

IEA Accredited Professional Requirements

IEA Accredited Professionals are the foundation of the IEA's Accreditation Program. This designation indicates that an individual Enneagram professional (1) has achieved a high level of training and advanced knowledge of the Enneagram, (2) 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, and (3) is committed to the highest level of ethical standards in their teaching and use of the Enneagram.

“Accredited Professional” Eligibility Requirements:

An Applicant for accreditation as an IEA Accredited Professional must:

- 1) Be and commit to remain a current member of the IEA at the Professional level;
- 2) Be able to demonstrate a high level of training and comprehensive knowledge of the Enneagram system and sufficient experience in the professional application, teaching, or use of the Enneagram. The IEA has developed a scoring system to assist in assessing the depth of training and experience Applicants have obtained. Applicants must have accrued at least 250 points as described in the IEA Accredited Professional Scoring System (below):
 - a) A minimum of 150 points of Enneagram training and education demonstrating a solid knowledge of the complete Enneagram system including:
 - i. At least 100 points of Qualified Enneagram Trainings (as described below) completed over the course of a minimum of 3 years; and
 - ii. Up to 50 points of other qualifying Enneagram learning and related educational achievements (as described below); and
 - b) A minimum of 100 points of Qualified Enneagram-related Professional Work (as described below) performed over the course of a minimum of 3 years.
 - c) If the 3 years of required Qualified Enneagram-related Professional work begins at the same time or soon after as the earliest Enneagram trainings listed, an explanation must be provided as to the basis of Enneagram knowledge and/or other professional expertise employed in such work.
- 3) Obtain two letters of recommendation from IEA Accredited Professionals meeting the criteria below and attesting to the Applicant's knowledge and skills in teaching and/or using the Enneagram and qualifications to be an IEA Accredited Professional.
- 4) Commit to abide by the IEA's Ethical Guidelines and Code of Ethics for Accredited Professionals.

Important Note: *The IEA Accreditation 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. Factors not fully reflected through the Scoring System may be considered in exceptional circumstances.*

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 might be awarded or other factors that may be weighed by the Committee in determining whether an applicant qualifies for accreditation.

A. Enneagram Training and Education (minimum of 150 total points required):

1. Qualified Enneagram Training (minimum of 100 points over at least 3 years required) - It requires time to learn the Enneagram system and for the learning to be integrated into one’s personal life and daily practice sufficiently to begin using the system to teach, coach or otherwise work with others. At a minimum, intensive study through Qualified Enneagram Training over the course of at least 3 years is required before applying to become an Accredited Professional. In general, in person trainings and workshops are preferred as they provide a level of interaction between students and teachers and among students of different types that transmits the system and allows for experiential learning in a way that reading or observing online content does not. Beginning with the Coronavirus pandemic in March 2020, however, many IEA Accredited Training Programs, Enneagram Schools and Accredited Professionals previously conducting programs in person were required to develop online or hybrid teaching methods that accomplished the same or similar goals but did not require travel or physical proximity. This development has had the benefit of making high quality Enneagram education available more broadly to those who might otherwise face time, travel, and financial constraints.

The Scoring System now awards full points for both in-person and online or hybrid trainings, workshops and courses offered by IEA Accredited Professionals and IEA Accredited Training Programs and Schools. Points are also awarded at a reduced level for in-person workshops, trainings and courses offered by other Enneagram professionals or organizations that are not IEA accredited. In order to be eligible for points, all programs must be stand-alone programs requiring advance registration and payment. Viewing or listening to online conferences (including the Shift Global Summit), YouTube videos and tutorials or Podcasts are not eligible for points. To receive points, Applicants must certify that they participated in and completed the entire training, workshop, or course. If a Certificate was awarded upon completion of an IEA Accredited Training Program or IEA Accredited School certification program, a copy of the Certificate must be provided in order to obtain bonus points. Applicants should provide information concerning their entire Enneagram learning history, not just the most recent 3 years, in order to demonstrate they have gained adequate knowledge of and experience with the system before beginning to use it with others.

Types of Qualified Training	<u>In-Person</u> Trainings, Workshops & Courses	<u>Online/Virtual or Hybrid</u> Trainings, Workshops & Courses
*Certified completion of IEA Accredited Training Program	1 point/hour (max of 8 hrs/day) <u>*PLUS</u> 10 bonus points	1 point/hour (max of 8 hrs/day) <u>*PLUS</u> 10 bonus points
*Certification by IEA Accredited Enneagram School	1 point/hour (max of 8 hrs/day) <u>*PLUS</u> 20 bonus points	1 point/hour (max of 8 hrs/day) <u>*PLUS</u> 20 bonus points
Other trainings, workshops and courses taught by IEA Accredited Professional(s)	1 point/hour (max of 8 hrs/day)	1 point/hour (max of 8 hrs/day)
Trainings, workshops and courses taught by instructors who are <u>not</u> IEA Accredited Professional(s)	.5 point/hour (max of 8 hrs/day)	Not eligible for points

*Copy of Certificate must be provided to obtain bonus points.

2. **Other Related Education and Experiences (up to 50 points maximum in category)** – Other Enneagram-related educational and learning experiences and advance degrees and professional licenses in fields related to the Applicant’s Enneagram-related professional work are also eligible for points as indicated below. The Committee may, on a case-by-case basis, also consider and award points towards accreditation for other relevant educational and learning qualifications and experiences. In doing so, the Committee may consider factors such as the availability of Enneagram training and other resources in a particular geographic area or language. The Committee may request that Applicants provide additional supportive information or evidence of qualifications.

Attendance at an IEA Conference (maximum of 20 points)	In-person	Online
IEA Global Conference	10 points	5 points
IEA Affiliate or Chapter-Sponsored Regional Conference (Not <i>local</i> events)	10 points	5 points
Advance Degrees and Professional Licenses in Fields Related to Enneagram Professional Work (maximum of 20 points)		
Doctorate Degree	10 points	
Masters’ Degree (in different field than doctorate)	5 points	
Professional License	5 points	
Participation in a Mentoring Relationship with Recommending IEA Accredited Professional		
Participation in 6 one-hour mentoring sessions over 6 months or longer with an AP providing recommendation letter	10 points	

B. Enneagram-Related Professional Work (minimum of 100 points over at least 3 years 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. To earn points towards accreditation, the work must be performed directly by the Applicant as a primary content provider using the Enneagram as a primary focus or tool. Preparation time, business development, administrative activities and “assisting” other professionals in an administrative, support or learning capacity, while important, do not earn points towards accreditation. Applicants must have adequate Enneagram training and knowledge prior to beginning to use the Enneagram system with others professionally and should provide additional information on their applications, if necessary, to demonstrate this.

1. **Practical Experience Performing Enneagram-Related Professional Work** - Up to 1 point per hour worked may be awarded (up to a maximum of 8 points per day) for Enneagram-related professional work performed directly by the Applicant as a primary content provider using the Enneagram as a primary focus or tool. 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)
- Leading or facilitating Enneagram-related personal growth workshops and retreats, Enneagram type panels and other pre-arranged Enneagram-related group learning experiences

- Coaching pre-arranged private clients or groups using the Enneagram as a primary tool
- Coaching, consulting, or training on organizational and leadership development, teamwork, communication, conflict resolution, etc. in businesses and other organizations using the Enneagram as a primary tool
- Conducting one-on-one or group psychotherapy or psychological counseling using the Enneagram as a primary tool
- Conducting one-on-one or group spiritual direction or pastoral counseling using the Enneagram as a primary tool
- Providing Enneagram-based somatic therapies or movement, dance, voice or other experiential work with pre-arranged groups or private clients
- Hosting or presenting on an Enneagram-related podcast or other media or social media platform with at least 100 subscribers/viewers.

Note: If such work (for instance in therapy, spiritual direction, or somatic work) 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 that is performed by the applicant specifically using the Enneagram as a primary tool and the points awarded will be reduced accordingly.

If the work is performed by the applicant in conjunction with one or more other individuals in a co-teaching or co-facilitating relationship, only the hours in which the applicant was directly involved should be reported. If two individuals were actively co-leading or co-teaching a session together, both may receive full credit. If, however, the overall training content of a program was divided and each lead a portion of the sessions individually, only those sessions lead by the applicant should be reported. If the applicant was assisting as an intern or in a support capacity for another professional, only the portions of the program directly taught by the applicant or panels, breakout groups or other exercises directly facilitated by the applicant should be reported.

2. Other Practical Enneagram-Related Experience and Publications – Other forms of practical Enneagram-related experiences may be awarded full or partial points on a discretionary basis by the IEA Accreditation Committee. Such work might include conducting Enneagram-related academic research studies, conducting individual typing interviews in conjunction with Enneagram coaching, teaching or other professional work (*not* administering or interpreting tests written or provided by other teachers or organizations), facilitating Enneagram-related discussion groups or online forums, or social justice or other activist work specifically using the Enneagram as a primary tool.

In addition to points awarded for hours of teaching or other work described above, points may also be awarded for the following:

IEA Conference Presentations	
IEA Global Conference	10 bonus points
IEA Affiliate/Chapter Sponsored Regional Conference (Not local events)	5 bonus points

Enneagram-Related Publications (<i>maximum of 50 points in category</i>)	
Article posted in <i>IEA NinePoints</i> , <i>Enneagram Monthly</i> or another established magazine or periodical	Up to 10 points
Scholarly article published in <i>The Enneagram Journal</i> or other peer-reviewed professional or academic journal	20 points
Author of published Enneagram-Related Book or 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 IEA Accredited Professionals 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.
- If the Applicant is seeking points toward accreditation for a mentoring relationship with an IEA Accredited Professional, such Accredited Professional must provide one of the recommendation letters and confirm such mentoring relationship has taken place and met the criteria and that he or she believes the applicant to be qualified to become accredited.
- Each recommendation must contain:
 - A detailed statement positively 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.
- Reference letters are considered part of the Applicant's file and as such may be shared with the Applicant.

IEA Accredited Professional Application Fees and Renewal Requirements

- **Initial Application Fees:**
 - The application fee to become an IEA Accredited Professional is the sum of the Annual Accreditation Fee below plus \$50 and covers the initial accreditation term.
 - A non-refundable payment of \$50 must be made upon submission of the application for the application to be processed. The balance of the application fee, along with any pro-rated professional membership dues for the balance of the initial accreditation term as described below, will be invoiced and must be promptly paid upon approval of the application in order for the approval to be effective.
 - If the AP application is received between January 1 and September 30, the initial accreditation term is the balance of that calendar year and renewal will be required for the following calendar year. If the application is received between October 1 and December 31, the initial accreditation term will extend through the following calendar year.
- **Approval Process:**
 - AP Applications and Reference Letters are reviewed and approved by the IEA Accreditation Committee. The affirmative vote by a majority of the Accreditation Committee members is required to approve an AP application.
 - Once approved, the IEA staff will:
 - Invoice the applicant for the balance of the initial accreditation fee and any pro-rata dues or credit resulting from changing the applicant's renewal date for professional membership (or Affiliate professional membership for current Affiliate members) to December 31 of the calendar year in which the initial accreditation term ends.
 - After receipt of such payment:
 - Change the new AP's membership status on the IEA's membership database to "IEA Accredited Professional"
 - Change the AP's professional membership dues renewal date to December 31
 - Issue AP watermarks for the appropriate year(s).
- **Renewal Fees:**
 - AP accreditation must be renewed annually.
 - Professional membership status (or current Affiliate Professional membership status) must be maintained as a condition of AP accreditation. If the AP qualifies for Affiliate Professional membership status, current membership in the identified Affiliate must be maintained. If the AP chooses not to maintain such Affiliate membership, the AP must inform the IEA staff of the change in membership category and pay the additional amount necessary for full Professional Membership dues.
 - Annual Accreditation Fees and IEA Professional (of Affiliate Professional) membership dues are due December 31st of each calendar year for the following year. The combined amount will be billed in a single payment (or may be scheduled for automatic payment by credit card).
 - Annual Accreditation Fees for the initial term as described above and each subsequent annual renewal term are:
 - Professional Members - \$100/year
 - Affiliate Professional Members of IEA Denmark, Finland, Netherlands, Norway, or Sweden - \$85/year
 - Affiliate Professional Members of IEA Korea, Portugal, or Spain - \$45/year

- Affiliate Professional Members of IEA Argentina, Brazil, China, Colombia, Egypt, Georgia (Caucasus), or India- \$25/year
- **Subsequent Point Reporting and Other Requirements:**
 - The IEA's Ethical Guidelines and Code of Ethics must be adhered to as a condition of the AP's continued accreditation status. The IEA will require the AP to periodically affirm compliance with and commitment to these ethical principles. In addition, the AP will be required to complete online Ethical training modules as developed by the IEA from time to time in order to maintain current AP status.
 - Every 3 years, the AP will be required to complete the form requested by the IEA staff reporting 100 additional accreditation points under the above Scoring System that have been earned during the prior three years. A minimum of 75 of such points must be "Enneagram-Related Professional Work" as described in the Scoring System. Such renewal points will be reviewed by members of the IEA Accreditation Committee.
 - In the event medical issues or other special circumstances prevent the AP from working and earning the required points during a 3-year reporting period, a temporary waiver of this requirement or deferral or extension of the required reporting date may be granted by the IEA Accreditation Committee.