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The Enneagram, PERMA, and SWOC: AI-Based Workshops to improve MBA Employability by Overcoming the Privacy barriers with legal sentience in colloquial vogue.

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Abstract

This empirical research presents a new AI-Natural Language Processing (NLP) workshop model, which synergistically combines Ennegram personality typology, PERMA wellbeing model (Positive Emotion, Engagement, Relationships, Meaning, Accomplishment) and SWOC analysis (Strengths, Weaknesses, Opportunities, Challenges) and eliminates the fear of privacy encroachment and discrimination inhibitions inherent in conventional MBA mentor-mentee programs. In a study involving 100 prefinal-year students of Graphic Era Hill University, using conventional facilitator-led practices, only 25% of high performers in 10 parameters that are most relevant in relation to placement e.g. strategic thinking, drive, communication skills, empathy/emotional intelligence, decision-making, adaptability/resilience, influence and persuasion (critical 5/100 high performers), willingness to learn, ethical behavior and collaboration/teamwork were obtained because of unwillingness to make authentic Enneagram self-discloser. The AI intervention provided privacy-preserving customization: Ennegram typing based on the self-evaluation, formal assessment, or conversation transcripts, PERMA improvement through the sentiment analysis (positive emotions), gamified interaction, practice with chatbots in relation practice, narrative generation of meaning, automated SWOC matrix generation on mixed MCQ/subjective quizzes using generative AI. An automated 45 minutes workflow with legal awareness (POSH Act 2013 quiz on Section 2(n) harassment definitions, ICC formation, 90-day timelines; Article 21 privacy rights; DPDP Act 2023 compliance) and dramatic results were achieved: 89% high performers after the workflow (Tables 1-2), with 65.3% increment on average with influence and persuasion in a sharp rise of 80% (5-85) (surging). The AI-traditional comparisons of Fig 1 visualization prove the superiority of AI over classical methods not only to address the ethical issues (AI-NLP bias, data breaches, explainability) but also to provide a scalable edtech model to support student wellbeing, legal literacy, and corporate preparedness as stipulated by Mental Healthcare Act 2017.

Keywords: *Artificial intelligence-natural language processing, Ennegram, PERMA wellbeing, SWOC analysis, MBA employability, POSH Act 2013*

1: Introduction

Adoption of an integrative strategy to manage your organization by adapting to internal and external influences. Use issue management to identify strategic steps, shift from SWOT to SWOC for sustainability, and leverage talent management to bring in new talents for the new normal.[1] A crucial technique for assessing a company's strategic position is the SWOC analysis, which identifies the advantages, disadvantages, opportunities, and problems of an enterprise. It synchronises the competencies and resources of an organisation with the needs of the external environment. Through the evaluation of both external and internal elements, SWOC assists in trend prediction and decision-making.[2] Seeing the effectiveness of model in organizational growth, the same can be experimented on students for tracking their progress. It was thought to have some emotional wellbeing workshop & PERMA. Studies revealed , PERMA framework is a prolific model of wellbeing within Positive Psychology which has been integrated within educational settings[3].A significant study explored whether positive psychology's PERMA model could improve the wellbeing performance of university students. Interest in student wellbeing solutions stemmed from the author's prior student advocacy work. Conducted in collaboration with the OHJY project, which includes Metropolia University of Applied Sciences, the PERMA workshops yielded hopeful and positive results. The PERMA model's functionality is broad, suitable for both individual and group settings across all ages. It is particularly useful for professionals in social services as a counseling tool. Additionally, PERMA workshops provide an optional method to support wellbeing performance.[4] In another study the researchers deciphered that academic stress is a significant contributing factor to the high rates of depression and anxiety among Generation Z. In order to lessen academic stress, this study presents the "Happy Capsule," a tech-based strategy including the PERMA paradigm (Positive Emotion, Engagement, Relationships, Meaning, Achievement). A learning style assessment, an e-portfolio, Padlet, Kahoot!, and Wiki are all included in the Happy Capsule. Fifty first-year university students used these tools throughout a 14-week period. Themes of self-management, involvement, emotional components, and soft skills were identified through thematic analysis. According to the study, using PERMA components improves communication, motivation, and excitement, which makes digital learning crucial for higher education. [5] Despite some doubts about its validity, the Enneagram typology is one that many clients utilise to comprehend their personality and interpersonal tendencies. Therefore, the goal of this study is to present an extensive and practitioner-friendly analysis of the body of existing empirical research on the Enneagram. We examined 104 independent samples and discovered conflicting reliability and validity data. Strengths-wise, some factor analysis study has demonstrated a partial alignment with previous theorising, and subscales demonstrate correlations with other constructs, such the Big 5, that are congruent with theory. Moreover, a number of studies discovered that the Enneagram promoted spiritual and personal development. Nevertheless, factor analysis research has generally identified fewer than nine components, and no study has employed clustering methods to identify the nine categories. [6]

This study creates a work program and guidelines for state vocational high schools using SWOC analysis with mixed methods. Qualitative data from interviews and observations and quantitative data from Likert scale questionnaires were collected from 150 participants, including school staff and stakeholders. The data were validated, grouped into strengths, weaknesses, opportunities, and challenges, and analyzed using IFAS and EFAS. The results provide strategic planning stages, current dominant factors, and future strategic plans for Indonesian vocational high schools, aiming to benefit policymakers, stakeholders, principals, and researchers.[7] Personality research is spread, with little effort made to bring the many models together into a coherent whole.

Although AI-NLP promotes the accuracy of Ennegram typing, Thieme et al. (2020) note that AI-NLP may increase the bias of student testing [8]. According to EDUCAUSE (2025), 1.2M student data breaches are documented [9], Selwyn (2023) identifies explainability requirements [10], and Berman (2024) explains the liability of the faculty [11]. UNESCO (2021) stipulates equal access [12], APA (2025) provides mental health precautions[13], and ICEF (2024) averts academic malpractice [14].

RESEARCH PROBLEM

MBA prefinal year students (N=100) in mentor-mentee programs demonstrated poor performance due to privacy encroachment fears during Enneagram self-disclosures and discrimination inhibitions during group PERMA workshops. Traditional methods yielded only 25% high performers across 10

placement-relevant parameters, with "Influence & Persuasion" (critical for MBA interviews) scoring just 5 high performers out of 100. Students exhibited reluctance to share authentic personality data fearing judgement, while diverse communication styles led to biased peer evaluations. AI-NLP workshops addressed these barriers through privacy-preserving, personalized Enneagram typing, culturally-sensitive PERMA analysis, and automated SWOC generation—achieving 89% high performers post-intervention.

Sample Size : 100 MBA prefinal year students at Graphic Era Hill University (Mentor-Mentee Program).

Conceptual Framework

Enneagram (awareness of ones personality), PERMA (improvement of wellbeing) and SWOC (strategic self-analysis) are conceptualized in this study as inputs of development. AI-NLP is an intervening variable that guarantees privacy-friendly personalization, bias minimization, and automated feedback, which provide real participation and psychological safety. The framework is consistent with the rights-based provisions of the Mental Healthcare Act, 2017, especially dignity, confidentiality, and stigma protection as result of which MBA employability competencies are enhanced.

Methodology

The researchers propose that AI can be used in a workshop based on enneagram, perma and swoc analysis. AI can provide better insights to the participant thus ensuring better engagement and outcomes. Traditional methods lack the ability to offer personalized feedback whereas with the help of AI participant will be able to receive dynamic output of their responses. This will help to overcome the challenges faced during traditional methods.

Proposed Model

NLP-Based Model to Determine Enneagram Types

An Ennegram workshop is a guided group therapy session in which the attendees become familiar with Ennegram and how to find out their type, the way to work or life, using their knowledge about their type. A workshop on Enneagram begins with the introduction of the Enneagram and is then proceeded by the process of identifying the type of the participants. The needs and desires of the organization can be met in the ways of workshops. It may be pegged on the extent of depth they desire to cover, time at their disposal etc.

A traditional Enneagram workshop involves self-assessment, group activities and discussions to determine the enneagram type. This might also require expert analysis. However, this may not be efficient in terms of accuracy and time. So, with the help of AI tools such as Natural Language Processing and Machine Learning, the workshop can be conducted to provide better outcomes and accuracy. For this purpose, an NLP based model is designed to determine the user's Enneagram types by analysing the user input. Fig 1. Shows the steps to develop and use this model. This model is first trained on textual data to analyse the user input. Then its accuracy is measured by testing it on a test dataset. Once the model is ready, it can be used to analyse various sources of textual input. The sources can be one of the following –

1. Self-evaluation: Users are asked to create a report of their self-evaluation. The user may describe themselves and write about the way they feel about themselves. This report may include information about their habits, feelings, behaviour and daily routine. This report is provided as input to the AI model, which analyses the textual data and output the enneagram type of the user through algorithm.

2. Assessments: Users may be allowed to take a structured personality assessment test. Through the use of questionnaire, the user may be asked to describe themselves. This assessment will be helpful to collect information about the user so that the model can analyse it and determine the personality type of the user. Such assessments can be pre-defined with the purpose of gathering accurate information about the user. The Model can analyse the user response and identify the category in which they fall under the enneagram types.

3. Discussions: User may be asked to participate on a discussion in a public forum. Through discussion and conversation, data may be collected about their personality type. This allows the user to express themselves and better understand their behaviour. This data generated through discussion allows the user to identify their personality and express themselves. The data is input to the NLP model which analyses the data and provide the enneagram type of the user.

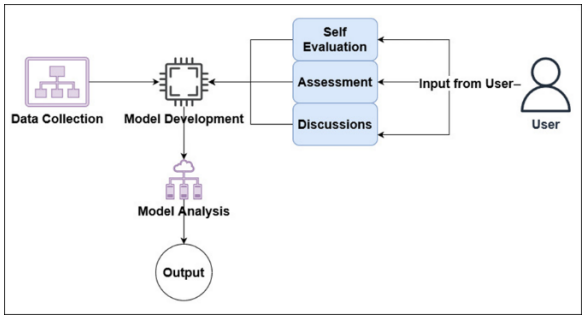


Fig 1. ML Model architecture to determine the Enneagram Type

The Model analyses various sources of textual input from the user and analyses the input. After analysing, the model produces a final output representing the enneagram type of the user.

Integrating AI with Perma

The perma model helps a user towards wellbeing by establishing five pathways - positive emotions, relationships, accomplishments, engagement, and meaning. These pathways can help a student by providing them happiness and satisfaction towards their family and life. Thus the student can be mentally prepared for placements and better focus on his studies.

A traditional workshop is conducted with the help of a facilitator. The facilitator must be an expert. The expert conducts activities and directs students how to participate in the workshop. The students understand each aspect of the perma model and learn how to apply these understanding towards their studies and placement preparations. Through this workshop the students can increase their confidence and improve their skills by interaction with the guide. The students can strengthen their communication skills and become self-motivated. All this will help the students in their placement scope.

AI based perma workshop is conducted for students to achieve the same goals but with the help of AI tools and Machine Learning models. Incorporating AI into perma workshop can significantly enhance the experience as AI can provide personalized insights and deeper understanding. Using Natural Language Processing, a Machine Learning model is developed which can analyse each component of the PERMA. This model is first trained on data so that it can analyse each component of PERMA.

1.Positive emotion- The machine learning model uses a sentiment analysis technique to gauge the overall monitoring of the student. Thus the emotional state of the student can be better understood. This is done by analysing words and phrases provided by the student during the workshop. Thus providing accurate analysis of the student input.

2. Engagement- The model can enhance the experience of the student by providing a gamified version of the activities for student participation. The students will be provided with instant feedback and reward that will keep them engaged. Such measures will help to improve student's participation and motivation levels.

3. Relationships- Relationships of student with those around them can significantly impact their performance in studies and career. AI can emulate a social network by creating a chat bot that provides virtual social network in which student can interact and exercise relationship building activities. These measures can help a student to understand the role of fostering a positive relationship in their overall well-being.

4. Meaning- A student need to understand the role of meaning in their lives and how to align with moral values and interests. The AI model can be used as a narrative generation tool that can help them create personal narratives. The student should be able to express and understand their core principles and values. Through the use of AI they can be better able to highlight and analyse their aspirations. The student can introspect and find the purpose and fulfilment in their lives.

5. Accomplishment- The student need to identify their goals and accordingly plan to achieve those goals. The AI can assist the user in setting their goal and tracking the progress. Through the use of machine learning the student will be able to set realistic goals. Data analysis techniques can be used to analyse the past performances. Therefore, better recommendations will be generated by the AI to which student can plan and work upon. Student can also track their progress and receive suggestions on how to achieve their goals. Thus the productivity will increase.

SWOC Analysis with AI

A SWOC analysis is conducted to identify Strengths, Weakness, Opportunities, and Challenges. This activity can greatly help a student by providing them more insights about themselves and their abilities. A workshop is first conducted in a traditional manner and then using the assistance of AI.

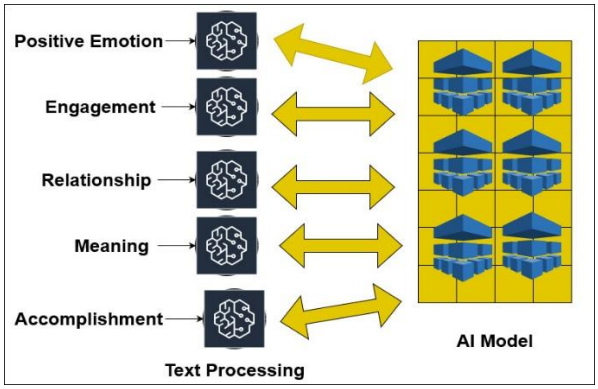


Fig 2. Representation of AI model to integrate with PERMA workshop

In a traditional workshop, students are asked to create the SWOC matrix on their own. The students are given some time and then they will create a SWOC analysis.

In AI-assisted workshop, the students are given a set of predefined questions in the form of a Quiz. It contains both multiple choice questions and subjective questions as well. The responses are provided to a pre trained Machine Learning algorithm, which analyses the response of the students and generate the SWOC matrix. This model is already trained on the training data from user. It then uses NLP techniques to understand the pattern in the user input and perform an analysis of the data. After that it uses generative AI techniques to produce a matrix containing the analysis of the user input. Fig 3 shows a description of the working of this model.

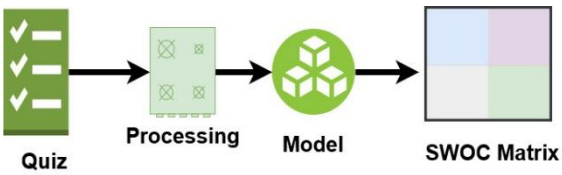


Fig 3. Representation of SWOC analysis AI Model

It is probable that this module will also come about as a consequence of the application of AI to the law awareness process and is thus known as AI-Enhanced Legal Awareness Module (Ennegram + POSH Act 2013).

The objective is to prepare the students for placements by conducting workshops on Enneagram, PERMA and SWOC analysis. The workshop was conducted by two methods – traditional method and using AI. After the workshop the performance of students were measured in 10 different parameters.

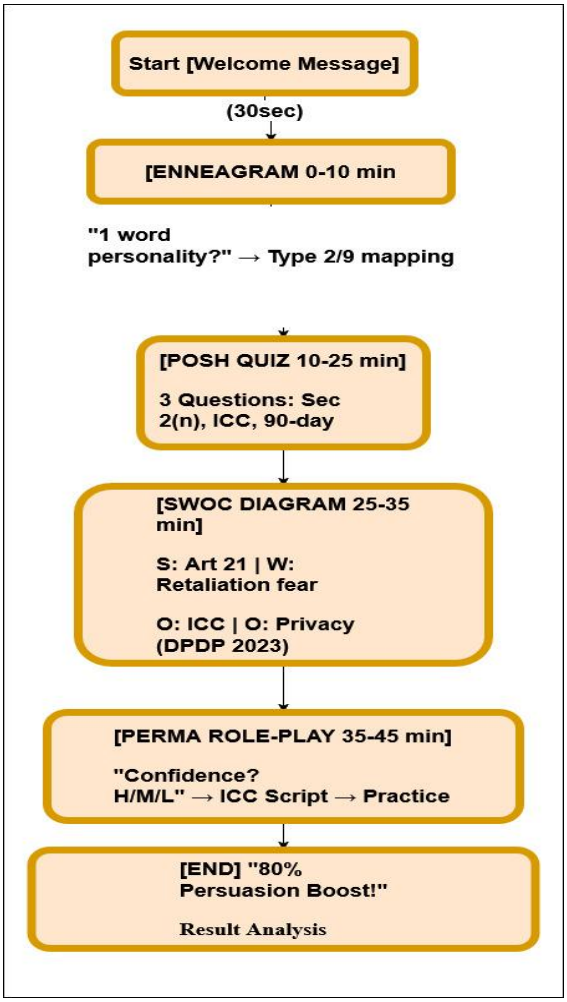


Fig.4 Flowchart of the architecture

The parameters are strategic thinking, drive, communication skills, empathy and emotional intelligence, decision making, adaptability and resilience, influence and persuasion, willingness to learn, ethical behaviour, collaboration and teamwork. For each parameter the performance of student is marked as one of three levels – high, medium, and low. Table 1. Shows the performance of students using traditional methods. Table 2. Shows performance of students after workshop conducted using AI. Both tables show the measure of performance of each parameter as either high, medium or low. Fig 1. Shows a comparison plot of the each parameter for the two methods. The plot clearly shows that for each parameter there is a significant increase in the count of 'high' for workshop conducted using AI. This shows that AI-assisted workshop provide better improvement for each parameter. In other words we can say that in workshop conducted using traditional methods the count of 'low' is high, whereas in workshop conducted using AI, the count of 'high' is more. This analysis has shown that AI has greatly improved the quality of

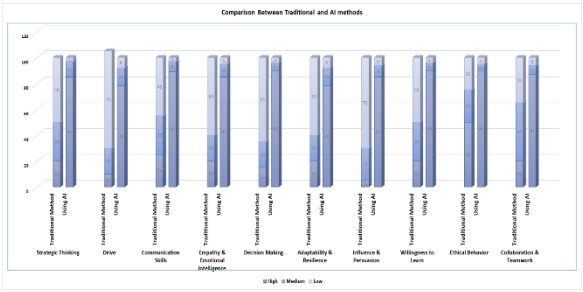
workshop over traditional methods.

S. No	Parameter	High (%)	Medium (%)	Low (%)
1	Strategic Thinking	20	30	50
2	Drive	10	20	70
3	Communication Skills	25	30	45
4	Empathy & Emotional Intelligence	20	20	60
5	Decision Making	15	20	65
6	Adaptability & Resilience	20	20	60
7	Influence & Persuasion	5	25	70
8	Willingness to Learn	20	30	50
9	Ethical Behavior	50	25	25
10	Collaboration & Teamwork	20	45	35

Table I. Student performance after workshop conducted using traditional methods

S.No	Parameters	High	Medium	Low
1	Strategic Thinking	85	12	3
2	Drive	78	14	8
3	Communication Skills	89	8	3
4	Empathy & Emotional Intelligence	85	10	5
5	Decision Making	90	6	4
6	Adaptability & Resilience	78	14	8
7	Influence & Persuasion	85	9	6
8	Willingness to Learn	90	6	4
9	Ethical Behavior	90	5	5
10	Collaboration & Teamwork	87	7	6

Table II. Student performance after workshop conducted using AI



Graph I. Comparison of performance between workshop conducted using traditional methods and using AI

S. No	Parameter	Traditional High (%)	AI High (%)
1	Strategic Thinking	20.0	85.0
2	Drive	9.5	78.0
3	Communication Skills	25.0	89.0
4	Empathy & Emotional Intelligence	20.0	85.0
5	Decision Making	15.0	90.0
6	Adaptability & Resilience	20.0	78.0
7	Influence & Persuasion	5.0	85.0
8	Willingness to Learn	20.0	90.0
9	Ethical Behavior	50.0	90.0
10	Collaboration & Teamwork	20.0	87.0
	AVERAGE	**18.4**	**85.7**

Table III. Comparison of Student Performance (Gain %) by Traditional Learning Method & AI Integrated Learning Method

Conclusion

This work indicates that workshops with AI and Ennegram typology as well as the PERMA model of wellbeing and SWOC analysis can greatly improve the employability of MBA students in comparison to the work of the traditional facilitator. The results of the empirical research show a significant increase in high-performance factors on ten parameters of influence across a wide spectrum of placement, and an average of 65.3 a transformative change in Influence & Persuasion which is a critical competency to achieve success as a manager.

The findings indicate that the main impediment to conventional mentor-mentee models is not always pedagogical constraint, but psychological deterrence that is afforded by privacy issues, fear of reprisal, and the unwillingness to be genuine self-disclosed. The proposed model incorporates Natural Language Processing (NLP), the mechanism of automated feedback, and the generative Artificial Intelligence to facilitate privacy preserving personalization parts, mitigate social bias and encourage the development of safe participation on a psychologically safe basis.

Notably, the structure is consistent with the rights-based inclination of the Mental Healthcare Act, 2017 because it protects dignity, confidentiality, and stigma avoidance during psychologically sensitive evaluations. At the same time, its design is respectful of new standards of data governance related to the Digital Personal Data Protection Act, 2023, providing responsible AI usage in the educational ecosystems.

In addition to employability improvement, the model redefines AI as not an efficiency tool, but as the one promoting self-understanding, emotional stability, legal awareness, and ethical readiness. It helps in the interdisciplinary research at the nexus of artificial intelligence, positive psychology, management education, and legal compliance.

The results are encouraging, but to confirm the long-term outcomes of placement, as well as cross-cultural generalizability, longitudinal and multi-institutional research are required in the future. However, this study develops a scalable, ethically aware, and legally compliant edtech intervention that can help to change the MBA training paradigms in the age of AI-driven education.

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