

1-DEGREE /Shift

The Super Powers of Awareness & Adaptability to Fuel High Performance

For any inquires, curiosity about how an Enneagram assessment can benefit you and your organization, or for coaching support approaches – Please contact Mali mali@1-degree.ca



1-DEGREE/Shift



Instagram

1degree_shift

We catalyze conscious leadership to inspire transformative, healthy growth



1-DEGREE /Shift

The Super Powers of Awareness & Adaptability to Fuel High Performance

ORHMA Conference - October 21, 2025

Tim Magwood

tim@1-degree



1-DEGREE/Shift



Instagram

1degree_shift

We catalyze conscious leadership to inspire transformative, healthy growth



It is not the strongest of the species that survives, nor the most intelligent that survives. It is ***the one that is most adaptable to change.***”

— Leon C. Megginson (often attributed version of Darwin)

Who We Are & Our Culture Code



Our Shared Purpose (Why):

We catalyze conscious leadership to inspire transformative, healthy growth

Our Mission (What we do):

We Facilitate
Meaningful, Sustainable
Shifts in Leadership
Mindsets and Practices

Our Conversation Today

1

Connect & Reflect on why adaptability is so vital in our world today

2

Learn about a personality styles system that is driven by motivation, helps us better ADAPT

3

Make a personal commitment to inspire meaningful change for you!

1DS Leadership Philosophy



1-DEGREE /Shift

LOTS of Personality Styles Tools Out There



THE 16 MTBI PERSONALITY TYPES	
ISTJ THE LOGISTICIAN Practical and fact-minded individuals, whose reliability cannot be doubted	INTJ THE ARCHITECT Imaginative and strategic thinkers, with a plan for everything
THE DEFENDER Very dedicated and warm protectors, always ready to defend their loved ones	ISFJ THE LOGICIAN Innovative inventors with an unquenchable thirst for knowledge
ESTJ THE EXECUTIVE Excellent administrators, unsurpassed at managing people	ENTJ THE COMMANDER Bold, imaginative and strong-willed leaders, always finding a way - or making one
THE CONSUL Extraordinarily caring, social and popular people, always eager to help	ESFJ THE DEBATER Smart and curious thinkers who cannot resist an intellectual challenge
ISTP THE VIRTUOSO Bold and practical experimenters, masters of all kinds of tools	INFJ THE ADVOCATE Quiet and mystical, yet very inspiring and tireless idealists
THE ADVENTURER Flexible and charming artists, always ready to explore and experience something new	ISFP THE MEDIATOR Poetic, kind and altruistic people, always eager to help a good cause
ESTP THE ENTREPRENEUR Smart, energetic and very perceptive people, who truly enjoy living on the edge	ENFJ THE PROTAGONIST Charismatic and inspiring leaders, able to mesmerize their listeners
THE ENTERTAINER Spontaneous, energetic and enthusiastic entertainers - are never boring	ESFP THE CAMPAIGNER Enthusiastic, creative and sociable free spirits, who can always find a reason to smile

The problem with MOST personality styles tools:

- Focus on just behaviour
- No focus on development of self, just adapting self

“We use personality tools to develop insight into how we are motivated to cause self-awareness and shape our ability to *adapt and collaborate* as leaders.”

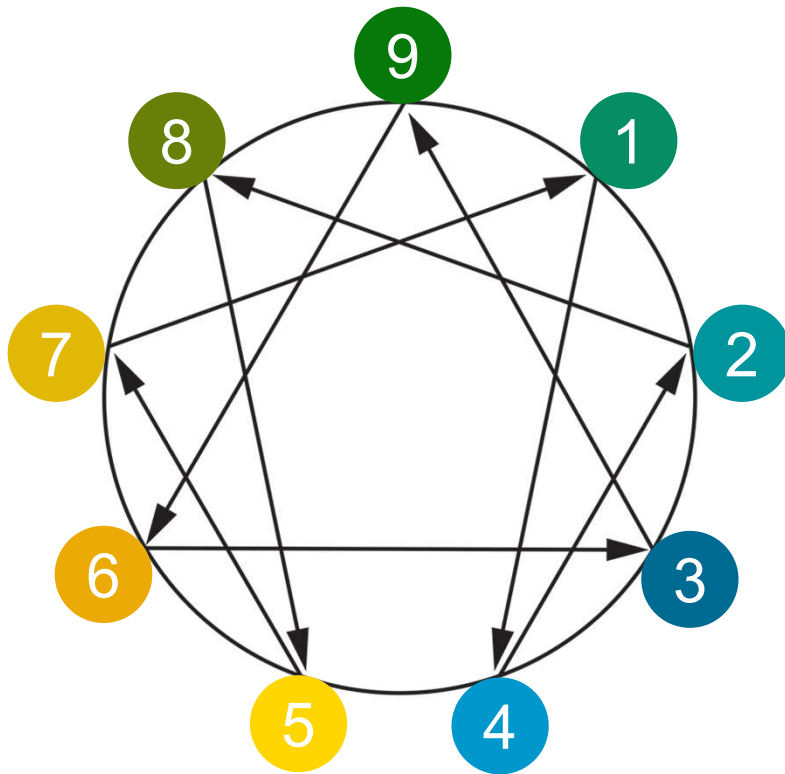
— Tim Magwood, 1-DEGREE/Shift

Do You See What I See?

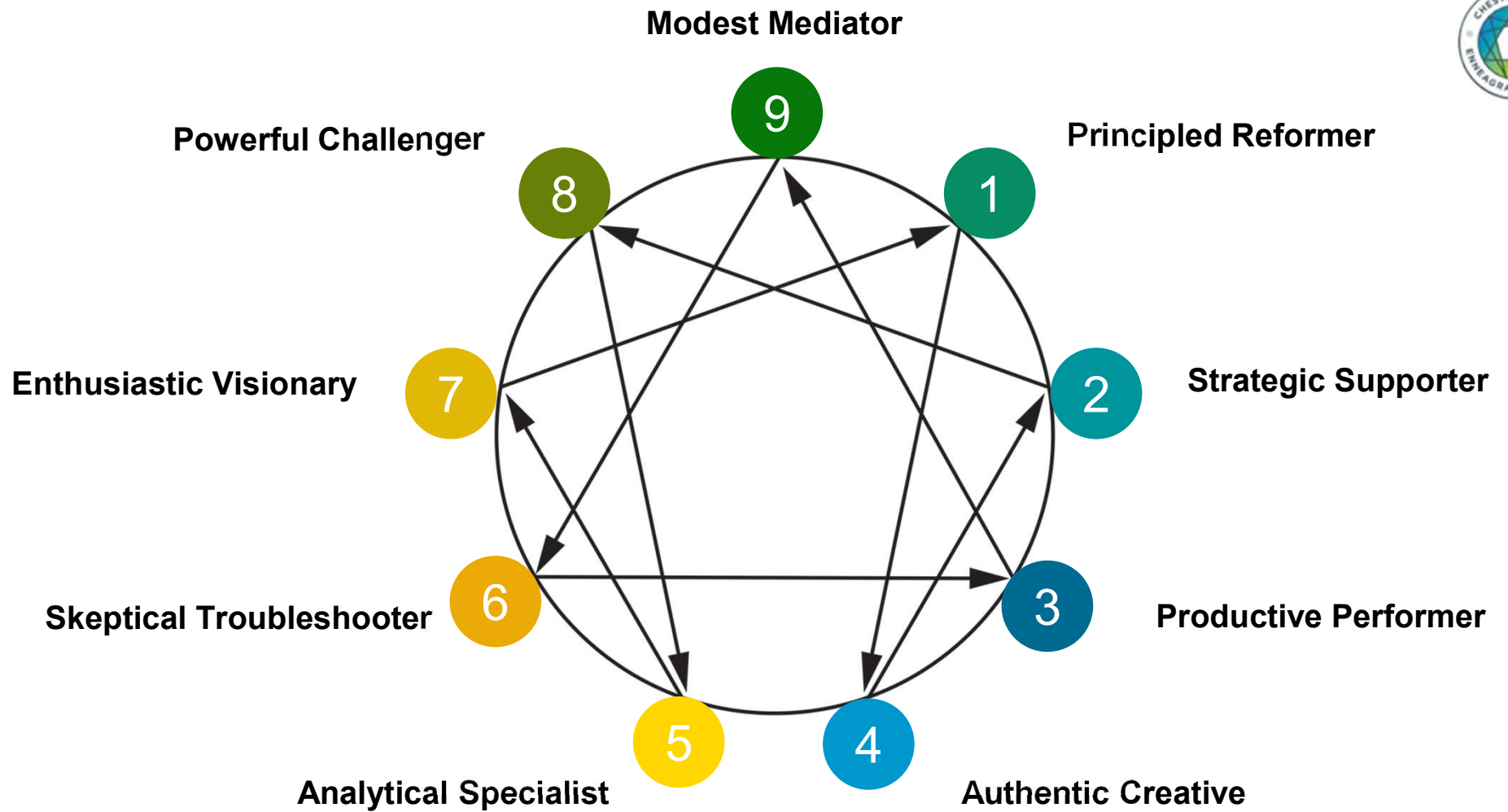


Lenses = Seeing the same thing differently

What is the Enneagram and Why it is useful



- The Enneagram is a typology that describes nine distinct main personality types and serves as a sense-making framework for understanding the human ego patterns and mapping out a process for growth
- This model provides us with highly accurate individualized information about our perceptual biases and motivations that we may not be aware of because they have become so familiar and automatic
- So it helps us to ***“wake up” to ourselves by reflecting our habitual patterns and blind spots and insights into why we do what we do to help with AWARENESS + ADAPTABILITY***



The Enneagram in Organizations Global Survey 2022

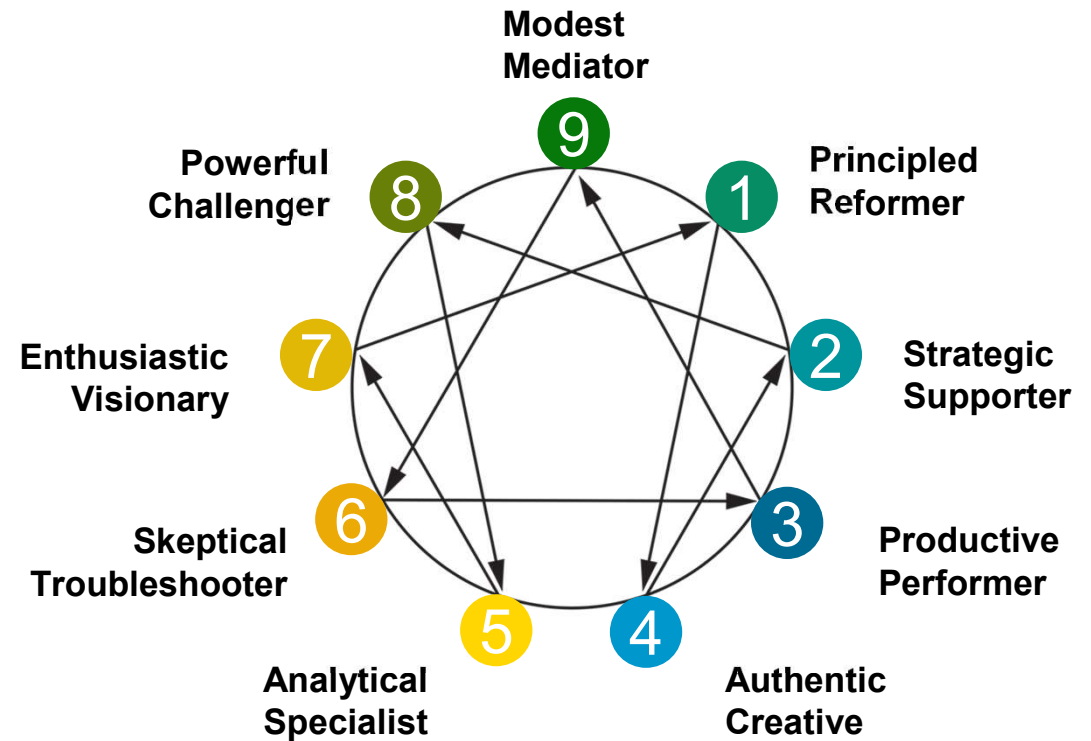
Leadership

What level of improvement have you experienced in each of the following areas using the Enneagram?



What is YOUR Ennea Type?

Scan the QR code and take the Enneagram Micro-Test to find out!

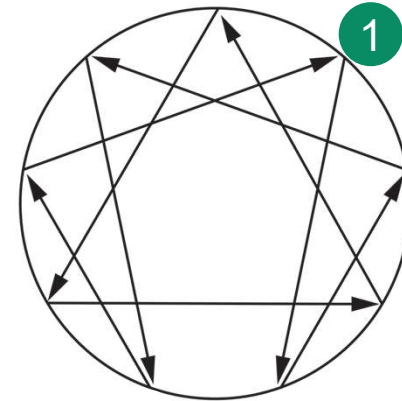


Type 1 Principled Reformer

STRENGTHS: Quality assurance, integrity, analyzing situations, clarifying issues, being disciplined, objective, organized and conscientious

FOCUS: Right/wrong, being good and not showing flaws, doing the right thing, noticing and correcting errors & things that are out of order, relying on rules and structure

AVOIDS: Criticism, being wrong, impulses



ASSUMPTIONS:

- I must strive to meet high standards of behaviour and performance to avoid criticism and feelings of failure.
- If I don't actively inhibit my emotions, impulses, and needs, I might say or do something inappropriate and bring shame on myself.
 - Perfect is hard. It should be hard. It's rare, and it's hard. But it's so worth it.

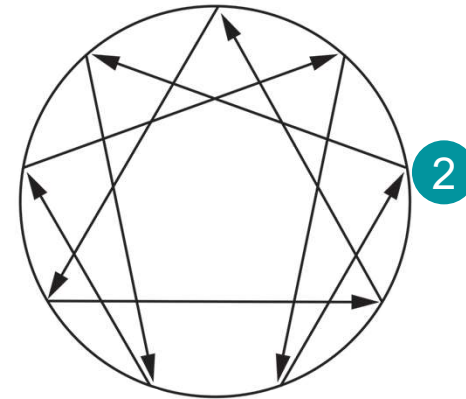
Adapted from CP Academy materials

Type 2 Strategic Supporter

STRENGTHS: Empowering others, positive communication, generosity, empathy, being thoughtful and helpful, having fun and lifting the mood

FOCUS: People that are important to them, assessing what is going on in the relationship, quality of connection, being liked, cared for

AVOIDS: Rejection, disapproval, being unimportant



ASSUMPTIONS:

- If I express my real feelings, desires, and needs (the core attributes of my real, unlovable self), I will be rejected or humiliated.
- My ability to make people like me ensures my survival and well-being.
- Most people like happy people who flatter them and meet their needs.

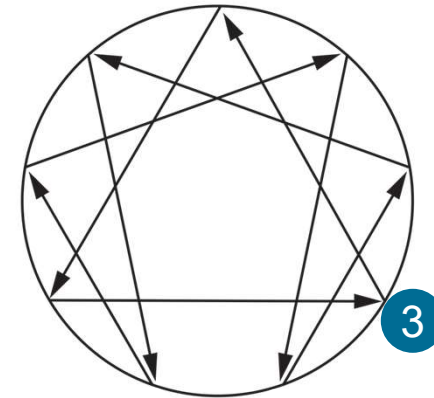
Adapted from CP Academy materials

Type 3 Productive Performer

STRENGTHS: Getting things done, fitting into any context, finding the most direct path to their goal, being charming, driven and efficient, adaptability

FOCUS: Being the one to make things happen, reading the audience, being perceived as successful, what needs to be done next, being central to what happens, displaying competence

AVOIDS: Being ineffective, looking bad, failure



ASSUMPTIONS:

- If you achieve high status, you are a valuable person in the eyes of society.
- How you look and what you've done tells people what to think and feel about you.
 - Feelings aren't as important as getting things done. Unacceptable feelings get in the way of getting things done and so can be a waste of time.

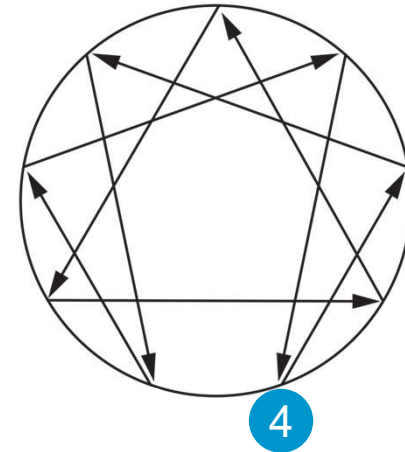
Adapted from CP Academy materials

Type 4 Authentic Creative

STRENGTHS: Emotional intuition, emotional depth/strength, authentic engagement, self-expression, being creative and honest, appreciation for beauty

FOCUS: their internal world, their Feelings and their expression, relationships, what's missing, their fantasy, comparing to others, wanting to differentiate by being authentic

AVOIDS: Not being seen/heard, feeling ordinary



ASSUMPTIONS:

- Others have what I want, but I can't get it because there's something wrong with me.
 - My intensity makes me special.
- No one understands me. I am destined to be misunderstood.

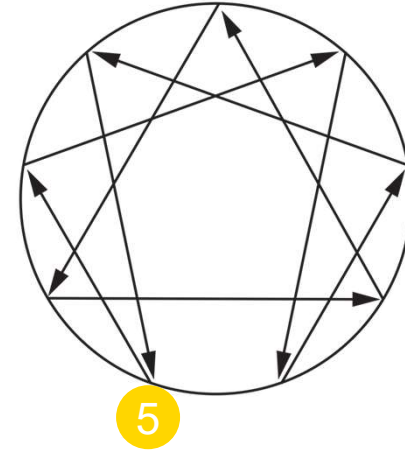
Adapted from CP Academy materials

Type 5 Analytical Specialist

STRENGTHS: Objective analysis, gathering and evaluating data, being trustworthy, curious and perceptive, intellectual understanding and vision, being self-sufficient

FOCUS: Data, information, analysis, gaining knowledge to feel safe, how to conserve energy so they don't feel depleted, maintaining boundaries around expectations, avoiding too many external demands, privacy,

AVOIDS: Intrusion, energy depletion, emotional entanglements



ASSUMPTIONS:

- I must protect my time and energy by having firm boundaries and maintaining my private space; otherwise, others will deplete me.
- It's better and safer to feel my emotions when I am by myself (and not when I am in the presence of others).
 - Knowledge is power.

Adapted from CP Academy materials

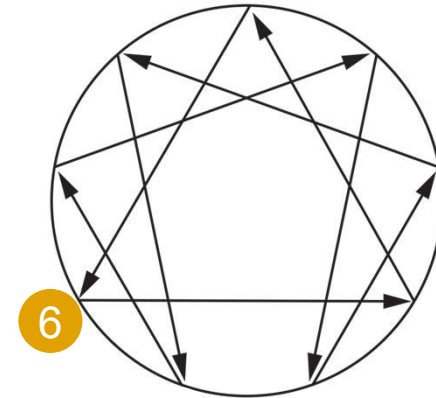
Type 6

Skeptical Troubleshooter

STRENGTHS: Intuition, analysis, troubleshooting, being reliable, responsible and vigilant, precision and attention to process, problem-solving

FOCUS: Assessing risks/threats, watching for inconsistencies forecasting/solving problems, testing through questioning

AVOIDS: Worst-case scenario, not being prepared



ASSUMPTIONS:

- By imagining the worst thing that could happen, you can prepare for it and thus potentially protect yourself or ward it off in advance.
- Searching for certainty and gathering information in an uncertain world is one way to feel safer.
- It's difficult to completely trust anything (or anyone) because there's always room for doubt.

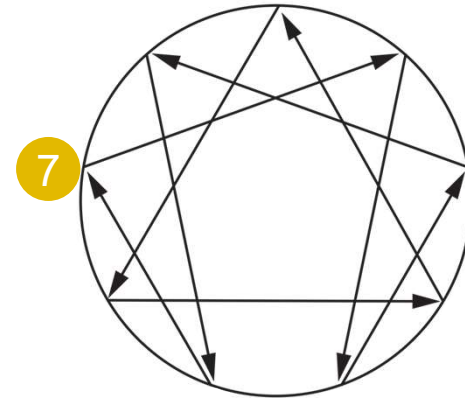
Adapted from CP Academy materials

Type 7 Enthusiastic Visionary

STRENGTHS: Positivity, innovation, vision, brainstorming, being adventurous, versatile and creative, forward-thinking, being action-oriented

FOCUS: What's positive, future possibilities, making interesting associations, keeping the mood up, planning for fun and escaping limitations, having freedom & new options

AVOIDS: Pain, negative emotions, difficult conversations



ASSUMPTIONS:

- Limitations of any kind lead to negative feelings, and they should and can be avoided.
- By moving from one stimulating experience to another, I can keep discomfort at bay and keep life exciting.
- Why would anyone want to dwell in discomfort if they could be happy instead? Being happy and staying upbeat is a sensible, reasonable, and worthy goal.

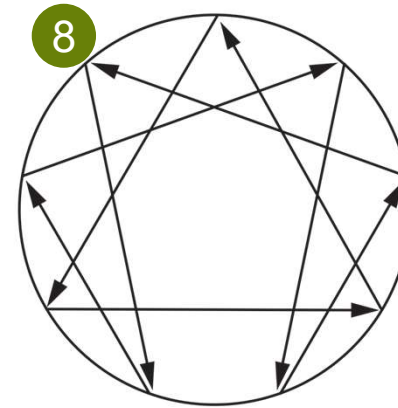
Adapted from CP Academy materials

Type 8 Powerful Challenger

STRENGTHS: Taking bold action, having big picture impact, being direct, ability and willingness to engage in conflict, being assertive, caring and direct

FOCUS: Strength and power, creating order, big picture and having an impact, taking action & moving it forward, tackling challenges & injustices

AVOIDS: Feeling vulnerable or weak, getting taken advantage of,



ASSUMPTIONS:

- In a tough world, you need to be strong to survive.
 - No one can tell me what to do.
 - If some is good, more is better.

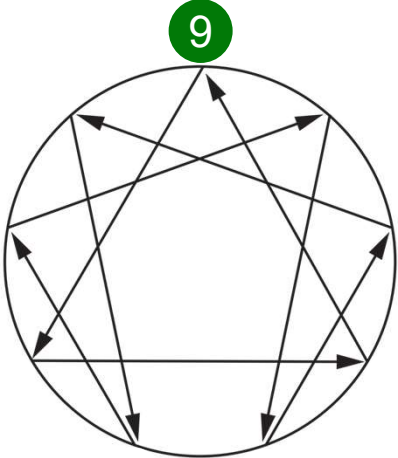
Adapted from CP Academy materials

Type 9 Modest Mediator

STRENGTHS: Inclusiveness, being supportive, mediating, warm, being easy-going, steady, trusting and receptive, natural servant leaders

FOCUS: what is going on in the environment, any disruptions, taking on responsibility for harmony, seeing all sides, adapting to others, staying comfortable, avoiding conflict

AVOIDS: putting their attention on themselves, any conflict directed at them, awareness of own anger and desires



ASSUMPTIONS:

- What I think and feel isn't that important. And that's ok. Other people just feel more strongly about things than I seem to.
- It's more important to be nice or peaceful than to be true to myself.
- It's not good to show anger because conflict destroys positive connections with others.

Adapted from CP Academy materials

If we see the box we are in, we can start to get out of it



1-DEGREE / *Shift*

Adopting a Growth Mindset to Fuel Adaptability

I believe that my **[Intelligence, Personality, Character]** is inherent and static. Locked- down or fixed. My potential is determined at birth. It doesn't change.

I believe that my **[Intelligence, Personality, Character]** can be continuously developed. My true potential is unknown and unknowable.

Fixed
Mindset



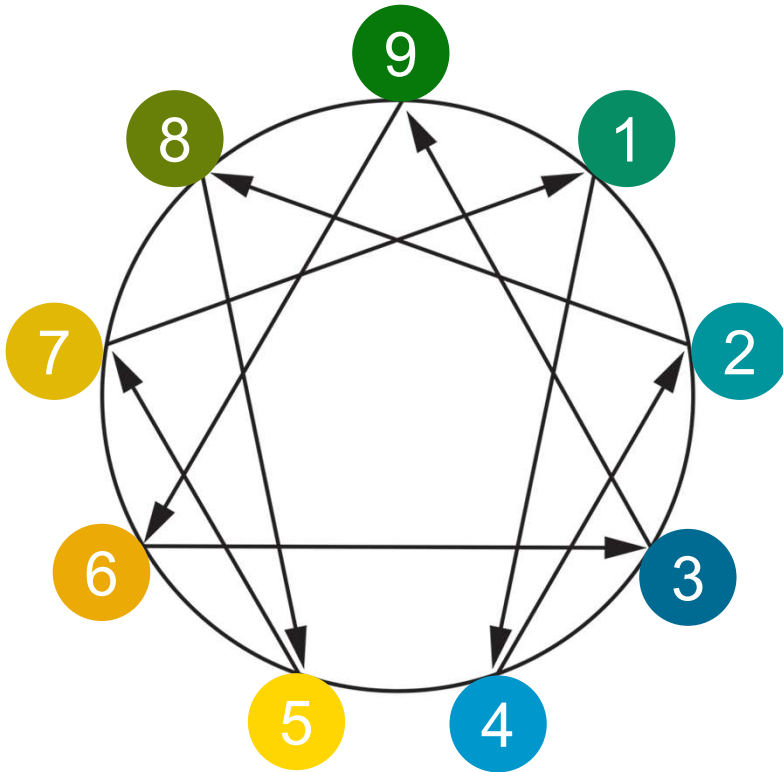
Avoid failure
Desire to Look smart
Avoids challenges
Stick to what they know
Feedback and criticism is personal
They don't change or improve

Growth
Mindset



Desire continuous learning
Confront uncertainties.
Embracing challenges
Not afraid to fail
Put lots of effort to learn
Feedback is about current capabilities

What's an Enneagram "Wing" you want to lean into, develop?



- Your Enneagram is like your “head of the bird”
- Leverage a wing to help you better adapt, be less “fixed”
- This will take commitment & practice
- Benefits are less stress, more peace & joy and well-roundedness!

Wing Stretch Reflection



- What is your Enneagram type?
- What is 1 thing you have learned so far about your type?
(awareness)
- What is 1 wing you want to lean into more? Why- benefit to you
(adapt)?

Personal FROM-TO Shifts to Fuel Adaptability

A way to frame a development focus over next 3-6 months. Gives it more clarity and energy for the path ahead

Examples:

FROM	TO
Doer, task focused (Ennea 1 or 3)	Leader – other focused (stretch Ennea 2)
Beginner in area X	More intermediate knowledge in area X
Get it done, more transactional (Ennea 1)	More relational (stretch Ennea 9 or Ennea 2)
Conflict avoidant (for an Ennea 7 or 9)	Being proactive & confident in conflict (more Ennea 8)
People pleaser (ie. Ennea 2 or 9)	More authentic, creating boundaries (more Ennea 3)
Being anxious about area X	Being more confident in area X
Being more introverted/reserved (ie. Ennea 5)	Evolving to “getting out there more” (ie Ennea 7 or 3)
Being too other oriented/pleaser (ie. Ennea 2)	Creating better boundaries, more goal focused (more Ennea 3)

Exercise #2 – FROM TO Shift



- **Next 3 months** – challenge for you to lean into?
- **On your own (a few minutes)** – sketch direction for your FROM-TO shift to help you *stretch & adapt*. Stretch wing to help you?
- **Pair** – share & help hone your personal FROM-TO shifts

Offer for you or colleague

Scan the QR code to book a call with us



Intro Offer for ORHMA:

CP Enneagram assessment & debrief coaching session (1 hour) for \$500 + HST (30% off)

