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Betsy Kindall ([00:08](#)):

I'm Betsy Kindall.

Nicole Fairchild ([00:10](#)):

I'm Nicole Fairchild.

Stacy Moore ([00:11](#)):

And I'm Stacey Moore.

Betsy Kindall ([00:12](#)):

And this is Arkansas Aware a project to advance wellness and resiliency in education.

Nicole Fairchild ([00:20](#)):

Welcome back everybody. Hey, we are so excited to be in season four right now. It's still mind boggling to me that we've been doing this for that long.

Betsy Kindall ([00:27](#)):

We're just getting better and better ladies.

Stacy Moore ([00:31](#)):

Love the confidence.

Betsy Kindall ([00:33](#)):

I know.

Nicole Fairchild ([00:34](#)):

Well, it is funny to me to think about how the requests for trainings have morphed over the years. So I created the ACEs training prior to the pandemic. It was 2019. Then when I started doing that, and then I think it was prior to the pandemic that I even created an engram training. And this summer I talked about ACEs and the enneagram so much that my voice is still not recovered like constant, constant. And it's just interesting to me how this idea of team building and making sure we have great cultures in our schools is becoming more and more front and center. I mean, I just had so many requests for that this summer. And so I just wanted to talk with you guys about some of the insights and things over the summer that came up when it came to team building.

Betsy Kindall ([01:32](#)):

Interesting.

Nicole Fairchild ([01:33](#)):

With the Enneagram.

Betsy Kindall ([01:34](#)):

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Do you think we've gotten more requests about those things because we're really honing in on tier one across the state.

Nicole Fairchild ([01:40](#)):

Oh, maybe.

Betsy Kindall ([01:42](#)):

Okay. So we have all of these issues. Where do we start? We start at tier one.

Stacy Moore ([01:45](#)):

And it's a great foundation. Yeah.

Nicole Fairchild ([01:46](#)):

Well, but say what tier one is in case somebody doesn't know. So

Betsy Kindall ([01:49](#)):

Tier one really is those system. It multi-tiered systems of support, but tier one is the level where you reach everyone and you really hone in my opinion on school climate, what affects every person in that building and those kinds of trainings, they affect every person in that building.

Stacy Moore ([02:08](#)):

And I think a basis of knowledge that as educators, we all need when we're interacting with each other and with students. So that ACEs what's so fascinating when you say that is ACEs is over here intense.

Betsy Kindall ([02:18](#)):

Oh gosh.

Stacy Moore ([02:18](#)):

Pretty. I mean, in depth,

Betsy Kindall ([02:21](#)):

It's kind of a downer, sometimes

Stacy Moore ([02:22](#)):

It is. I mean, really, it's not your most exciting.

Nicole Fairchild ([02:25](#)):

Its like Steel Magnolias.

Stacy Moore ([02:26](#)):

It's tough. It's tough. And then you've got your enneagram, which is fun and balloons and in the middles and whistles.

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Betsy Kindall ([02:33](#)):

Health first day. Yeah.

Nicole Fairchild ([02:34](#)):

I know I'm all over the place you guys.

Stacy Moore ([02:35](#)):

All over the place. So high and low, high and low.

Nicole Fairchild ([02:38](#)):

I'm moving from comedy hours to, I'm going to grab your heart and tear in half.

Stacy Moore ([02:42](#)):

That's got to be a huge wave.

Betsy Kindall ([02:46](#)):

I will say the days when I did both of them, it was way better to do ACEs in the morning and end with the fun because man, when I started with the enneagram and I did ACEs in the afternoon, I was like...

Stacy Moore ([03:00](#)):

That's like upper and than a downer. I mean, that's whoa.

Nicole Fairchild ([03:03](#)):

It was hard. It was hard. But those were the two that really came up a lot. And I appreciate that. I mean, I think more educators are getting interested in ACEs and that's great. I mean, we need more people to understand adverse childhood experiences and what's happening in the classroom. But we had a lot of folks that were our teachers. We just need, man, we just need something uplifting. We need something that's related to. And so the training that I did with the enneagram was a lot about team building. It was a lot about how we work together, but then also a lot about listen, when you really understand your core number, you can do self-care better. And I found myself just over and over again, saying the point of the Enneagram is not to put a label on yourself and to say, Hey, I've found the box I fit in.

Nicole Fairchild ([03:49](#)):

Now I'm going to stay here in my cozy box. The point of it is to sort that out so that you can grow and become better. And so I'm challenging all these folks to be like it's not an excuse. You don't get to say, well, I'm just a two, I can't say no or whatever. Nah, nah, you need to work on it. These are and honestly, prior to this summer, I had not thought about self care with each type. I had thought about it with my type, but I hadn't thought about it with each type until I started doing it this summer. And there's really a lot there.

Stacy Moore ([04:23](#)):

I want to learn more about that, but this is what it reminds me of when Betsy talked about dare to lead last time and it was talking about layers. She would almost go back and get another layer. I almost feel

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like I'm still like that with enneagram, I've applied it to myself and people that I've worked with, but it's almost like there's more layers and more layers that even the people that you talk to this summer, there's more that you're constantly learning that they could keep delving in.

Nicole Fairchild ([04:47](#)):

And I had so many people come up, especially if they had had previous experience with the enneagram, they would say, this has been so helpful to me personally, my relationships are better because I understand this about my family member or my work coworker. But okay so I'll go around the enneagram and you can tell me if these sound right in terms of self care strategies. So friends out there, if you haven't taken a test, I'd encourage you to go ahead and take a test. There's free enneagram test out there. But I will say if you take a free test, it may not type you correctly because it's only it's comparing. It's giving you a typical three versus a typical seven. Which one do you pick? A typical four and a typical six? Which one do you pick? There's not enough of those for you to nail it. It's still up to you to determine what's really true for you.

Stacy Moore ([05:39](#)):

And do you think if I cheated and I went ahead and I looked at all of them before taking the test, I could answer in ways that would lead me one over the other?

Nicole Fairchild ([05:48](#)):

Oh, for sure.

Stacy Moore ([05:49](#)):

So would you recommend taking it blind?

Nicole Fairchild ([05:52](#)):

It might even be fun to hand it to your spouse and say, "answer these for me".

Stacy Moore ([05:56](#)):

Oh, for me not for you, but for...

Nicole Fairchild ([05:58](#)):

Well, because I mean, well, and the thing is, I mean, you may have an outward appearance of being this type, but only what's really happening on the inside.

Stacy Moore ([06:07](#)):

And that's the critical piece when you're answering them right? Yes. Is what the interior is or motive behind it. Behind things.

Nicole Fairchild ([06:12](#)):

And again, I mean, the experts recommend when you take that test, you think about yourself at 18. That was actually one of the things that kind of tied you up Betsy right? Because you've grown so much that you look more like your growth line.

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Betsy Kindall ([06:27](#)):

And a lot happens between 18 and 25.

Nicole Fairchild ([06:30](#)):

Yes.

Betsy Kindall ([06:31](#)):

Developmentally and socially in most people's lives, I think.

Nicole Fairchild ([06:35](#)):

Absolutely. But at your core, that core type that you're always starting from...

Betsy Kindall ([06:39](#)):

Oh yeah, that don't change. I mean, that's just what you were, when you think back to the..., I would say in the trainings, when you were raw, before you had social skills back then what you were like. So this is kind of what I'm thinking. Tell me if this is right. So you're a one here's my self-care tip for the ones lean into that growth line of a seven and let go a little bit.

Stacy Moore ([07:03](#)):

Oh yeah, absolutely. Very hard to do, but you're spot on.

Nicole Fairchild ([07:07](#)):

Yeah. Do that.

Stacy Moore ([07:08](#)):

Because when I hang around my sister, who's a seven. I laugh more. I'm happy. Yeah.

Nicole Fairchild ([07:13](#)):

It feels good.

Stacy Moore ([07:14](#)):

It's good.

Nicole Fairchild ([07:15](#)):

For the twos, you all need to set some boundaries out there. Just being able to say no and be okay with it. So I'm going to give away some of my jokes.

Stacy Moore ([07:24](#)):

Will they ever be okay with it or do they just have to say no and just sit with discomfort?

Betsy Kindall ([07:28](#)):

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I think they will because that's my growth line. And it took some intentional work to say no, and there's a little bit of guilt when you say no, but eventually that gets easier and easier the more you set those boundaries, in my opinion.

Nicole Fairchild ([07:41](#)):

It was so funny a lot of the teachers were like, they could really tap into getting passive aggressive in that eight stress line when there were two they're like, cause sometimes I say no and it gets real, but they're passive aggressive about it or whatever. And so my recommendation, if you have a hard time setting boundaries is this. You go down to the TJ, max, you buy yourself, you get a shirt, you take it to the register. And they're going to ask you for your phone number or your email address, or I don't know, your social security number, whatever. They're going to ask you for something personal. And you look, I'm dead in the eye and you say no. And do you know, what's fascinating. They will still let you buy your shirt. They will.

Stacy Moore ([08:27](#)):

And people laugh, but that's hard. That's hard for me.

Nicole Fairchild ([08:30](#)):

Is it?

Stacy Moore ([08:31](#)):

To not just give my email dress. I mean that's conflict and it's not following the rules. And so it's like...

Nicole Fairchild ([08:36](#)):

So funny. I had somebody say, but the reason they do that is so they can look up if you want to make a return. And I'm like, no, what we're doing right now is a boundary setting.

Stacy Moore ([08:44](#)):

Yeah actively.

Nicole Fairchild ([08:45](#)):

We got a reason. Keep your receipt and set the boundary.

Stacy Moore ([08:49](#)):

Just saying you can dead in the eye say no and then feel awesome.

Nicole Fairchild ([08:53](#)):

Feel awesome. So for the threes, I mean, I think what's typical is to say slow down, which is really hard for the threes, but I think it's also engage your emotions that you might be hiding from.

Stacy Moore ([09:08](#)):

See, I was going to be celebrate the successes, but they may already do that. So you're thinking emotions get in touch with the emotions behind.

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Nicole Fairchild ([09:17](#)):

Yeah. Yeah. I think

Stacy Moore ([09:18](#)):

So. It's not all about achievement. It's also about feeling and how you are.

Nicole Fairchild ([09:23](#)):

And checking in with that and not just covering it up with all of the achievements. Although yeah. I mean celebrate those and then for the fours, I mean, some of what we talked about was making sure, because fours, fives and nines are so introverted that sometimes I think just even connecting with people can be really hard. But I think for the fours, that's great for them when they can have authentic conversations with people and stretch outside of their box and do that. That's good stuff for fours, for fives I think it is get out of your head and get into your body a little and go for a walk mean that's the hardest thing for me. I know for sure.

Stacy Moore ([10:01](#)):

Yoga.

Nicole Fairchild ([10:02](#)):

Yeah. I mean just doing something body based and not staying up inside of my head and for sixes it's like turn down the worry a little, can we. I know, worry for sixes is the air you breathe, but maybe if you can't turn the worry off because it's so automatic, just follow it constantly with the gratitude practice.

Stacy Moore ([10:29](#)):

Oh good.

Nicole Fairchild ([10:30](#)):

You know what I mean?

Stacy Moore ([10:31](#)):

Yeah that's good.

Nicole Fairchild ([10:32](#)):

Double it up. So I'm just worried about that. And now I'm going to be grateful about this and then I don't know.

Stacy Moore ([10:37](#)):

Is there a self-care component with sixes, with their groups and the belonging piece? Does there need to be a self-care thing?

Nicole Fairchild ([10:44](#)):

There might be. That's a great idea. Yeah, because that loyalty in those connections are so important.

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Stacy Moore ([10:51](#)):

I didn't know. So I'm curious about sevens because they're already having fun.

Nicole Fairchild ([10:57](#)):

Yeah. Sevens are already having fun.

Stacy Moore ([10:59](#)):

Self-care for sevens.

Nicole Fairchild ([11:01](#)):

Yeah. So self-care for sevens. I mean they're funny, their growth line is a five.

Stacy Moore ([11:07](#)):

Oh.

Nicole Fairchild ([11:09](#)):

Isn't that right? Okay. Wait.

Stacy Moore ([11:12](#)):

That's why my sister and I...

Nicole Fairchild ([11:14](#)):

They grow to a five, I was right.

Stacy Moore ([11:15](#)):

Oh they did grow to a five?

Nicole Fairchild ([11:16](#)):

Yeah that's hard to believe.

Stacy Moore ([11:19](#)):

What am I missing?

Nicole Fairchild ([11:20](#)):

But they're getting...

Stacy Moore ([11:21](#)):

Not the same thing.

Nicole Fairchild ([11:22](#)):

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You've got the disintegration lines up. So you've got to go in the..., I disintegrate to a seven. I get chaotic. But when sevens are doing well, they're going to go ahead and slow down. Be a little bit more contemplative doing that research and creating some of that structure for them is really, really good. Instead of just chaotic fun. Let's just have some more, you know what I mean? And so sevens will, especially when they start to move into expertise, those are good things for a seven. And so what could that look like for them? Maybe slowing down a reading book? I don't know. Something like that.

Stacy Moore ([12:01](#)):

Honing their skills.

Nicole Fairchild ([12:02](#)):

Yeah. Honing their skills. That's good.

Stacy Moore ([12:04](#)):

Learning new skills. Yeah. That makes sense. I can think of an application, but I'm not going to say it right now.

Nicole Fairchild ([12:12](#)):

For the eights you all need to just bake somebody. Some cookies, be like, I'm so sorry. I'm strong all the time. Oh, here's some cookies. No, I'm joking. Betsy. You're looking at me like I'm nutty.

Stacy Moore ([12:23](#)):

I bet you would make the cookies. I don't know.

Nicole Fairchild ([12:25](#)):

I know. But listen, those blueberry SCS or whatever you mean. That's good really though. I mean their growth line is toward that too. And so you think about self-care for eight and those nurturing, those connections, nurturing those relationships, you think that's a self-care thing for you or what do you think?

Betsy Kindall ([12:48](#)):

I don't know.

Stacy Moore ([12:49](#)):

Is it alone time?

Betsy Kindall ([12:52](#)):

Yeah. Because I mean, I do lack alone time and I have to carve it out.

Stacy Moore ([12:58](#)):

But your family is super important to you. So those connections are your safe spot, your safe zone. You've made your home, that safety zone.

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Betsy Kindall ([13:07](#)):

I think two, even eights have to, or I know I do, but maybe it's because of my growth line to a two maybe strong. I don't know. But for me I have to carve out time for myself to rejuvenate because it's like I'm on all the time.

Stacy Moore ([13:21](#)):

Oh, that makes sense.

Nicole Fairchild ([13:22](#)):

Yeah, sure.

Betsy Kindall ([13:23](#)):

I'm on all the time. I'm either on giving way or just on to perform or present or have the information or have this and sometimes I just need to step away and not be on.

Nicole Fairchild ([13:38](#)):

Yeah, I think that's good.

Betsy Kindall ([13:39](#)):

It that makes sense.

Nicole Fairchild ([13:41](#)):

Yeah. And I think there's a lot of eights too. That just need to go ahead and get that intensity out in some way, going for a run or something. I think, I don't know. It seems like when people tell me they're an avid runner, they seem to be in the gut triad in the body triad. Those folks are good at that, but then nines, for sure, for nines it would be going ahead and moving into action. So whatever that means for a nine, is it going ahead and starting that new morning routine, creating yourself some structure that's usually hard for you to create, but once you have it, you can do it. And so moving into action of some kind for a nine, I think is a great self care strategy. And so you can see, as I went around, I was looking at what's the growth line for each of those numbers, because I think when you move into that growth line, you are doing good self care.

Stacy Moore ([14:39](#)):

Which is fascinating to me because when you said nine, that one, it really stuck out to me that that's got to be really difficult for some because that goes against their baseline. That goes against what they want to do. But that might could be said for all of it. And I think...

Nicole Fairchild ([14:57](#)):

That's the thing.

Stacy Moore ([14:58](#)):

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...when you've talked about self care often talked about that. Not something that's easy to do. It doesn't mean it was the easy choice. It's the right choice for us because it helps. It's not always what we would choose

Nicole Fairchild ([15:10](#)):

To do. And so the thing that we talk about in these engram trainings with team building is listen, if all of you are bringing your best to the table, if all of you are healthy in your own way and growing toward good things in your own way, you're doing good. And you're not just settling. Then we are going to have cultures and climates that are great. And I think teacher satisfaction will rise when we have good team functions. When the hallway's a nice place to be. When I know I can go talk to my administrator about this or that, and I know what to expect from them and they know what to, I just think that raises people's sense of satisfaction at work. I think probably more than anything don't

Stacy Moore ([15:57](#)):

You? Yeah. And I may take this down a slippery slope. I was talking to an administrator the other day and they were talking about how this has been the toughest year yet to start back.

Nicole Fairchild ([16:06](#)):

Really?

Stacy Moore ([16:06](#)):

Morale is low. Oh, we're tired. And then I heard on the news this morning, I can't even tell you. And I'm so sorry. I can't even stop which news source it was. But it said that that experts were saying that it would take us 10 years to recuperate fully from COVID from social and from anxiety and from all those types of things and the impacts. And so that's why I think what you're talking about today is so important, because it's almost like we're realizing we've got to pull back. We've got to make sure we're good. And we're okay. Because that's the only way we're going to have healthy places for our kids, which is what we're all concerned about. Absolutely. But healthy places to work and to live and to operate.

Nicole Fairchild ([16:44](#)):

Yeah. I would say this. I mean I would love to come do my standup comedy act for your school.

Stacy Moore ([16:49](#)):

And they would enjoy it.

Nicole Fairchild ([16:52](#)):

Based on team building and the engram. But even if you don't have the opportunity to do that, I think having your team go ahead and take the test and then getting some familiarity with what's like so that you have a grace filled perspective on what that person's bringing to the table. Yes. You know what I mean?

Betsy Kindall ([17:14](#)):

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Absolutely. And just knowing where they're coming from or how they're thinking about things. Perception is important. I think. Yeah. And I think lot, I know for me, a lot of the issues that I think that educators face is just the lack of understanding and communication. And I think understanding more about yourself and your enneagram will only benefit that it will help you move through those phases.

Nicole Fairchild ([17:41](#)):

And again, not to use it as an excuse. No, not to use it as a shield or defense, but to say, okay, I'm aware of this and I'm working on becoming a better and better human. So it was fun to be with educators doing this summer. And it was fun to laugh with them because oh yeah, you're right. I mean, most of the time I'm tearing their hearts out. So this was a really fun one to do and to be able to laugh and poke fun and learn, and learn and learn and get better. And I told all of those schools, I went to this summer "I really hope that by the time you guys get to November or December, you're able to send me an email and say, we are seeing the fruit of that in our work relationships" and that's that to me would be so satisfying to hear.

Nicole Fairchild ([18:27](#)):

Honestly, that would be incredible. So if you're out there and you don't know anything about it, golly, get in there, figure it out. It's good stuff. It is. Yeah. So we'd encourage you to take a look at it and probably if you're listening to our podcast or you want to go back and listen to previous episodes, it'll help you to understand because I've noticed we just talk. Everybody knows what the enneagram is and that everybody understands what we mean when we say Betsy's an eight and Stacy's the one and Nicole's a five, but, and Donny's the seven over there. But maybe you don't know. And I mean just knowing, probably shed some light on where we're coming from and even the conversations we have. So it'd be fun to check out, check it out. Enneagram Institute is a great starting place. If you want to look there. So there you go, team building stuff. Have a great time educators out there. We'll see you next week.