

## **Navigating Choices: How Gender and Enneagram Type Shape Decision-Making in Mumbai's Youth**

**Dr Ruchi Anand<sup>1</sup> and Mr Ajeet Indravati Mishra<sup>2</sup>**

<sup>1</sup>Assistant Professor, Aditya School of Business Management, Borivali, Mumbai

<sup>2</sup>Assistant Professor, Aditya Institute of Management Studies & Research, Borivali, Mumbai

### **ABSTRACT**

A personality assessment instrument called the Enneagram is utilised to comprehend the characteristics of the youthful generation, which may have an impact on their capacity for making decisions. Although it forms the basis of many personality assessments, little probe has been done on its fundamentals, and there is a paucity of research in many areas. This paper intends to investigate the gender-specific aspects of decision-making among B-school students. It will assist students to develop their professional skills by giving them insight into their personalities. B-school students are given access to a scaled structured questionnaire. The paper investigates the important correlation between gender and the three personality triads (brain, heart, and guts) in the process of decision-making. A study discovered a substantial link between gender and personality triads while making decisions.

Keywords: Enneagram, Personality triads, Decision-making

### **I. INTRODUCTION:**

The Enneagram is a personality model that describes nine distinct personality types. It is widely used for self-awareness and personal growth, as well as for understanding the behaviour and motivations of others. The Enneagram is a powerful tool that can help individuals understand themselves and their relationships better, and it has been used in various settings, including workplaces, schools, and personal development programs.

In recent years, there has been growing interest in the Enneagram among young people in the Mumbai region. This interest has led to an increase in research on the Enneagram and its influence on decision-making choices, especially concerning gender. While there is limited research on the Enneagram and gender in the Mumbai region, it is believed that gender can play a significant role in decision-making choices among the young generation. This research aims to investigate the influence of gender on decision-making choices among the young generation in the Mumbai region using the Enneagram model. The study will explore how the Enneagram personality types affect decision-making choices and whether there are any differences in decision-making between males and females based on their Enneagram types.

The study will be conducted using a mixed-methods approach, including qualitative and quantitative data collection methods. The research will involve surveying young people in the Mumbai region and conducting in-depth interviews with a sample of participants. The findings from this study will contribute to the existing literature on the Enneagram and gender and can help educators, parents, and professionals better understand the decision-making processes of young people in the Mumbai region.

### **II. LITERATURE REVIEW**

*"The Enneagram for Teens: Discover Your Personality Type and Celebrate Your True Self"* by Elizabeth Wagele and Ingrid Stabb is a captivating and informative book specifically designed to introduce teenagers to the enneagram system of personality typing. The authors skilfully present the enneagram system explaining its nine distinct personality types in a relatable manner through relatable examples and anecdotes they help readers grasp the characteristics of each type quizzes and self-reflection exercises are provided to assist teenagers in identifying their own enneagram type. It emphasis on celebrating individual strengths and qualities rather than confining teens to narrow stereotypes or expectations. The authors highlight that no enneagram type is inherently good or bad and emphasize the unique contributions each type offers to the world and explores how enneagram types can manifest in various aspects of life such as relationships, school, and hobbies. Practical guidance is provided on leveraging enneagram typing to comprehend personal strengths and weaknesses and foster communication with others The authors underscore the significance of self-reflection self-awareness empathy and understanding for others they present the enneagram system as a tool for personal growth and self-discovery rather than a means of labelling or categorizing individuals. In a nutshell, the enneagram for teens is an invaluable resource for teenagers seeking self-understanding and navigating their place in the world.

*"The Complete Enneagram: 27 Paths to Greater Self-Knowledge"* by Beatrice Chestnut is an extensive and insightful guide to the Enneagram system, offering valuable insights beyond the traditional nine personality

types. The book delves into the 27 subtypes, providing readers with a comprehensive understanding of how the Enneagram can foster self-awareness and personal growth. Divided into three parts, the book begins with an overview of the Enneagram system, introducing the basic components and the nine personality types. Part two delves into the 27 subtypes, providing in-depth exploration of their motivations, fears, strengths, and weaknesses. Through real-life examples, Chestnut makes the content relatable and engaging. Part three focuses on the practical applications of the Enneagram system. Chestnut offers guidance on enhancing relationships, making career choices, and cultivating self-awareness and compassion. Additionally, she delves into the spiritual dimensions of the Enneagram and its potential for fostering spiritual growth and transformation.

A major strength of the book lies in Chestnut's clear and engaging writing style, making the content accessible to readers of all familiarity levels with the Enneagram. Drawing from her extensive experience as a therapist and Enneagram teacher, she provides practical advice and exercises, enabling readers to deepen their self-understanding and understanding of others.

Overall, "The Complete Enneagram" proves to be an invaluable resource for those interested in exploring the Enneagram system. It offers a wealth of information and guidance on leveraging the Enneagram for self-awareness, personal growth, and spiritual development. Highly recommended for anyone seeking a profound understanding of themselves and their relationships.

***"The Wisdom of the Enneagram: The Complete Guide to Psychological and Spiritual Growth for the Nine Personality Types"*** by Don Richard Riso and Russ Hudson is an all-encompassing and profound guide to the Enneagram system of personality typing. ("10 Enlightening Books On Personality Types | Book Riot"). It describes the Enneagram system and its nine distinct personality types, offering comprehensive descriptions of each type's core motivations, strengths, and weaknesses. Riso and Hudson use clear and accessible language to aid readers in comprehending the intricacies of the Enneagram system while providing practical guidance on utilizing it for personal growth and self-discovery. The authors assert that each Enneagram type possesses a unique path to spiritual growth, offering guidance on deepening one's connection to oneself and the surrounding world. Drawing from various spiritual traditions such as Buddhism, Christianity, and Sufism, the authors present a nuanced understanding of the Enneagram's spiritual dimensions.

The authors underscore the significance of self-awareness, self-acceptance, empathy, and understanding for others. The Enneagram system is presented as a transformative tool for personal growth, providing readers with insights to better comprehend themselves and their roles in the world. In conclusion, ***"The Wisdom of the Enneagram"*** proves to be a valuable resource for individuals exploring the Enneagram system of personality typing.

### **III. ENNEAGRAM: AN OVERVIEW**

The Enneagram is a model of human personality that is based on nine different types, each of which has its own distinct set of core motivations, fears, desires, and defence mechanisms. It is commonly used as a tool for personal growth and self-awareness, as well as for understanding and working with others.

The Enneagram is believed to have ancient roots, but its modern form was developed by a number of individuals in the 20th century, including Oscar Ichazo, Claudio Naranjo, and Don Riso and Russ Hudson. It is often used in a variety of settings, including personal coaching, therapy, leadership development, and spiritual guidance.

The nine types of the Enneagram are often described using a range of different terms, but some of the most used include the Reformer, the Helper, the Achiever, the Individualist, the Investigator, the Loyalist, the Enthusiast, the Challenger, and the Peacemaker. Each type is associated with a particular set of strengths, weaknesses, and tendencies, as well as with a particular set of emotional and behavioural patterns.

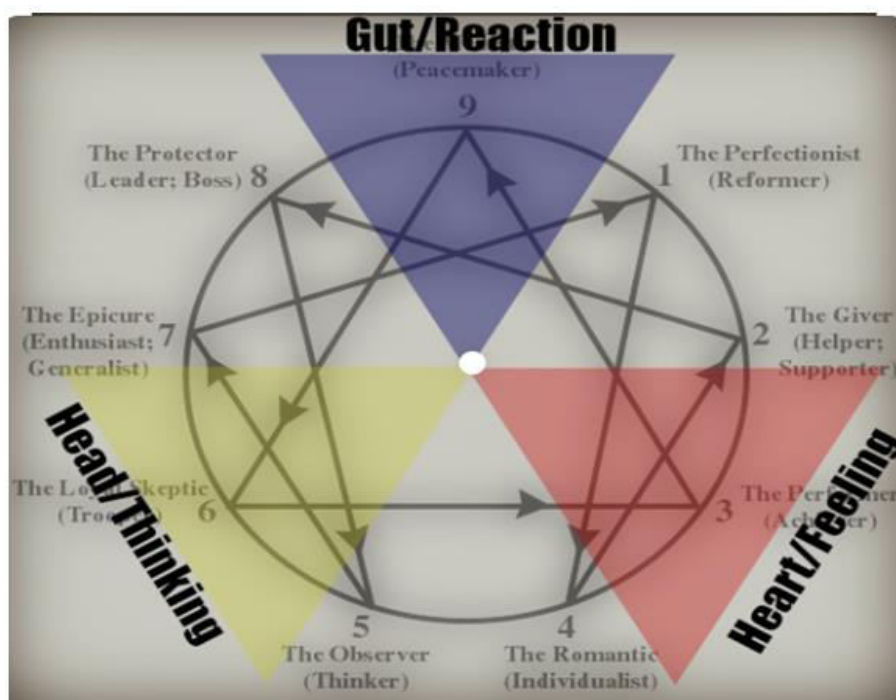
Enneagram Triads	No. Types	Enneagram Types
Gut triads	Type 8	The Challenger/ Protector
	Type 9	The Peacemaker/ Mediator
	Type 1	The Reformer/ Idealist
Heart triads	Type 2	The Helper/ Giver
	Type 3	The Achiever/ Performer
	Type 4	The Individualist/ Romantic
Head triads	Type 5	The Investigator/ Observer
	Type 6	The Loyalist/ Skeptic
	Type 7	The Enthusiast/ Epicure

**Table 1: Triads and Personality types**

The Enneagram categorizes these identities into three triads: head, heart, and gut. The head triad includes types 5, 6, and 7, which tend to be analytical, logical, and cerebral. These types are driven by a need for knowledge and understanding, and they often retreat into their own minds to find answers. The heart triad includes types 2, 3, and 4, who tend to be emotional, sensitive, and empathetic. These types are driven by a need for love and connection, and they often seek validation from others to feel worthy. The gut triad includes types 8, 9, and 1, which tend to be instinctive, decisive, and action oriented. These types are driven by a need for control and autonomy, and they often rely on their gut instincts to make decisions.

Understanding which Enneagram type you fall under can help you better understand your core motivations, strengths, and weaknesses. It can also provide valuable insight into how you interact with others and how you can improve your decision making abilities.

One of the key features of the Enneagram is its focus on the underlying motivations and fears that drive each type's behaviour, rather than just the behaviour itself. This allows individuals to gain a deeper understanding of their own patterns and tendencies, and to develop greater self-awareness and self-compassion.



**Table 2: The Enneagram: Personality triads**

The Enneagram is often used in conjunction with other tools and approaches, such as mindfulness, meditation, and cognitive-behavioural therapy. It is also commonly used in team building and leadership development programs, as it can help individuals and groups to better understand and work with each other's strengths and weaknesses.

While the Enneagram has gained widespread popularity and has been praised for its ability to help individuals develop greater self-awareness and compassion, it has also been criticized for its lack of scientific evidence and

its potential for reinforcing stereotypes and limiting beliefs. As with any personality model, it is important to approach the Enneagram with a critical eye and to use it as one tool among many for personal growth and understanding.

**IV. RESEARCH METHODOLOGY:**

It is an exploratory research method that was followed by seeking the responses of the young generation between the ages of 21-25 years. A structured questionnaire was prepared and circulated through google forms and the data analysis was conducted with the help of SPSS statistical package using a chi-square test based on the nature of the data. The respondent was kept equal in number to get the result unbiased in the gender category. Actual data collected was 105 in number including both genders. Out of which few respondents' data were not considered for data analysis due to errors. So, for analysis the data consisted of 45 male, 45 females and 15 were discarded due to incomplete or erroneous information.

**V. FINDINGS & INFERENCES:**

Out of the entire population studied of the young generation, it was found that 58% of the male respondent takes decision by weighing the various aspect using brain whereas 35% of the female's respondent takes decision by weighing the various aspect using heart.

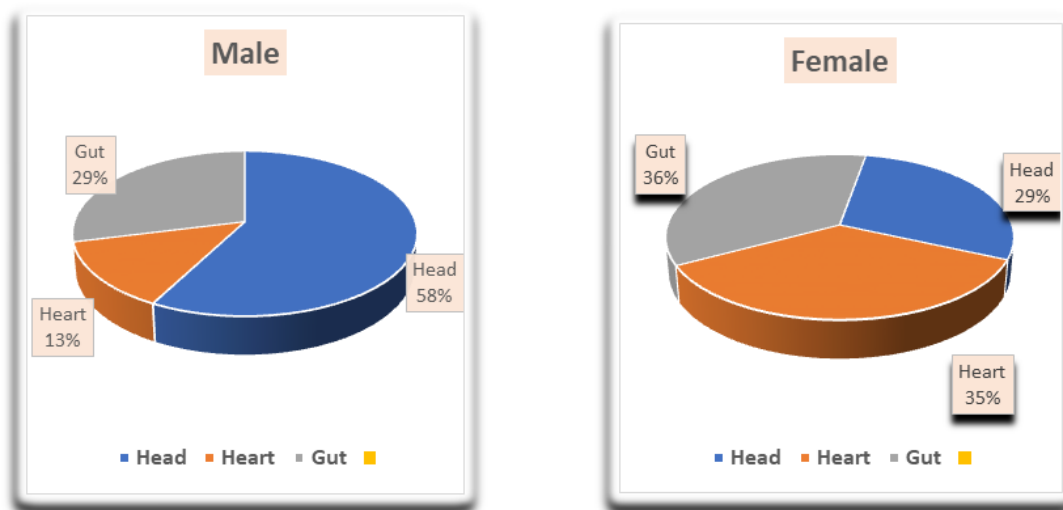


Table 3a: Male personality triads percentage

Table 3b: Female personality triads percentage

Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Gender × Triads	90	100.0%	0	.0%	90	100.0%

Gender × Triads

		Triads			Total
		Head	Heart	Gut	
Gender Male	Count	26	6	13	45
	Expected	19.50	11.00	14.50	.50
	Row %	57.8%	13.3%	28.9%	100.0%
	Total %	28.9%	6.7%	14.4%	50.0%
Female	Count	13	16	16	45
	Expected	19.50	11.00	14.50	.50
	Row %	28.9%	35.6%	35.6%	100.0%
	Total %	14.4%	17.8%	17.8%	50.0%
Total	Count	39	22	29	90
	Expected	.43	.24	.32	1.00
	Row %	43.3%	24.4%	32.2%	100.0%
	Total %	43.3%	24.4%	32.2%	100.0%

Table 4: Personality Triads of Male and Female

Chi-Square Tests

	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	9.19	2	.010
Likelihood Ratio	9.44	2	.009
Linear-by-Linear Association	3.78	1	.052
N of Valid Cases	90		

Table 5: Chi-square test

(Table 2: Table 3: Table 4 Output generated by SPSS)

The statistical interpretation suggests a significant association between gender and triads, as evidenced by the p-value being less than the chosen significance level ( $p < .005$ ). The results indicate that there is gender-based differences in the distribution of personality triads.

Considering these findings, we can make the following observation: traditionally, it has been said that males are driven by the head, while females, known for being more emotionally attuned, are primarily driven by the heart. These findings align with the popular stereotypes surrounding gender and personality traits. However, it is essential to note that individual variations exist, and these generalizations should be interpreted with caution.

## VII. CONCLUSION:

In conclusion, this research paper explored the influence of gender on decision-making choices among the young generation in the Mumbai region, utilizing the Enneagram system of personality typing. The Enneagram is a valuable tool for understanding core motivations and behaviors, providing insights into decision-making processes.

The study utilized a mixed-methods approach, including a structured questionnaire and in-depth interviews, with B-school students in the Mumbai region. The results revealed a significant association between gender and personality triads in decision-making choices. It was found that male respondents tend to weigh various aspects using their brains, while females are more driven by the heart.

The research contributes to a deeper understanding of decision-making processes among the young generation, highlighting the importance of gender and personality in this context. The Enneagram proves to be a valuable tool for developing self-awareness and self-compassion, enabling individuals to make more informed decisions. The findings from this study can be beneficial for educators, parents, and professionals in better understanding the decision-making processes of young people in the Mumbai region.

Overall, the research supports the notion that the Enneagram system offers valuable insights into decision-making choices, with gender playing a significant role in influencing these processes. It opens avenues for further exploration and application of the Enneagram in various settings, promoting personal growth, and fostering more effective decision-making among the young generation.

## REFERENCE:

1. Coker, C., & Mihai, F. (2017). Personality traits and second language acquisition: The influence of the Enneagram on adult ESOL students. *TESOL Journal*, 8(2), 432–449. <https://doi.org/10.1002/tesj.281>
2. Daniels, D., Saracino, T., Fraley, M., Christian, J., & Pardo, S. (2018). "Advancing ego development in adulthood through study of the Enneagram system of personality." ("(PDF) Advancing Ego Development in Adulthood Through Study of the ...") *Journal of Adult Development*, 25(4), 229–241. <https://doi.org/10.1007/s10804-018-9289-x>
3. Glaser, B., & Strauss, A. (1967). The discovery of grounded theory. ("Glaser, B., & Strauss, A. (1967). The Discovery of Grounded Theory ...") Aldine.
4. "The Essential Enneagram: The Definitive Personality Test and Self-Discovery Guide" by David N. Daniels and Virginia A. Price ("Essential Enneagram: The Definitive Personality Test... (PDF)") ("Essential Enneagram: The Definitive Personality Test... (PDF)")
5. Hollek, C. J. (2018). Enneagram training intervention's effect on college golfer's scores [Unpublished master's thesis]. Goucher College.

6. Hur, Y., & Lee, K. H. (2011). "Analysis of medical students' Enneagram personality types, stress, and developmental level." ("Analysis of Medical Students' Enneagram Personality Types, Stress, a") Korean Journal of Medical Education, 23(3), 175–184. <https://doi.org/10.3946/kjme.2019.120>
7. Hurley, K., & Donson, T. (1991). What is my type? Harper.
8. <https://www.themangotimes.com/themt/enneagram-feelings>
9. Kam, C. (2018). Integrating divine attachment theory and the Enneagram to help clients of abuse heal in their images of self, others, and God. Pastoral Psychology, 67(4), 341–356. <https://doi.org/10.1007/s11089-018-0817-1>
10. Lee, M. R. (2015). A study on the effects of Enneagram group counselling on nursing students. International Journal of Bio-Science and Bio-Technology, 7(5), 235–246. <https://doi.org/10.4040/jkan.2013.43.5.649>
11. Maitri, S. (2000). "The spiritual dimension of the Enneagram: Nine faces of the soul." ("The Spiritual Dimension of the Enneagram: Nine Faces of the Soul") Tarcher/Putnam.
12. Palmer, H., & Brown, P. (1997). The Enneagram advantage: Putting the nine personality types to work in the office. Three Rivers Press.
13. Rasta, M., Hosseinian, S., & Ahghar, G. (2012). A survey on the effectiveness of nine-type personality training (Enneagram) on the mental health (anxiety and self-esteem) of schoolgirls. Journal of Basic and Applied Scientific Research, 2(11), 11845–11849.
14. Riso, D., & Hudson, R. (2000). Understanding the Enneagram: The practical guide to personality types (Rev. ed.). ("Understanding the Enneagram: The Practical Guide to... (PDF)") Houghton Mifflin.