

## Three Methodologies - More Possibilities!

**Catalina Rico**

How do our three centers work? Mental, emotional and instinctive. Which one determines whether we are more active or more talented? Which ones should we learn to exercise, to develop? These are questions that can be answered by the integration of three methodologies: The **Enneagram**, the **Improvised Performance**, and the **Design Thinking**.

A business case demonstrates this integration. The company's name is Tres97; its objective is to promote the self- observation within employees in companies, which lead to a cultural transformation that supports corporate objectives.

The Enneagram, the Improvised performance and the Design Thinking together make an integral methodology representing the 100%; from there came up the name  $3+97=100$ , three methodologies that make an integral transformation process.

**Enneagram:** tool for self-knowledge.

**Improvised Performance:** this tool trains all aspects of life. It promotes unforeseen solving, team work, capacity to generate and accept proposals, adaptation to new situations, body language, observation, listening, know how to be here and now (to value the present), and taking advantage of things that others could see as obstacles.

**Design Thinking:** this technique combines the empathy, the creativity, and the rational thinking in order to solve problems in a new creative and also practical way. People do not share the same mental model. If you want someone to see what you see you should show what you are seeing in a language that is common to everyone.

Tres97 methodology helps to achieve self-knowledge, self-confidence, and collaboration. It activates necessary behaviors to develop entrepreneur skills that are vital for the survival and growth of any company inside of today's changing environment.

**How are these techniques mixed to create one new methodology? New methodology is based on three pillars:**

- 1. More human:** the Enneagram acts as a map for human knowledge and development (self-knowledge), the Improvisation is the vehicle that allow us to walk that map (self confidence) and the Design Thinking builds the bridge between the individual talent and the corporate objective (collaboration).

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**2. Self-observation:** personalized feedback through a printed comic is what exposes the personality characteristics of the participant obtained during the process. And a collection of videos from each participant in which it becomes evident their posture towards accepting proposal offerings, censure towards mistakes, listening, and the capacity to generate proposals.

**3. Habit:** continued accompaniment. A virtual follow up and/or attendance levels: circuits that integrate the improvised performance, Enneagram and design thinking.

**Why does Tres97 methodology work?** Because it achieves presence, self-observation, and the understanding of what it is been experiencing (a process that helps to align body, mind and emotion).



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