

IEA ACCREDITATION PROGRAM

What is IEA Accreditation?

Beginning January 1, 2009, the IEA will offer an “accreditation” to teachers, training programs, and schools. The IEA accreditation will serve as a mark of excellence for teachers, trainings, and schools so that people within and outside the international Enneagram community will have a way of knowing that specific teachers, trainings programs, and schools have achieved a certain standard of quality in their Enneagram work and have formally agreed to adhere to the IEA’s ethical guidelines.

Reasons why:

- ◆ To increasingly promote a high international standard of quality for all Enneagram teachers, training programs, and schools through establishing an accreditation that demonstrates the achievement of certain minimum standards of ethical Enneagram work.
- ◆ To provide a way to communicate to the public that participating teachers, training programs, and schools meet certain minimum standards and agree to adhere to a defined set of ethical guidelines.
- ◆ To reinforce to the public that the IEA is a self-regulating community that maintains a high level of standards worldwide for the teaching and communication of the Enneagram system by its members.

Accreditation Process

To become accredited by the IEA, teachers, training programs, and schools must apply for accreditation. Accreditation is done through an application process and is based on a point system and other requirements.

For each of these entities to become accredited, this is what they must do:

Teachers

- 1) Fill out teacher accreditation application.
- 2) Earn certification as an Enneagram teacher by being trained by an accredited school or demonstrate that as an Enneagram teacher, they have achieved 200 hours of training.
- 3) Sign the ethical values commitment agreeing to follow the IEA’s ethical principles of Enneagram work.
- 4) Provide three references: one personal and two Enneagram-related.
- 5) Pay the annual fee of \$50.
- 6) Must be a professional member of the IEA.

Accreditation Point System for Teachers

- 1) Enneagram trainings completed (1 point per hour, 8 points maximum per day of training) from an IEA accredited training program and/or school.
- 2) Other relevant experience, including:
 - ◆ Education – advanced degree in related field including psychology, philosophy, theology, spirituality (up to 50 points for a doctorate and 25 points for a Masters).
 - ◆ Licensed by government regulatory authorities (20 points).
 - ◆ Enneagram-related publications (10 points for articles in EM, 20 points for articles in peer review journal, and 50 points for books or dissertation).
 - ◆ Practical Enneagram-related experience, including other trainings (SAT, local Enneagram and personal growth trainings, meditation retreats), teaching, one-one therapy or coaching (as a client), and other Enneagram-related work. Since it is difficult to provide an exhaustive list of what experiences would receive points, points will be awarded by IEA accreditation committees on a case-by-case basis, and applicants may be asked to submit a course description or proof of attendance, etc. to receive credit. (Maximum points allowed in this category: 100.)
 - ◆ Presenting at/attending any IEA-sponsored conferences, including the conference of any IEA affiliate (25 points for attending an IEA conference and 10 points extra for presenting). Up to 100 points toward accreditation may be earned by attending IEA-sponsored conferences.
 - ◆ If an individual has relevant experience that is not included here, that individual may submit a request to the IEA accreditation committees and it will be reviewed by on a case-by-case basis within the above listed categories.

Annual renewal of teacher accreditation

Teachers renew their IEA teacher accreditation annually by paying the yearly fee (\$50 in 2009) and earning 25 CEUS (“continuing education credits”)/points/hours per year. (Note: these CEUS/points can be earned by attending the/an IEA conference.)

Training Programs

Training programs offer trainings in specific areas and applications related to the Enneagram and offer points toward IEA accreditation to their students.

- ◆ *Training programs can offer up to 200 of hours of training (= points or hours toward IEA accreditation) per year.*

To become an IEA accredited training program:

- 1) Training programs must be taught by IEA accredited teachers (see above).
- 2) Training programs pay an annual fee. The annual fee paid by a particular training program will vary according to the length of the program. The fee will be calculated as \$10 for each day of each program accredited, which each day is assumed to contain 8

hours of training. So, for example, a teacher with a 6-day training program would pay \$60 per year for that training program. If one teacher has multiple 6-day training programs, they will pay \$60 per year for each distinct training program.

- 2a) OR, training programs offer a significant discount to IEA members.
- 3) Submit a course syllabus/curriculum.
- 4) Agree to IEA ethical guidelines and agree to distribute and discuss IEA ethical standards/guidelines to students in each training program and have them sign and submit to IEA.
- 5) As part of the the IEA accreditation program, each accredited training program will be assigned points (based on hours of training) that can be counted toward a student's teacher certification or as the ongoing professional training hours required for renewal of accreditation (counted as CEU's or hours or points) for accredited IEA teachers.

Schools

Schools have the ability to offer points toward accreditation to their students. Schools are distinguished from training programs in that they offer multiple and long-term trainings that are linked together in a more long-term curriculum and in some cases provide of its own certifications. Certification is defined as successful completion of a long-term training program or linked multi-week trainings lasting at least three full weeks (6 days per week). Schools (as distinguished from training programs):

- ◆ Offer a certification as an Enneagram teacher based on a comprehensive process based on multiple and cumulative weeks of training.
- ◆ Offer more than 100 hours of linked, cumulative trainings per year.
- ◆ Offer a certification, which may include some extra supervised study or course work.

To become an IEA accredited school:

- 1) Schools must be staffed by IEA accredited teachers (see above).
- 2) Schools pay an annual fee of \$500.
- 3) Submit a course syllabus/curriculum.
- 4) Agree to IEA ethical guidelines and agree to distribute and discuss IEA ethical guidelines to students in each training program and have them sign and submit to IEA.
- 5) Are authorized by the IEA to offer CEU's (continuing education units) or hours or points toward an individual's teacher accreditation and/or accreditation renewal.

Accreditation Governance: IEA Accreditation committees

All questions about any aspects of this accreditation program should be submitted to the IEA Board of Directors' Accreditation Committee. This committee is composed of 3 members who serve on the IEA Board of Directors. Questions from particular regions of the world may be reviewed by IEA Accreditation subcommittees, composed of leading members of IEA Affiliate organizations from the appropriate region.

IEA Code of Ethics

The Ethical Principles of the International Enneagram Association

The Enneagram of personality types is primarily an instrument for self-knowledge and personal transformation.

Keeping a conscious focus on our motives and behavior helps avoid the common pitfalls of our type. Self-knowledge involves constant inquiry into own agendas and defenses, and transformation requires the courage to act against the structures and habits of our personality.

Any individual who advertises himself or herself as an Enneagram teacher or practitioner or expert must have the requisite education in the Enneagram system to do so and must apply the Enneagram system exclusively within their area(s) of professional expertise.

The Enneagram is a powerful and complex system that addresses human functioning and growth. As such, it is essential that every person who benefits financially from teaching or working with the Enneagram has a thorough knowledge of the system. And just as Enneagram practitioners should have a high level of knowledge of the Enneagram system, they should only teach Enneagram applications within their areas of expertise.

The Enneagram is a work in progress, so individuals must be explicit in giving credit to the work of others. Individuals must cite their sources when teaching and communicating about the system.

Many have contributed to it, and many will do so in the future, therefore, be explicit about giving attribution to the work of others. Name your sources and honor the originality and hard work of other contributors. Take it upon yourself to maintain high standards of scholarship, thus promoting a collegial atmosphere in the sharing of information.

Type does not fully describe an individual.

The Enneagram does not tell us about a person's history or anything meaningful about the quality of their character, their intelligence or their talents. People are more than their type. This is particularly important to remember in the workplace.

Allow others to discover themselves as much as possible.

The Enneagram has profound effects on people. It is most effective when we allow others to discover their type, rather than assuming that we know them better than they know themselves. Be sensitive to their reactions, their changing picture of themselves, and their need to integrate new information.

The Enneagram inspires compassion for others; it should not be used as a tool for stereotyping people.

In seeing the intentions and logic of other types, we become less likely to dismiss, judge, or demean each other. Listen closely to individual stories; we do not know each other simply because we know each other's type. Stereotyping implies an assumption that we already know about a person's attitude and motivations. Stereotyping arises largely because of past negative encounters with someone of the same type; it limits growth and opportunities in the present.

No individual owns the Enneagram.

The Enneagram cannot be controlled, monopolized, or withheld from public discussion. Restricting the right to communicate, develop, and share information about the system is contrary to the Enneagram's liberating and empowering spirit.

The system encourages teachers and practitioners to "walk the talk" of transformation.

The Enneagram encourages teachers and practitioners to embody the work of transformation themselves, to stand as living examples of self-inquiry and practical change in the service of spiritual liberation.

We can and should be a source of help for one another. It is important to listen respectfully to different points of view and communicate honestly in exploring the possibilities of awakening connected with Enneagram learnings.

The Enneagram invites us to wake up from habit and recurring defensive patterns. In that sense we each serve to remind others of the differences among us and of the integrity of different points of view. Adherence to doctrine and theory are far less important than keeping the conversation open.



IEA TEACHER APPLICATION FOR ACCREDITATION

NAME OF APPLICANT: _____ DATE: _____

OCCUPATION: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

PHONE: _____ FAX: _____ EMAIL: _____

I am an IEA Professional Member (required) – expiration date: _____

Educational Background (please include all degrees and dates):

Enneagram Training (please list all Enneagram trainings you have completed and the dates of completion):

Enneagram Certification(s): (please including training, school, and dates)

Please list any license or certification you have attained from any governmental or other regulatory authorities:

