

## The Enneagram

Nine distinct personality types  
Nine different perspectives on life  
Nine ways of being in the world

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## Key Assumptions

1. Type is with us for life
2. Type is innate
3. Type is a source of positive motivation

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## Benefits

- Increase awareness & self-management = more choices for you = new outcomes
- Managing stress effectively = healthier you
- Knowing your personality & habits and not being run by them = more freedom
- The Enneagram can serve as a tool/map in helping us move
- Appreciate false self from essence

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## Energy Centers



- Body Center
  - Element is fire
- Heart Center
  - Element is water
- Head Center
  - Element is air

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## Body Types



**Body Types - 8, 9, 1.** The Body Types all have issues relating to their anger and with relating to others. Eights, who are assertive and hard-working, tend to overexpress their anger. Nines, who are friendly and laid-back are most out of touch with their anger. Ones, who have perfectionist tendencies, often suppress emotions and underexpress their anger.

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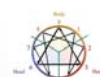
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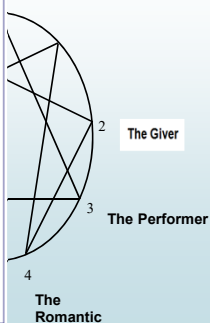
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## Heart Types



**Heart Types - 2, 3, 4.** The Heart Types all have issues relating to their feelings, or to be specific, with their image. Twos, who can sometimes seem intrusive and overly-emotional over-express their feelings. Threes, who tend to ignore their feelings in order to get the job done, and be successful, are the most out of touch with their feelings. Fours, who despite feeling emotions deeply, usually don't like to express them directly, and instead communicate usually through subtle communication or an art form, and therefore underexpress their feelings.




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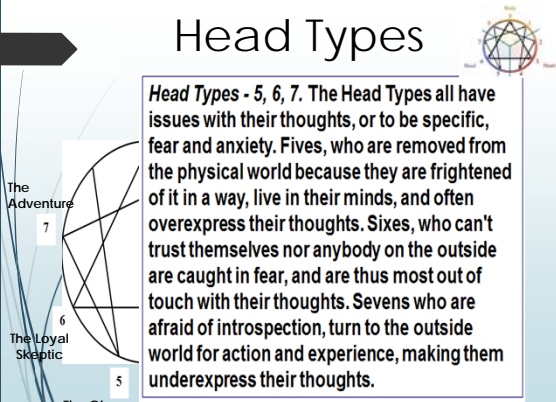
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## Head Types



**Head Types - 5, 6, 7.** The Head Types all have issues with their thoughts, or to be specific, fear and anxiety. Fives, who are removed from the physical world because they are frightened of it in a way, live in their minds, and often overexpress their thoughts. Sixes, who can't trust themselves nor anybody on the outside are caught in fear, and are thus most out of touch with their thoughts. Sevens who are afraid of introspection, turn to the outside world for action and experience, making them underexpress their thoughts.

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## #1: The Perfectionist



- **Motto:** Let MY conscience be YOUR guide
- **Lost Essential Quality:** Perfection
- **Compensating Belief:**
  - I must gain worthiness and love through being good and perfecting myself.
- I want to be morally right, to improve myself so that no one will be able to say that I am not good.
- It is important to me that people behave as they should
- The worst thing that could happen to me is that I become morally corrupt, a failure in my own eyes
- I am a person with high principles—logical and orderly.

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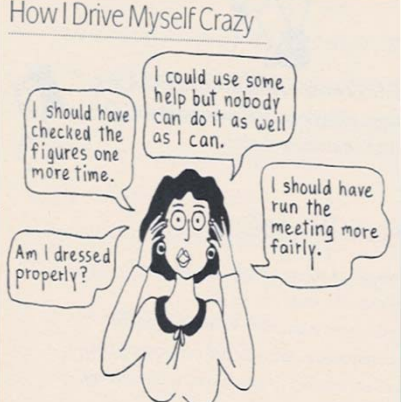
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## How I Drive Myself Crazy




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## #2: The Helper (Giver)



- **Motto:** If you want to be loved, be lovable
- **Lost Essential Quality:** Universal will
- **Compensating Belief:**
  - To get I must give. To be loved I must be needed.
- I want to love and be loved, to be helpful, and to be appreciated for what I do.
- It is important to me that others see me as loving and helpful.
- The worst thing that could happen to me would be to have to live with people who don't appreciate me or care about me.
- I am a warm, loving, and helpful person

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## Typical Thoughts of a Two




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## #3: The Achiever (Performer)



- **Motto:** Early to bed, early to rise, work like hell and advertise.
  - Work harder, not smarter.
  - Work is more fun than fun
- **Lost Essential Quality:** Hope
- **Compensating Belief:**
  - The world rewards doing, not being.
- I want to be noticed, to be admired for doing things well.
- It is important that others see me as being successful.
- The worst thing that could happen to me is that I fail at something and other people find out.
- I am self-confident, competitive, attractive, a winner.

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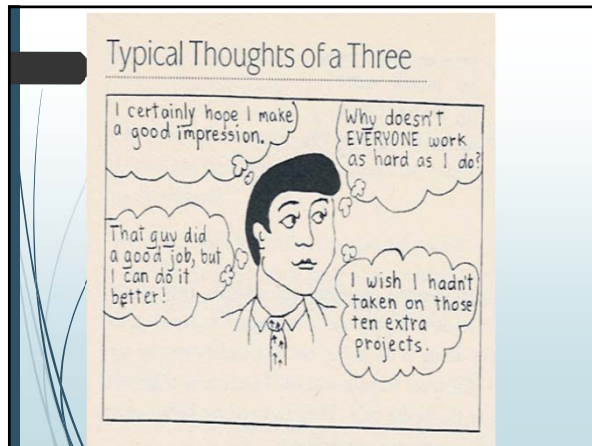
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### #4: The Creative (Romantic)

- **Motto:** I feel so bad since you've gone, it's almost like having you here.
- **Lost Essential Quality:** Original Connection
- **Compensating Belief:**
  - I am deficient and something really important is missing which must be regained.
- I want to be understood and to understand myself.
- It is important for me to find a meaning and a purpose in my life.
- The worst thing that could happen to me is for people to think that there is something emotionally wrong with me.
- I am thoughtful, sincere, sensitive, and emotionally intense.



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## #5: The Observer (Puzzle Solver)



- **Motto:** Why one has to have a body, I don't know. A necessary appendage to the head, I suppose.
  - You can observe a lot just by watching – Yogi Berra
- **Lost Essential Quality:** Omniscience
- **Compensating Belief:**
  - The world demands too much and gives too little.
  - I want to know, to understand everything around me.
  - It is important to me that I see things clearly and correctly.
  - The worst thing that could happen to me is that my ideas be wrong, incorrect.
  - I am very perceptive and a person who sees things more clearly than others.

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## Typical Thoughts of a Five




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## #6: The Questioner (Loyal Skeptic)



- **Motto:** I don't like being afraid. It scares me.
- **Lost Essential Quality:** Faith
- **Compensating Belief:**
  - The world is dangerous.
- I want to belong, to be safe in my own kind of friendly group.
- It is important to me that people be straight and fair with me.
- The worst thing that could happen to me is that someone I trust betrays me.
- I am strong-minded, friendly, and cautious.

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### #7: The Adventure (Optimistic Dreamer)

- **Motto:** When choosing between two evils, I always like to take the one I've never tried before. – Mae West
- **Lost Essential Quality:** Sustained Concentration
- **Compensating Belief:**
  - The world limits and frustrates people and causes pain which can be escaped.
  - I want happiness, excitement, to discover, and to do new things.
  - It is important to me to always have a plan for what happens next. I always have plan for the future.
  - The worst thing that could happen to me would be to be bored and broke.
  - I am friendly, fun-loving, and able to do well at whatever I choose to do.




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### Typical Thoughts of a Seven




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### #8: The Asserter (Protector)



- **Motto:** Never go to bed mad—stay up and fight!
- **Lost Essential Quality:** Truth
- **Compensating Belief:**
  - This is a hard and unjust world in which the powerful take advantage of the innocent.
- I want to be in control, to lead, and to show that I am stronger than others.
- It is important that I be in control of what goes on around me.
- The worst thing that could happen to me is that things around me get out of control.
- I am different, independent, decisive, and respected.

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### Typical Thoughts of an Eight




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## #9: The Peacemaker (Mediator)

- **Motto:** I always procrastinate when I get around to it.
- **Lost Essential Quality:** Love
- **Compensating Belief:**
  - I am unimportant so I must blend in.
- I want peacefulness, to keep things as they are (or as they were).
- It is important that everyone get along with each other.
- The worst thing that could happen to me is to have to say "no" to someone and have that person get angry at me.
- I am a person who is friendly and easygoing, but I can be very stubborn sometimes.




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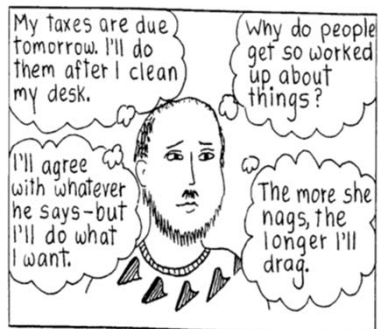
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## Typical Thoughts of a Nine




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## 1 - Perfectionist

- **Things to avoid doing:**
  - Criticize or scold them. Question their integrity. Don't follow through with what you say you are going to do. Be chronically late.
- **How to engage when disagreement:**
  - Affirm their good intentions, their reasonableness, their integrity. Let them know that you are aware of how hard they are trying.

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## 2 - Helper

### ■ Things to avoid doing :

- Take them for granted. Don't thank them. Be indifferent to the friendliness. Accuse them of selfishness.

### ■ How to engage when disagreement:

- Affirm the friendship, the intimacy between you. Show appreciation. Reassure them that they matter to you.

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## 3 - Achiever

### ■ Things to avoid doing :

- Ignore them. Look down on them. Focus on their defeats or shortcomings. Don't include them. Be ineffectual or sloppy. Push for intimacy.

### ■ How to engage when disagreement:

- Give praise for accomplishments. Affirm their personal value—not just their performance. Allow space for feelings to emerge, but don't demand them.

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## 4 - Creative

### ■ Things to avoid doing :

- Dismiss them. Disrupt their mood, their personal world. Behave crudely. Be inelegant, coarse, or insensitive to their feelings

### ■ How to engage when disagreement:

- Encourage them. Self-diagnose a similar fault or problem. Let them know that you'll stay with them while they are working through their feelings.

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## 5 - Observer

### Things to avoid doing :

- Question their competency. Intrude on them. Start "organizing" their things. Be closed- minded, or talk about things you don't really know about.

### How to engage when disagreement:

- Be a quiet presence: supplying support, but also plenty of space. Give time for a response. Engage them with topics of mutual interest. Write a letter.

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## 6 – Questioner

### Things to avoid doing :

- Don't "pull your weight." Take the other point of view. Be secretive or evasive. Take advantage of their commitment.

### How to engage when disagreement:

- Affirm your connection/friendship. Reassure them that you're not walking out, that you'll stand by them. Remind them of past successes, solutions.

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## 7 - Adventure

### Things to avoid doing :

- Restrict their freedom, limit their choices. Be a "wet blanket," discouraging and pessimistic. Keep "sharing" your despair.

### How to engage when disagreement:

- Acknowledge their underlying anxiety/fear. It's OK to be anxious or sad. Give them choices. Reassure them that you care, but leave the door open.

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## 8 - Asserter

- Things to avoid doing :
  - Tell them what they can and can't do. Try to get an advantage over them. Be indecisive, indirect, or "wimpy." Beat around the bush.
- How to engage when disagreement:
  - Tell them what you think or how you feel, simply and directly. Get to the point. Look them in the eye and say what you mean.

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## 9 - Peacemaker

- Things to avoid doing :
  - Disturb their peace, their calm. Yell. Direct anger at them. Be aggressive and confrontational. Make demands.
- How to engage when disagreement:
  - Be there. Gently ask about their state and what they want or need from the situation. Be patient in waiting for a response.

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## Coping with Conflict and Difficulty



- Positive Outlook (Two, Seven, Nine)
  - Adopt, as much as possible, a positive attitude
  - Look at the bright side
  - Morale builders - make others feel good because they want to feel good
- Competency (One, Three, Five)
  - Put their feelings aside and strive to be objective, effective, and competent
  - Try to solve problems logically and expect others to do the same
  - Have issues about how they work within a structure or system
- Reactive (Four, Six, Eight)
  - React emotionally to conflicts and problems
  - Want others to match their emotional state
  - Need to deal with their feelings first, then can move on

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## Coping Styles



- Positive Outlook Group – *Deny that they have any problems*
  - Two: "You have a problem. I am here to help you."
  - Seven: "There may be a problem, but I'm fine."
  - Nine: "What problem? I don't think there is a problem."
- Competency Group – *Cut off feelings and solve problems logically*
  - One: "I'm sure we can solve this like sensible, mature adults."
  - Three: "There's an efficient solution to this – we just need to get to work."
  - Five: "There are a number of hidden issues here: let me think about this."
- Reactive Group – *React strongly and need response from others*
  - Four: "I feel really hurt, and I need to express myself."
  - Six: "I feel really pressured, and I've got to let off some steam."
  - Eight: "I'm really angry about this and you're going to hear about it!"

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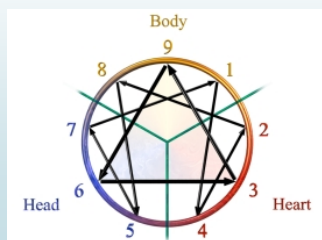
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## Security and Stress

Security – Move *against* the arrow  
Stress – Move *with* the arrow




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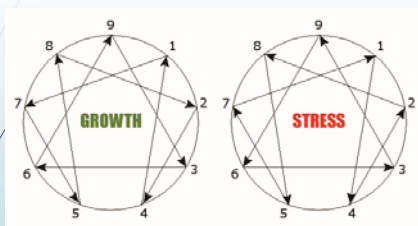
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## Security and Stress




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## More Information

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  - 9types.com

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