

## IEA General Ethical Guidelines

### 1. Shared Commitment to the Development and Use of the Enneagram –

IEA members share a commitment to the development, understanding and use of the Enneagram.

- We acknowledge that no individual or group owns the Enneagram or can restrict the right to communicate, develop and share information about the system.
- We understand the Enneagram to be a work in progress; many teachers, writers and practitioners have contributed to it and will continue to do so in the future. We honor the originality and hard work of those contributing to its development by giving credit and citing sources when teaching and communicating about the system.
- We commit to high standards of knowledge and scholarship and to creating and maintaining a collegial atmosphere for the sharing of ideas and information. While the vigorous exchange of ideas and debate about Enneagram theory and practice is encouraged, we will listen respectfully and remain open to the possibilities in different points of view, experiences, applications and theories.
- The Enneagram aids us in waking up from ego habits and recurring defensive patterns. We support each other in this lifelong work.

### 2. The Enneagram as a Tool for Personal Growth –

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

- We believe in respectfully using the Enneagram to inspire compassion for ourselves and others; it should not be used to stereotype people or limit their growth and possibilities. In seeing the intentions and logic of other types, we become less likely to dismiss, judge or demean each other.
- We believe that Enneagram type does not fully describe an individual. While part of the story, it does not encompass other aspects of personhood, such as personal history, character, intelligence, talents, social location, belief systems and the impacts of privilege and/or oppression.
- We support others in discovering their Enneagram type patterns at their own pace as much as possible. The Enneagram has profound effects on people. We are sensitive to the reactions that can occur upon becoming aware of deep-seated patterns and are patient with the time and effort required to integrate new information and adjust to a changing picture of the self.
- We personally commit to working on ourselves and to the on-going process of self-knowledge and self-transformation, inquiring into our own motives, reactions and defenses, while remaining open to feedback that supports healing and growth.

### 3. Using the Enneagram System with Others -

The Enneagram may be used by people from a wide variety of backgrounds and in a broad range of contexts and applications. It is a powerful and complex system. As such, it is important that those who use it with others do so in a competent, ethical and respectful manner.

- We agree that it is essential that every person who benefits financially from teaching or working with the Enneagram has a deep knowledge of the system and is personally well grounded.

- We commit to only teaching and practicing Enneagram applications that are within our areas of professional training and expertise. Students and clients are encouraged to inquire about practitioners' training and experience and to choose teachers and practitioners who are well suited to their particular needs and circumstances.
- We acknowledge that all Enneagram teachers and practitioners have professional limitations. Students and clients are encouraged to consider other tools and systems of support when needed, particularly in situations involving trauma, mental health issues, psychological and/or spiritual wounds or abuse.
- Teachers and practitioners using the Enneagram system with others must "walk the talk" in order to embody the work of transformation and exemplify the constructive use of the system.
- Those teaching or using the Enneagram professionally with others agree they will not knowingly take advantage of their students or clients financially or otherwise. They will also refrain from engaging in any emotionally, psychologically or sexually manipulative, abusive or exploitive behaviors with students or clients. They will not engage in any inappropriate relationships with students or clients, such as relationships marked by significant power differentials as a result of age, experience, influence, control or other factors.
- Maintaining direct, open and clear channels of communication between teachers and students or practitioners and clients is essential. Misunderstandings should be worked out so that all parties can grow, heal and evolve in a mature manner.

#### **4. IEA Community Standards –**

The IEA and its members are committed to these foundational standards:

- We will be honest and act with integrity and respect in our dealings with each other.
- We will keep confidential personal information conveyed to us in confidence to the extent possible (subject to applicable laws, rules and regulations).
- We will strive to create an equitable and inclusive environment. We will not discriminate or tolerate discrimination based on race, color, gender, gender expression, age, sexual orientation, disability, religion, creed, national origin, marital status or military status.
- We will not tolerate abuse in the IEA, including behavior that is manipulative, exploitive, demeaning, harassing, retaliatory or cruel.
- Violation of these Ethical Guidelines may result in the termination of membership or the withdrawal of the right to participate in various benefits of membership.