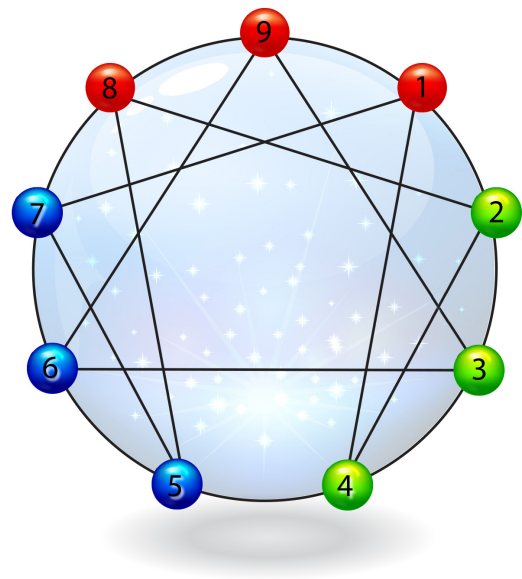
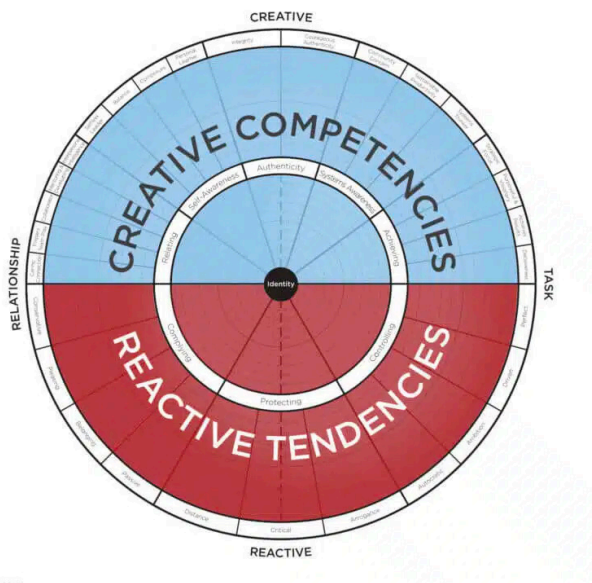


## LCP + ENNEAGRAM TOOL

### Enneagram Insights to Enrich an LCP 360 Debrief



# The LCP + Enneagram: A DCI Resource

## A Pathway to Creative and Wholistic Leadership

### Introduction: Two Maps of Transformation

#### Leadership as a Living Art

At the Deep Coaching Institute, we view leadership as an inner and outer art — a living expression of consciousness in action. Leadership is not simply about doing; it is about *being* in a way that evokes wholeness and creativity in others. In this view, leadership becomes an act of love — a daily practice of bringing awareness, presence, and compassion into motion through choice, relationship, and impact.

The Leader's Muse Institute, which informs DCI's philosophy, approaches leadership as a continual process of awakening. As consciousness deepens, so does a leader's capacity to see, sense, and shape reality with grace and coherence. Two frameworks that can play a powerful role in this awakening are — the Leadership Circle Profile (LCP) and the Enneagram.

#### Two Complementary Maps

The **The Leadership Circle Profile** offers a **mirror of behavior** — a 360-degree reflection of how a leader's consciousness is experienced by others. Its circular design mirrors the wholeness of human potential: the upper hemisphere representing **Creative** competencies such as *authenticity, self-awareness, and relational intelligence*, and the lower hemisphere revealing **Reactive** tendencies rooted in *control, compliance, or self-protection*.

The **Enneagram**, on the other hand, maps the **interior landscape of motivation** — the nine archetypal strategies by which human beings seek love, safety, and significance. Beneath every LCP data point lies one of these deeper patterns of perception, fear, and longing. When understood through a **presence-oriented** lens, the Enneagram reveals not only what constrains a leader, but what is waiting to emerge when awareness replaces reactivity.

#### Why They Belong Together

When the LCP and Enneagram are brought together through the practice of Deep Coaching, they form a complete system of transformation — outer reflection meets inner revelation. The LCP shows the “what” of leadership behavior; the Enneagram explains the “why.” Deep Coaching integrates the two through the “how” — cultivating the awareness that transforms fear-based identity into creative expression.

Together, these frameworks trace a single movement of consciousness: from reactivity to creativity, from constriction to expansion. The result is not merely improved performance, but awakened presence — leadership that is authentic, adaptive, and whole.

*“The LCP shows what is seen. The Enneagram reveals why it arises.  
Together, they illuminate how transformation unfolds.”*

# The LCP + Enneagram: A DCI Resource, cont.

## A Pathway to Creative and Wholistic Leadership

### CHART 1: The Three Relational Stances and Their LCP Parallels

#### *From Reactive Strategies to Creative Expression*

This chart maps how the Enneagram's three relational stances—the instinctive ways we move toward, against, or away from others—correspond to the Leadership Circle Profile's Reactive tendencies. Each stance reveals a distinct strategy for navigating safety and belonging, and each offers a precise "Presence Lever" that restores balance and awakens Creative leadership.

Enneagram Relational Stance / Triad	Movement	LCP Parallel (Reactive Hemisphere)	Primary Reactive Strategy	Presence Lever (for Transformation)	Core Shift (Constriction → Expansion)	Creative Expression (Upper Hemisphere)
<b>Complying / Dutiful (1-2-6)</b>	<i>Moves toward others</i>	<b>Complying Reactivity</b>	Seeks approval, aligns, over-responsible	<b>Quiet Head</b> – restoring clarity and perspective	From <i>duty</i> → <i>discernment</i>	<ul style="list-style-type: none"> <li>• Integrity</li> <li>• Humility</li> <li>• Courageous Authenticity</li> </ul>
<b>Assertive/ Controlling (3-7-8)</b>	<i>Moves against others or challenges</i>	<b>Controlling Reactivity</b>	Drives outcomes, asserts will, resists limitation	<b>Open Heart</b> – softening into empathy & attunement	From <i>force</i> → <i>connection</i>	<ul style="list-style-type: none"> <li>• Courageous Authenticity</li> <li>• Relating</li> <li>• Purposeful Vision</li> </ul>
<b>Withdrawn/ Protecting (4-5-9)</b>	<i>Moves away from intensity</i>	<b>Protecting Reactivity</b>	Withdraws, detaches, avoids overwhelm	<b>Grounded Body</b> – awakening vitality & participation	From <i>absence</i> → <i>engagement</i>	<ul style="list-style-type: none"> <li>• Composure</li> <li>• Decisiveness</li> <li>• Integrative Presence</li> </ul>

# The LCP + Enneagram: A DCI Resource, cont.

## A Pathway to Creative and Wholistic Leadership

### Working with Chart 1 – The Three Triads and Their LCP Parallels

The **Integration Map** below illustrates how the Enneagram's three relational stances correspond to the Leadership Circle Profile's Reactive tendencies—and how awareness can transform them into Creative expression.

Each triad represents a fundamental orientation to life and leadership:

- **Complying (Types 1-2-6)** – moving *toward* others to gain safety or approval.
- **Controlling (Types 3-7-8)** – moving *against* challenges or the environment to assert influence.
- **Protecting (Types 4-5-9)** – moving *away* from intensity to preserve autonomy or equilibrium.

The **Presence Lever** column identifies the specific capacity that rebalances each stance—Head, Heart, or Body—showing where awareness restores equilibrium. This is not a linear “ascent,” but a shift in state: **from constriction to expansion**.

As you read across the chart, notice how each triad's **Primary Reactive Strategy** reveals what drives constriction, and how the **Presence Lever** and **Core Shift** describe the inner movement that liberates creative energy. The final column, **Creative Expression**, names the leadership capacities that naturally emerge when Presence is restored—qualities that the LCP measures as hallmarks of Creative leadership.

#### How to use this chart:

- As a **lens** to interpret LCP results through the deeper motivations of the Enneagram.
- As a **developmental guide** to identify where Presence is needed—quieting the head, opening the heart, or grounding in the body.
- As a **conversation tool** for helping leaders recognize that every reactive tendency reveals an **untapped inner resource**—a hidden aspect of their **true self or essence**. When met with awareness and inner work, what once appeared as limitation becomes access to their **authentic power**, the innate **superpower** that fuels creative leadership.

#### Essence of the chart:

Each reactive stance reflects an intelligent but limited strategy for safety. Presence unveils the deeper essence within—transforming defense into authenticity, and authenticity into creative expression.

# The LCP + Enneagram: A DCI Resource, cont.

## A Pathway to Creative and Wholistic Leadership

### CHART 2: Type-by-Type Integration Map

#### *Connecting the Inner Drivers (Enneagram) with Outer Behaviors (LCP)*

This diagram translates the Integration Map into a dynamic visual—three pathways of transformation through the Quiet Head, Open Heart, and Grounded Body. Each center is a **portal** that helps consciousness reorganize itself from reactivity to creativity—not as a technique, but as a lived process of returning to Presence. These portals are **entryways into awareness itself**, each offering a distinct yet complementary way to restore balance and wholeness. The flow is **organic, not linear**—a continuous rhythm of constriction and expansion that gradually weaves Head, Heart, and Body into integrated coherence.

Type	Core Enneagram Pattern	Reactive Expression in LCP Terms	Presence Lever	Emergent Creative Competencies
<b>1 – Reformer</b>	Anger/Resentment → Perfectionism	Over-control, critical tone, moral rigidity	Quiet Head (relax body→ clear mind)	<ul style="list-style-type: none"> <li>Integrity</li> <li>Composure</li> </ul>
<b>2 – Helper</b>	Pride → Over-giving	Pleasing, rescuing, approval-seeking	Quiet Head (self-inclusion)	<ul style="list-style-type: none"> <li>Relating</li> <li>Authenticity</li> </ul>
<b>3 – Achiever</b>	Vanity → Image management	Over-driving, performance orientation	Open Heart (feel before doing)	<ul style="list-style-type: none"> <li>Courageous Authenticity</li> <li>Relating</li> </ul>
<b>4 – Individualist</b>	Envy → Emotional intensity	Withdrawal, mood reactivity, over-identification	Grounded Body (anchor feeling)	<ul style="list-style-type: none"> <li>Composure</li> <li>Relating</li> </ul>
<b>5 – Investigator</b>	Avarice → Detachment	Intellectual isolation, withholding	Grounded Body (breath / belly)	<ul style="list-style-type: none"> <li>Systems Awareness</li> <li>Relating</li> </ul>
<b>6 – Loyalist</b>	Fear → Doubt / Anxiety	Cautious, defensive, over-compliant	Quiet Head (trust awareness)	<ul style="list-style-type: none"> <li>Courageous Authenticity</li> <li>Purposeful Vision</li> </ul>
<b>7 – Enthusiast</b>	Gluttony → Avoidance of pain	Scattered focus, impulsive control	Open Heart (savor stillness)	<ul style="list-style-type: none"> <li>Composure</li> <li>Purposeful Vision</li> </ul>
<b>8 – Challenger</b>	Lust / Excess → Domination	Intensity, impatience, overpowering	Open Heart (soften chest / include others)	<ul style="list-style-type: none"> <li>Relating</li> <li>Integrity</li> </ul>
<b>9 – Peacemaker</b>	Sloth → Self-forgetting	Passivity, disengagement, avoidance	Grounded Body (reclaim energy)	<ul style="list-style-type: none"> <li>Decisiveness</li> <li>Integrative Presence</li> </ul>

# The LCP + Enneagram: A DCI Resource, cont.

## A Pathway to Creative and Wholistic Leadership

### Use:

This map can be used by coaches as a quick-reference visual during LCP debriefs or team development sessions—linking each type’s inner stance to observable leadership behaviors and identifying the precise Presence Lever that restores balance.

### Working with Chart 2 – Type-by-Type Integration Map

Chart 2 takes the integration one level deeper. While Chart 1 maps the *collective energies* of the three triads, this chart explores how each Enneagram type expresses its unique pattern of reactivity in Leadership Circle Profile (LCP) terms—and how Presence transforms that pattern into creative expression.

Each row can be read as a **micro-map of transformation**:

- The **Core Enneagram Pattern** reveals the underlying emotional habit and fixation that drive reactivity.
- The **Reactive Expression** column shows how that inner pattern manifests in observable LCP behaviors—the outer signs of inner contraction.
- The **Presence Lever** identifies the center of intelligence that restores balance and brings the system back into coherence.
- The **Emergent Creative Competencies** describe the capacities that naturally unfold when the type’s essential energy is liberated—qualities the LCP recognizes as hallmarks of Creative leadership.

This chart is best used as a **coaching companion**—a bridge between data and awareness. In a debrief or developmental conversation, it helps both coach and leader see that what appears as “reactive behavior” is not a flaw to be fixed, but a **signal of what’s ready to evolve**. Each pattern conceals its own medicine: the hidden capacity of essence waiting to be embodied.

### How to use this chart:

- As a **mirror of motivation**—linking the outer behavior patterns revealed by the LCP to the inner architecture illuminated by the Enneagram.
- As a **practice guide**—inviting specific awareness practices based on the type’s Presence Lever: quieting the head, opening the heart, or grounding in the body.
- As a **conversation tool**—to help leaders realize that their most challenging tendencies are gateways to their greatest gifts. When awareness replaces reactivity, the very energy that once distorted expression becomes the source of authentic power, creativity, and love.

### Essence of the chart:

Every reactive pattern conceals an untapped potential—an expression of essence waiting to come forward. When leaders engage Presence through the appropriate center, reactivity dissolves, coherence returns, and the Creative self naturally emerges.



# The LCP + Enneagram: A DCI Resource, cont.

## A Pathway to Creative and Wholistic Leadership

### Bringing It All Together: From Maps to Lived Presence

The LCP and the Enneagram, when united through the Deep Coaching approach, form a complete inner technology of transformation. The LCP reveals the *mirror of behavior*—how a leader's consciousness expresses through action and impact. The Enneagram reveals the *map of motivation*—the inner architecture of attention, emotion, and belief that gives rise to those behaviors. Presence brings the two together, transforming information into integration.

Across all nine types and three triads, the same movement is at play: **consciousness reorganizing itself from reactivity to creativity, from constriction to expansion**. Each reactive pattern that appears in the LCP holds within it the seed of its own transformation. When leaders engage awareness through the appropriate center—quieting the Head, opening the Heart, or grounding in the Body—the system realigns. Reactivity softens, coherence returns, and the leader's true nature begins to shine through.

In this sense, the LCP + Enneagram integration is not simply a developmental model; it is a **practice of remembering**. Each pathway invites a leader to return to what has always been whole: the essential intelligence and goodness at the core of being.

As leaders learn to inhabit this deeper Presence, their behavior naturally reflects the upper hemisphere of the LCP—**creative leadership as essence expressed**:

- Integrity that arises from inner alignment.
- Relating that flows from genuine empathy and openness.
- Purposeful Vision that emerges from connection to something larger than self.

When viewed this way, leadership is no longer about fixing or striving—it becomes a spiritual practice of awareness in motion. The same feedback that once felt exposing becomes liberating, revealing where love, truth, and courage are waiting to emerge.

#### At the heart of this integration:

Every pattern holds a doorway to awareness. Each reveals how consciousness contracts—and how it can expand again through Presence. When awareness bridges inner motivation and outer behavior, the insights of the Enneagram and the LCP unite—awakening leadership that is not only effective but whole, human, and alive.

For those wanting a deeper and more experiential dive into this material, the Deep Coaching Institute will soon be offering virtual workshops on this topic. If you would like to be notified when registration opens, please [click here to email us](#) and we will keep you updated.

**A Deep Coaching Institute Resource**

*Developed in collaboration with The Leader's Muse Institute*