

IEA Accredited Professional Requirements

IEA Accredited Professionals are the foundation of the IEA's Accreditation Program. This designation evidences that an individual Enneagram professional has achieved a high level of training and advanced knowledge of the Enneagram and has a depth of practical Enneagram-related professional experience teaching the Enneagram and/or using it as a primary tool in assisting individuals, groups and organizations to grow and develop.

"Accredited Professional" Eligibility Requirements:

An applicant for accreditation as an IEA Accredited Professional must:

- 1) Be and commit to remain a current IEA Professional Member;
- 2) Have accrued at least 250 points as described in the IEA Accredited Professional Scoring System (below) as a result of:
 - a) In-person Enneagram trainings completed over the course of at least 3 years time, other qualified Enneagram study and learning experiences, and other qualifying educational achievements in related fields (minimum of 150 points required in this category); and
 - b) Qualifying Enneagram-related professional work performed over the course of at least 3 years (minimum of 100 points required in this category); and
- 3) Obtain two letters of recommendation from Enneagram professionals (IEA Accredited Professionals where possible) meeting the criteria below.
- 4) Abide by the IEA's Ethical Guidelines and Code of Ethics.

IEA Accredited Professional Scoring System:

In general, the IEA Accreditation Committee will award points as described below. However, it is not possible to provide a definitive list of the kinds of training and experience that may be considered, the point values that may be assigned or other factors that may be weighed by the Committee in determining whether an applicant qualifies for accreditation. The Committee retains the discretion to approve or deny all applications, including applications for renewal, if it determines that the criteria for accreditation are not met.

Training/Education Points (minimum of 150 points required):

- 1) **In-Person Training** – In person trainings and workshops completed over the course of a minimum of 3-years (measured from the date of completion of the first in-person program attended) will be awarded points as follows:
 - a) **Accredited Training** – Participation in IEA Accredited Training Programs ("ATP"), or trainings or other workshops offered by an IEA Accredited Enneagram School ("AES") or IEA Accredited Professional ("AP"):
 - 1 point per hour of training up to a maximum of 8 points per day.

- An additional 10 points for successful completion of an ATP, or 20 points for successful completion of an AES Certification Program. Evidence of completion of an ATP or Certification by an AES must be provided.
- b) **Non-Accredited Training** - Other in-person Enneagram trainings and workshops will be evaluated and assigned points by the IEA Accreditation Committee up to a maximum of .75 point for every hour of training attended and a maximum of 6 points per day.
- 2) **On-line and Remote Accredited Training** - On-line and remote course offerings by IEA Accredited Professionals, IEA Accredited Training Programs and IEA Accredited Schools may be considered if they require advance registration and payment and the applicant provides: (a) evidence of registration, (b) a syllabus or outline of material covered; and (c) certifies he or she completed the program. Points to be awarded will be determined on a case-by-case basis by the IEA Accreditation Committee. (A maximum of 50 points in this category will be counted towards accreditation.)
- 3) **Other Qualifying Education and Training** –
- a) **IEA Conference Attendance** - Attending an IEA Global Conference or IEA Affiliate-Sponsored Regional Conference - 10 points per conference (up to a maximum of 20 points in this category).
- b) **Advanced degrees** - Up to a maximum of 20 points may be awarded for advanced degrees in fields related to the Applicant's professional Enneagram-related work. Related fields may include psychology, human development, theology or other fields approved by the IEA Accreditation Committee. Points are awarded as follows:
- 10 points for a doctorate
 - 5 points for a masters degree (without a doctorate in the same field)
- c) **Other** - The IEA Accreditation Committee may, on a case-by-case basis, consider and assign points for other relevant educational and learning qualifications and experiences not listed here. The Committee may also request additional information or evidence of qualifications.

Professional Enneagram-Related Practical Experience (minimum of 100 points required):

Applicants must be able to demonstrate a depth and range of experience in their performance of practical Enneagram-related professional work over the course of a minimum of 3 years prior to application.

- 1) **Practical Enneagram-related Professional Work:** In general, the following kinds of practical Enneagram-related professional work will be awarded points:

- Teaching the Enneagram to pre-arranged groups or private clients (i.e in classes, workshops, retreats, or as an adjunct to consulting, coaching, therapy, organizational work or spiritual direction),
- Conducting one-on-one or group therapy or coaching using the Enneagram as a primary tool,
- Conducting one-on-one spiritual direction using the Enneagram as a primary tool,
- Consulting with organizations or individuals on organizational and leadership development, teamwork, communication or conflict resolution using the Enneagram as a primary tool,
- Leading or facilitating Enneagram-related personal growth workshops or retreats.

Up to 1 point per hour worked may be awarded (up to a maximum of 8 points per day) for work performed directly by the Applicant as a primary content provider using the Enneagram as the primary focus or tool.

If such work (for instance in therapy or spiritual direction) involves use of the Enneagram along with other tools and methods, a good faith percentage estimate must be given for the portion of the work performed by the applicant specifically using the Enneagram as the primary tool.

If the work is performed by the applicant in conjunction with one or more other individuals (whether in a co-teaching/co-facilitating relationship or as an assistant or intern working with another professional), a good faith percentage estimate must be provided for the portion of the work performed directly by the Applicant as a primary content provider.

2) **Other Enneagram-related work:** Other forms of practical Enneagram-related work experience such as Enneagram-related program design and delivery, conducting typing interviews, facilitating discussion groups and other forms of leading or facilitating Enneagram learning may also be awarded points on a case-by-case basis as determined by the IEA Accreditation Committee.

3) **IEA Conference Presentations** – In addition to points awarded for teaching hours as described above, presenting at or facilitating a panel at an IEA Global Conference or IEA Affiliate-Sponsored Regional Conference will be awarded 10 additional points per conference.

4) **Publications** -- Enneagram-related publications may be awarded points as follows (up to a maximum of 50 points in this category):

- Substantive article or personal reflection published in *IEA NinePoints*, *Enneagram Monthly* or another established magazine or periodical– Up to a maximum of 10 points (as determined by the Accreditation Committee)
- Article published in *The Enneagram Journal* or other peer-reviewed professional journal – 20 points
- Author of published Enneagram-related book or Enneagram-related doctoral dissertation – 50 points

Requirements for Letters of Recommendation:

Each applicant for accreditation as an IEA Accredited Professional must obtain two letters of recommendation attesting to the Applicant's knowledge and skills in teaching and/or using the Enneagram and qualifications to be an IEA Accredited Professional.

- Recommendation letters must be from an IEA Accredited Professional when possible. If no (or only one) IEA Accredited Professional knows the Applicant's work, a recommendation letter from another experienced Enneagram professional who knows the Applicant and his or her work may be submitted. If this is the case, the recommendation provider must provide a brief synopsis of his or her own training and experience with the Enneagram.
- Each recommendation provider must have worked with, observed in person and/or watched or listened to tapes of the Applicant featuring the Applicant's Enneagram teaching, coaching or interview skills for a minimum of one hour.
- Each recommendation must contain:
 - A detailed statement evaluating the Applicant's level of knowledge, understanding and use of the Enneagram.
 - A clear statement that the recommendation provider has reviewed or is familiar with the Applicant's qualifications and believes that he or she meets the IEA's requirements and should be approved as an IEA Accredited Professional.
 - The recommendation provider's full name, physical address, email address and contact telephone number.
- Each letter must be written in English (or Spanish) and dated no more than 6 months prior to the date of the AP application.
- Recommendation letters should be submitted directly to the IEA using the online form. If the online form is not used, the letter must contain all required information and include a statement certifying that the requirements have been reviewed and all requirements are met. Applications will not be considered complete until both letters have been received.
- The Committee may contact recommendation letter providers for clarification or additional relevant information.

Application Fees and Renewal Requirements

- **IEA Accredited Professional** -- \$150 initial application fee (renewable every 2 years for \$150). For renewal, 50 additional accreditation points must have been earned during the prior two years. A minimum of 30 of such points must be "Professional Enneagram-related Practical Experience" as described above. The IEA's Ethical Guidelines and Code of Ethics must have been adhered to. There must have been no lapse in Professional Membership status.