opinions different from their own and may reject those who do not accept their beliefs. Therefore, they may go through periods of deep struggle and discomfort.

The tension between the **desire** for **confidence** and **nihilism** may cause inner conflict and a **feeling of inconsistency**. However, this same tension can also be a motivating force, pushing the Enneatype Five to constantly seek meaning and truth in a world that seems devoid of both. The real important challenge for them in a teamwork context is to be able to do this by cultivating empathy and open dialogue with others.

## In summary

To overcome some of the challenges associated with these characteristics, Enneatype Five might benefit from therapy or emotional support. Therapy can help explore the roots of nihilism and address the fears and insecurities that can fuel it. Building relationships based on trust and mutual respect can also help reduce isolation and promote greater openness to different perspectives. This can open Enneatype Five to an unexpected ability to interact as a team or guide them, drawing on those powerful human and personal qualities of theirs that are often entrenched in the complex structure of their mind and approach to the world.

# Ability to delegate

Effective delegation of tasks in a business setting is a crucial skill to ensure the success of a team and the achievement of business goals. However, when a person possesses a set of characteristics that include intelligence, curiosity, insight, but also nihilistic, exclusionary traits and the need for trust, delegation can pose a complex challenge. In this description, we will explore how a person with these characteristics handles task delegation in the company, considering how their or her positive qualities and negative traits are intertwined.

Enneatype Five, in a business setting, is often gifted with the **ability to assess the strengths and weaknesses of their team members**. their keen mind enables them to recognise the skills and abilities of their colleagues, and their constant curiosity leads them to learn how each team member works best; their deep understanding of the resources at their disposal enables them to make judicious choices in the delegation of tasks. Enneatype Five uses their perspicacity to read between the lines and to understand relational dynamics. They can **perceive the nuances of interactions among team** members and detect any latent tensions or conflicts. This awareness enables them to avoid task assignments that could intensify interpersonal tensions or create misunderstandings.

However, this is often an analysis that keeps to themselves, resulting in **poor communication and feedback** regarding the assignment or non-assignment of a delegation or otherwise limited to the technical aspects alone, neglecting the motivational ones, which can be just as, if not more important in the assignment of a delegation.

The nihilistic traits of their temperament may affect the way Enneatype Five handles the delegation of tasks. In fact, they may lead them to question the meaning and importance of company activities and responsibilities, making the task assignment process difficult. They may question whether what They are doing really has a significant impact, which may lead them to **apathy in handling responsibilities**.



The exclusionary attitude may make Enneatype Five reluctant to share control or involve team members in decisions. They may be inclined to believe that They alone can handle certain tasks effectively. This attitude may **make it difficult to delegate tasks** and prevent the team from growing and developing.

The need for others' trust can influence delegation in various ways. Enneatype Five may in fact be **reluctant to delegate important tasks for fear of not being able to control the outcome**. This may lead Them to have difficulty trusting team members completely and to feel constantly tempted to check their work by going vertical about everything.

To meet the challenge of delegation in a business context, Enneatype Five must strike a balance between their positive qualities and negative traits. Its intelligence and curiosity can be used to develop a delegation process based on a judicious assessment of the skills and abilities of team members. This process can be based on hard data and a thorough understanding of business needs, focusing on measurable and meaningful **goals in the delegation process**.

Recognising the importance of assigning responsibility and supporting the work of the team can help find meaning and purpose in delegation activities.

Enneatype Five can address the need for others' trust through the development of self-esteem and self-confidence. Support and positive feedback can help strengthen their confidence in the team's ability to perform assigned tasks.

Enneatype Five's tendency to exclude can be mitigated through the practice of open-mindedness and collaboration. It can commit to involving all members in delegation decisions and recognising their contributions. **Open communication** and team **involvement in decisions** can help create a more inclusive work environment. For example, activating effective team meetings for sharing goals and monitoring assigned delegations, rather than tending toward informal one-on-one meetings that can clearly cause poor levels of communication in the team. Time management is essential to ensure effective delegation of tasks. Enneatype Five must be able to efficiently plan group activities, setting priorities and managing deadlines. Their or her intelligence and perceptiveness can be used to develop a well-structured delegation plan and to monitor work progress, where communication is critical in the delegation of tasks. The Enneatype Five must be able to clearly communicate goals, expectations and responsibilities to team members, listening to opinions and encouraging questions from others.

## In summary

Enneatype Five can address task delegation in business by developing a specific set of skills and approaches: they must balance positive qualities with awareness of negative traits by working on communication, time management, and open-mindedness. Effective delegation requires an ongoing commitment to develop the team, achieve business goals, and create a more inclusive and productive work environment that can build and consolidate trust over time.

## Conclusions

Enneatype Five is characterised by a **deep quest for knowledge**, a **natural inclination to observe**, and a strong need to understand the world around them. They are **intelligent and reserved**, may appear distant but is actually seeking meaningful connection and an environment in which to cultivate a passion for learning.

Enneatype Five is a true **driver of progress** and innovation, and their contribution to society is invaluable.

However, the tendency toward nihilism, the need for trust, and the propensity to exclude risk creating or exacerbating an inner conflict between disillusionment with the world and a deep desire to find meaning and truth.

Therefore, it is important for this Enneatype to balance positive qualities with awareness of negative traits, including emotions, by working on communication, negotiation and open-mindedness.

Conflict management represents an ongoing effort for Enneatype Five to be able to create a more harmonious and productive work environment based on mutual understanding and the search for constructive solutions.

In autonomous work, on the other hand, the Enneatype Five takes advantage of time management skills, a key quality where the tendency toward meticulousness and attention to detail presents themselves. The Enneatype Five operates effective delegation when They are within a competent team that They can trust, both in skills and relationships, focusing it on achieving business goals and creating a more inclusive and productive work environment.

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The Enneatype Five who knows how to express their or her potential to the fullest can be a highly valuable resource for themselves or herself and the people who refer to Them and about Them, both in personal and in professional and corporate settings.

