



ENNEAGRAM DESCRIPTIONS SUMMARY

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Type 1: The Perfectionist

Description:

Ones are self-controlled and highly structured. They pursue perfection and enjoy trying to make everything as correct and error free as possible. Ones monitor what they say, how they say it, the timing, and more. Ones have high internal standards for themselves, as if a voice in their head is always telling them they can do better. While they may have strong emotional reactions, they are typically very contained. Deep anger is felt but rarely shown. At their best they are wise, accepting, and principled

Workplace Behaviors:

- Lead by example
- Have highly discerning minds
- Relish organizing and structuring work
- Have difficulty relaxing at work
- Delegate reluctantly

Workplace Advice:

- *Ask others to help so you don't do more than your share*
- *Allow yourself to do certain things imperfectly, so you can go home on time*
- *Instead of rehashing past mistakes, remember the accomplishments you are most proud of*

Areas of Strength

Strive for quality
Organized
Perceptive
Honest

Areas of Development

Reactive
Critical
Opinionated
Impatient

How to get along with me:

- Take your share of the responsibility so I don't end up with all the work
- I almost never ask for help, so when I do please take it seriously
- I'm hard on myself. Reassure me that I'm fine the way I am
- Apologize when you have been unthoughtful it helps me forgive.
- Gently encourage me to lighten up when I get uptight, but hear my concerns first

Awareness Questions: From a posture of no judgement, ask yourself these questions periodically

- ➡ How critical have I been of myself and others?
- ➡ How do I suppress myself?
- ➡ When have I been accepting of my mistakes and forgiving of others?

Type 2: The Helper

Description:

Twos focus on the feelings and needs of others, are adept at reading other people and understanding intuitively what they need. Consistently warm, they often draw people to themselves easily. Twos may often repress their own needs and have difficulty identifying their own deeper feelings. Occasionally these feelings get expressed and are experienced by others as an overreaction. At their best they are caring, responsible, and original.

Workplace Behaviors:

- Empathize with others
- Focus on relationships
- Want others to feel motivated and well treated
- Can become surprisingly angry or even aggressive
- Act as if they have no needs

Workplace Advice:

- *Set limits so you don't take on more than your fair share of work*
- *Develop assertiveness and objectivity*
- *Refrain from automatically offering help and giving advice; sometimes wait until asked*

Areas of Strength

Empathic
Supportive
Motivating
Warm

Areas of Development

Accommodating
Indirect
Feeling unappreciated
Tend to overextend

How to get along with me:

- Thank me for the things I do, it goes a long way. Be specific.
- Take an interest in my problems, though I will probably try to focus on yours
- Apologize when you hurt me, I forgive easily that way. Otherwise it's very difficult.
- Be gentle if you decide to criticize me
- Have fun with me

Awareness Questions: From a posture of no judgement, ask yourself these questions periodically

- ➔ How much of my attention has been absorbed by the needs of others?
- ➔ How am I indispensable?
- ➔ How am I generous towards myself just as I am to others?

TYPE 3: The Achiever

Description:

Threes organize their lives to achieve specific goals and to appear successful in order to gain the respect and admiration of others. They are able to change their persona in order to elicit the response they desire. Threes are called “chameleons.” They maintain a demeanor of self-confidence and keep most strong feelings to themselves and even from themselves, particularly fear and sadness as these are inefficient and get in the way of accomplishing tasks. At their best they are inner-directed, adaptable, and authentic.

Workplace Behaviors:

- Focus intensely on goals and plans
- Have well-developed interpersonal skills
- Become abrupt and short-tempered under stress
- Become angry when obstacles block their goals
- Enjoy competition

Workplace Advice:

- *Realize others are probably not as efficient as you are. Many people do not have your energy or ability to focus*
- *Make a special effort to show appreciation and acknowledge others' contribution*
- *Explore work that satisfies your inner life. Threes sometimes choose careers that don't nurture their deeper needs.*

Areas of Strength

Energetic
Entrepreneurial
Confident
Results oriented

Areas of Development

Competitive
Abrupt
Overly focused
Selectively disclosing

How to get along with me:

- Leave me alone when I'm doing my work
- Give me honest, but not unduly critical or judgmental, feedback
- When I'm focused on getting things done, negative emotions are a burden to me
- Notice and recognize my accomplishments and achievements
- I often ignore I most want, remind me to ask that question of myself

Awareness Questions: From a posture of no judgement, ask yourself these questions periodically

- ➡ What feelings have occurred in me since I last stopped to check?
- ➡ How have I deceived myself and others?
- ➡ When was I clear about my feelings even when others might not have respected them?

Type 4: The Artist

Description:

Fours desire deep connections both with their interior worlds and with other people. They feel most alive when they authentically express their feelings and personal experiences. They experience a kaleidoscope of feeling responses, many of which are kept internal. Fours are highly attuned to how others treat them, and look to be seen as special and unique. At their best they are creative, natural, and disciplined.

Workplace Behaviors:

- Engage in extensive introspection
- Want to be unique or special
- Can appear moody
- Use self-referencing language
- Seek inspiration and want to be understood

Workplace Advice:

- *Try to be objective and not overpower people with your emotions*
- *Write your feelings down in the strongest language possible in a letter that you don't send*
- *Focus on the positive aspects of your work life*

Areas of Strength

Inspiring
Creative
Introspective
Expressive

Areas of Development

Intense
Self-Conscious
Moody
Guilt-ridden

How to get along with me:

- Genuine compliments mean a lot to me
- Notice my special gifts of intuition and vision
- Though I don't always want to be cheered up when I'm feeling down, I sometimes like to have someone lighten me up a little.
- Don't tell me I'm too sensitive or that I'm overreacting

Awareness Questions: From a posture of no judgement, ask yourself these questions periodically

- ➔ What do I long for?
- ➔ How much of my attention has been focused on being special?
- ➔ What or who have I been experiencing as just fine and not lacking in any way?

Type 5: The Perceiver

Description:

Fives thirst for information and knowledge and use emotional detachment as a way of keeping involvement with others to a minimum. They tend to intellectualize their feelings. Fives also tend to disconnect from their emotions. Fives use their minds uniquely to compartmentalize and store large quantities of information for access later. They perceive and observe long before they ever move to action. At their best they are visionary, perceptive, and energetic.

Workplace Behaviors:

- Pursue information and wisdom
- Cerebrally oriented
- Calm in a crisis
- Easily drained
- Self-reliant and private

Workplace Advice:

- *Take risks and speak up, even if you fear appearing foolish. Emulate some others you know who aren't afraid to put their foot in their mouth*
- *Don't avoid conflict and take a stand*
- *Learn to act even when you don't have all the information that would make you feel comfortable*

Areas of Strength

Analytic
Objective
Systematic
Expert

Areas of Development

Highly private
Detached
Overly-autonomous
Underemphasize relationships

How to get along with me:

- Be independent, not clingy
- Speak in a strait-forward and brief manner
- I need time alone to process my feelings and thoughts
- Don't come off like a bulldozer
- Remember if I seem aloof, distant, or arrogant, it may be that I am feeling uncomfortable

Awareness Questions: From a posture of no judgement, ask yourself these questions periodically

- ➔ How do I withhold?
- ➔ When others have expressed their emotions have I withdrawn into my mind?
- ➔ How am I staying connected to my own and others feelings?

Type 6: The Loyalist

Description:

Sixes have insightful minds, are prone to worry, and create anticipatory or worst-case scenarios to help themselves feel prepared in case something goes wrong. Some sixes are more overtly fearful (phobic) while others move towards the fear as a way to prove they have no fear (counterphobic); most sixes do both. They tend to experience feelings of fear instantly and replay them in their minds which intensifies the original anxiety. This fixation helps sixes feel prepared and also aggravates the fear. At their best they are loyal, courageous, and confident.

Workplace Behaviors:

- See selves as problem solvers (more complex problems take them time)
- Seek and create like-minded and loyal teams
- Have a tendency to worry and procrastinate
- Project their feelings, thoughts, and behaviors onto others
- Respond with skepticism

Workplace Advice:

- *Acknowledge yourself for being a hard worker. Focus on your strengths*
- *Break jobs into small parts and do them one at a time*
- *If you feel overstressed or overworked because you have taken on too much work, delegate as much as you can to others*
- *Don't underestimate the negative effect excessive anxiety can have on others*

Areas of Strength

Loyal
Collaborative
Preserving
Anticipate Problems

Areas of Development

Worrying
Dislike ambiguity
Analysis paralysis
Martyring

How to get along with me:

- Be direct and clear
- Listen to me carefully
- Don't judge me for my anxiety
- Work things through with me
- Reassure me that everything is OK between us
- Laugh and make jokes with me
- Try not to overreact to my overreacting

Awareness Questions: From a posture of no judgement, ask yourself these questions periodically

- ➡ What self-doubts and worst-case scenarios have been preoccupying me?
- ➡ How do I show fear?
- ➡ How have I focussed my attention on what is positive?

Type 7: The Enthusiast

Description:

Sevens crave the stimulation of new ideas, people, and experiences; avoid pain; and create elaborate future plans that will allow them to keep all of their options open. They can synthesize vast quantities of information in nanoseconds. When they experience any discomfort they immediately think about positive possibilities and future plans. They will often take negative feedback and reframe it as positive. Great starters, they may have difficulty finishing projects though. At their best they are joyful, versatile, and realistic.

Workplace Behaviors:

- Adore idea generation
- Like everything to be positive
- Are in perpetual motion
- Dislike restraints, needing to keep themselves constantly stimulated
- Have difficulty focusing

Workplace Advice:

- *Consider working for yourself*
- *Don't expect others to keep up with your fast pace*
- *Concentrate on the work at hand instead of imagining other things you might be doing*
- *Remember that hard work will pay off and result in satisfaction. Sevens often feel if it's not pleasurable, it's not worth doing*
- *Find a career where you can put your ideals into action*

Areas of Strength

Imaginative
Enthusiastic
Engaging
Quick thinking

Areas of Development

Impulsive
Unfocused
Rebellious
Pain avoidant

How to get along with me:

- Give me freedom
- Engage with me in stimulating conversation and laughter
- Appreciate my grand visions and listen to my stories
- Don't try to change my style. Accept me the way I am
- Be responsible for yourself. I dislike clingy or needy people
- Don't tell me what to do

Awareness Questions: From a posture of no judgement, ask yourself these questions periodically

- ➡ What options and opportunities have been absorbing my attention and energy?
- ➡ How have I been binging on new exciting experiences?
- ➡ How have I been keeping in mind the well-being of others , not just my own well-being?

Type 8: The Challenger

Description:

Eights pursue the truth, like to keep situations under control, want to make important things happen, and try to hide their vulnerability. Deep, quick anger shows readily and propels them to take immediate action. They feel, but rarely show, fear and sadness. They like to take charge of situations with great speed and intensity. They are likely to take more control the more anxious or vulnerable they feel. At their best they are generous, strong leaders, and protective.

Workplace Behaviors:

- Like everything big, bold, and strategic
- Macro-manage and micromanage
- Are intense and direct
- Protect certain people and groups in pursuit of perceived justice
- Can intimidate others

Workplace Advice:

- *Be aware that when you are direct you may unintentionally intimidate others*
- *Express your appreciation out loud and often*
- *Avoid driving others as hard as you drive yourself*
- *Remember sparring is stimulating to Eights, but not to most other types*
- *Learn to negotiate*

Areas of Strength

Direct
Strategic
Protective
Action oriented

Areas of Development

Controlling
Demanding
Disdain weakness
Intimidating

How to get along with me:

- Be confident, strong, and direct
- Don't gossip about me or betray my trust
- Acknowledge the contributions I make but don't flatter me
- I speak in an assertive way, don't automatically assume it's a personal attack
- When I scream, curse, and stomp around, try to remember that's just the way I am

Awareness Questions: From a posture of no judgement, ask yourself these questions periodically

- ➡ How has my energy and the way I express myself been impacting others?
- ➡ How am I excessive in my intensity, volume, or invasiveness?
- ➡ How have I been open to other peoples goals and aware of my own vulnerable feelings?

Type 9: The Peacemaker

Description:

Nines seek peace, harmony, and positive mutual regard and dislike conflict, tension, and ill will. They deal with control by not letting others control them. They are often non assertive, passive, or inert. They ultimately do what they want according to their own preferred time frames. They are easy going and affable, and keep most strong feelings to themselves. They are highly approachable and develop and easy rapport with a variety of people. Nines tend to keep themselves from feeling and expressing anger. At their best they demonstrate unconditional regard for others, peacemaking, and are goal-oriented.

Workplace Behaviors:

- Are affirming, approachable, and facilitative
- Like clear, structured processes and details
- Can be passive-aggressive when pressured
- Avoid conflict with others
- Blend and merge energetically

Workplace Advice:

- *Setting goals can become a procrastination in itself, make a short list each day of what you want to accomplish. Stick to first things first*
- *Set goals with definite deadlines. Set more after you have met the first*
- *Take action now and deal with ambivalence and consequences later on*
- *Reward yourself when you complete a task*
- *Learn time-management techniques to help stay focused and on track*

Areas of Strength

Diplomatic
Easygoing
Accepting
Affable

Areas of Development

Conflict avoidant
Unassertive
Procrastinating
Indecisive

How to get along with me:

- If you want me to do something how you ask is important. I don't like expectations or pressure
- I like to listen and be of service, but don't take advantage of this
- Listen until I finish speaking, even though I meander a bit
- Give me time to finish things and make decisions. It's ok to nudge me gently and non-judgmentally
- Ask me questions to help me get clear
- I like a good discussion but not a confrontation

Awareness Questions: From a posture of no judgement, ask yourself these questions periodically

- ➡ How have people around me been competing for my attention?
- ➡ How do I forget myself and go along with others' agendas and plans?
- ➡ How have I been setting and carrying out my own personal priorities?

Resources For Further Exploration:

For those who would like more information but still prefer the reader's digest version:

The Enneagram Made Easy: Discover the 9 Types of People by Renee Baron and Elizabeth Wagele (1994)

The Essential Enneagram: The Definitive Personality Test and Self-Discovery Guide by David Daniels and Virginia Price (2009)

For those who want to take their learning deeper:

The Wisdom of the Enneagram: The Complete Guide To Psychological and Spiritual Growth for the Nine Personality Types by Don Richard Riso and Russ Hudson (1999)

Bringing Out the Best in Yourself at Work: How to Use the Enneagram System for Success by Ginger Lapid-Bogda (2004)