



kairos
K O A C H I N G



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- Life Coach
- Leadership Training Coach
- Enneagram Coach

kai·ros

[ˈkīräs] *noun, Greek*

the perfect, delicate, crucial moment; the fleeting rightness of time and place that creates the opportune atmosphere for action, words or movement



The Enneagram

What is it and How can I use it?

The Moral Perfectionist EQ Summary Board

Strengths	Challenges
<ul style="list-style-type: none"> • Self-Control = restraint over one's impulses, emotions, or desires • Trustworthiness = maintaining a standard of honesty and integrity • Resiliency = capacity to endure in the face of obstacles • Achievement Drive = meeting or improving standards of excellence 	<ul style="list-style-type: none"> • Self-Awareness = identifying one's thought processes, emotions, and skills • Empathy = awareness of and participation in other's feelings, ideas, and needs. • Optimism = ability to anticipate and expect the best possible outcome • Adaptability = flexibility in handling change



Leadership for the 1

The Moral Perfectionist

These leaders get the job done, allowing little to no room for error. Trusting that others can carry out tasks to meet their standards is challenging, which results in difficulty delegating. As you become aware of these patterns, be willing to mentor others trusting their abilities and value their input, relieving yourself of the burden of doing it all yourself.



The Perfectionist

STRENGTHS:

- Leads through example
- Organized
- Consistent
- Responsible
- Pragmatic
- Attention to detail

CHALLENGES:

- Reactive and critical
- Overly involved in operational details
- Opinionated
- Inflexible

The Perfectionist

DO'S

- Leverage a One's remarkable talent for quickly spotting mistakes and improving things.
- One's value clarity. Explain exactly how you want a job done and give them deadlines.

DON'T'S

- Don't allow a One to put off starting or completing a project for fear they won't do it perfectly.
- Don't let a One redo work they think others have failed to do right the first time.

The Helper: EQ Summary Board

Strengths	Challenges
<ul style="list-style-type: none"> • Empathy = awareness of and participation in others feelings, ideas, and needs. • Optimism = ability to anticipate and expect the best possible outcome • Cooperation = working with others toward shared goals. • Communication = listening openly and sending convincing messages 	<ul style="list-style-type: none"> • Self-Awareness = identifying one's thought processes, emotions, and skills • Self-Control = restraint over one's impulses, emotions or desires. • Self-Confidence = confidence in one's powers and abilities • Achievement Drive = meeting or improving standards of excellence



Leadership for the 2

The Supportive Advisor

These leaders can get caught in their need to be seen as helpful. Their “people-pleasing” behaviors such as flattery and being overly generous can often get in the way of them taking a firm stand when it’s needed. To be an effective and truly selfless leader, let go of the need to care for everyone else, and make your own needs an equal priority.



The Helper

STRENGTHS:

- Leads through motivation
- Develops excellent relationships
- Supportive
- Resourceful

CHALLENGES:

- Often overly relationship-focused
- Difficulty saying “no” or setting boundaries
- Being too involved

The Helper

DO'S

- Leverage a Two's highly developed interpersonal skills by placing them in positions where there's a lot of customer or people contact.
- Twos want your approval. Frequently, express appreciation for their work.

DON'T'S

- Two's have difficulty saying 'no' when people make requests for help. Don't take advantage of them.
- Don't harshly criticize or publicly embarrass a Two.

The Achiever: EQ Summary Board

Strengths	Challenges
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Leadership for a 3

Successful Achiever

These leaders aren't aware of their personality type. They live and lead in reaction to an unconscious belief that they are worthless. Thus, they are always trying to prove themselves. They strive for validation by overachieving, often becoming outstanding in their field, yet frequently at the expense of their personal relationships and emotions. Get in touch with yourself, and accept that your value comes from who you are and not what you do. You can be an authentic and inspiring leader without needing to be the "shining star". Relax into a more motivational role so you can benefit the team and organization.



The Achiever

STRENGTHS:

- Leads through clear goals
- Focused
- Entrepreneurial spirit
- Lots of energy
- Has a “can do” attitude

CHALLENGES:

- Often too competitive
- Abrupt when stressed
- Impatient with lengthy conversations
- Workaholic

The Achiever

DO'S

- Three's want to win. Set clear performance targets and success measurements.
- Offer rewards, bonuses, and advancement for good work.

DON'T'S

- Don't allow Three's to cut corners for the sake of 'getting things done first'.
- Don't let Three's run over co-workers on the way to the goal line.

The Individualist: EQ Summary Board

Strengths	Challenges
<ul style="list-style-type: none">• Self- Awareness = ability to identify one's thought processes, emotions, and skills• Trustworthiness = maintaining standards of honesty and integrity• Empathy = awareness of and participation in other's feelings, ideas, and needs.• Communication = listening openly and sending convincing messages	<ul style="list-style-type: none">• Self-Confidence = confidence in one's powers and abilities• Optimism = ability to anticipate and expect the best possible outcome• Adaptability = flexibility in handling change• Achievement Drive = meeting or improving standards of excellence

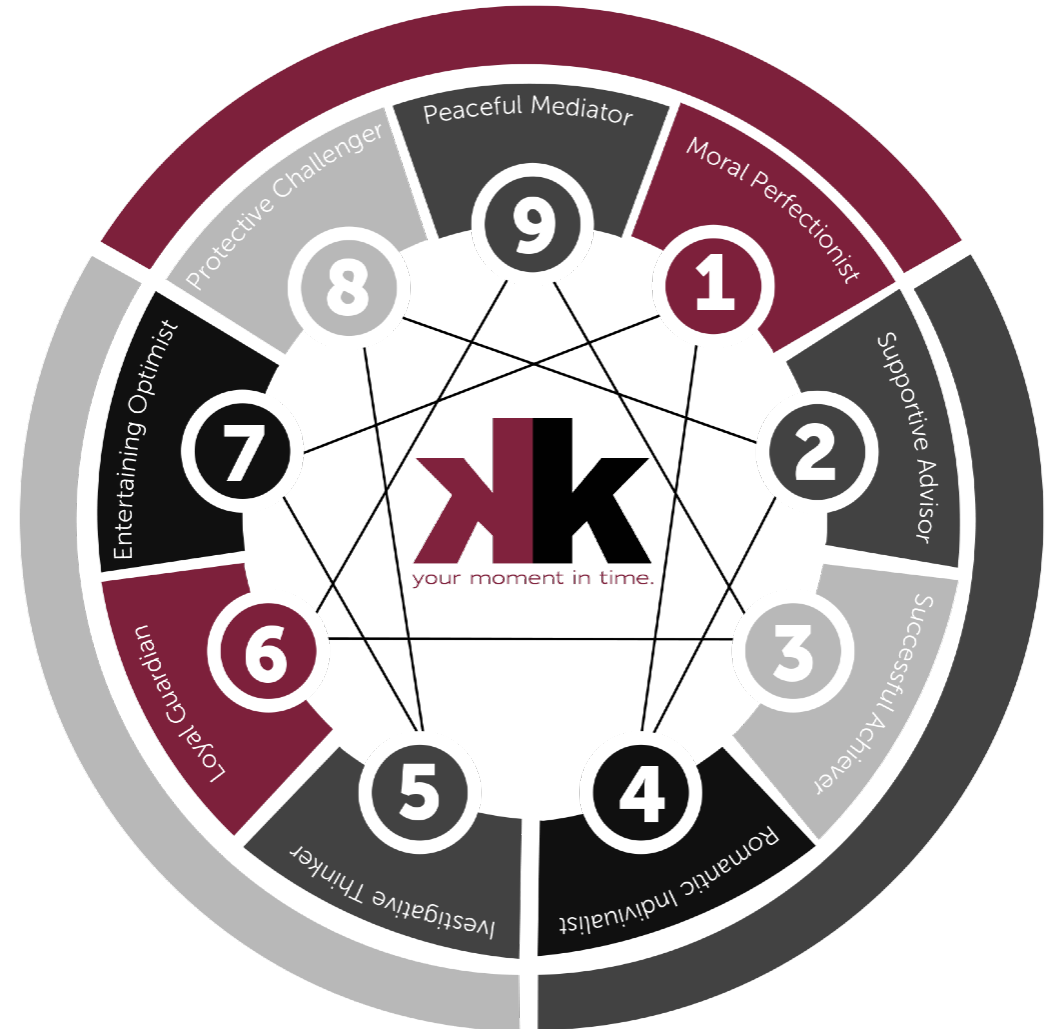


Leadership for the 4

The Romantic Individualist

These leaders struggle with fitting in—with their families, organizations, or society at large—believing they are somehow flawed. To compensate for this, they set themselves apart by identifying themselves as “special” or “unique”.

To be an effective leader, you must let go of your story and step into a sense of belonging to your team and organization. As you do this, bring your gift of creativity forth, making you an intuitive and gifted leader.



The Individualist

STRENGTHS:

- Leads with values-based vision
- Creative
- Inspiring
- Compassionate
- Interpersonal connectedness

CHALLENGES:

- Often too intense or moody
- Over-emphasize feelings
- Over sensitive
- Withdrawn

The Individualist

DO'S

- Let Four's express their creativity, depth, and distinct style.
- Make sure Four's know you understand and respect their unique perspective and creativity.
- Encourage Fours to balance their emotional depth with more critical thinking.

DON'T'S

- Don't minimize a Four's feelings or tell them to 'cheer up' when they are down. It will only exacerbate the problem.
- Avoid criticizing a Four by negatively comparing their work to that of other team members.

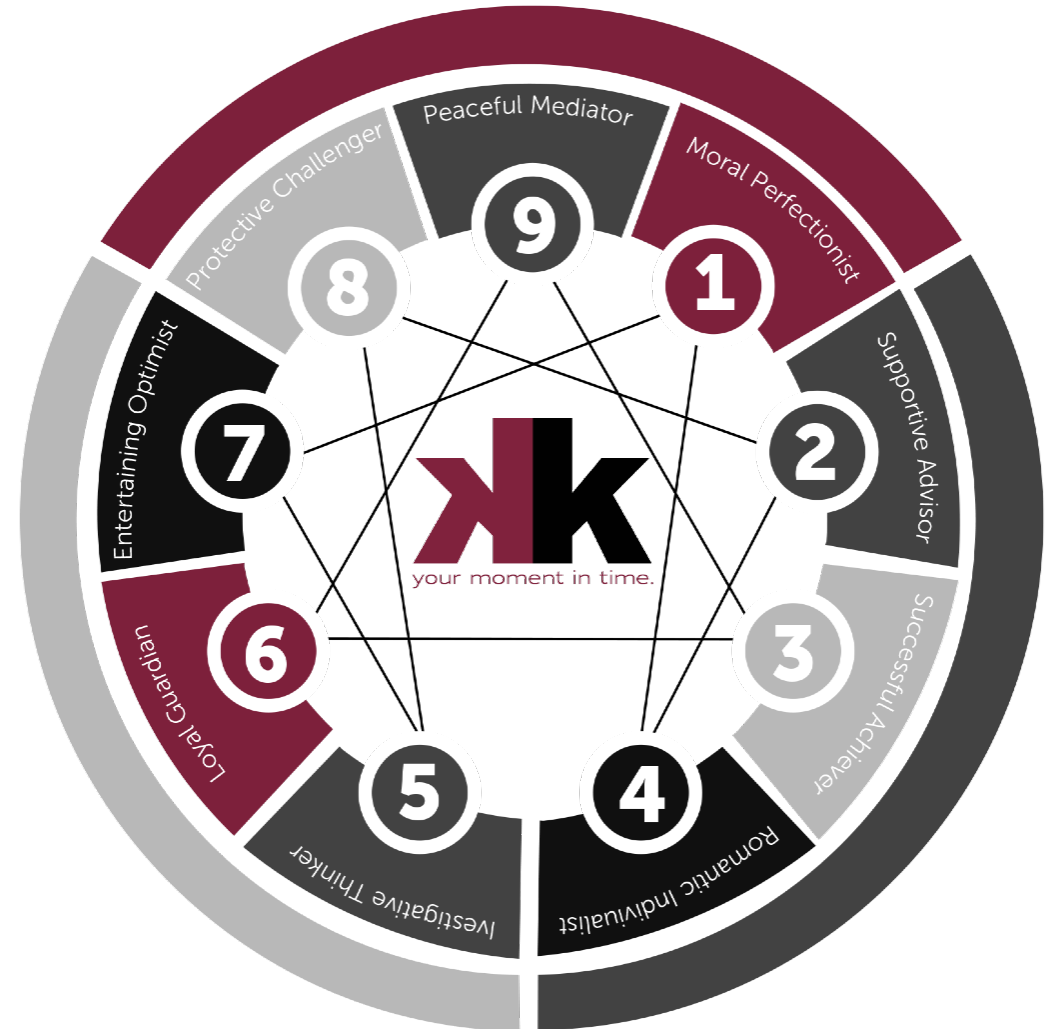
The Thinker: EQ Summary Board

Strengths	Challenges
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Leadership for the 5 Investigative Thinker

These leaders often appear detached from the team, however, they are actually observing every detail. They have an unconscious fear of being inadequate or unable to function in the world. They are extremely intelligent. They become experts in one area and connect to the group using this expertise, resulting in confidence. Use your clarity as a strength and let it benefit those around you.



The Thinker

STRENGTHS:

- Leads through research and planning
- Logical insight and analysis
- Objective
- Has great expertise

CHALLENGES:

- Often detached
- Remote or aloof
- Overly independent
- Uncomfortable engaging others
- Overly cerebral

The Thinker

DO'S

- Give Fives a project, tell them when it's due, and let them get it done however and wherever they choose.
- Fives need predictability. Let them know what demands will be placed on them every day, so they can accurately apportion their energies.

DON'T'S

- Don't ask a Five to spontaneously give a presentation or report. They like time to prepare.
- Fives value privacy and uninterrupted work time. Don't make them work in open spaces or high traffic zones.

The Loyalist: EQ Summary Board

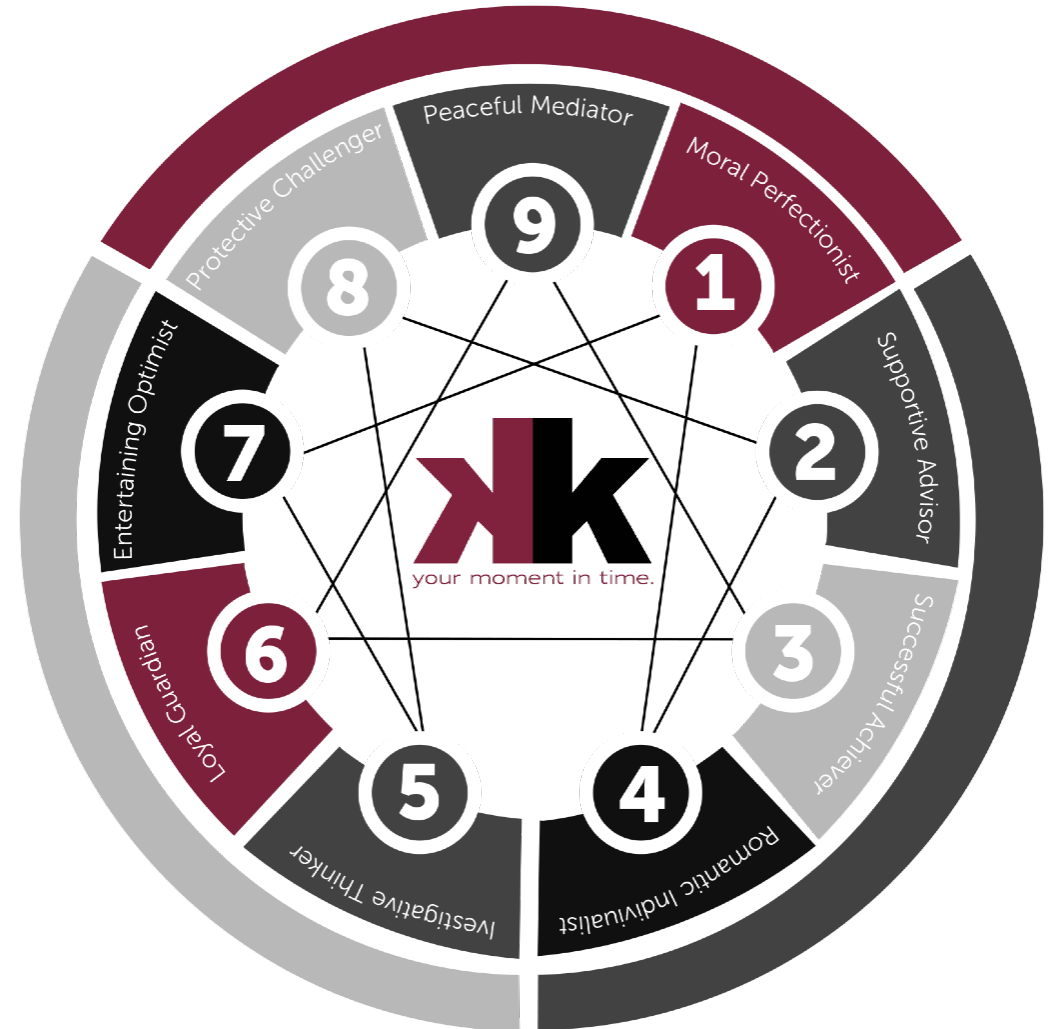
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Leadership for the 6

Loyal Guardian

These leaders are the glue that holds the team together. They are excellent troubleshooters and have plan for every worst case scenario. This comes from a lack of trust that they are supported in return. At their best, they let go of their skepticism and lead from a place of trust. It allows them to shine in their ability to pay attention to the details that need to be addressed in order for the team to be successful. They are natural leaders; however, they don't want all the credit.



The Loyalist

STRENGTHS:

- Leads through collaboration
- Creatively problem solves
- Risk assessment (sees the big picture)
- Loyal
- Perseveres

CHALLENGES:

- Often too wary and cautious or too risky
- Too compliant or too defiant
- Projects feelings and thoughts

The Loyalist

DO'S

- Listen patiently when Sixes ask questions about new initiatives and address their concerns.
- Be transparent, treat people fairly, and deliver on what you promise.

DON'T'S

- Don't ignore Sixes when they point out the flaws in a plan. Every leader needs a devil's advocate on his or her team.
- Don't let Sixes slip so far into a "what if" mentality that they don't take any risks or try something new.

The Optimist: EQ Summary Board

Strengths	Challenges
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Leadership for the 7

Entertaining Optimist

These leaders are visionaries, endlessly generating new ideas. They have an insatiable appetite for new experiences and a fear of missing out on them. Thus, they pursue many activities with abandon. Their challenge is carrying their brilliant ideas to fruition, as they are easily distracted by the next great project. Become aware of this, and prioritize and focus your efforts. You will step into your true gift of delivering a brilliant vision for your team and organization.



The Enthusiast

STRENGTHS:

- Leads through innovation
- High Energy
- Idea generator
- Enthusiastic
- Curious
- Engaged

CHALLENGES:

- Being impulsive and unfocused
- Avoids difficult issues
- Rationalizes
- Lack of thorough follow-up

The Enthusiast

DO'S

- Give talented Sevens a long leash, multifaceted job descriptions, and encouragement to stay on track.
- Sevens are visionaries. Take advantage of their ability to synthesize information, spot unseen patterns, and connect the dots inside complex situations.

DON'T'S

- Don't let optimistic Sevens downplay or wallpaper over problems or failures.
- Sevens are distractible. Hold their feet to the fire until they complete a job.

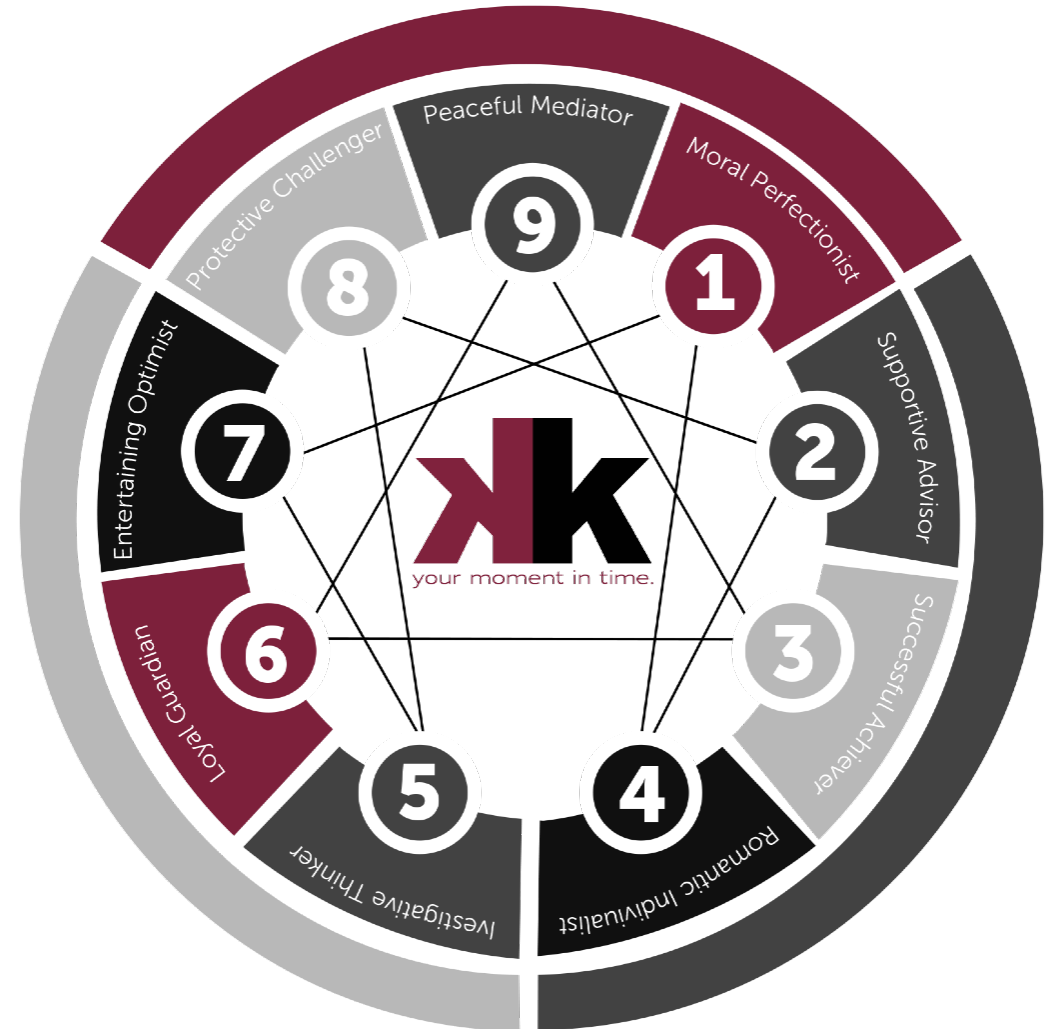
The Challenger: EQ Summary Board

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Leadership for the 8: The Protective Challenger

These leaders can engage in bullying when they feel their sense of control is threatened. They may become willful, vengeful, or demanding. However, when they relax knowing their control is not threatened, they are able to connect through their heart and vulnerability. At their best, they are strong leaders with big hearts!



The Protective Challenger

STRENGTHS:

- Leads through strategic vision
- Understands influence networks
- Honest
- Bold
- Takes Action

CHALLENGES:

- Controlling and demanding
- Gets agitated with slow pace or lack of big action
- They get highly over-extended

The Protective Challenger

DO'S

- Eights test authority. Set limits, provide regular, straightforward feedback, and establish clear boundaries.
- Always tell Eights the truth, the whole truth and nothing but the truth even when things are bad.

DON'T'S

- Eights respect strong leaders. Don't waffle or waver when you commit to a course of action.
- Don't let Eights take action too quickly without considering the consequences or consulting with others.

The Peacemaker: EQ Summary Board

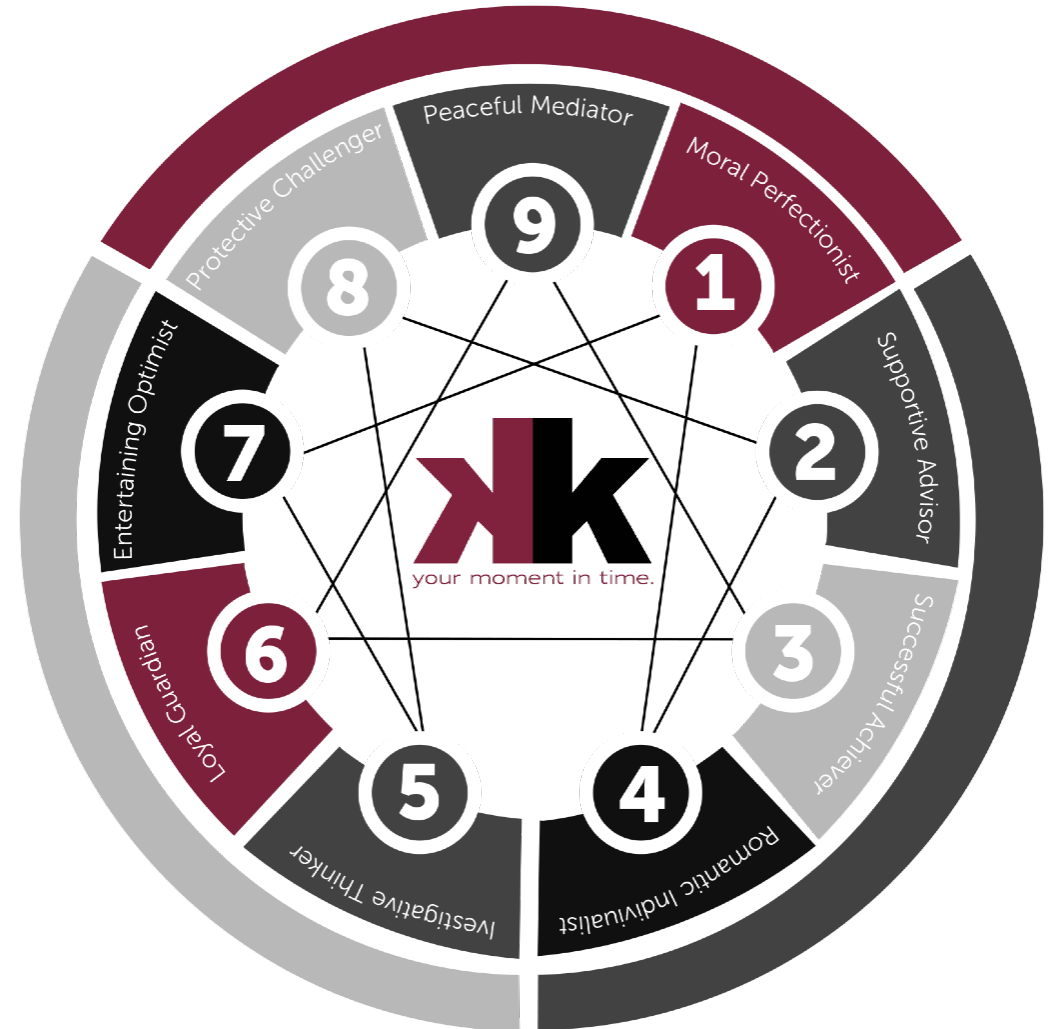
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Leadership for the 9

Peaceful Mediator

These leaders are generally easy and kind. They have an unconscious need for peace and harmony, which can result in them overlooking problems that impact the organization. They have a tendency to withdraw and disengage. When they are unaware of these tendencies, their teams become frustrated with their inability to step in and take a stand. They shine as leaders when they can maintain their serene nature while engaging in and dealing with the reality of what the team is facing. At their best, they lead with a peaceful and grounded style.



The Peacemaker

STRENGTHS:

- Leads through diplomacy
- Consensus
- Inclusive
- Patient
- Respects others
- Consistent

CHALLENGES:

- Unassertive
- Avoids conflict
- Overly accommodating
- Indecisive
- Low energy

The Peacemaker

DO'S

- Establish clear expectations and performance goals.
- Encourage Nines to express their personal opinions and preferences rather than mirror those of the group.

DON'T'S

- Don't let Nines sell themselves short. They have considerable skills but tend to undervalue them.
- Nines need time to process. Don't ask them to make quick decisions.

Growing In EQ:

SELF-AWARENESS: If you are self aware, you always know how you feel, and you know how your emotions and your actions can affect the people around you.

- **Keep a Journal:** spend a few minutes a day writing out your thoughts and emotions.
- **Slow Down:** Use the STOP analogy
 - S=Stop
 - T=Think
 - O=Observe
 - P=Proceed

Growing In EQ:

Self-Regulation: leaders who regulate themselves effectively rarely verbally attack others, make rushed emotional decisions, stereotype people, or compromise their values.

- Know your values
- Hold yourself accountable-take ownership
- Practice being calm or “the pause”

Growing In EQ:

Motivation: Self-motivated leaders work consistently move toward their goals, and they have extremely high standards for the quality of their work.

- Examine why you are doing the job you are in.
- Know where you stand: Know how motivated you are to lead people.
- Be hopeful and find something good: motivated leaders find the silver lining.

Growing In EQ:

Empathy: For leaders, this is critical to managing a successful team or organization. They have the ability to put themselves in someone else's shoes.

- Practice putting yourself in someone else's position.
- Pay attention to your body language.
- Respond to feelings: acknowledge what others share with you.

Growing In EQ:

Social Skills: Leaders who do well in the social skills element of EQ are great communicators. They are just as open to hearing bad news as good and they are expert at getting their team to support them and be excited about a new mission or project.

- Learn conflict resolution
- Improve your communication skills: Role playing
- Learn how to praise other: through your own daily gratitude

The background of the image consists of dense green foliage, likely olive branches, with small, light-colored flowers or buds. The lighting is bright, creating a soft, ethereal glow. A semi-transparent white rectangular box is centered over the image, containing the text.

Thank You!
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