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Roxanne is a pioneer in integrating the two powerful disciplines of the Enneagram and coaching. Through the Deep Coaching Certification Program, coaches and other human development professionals learn the practical and profound art, science, and consciousness of integrating the Enneagram into their businesses. Her next book, *Deep Living*, is scheduled to be published in early 2011.

I: You have been teaching and writing about the Enneagram for a number of years, and it is the foundation of your coaching work, but some of our readers and listeners may not be acquainted with Enneagram. I know it's too complex of a subject to go into great depth here, but could you say a little bit about it, please?

RHM: Thank you. It is a complex and broad topic. Maybe I could make a few brief points. I think first, it's important to know that the Enneagram was not originally presented as a typing system that many people have come to know it as, but was brought into the Western world in the early 1900s as a teaching in waking up from our automatic patterns.

The origins of the Enneagram date back thousands of years. It has threads from all the major spiritual traditions, and the wisdom that is shared by those spiritual traditions including Christianity, mystical Judaism, and Sufism. There are many reflections of the fundamental teachings of Buddhism. In the last 50y years, contemporary psychology has been woven into it, but it wasn't presented originally with that psychology. Starting right before WW I, it was taught in the Western world as a system for waking up to all the trouble that we were getting ourselves into. If we look around, we can see that we humans continue to get into great difficulty. Not surprising, recent research in neuroscience is confirming the spiritual and the psychological wisdom that is inherent in the Enneagram.

A second point I want to make: now that personality is integrated and incorporated into the Enneagram, it offers very precise knowledge about the human condition, and that includes the automatic patterns and emotional and somatic experiences that we have, and very importantly, it also shows us the motivations and the core suffering that underlie those unconscious patterns.

People who are interested in their own personal development may wonder why certain unsatisfying experiences keep repeating themselves. The Enneagram clearly illuminates those patterns for us and helps us see why these patterns exist. It shows us this vast terrain of the general human condition as well as our own individual experience, ranging from our healthiest behavior where we're effective, flexible, fulfilled having a positive impact in the world and living in alignment with our truer nature, to behavior that actually violates us or violates others. We can see that within ourselves that there is actually quite a range of possibilities. We all have what we would call the "light and the shadow" within us. The Enneagram offers us the map for healing and transformation which I think is desperately needed in the world at this time.

It's the most comprehensive, precise and transformative body of wisdom that I've ever experienced. I've been around for a while and I've done a lot of my own personal development work over the decades, and I haven't experienced the depth and sustainability of this transformational work in any other kind of system. Fundamentally, it's because this work is based on the practice of presence. This may surprise some, but presence is both practical and profound.

This is a third thing I want to mention quickly, and that is that most people who know about the Enneagram today think of it as a personality typing system. It's true that the Enneagram does identify nine dominant orientations to living, and more precisely, nine dimensions of consciousness. Every person has a dominant orientation or type, although we have each the energies of the nine dimensions within us. (Continued next page.)

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RHM: Our dominant type shapes how we automatically relate to ourselves, to the environment, to our work, to our family, to our other relationships, to our social environment, and to the world at large.

When one starts to learn about the Enneagram, the first thing everyone wants to know is, "What's my type?" That's an important starting point, but there is so much more to working with the Enneagram than that. What is most compelling for me is that the Enneagram shows us our type as a starting point for our transformational journey and a transformed life. Rather than putting us into a box, and who wants that?, it shows us a way out of the box we're already in.

I: You mentioned that there are other typing systems, but I understand the Enneagram is substantially different from the other systems. I know that you embraced the Enneagram for your Deep Coaching Certification Program, so obviously you see it as having great benefit in coaching. What makes the Enneagram so powerful?

RHM: Yes, I have worked with a number of systems in the past, and as I've already mentioned, have not found any that have that power for transformation, and that is what most interests me as a coach, a teacher, and as a human being.

I would guess most of your readers have taken some kind of an assessment tool in which they learn that they have a particular type. They've learned something helpful about themselves and how they interact, but then the learning and growth basically stopped. With the Enneagram, when we identify our type, it basically reveals to us who we've secretly taken ourselves to be which feels like "the authentic me." Yet, it is not. I call it a 'case of mistaken identity.' Many of our clients feel some kind of an internal divide. Their deeper intelligence recognizes that this customary sense of self that they put out into the world is not the real deal. So, the big kicker and the beautiful gift of the Enneagram is that it helps individuals to see that they are not who they thought. This is an astonishing turning point for most people. The transformative process continues with learning how to accept new dimensions of oneself and work with the specific path to grow out of the box of the type, which is very liberating.

Who we think we are is based upon a personality. As I've worked with that over the years, I've come to see the personality as an "it" rather than as something personal, as a "me." When we can change our relationship to our personality, we orient ourselves towards freedom, towards flexibility, towards real fulfillment. But it's a hard thing to do on one's own. That's why coaches who are steeped in the wisdom of the Enneagram have such great value to offer their clients.

Understanding the personality and its relationship to one's truer nature has profound implications for powerful coaching and growth. In coaching, our clients are looking for some kind of result, yet often, the real outcome desired is one that is unspoken. It exists at a soul level. In brief, the personality is designed to mimic what the soul wants, but it does it in a distorted way. Here's the paradox – the personality takes the individual in precisely the opposite direction of what will be most rewarding, most loved, and most cherished by that person, by our client.

RHM: Perhaps an example of what I'm talking about would be helpful. If I'm dominant in what's called Enneagram Three, my personality trying to seems to be all about being successful. It's very goal oriented and puts tremendous energy into looking good.

If I were to say that there was a theme for that type, it would be, "I can do it! I can do it!" This is the little voice in the front of my brain that says ; "You can do it!" like an internal cheerleader. Some of your readers will know the story of the Little Engine That Could. It's like that.

You know, what's interesting is we see a lot of this type in the coaching world, and that brings another discussion into play, which is for another conversation, but what I want to point out is why is this happening. Why is the person so oriented toward looking good, toward being successful? If we look at what's underneath this orientation to life, what we see that there are unconscious dynamics, and a core source of suffering, that have a huge amount of influence on the person. Here we see what the soul wants to experience is its true value. True worth. It wants to know that it's a worthwhile, precious being.

The truth is that of course, the person is already inherently worthwhile, precious and valuable. That already exists, but the personality does not know that, so it takes on the job of trying to mimic that or to create that. However, the personality can never satisfy that underlying desire to absolutely know one's own inherent worth. It doesn't have that capacity. It's a futile task in the long-run. And it takes enormous energy and pressure to continuously 'make myself look as if I have it all together.' So, more suffering is created unconsciously. Maybe some of your readers can relate to this.

It's a great paradox here. If I'm dominant in this type, my path is to experience my own inherent worth. It's not dependent upon others seeing me as successful. It doesn't mean I won't be successful, it just will come in a different way, from up in a different place, and I won't need to put so much energy, so much drive to make it happen. It's a radical shift. I could give you examples from all nine types. I can't do that in this short time period, but each has its own stunning paradox. For each of us, depending upon our particular type, the personality tries to do what it cannot do. It cannot fill us. It cannot allow us to experience what we most dearly want.

To be clear, the personality is not a bad thing, and I'm not trying to make it bad, because we always have it. The big issue is how do we relate to it? If we relate to it as "me" then we're going to get caught up in its strategies which ultimately lead to more dis-ease, increased stress, and even real illness.

Depending on how seriously we take it or how identified we are with it, it will have a huge impact on how limited we are, how stuck we are, or how satisfied and how full of love for life we truly are. One of the things I often say when I'm teaching or to a client is, "Do you have a personality, or does the personality have you?" There's a huge difference between the two.



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I: When you say, "What it is perceived to be" when you say that, is this how we perceive our personality to be, or is this how other people see us?

RHM: We often don't see ourselves honestly. It's very difficult. The Enneagram helps us to see ourselves honestly and compassionately, which generally is a great relief for the person. And from that point, real change can take place because the personality is dynamic, not static. When the personality is in 'full force,' we're going to have an impact on others that probably isn't intentional, nor very positive. We just don't see our impact.

It's a very different way of thinking about the personality. It's radically different, yet, when clients work with it, it lands. They know it from their own direct experience. That's another reason this is such powerful work. I never ask anyone to believe me on this, but to pay attention to their own experience.

I: The paradox is what fulfills what we're looking for?

RHM: Thank you for the question. The paradox is that the personality kind of has marching orders. It mimics, it takes on a particular mission as a project to fulfill. It takes on a job. Let's say that I'm dominant in another type. Let's say an Enneagram Eight. A person dominant in eight is trying to experience the power, their strength, and it seems it's about wanting to have control in life. There's a huge amount of energy that goes into feeling alive, being direct, experiencing the intensity of life. The personality takes off and tries to create all that control and all that directness and all that power, and truthfully, what happens is all that energy takes the person away from what their soul wants. It's already inherent in their soul, but the personality distorts it. Then, it's impossible to really be at home in oneself. The personality tries to mimic what's truly available to us internally, and creates this substitute, and that's the paradox. It takes us away from what will truly be most fulfilling.

I: People who are trying to have security use a lot of control, but it doesn't create the security they're looking for.

RHM: That's absolutely true, and that shows up a lot for type Six, which is also called The Loyalist. Wanting to have a lot of security in life, thinking that security is going to be found outside in the external world, and trying to find where that security is. The personality get busy with trying to connect with people that might create a sense of security or with organizations or with belief systems or any number of things that can feel like a source of security.

Truthfully, the only source of security is here in this present moment within, when I'm here, present. It's the only place where it truly exists. The personality has its own agenda, and creates quite a bit of dissatisfaction, havoc.

It moves us away from the very experience that it is inherently available to us when we are here, when we are present in the moment.

I: Fascinating! Why is understanding the function of personality pivotal in coaching?

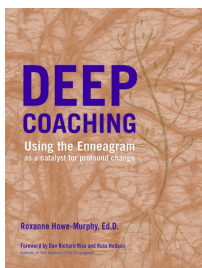
RHM: We could talk about this for hours! I wrote in the *Deep Coaching* book that there are six important advantages, and there are many more. But here is the pivotal reason for today: One size does not fit all.

For each of the nine types, there is a particular source of suffering, particular personality dynamics and core coping strategies that individuals dominant in that type organize their life around. In order to become free of the conditioning, there's a certain journey that is undertaken, and particular coaching strategies that are either appropriate and inappropriate. There are nine languages, nine different kinds of energetic dynamics that are fundamental to effective coaching. A coaching strategy that might be very effective for one client will, unwittingly, be counter-productive for another client. Naturally, coaches approach coaching from their own Enneagram type, which also has some obvious implications.

As coaches come to understand how the personality is structured and how it functions, it changes the way that they coach. The change process embraced in Deep Coaching has a different flavor to it than many approaches to coaching. I actually don't think this kind of coaching is for everyone. But for some coaches, this is where their thirst is quenched and they discover that they come home to themselves.

The Enneagram is a major, complex body of work. What I've done and I feel blessed to have this gift, is to translate it into practical applications for coaches. I do this in the *Deep Coaching* book. The Deep Coaching Certification Program allows coaches to delve into this work over time so that they can embody presence and the consciousness that allows for profound change to occur. In my new book, *Deep Living*, I translate the Enneagram for seekers and for individuals who are on their own path of growth.

As you can tell, I'm so passionate about this. If I could just say one other thing here. After *Deep Coaching* was published, I recognized that there is a deep movement that is transforming our entire culture at this time. The work in deep ecology ushered in the language, and now I have found dozens of applications of "Deep," which I find thrilling. *Deep Coaching* is a manifestation of this greater movement that is taking place where people can more profoundly experience themselves, recognize that they are not alone, and are part of a massive unfolding of consciousness that is taking place. I see just this incredible honesty, hope, and love that comes through people when they're doing this work, and that so supports true transformation. That's why I call the Enneagram a Map of Love.



Deep Coaching with Dr. Roxanne Howe-Murphy

***Being At Home IN Yourself...
Is the Greatest of Gifts.
It's already yours when you are truly present.
There's nothing to find, fix, or get.***



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