



Enneagram Consulting

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Before you take the WEPSS

The Enneagram is not a test.

The Enneagram is an ancient system for understanding nine different ways people see, understand, and interact with the world based on unconscious motivations. It is a way of understanding our unique gifting, as well as understanding and moving through some of our challenges. While there are many Enneagram “tests” out there, these were developed long after the Enneagram system was developed.

When working with clients I encourage people to view learning their Enneagram number as a journey, of which taking an assessment can be a valuable part. Typically, when people ask me how to learn their number, I suggest a combination of reading, discussion, assessment, and workshops. I see figuring out your number as something that takes place over time - a slow unwrapping of a gift. Take your time. Additionally, even the best Enneagram tests are only accurate about 80% of the time. That said, taking this assessment will give you a starting point.

Helpful tips for taking this assessment.

- The WEPSS is 200 questions, so prepare to spend about 45-60 minutes.
- **For each question, hover your cursor above the question itself for a more in-depth explanation of what the question is asking.**

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- If you find yourself stuck or unsure how to answer, it is sometimes helpful for people to think back to how they were in their 20's. Our 20's seems to be the time we are most "in our number".

About those results:

- After you take this assessment, you will receive the results via email. It is not necessary for you to read all the information that arrives. It will be helpful to know what Enneagram number the WEPSS suspects you most identify with, as well as what alternative numbers it suggests for your consideration. I encourage you to take your results with a grain of salt. If this assessment gives you an accurate type (and the best tests are only about 80% accurate) the descriptions of what you may struggle with, find hard to do, and find easy to do, may not be true for you in particular.
- The results will make reference to being "resourceful" or "less resourceful" in your number. Other Enneagram teachers (Including myself) refer to this as "health in your number". In the Enneagram world, health in your number is considered the ideal, the epitome of a well-balanced version of yourself. In other words, just because the test tells you that you relate to "less resourceful characteristics of your number" does not mean that you are unhealthy in the way we typically think of that word. And in fact, sometimes what the WEPSS would consider "less resourceful" characteristics are actually brilliant adaptive responses.

There are a lot of Enneagram assessments out there. Why the WEPSS?

There are a lot of Enneagram tests out there. Many are faster, and several are free. The Enneagram is experiencing a resurgence in popularity. In many ways this is fantastic because we have a plethora of resources at our fingertips. However, it is important to remember that no one owns the Enneagram. There is no sole creator of this system that we can turn to as the ultimate expert. While there are organizations and associations dedicated to best practices, there is no guiding body that enforces who calls themselves an expert, or who creates an assessment. There are many wise Enneagram teachers out there, and I know of a few assessments that I personally trust, but it is important to do your research.

Right now, the WEPSS is my favorite. Here is why:

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- It is a standardized, reliable, and valid Enneagram inventory.
 - By *standardized*, I mean that the administering and scoring is consistent. Everyone gets the same assessment, and it is scored by the same system. This makes it possible to compare the relative performance of an individual test taker.
 - By *reliable* I mean that the assessment produces consistent and stable results. For instance, if you were to take the assessment several times, the results would be the same.
 - By *valid* I mean does the assessment measures what it says it measures.
- The WEPSS is the only Enneagram assessment published by a major psychological test company, and it has been reviewed in Buros's Mental Measurements Yearbook. Buro's is a respected authority in the testing field. Among other categories, Buros provides appraisal of 920 assessments in the fields of neuropsychological, personality, and behavior assessment. The WEPSS is the only Enneagram assessment to be reviewed by Buros.
- The WEPSS was developed by Dr. Jerry Wagner, a clinical psychologist, supervisor, and psychotherapist. The WEPSS does a great job of "crossing the divide" by using quantitative psychometric tools to evaluate a rather esoteric, interpretation and experience based, system.
- At \$12 it is very reasonable

If the automated results give you all this information, why is it important to consult with someone who is trained in interpreting the results?

- When you take the WEPSS you will receive a report showing what your core Enneagram number is likely to be. In addition, it will let you know what your wing is likely to be, and what numbers you tend towards in stressful and relaxed conditions. The WEPSS will also tell you if you relate more to the resourceful attributes or less-resourceful attributes of these numbers. However even the best Enneagram assessments are only about 80% accurate. Your Enneagram number is based on your motivations rather than your behaviors. This makes testing a little harder. This means your results for your core number could be wrong. And if your

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core number is wrong, everything else in that report is wrong. **To increase accuracy, when I go over these results with someone, I can help them discern if the results feel accurate, and if they don't, I know what to look for in the raw and percentile scores to determine what their core number might be.**

- Enneagram language is kind of brutal. Since our Enneagram number is based on our core motivations, and our core motivations are a reaction to a deep (and perhaps unconscious) needs, sometimes our results don't read in the most flattering way. **One of the gifts of the Enneagram is the opportunity to grow into a healthier version of ourselves** To do that we first need to notice what is isn't working. It is important to talk through these results with clients. Further, the WEPSS results are individualized to your response, not individualized to you. Just because the results say "you may struggle with xyz", does not mean that you do.

About Jenny



Jenny Jackson meets her clients with a wealth of expertise and compassion. Jenny holds both basic and advanced certifications accredited by the International Enneagram Association. Continuing education in the field has included courses with Suzanne Stabile, David Bell (Enneagram Insight), and Peter O'Hanrahan (Enneagram at Work) Jenny participates in an ongoing Enneagram learning community in Indianapolis.



Jenny developed and taught the courses *The Enneagram: A Tool for Transformation* and *The Enneagram: What you Bring to the Party*. Jenny was a 2021 presenter at Wild Goose Festival where she gave her talk *What NOT to do with the Enneagram: Where to Get Started and how to Get the Most Out of the Process*.



A lifelong student of the human mind and spirit, Jenny holds a bachelor's degree in Occupational therapy, and a masters in Marriage and Family Counseling. Jenny writes and speaks on topics such as listening, trauma, contemplative healing, and the Enneagram. She is the Associate Director of a non-profit organization in Cincinnati.



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