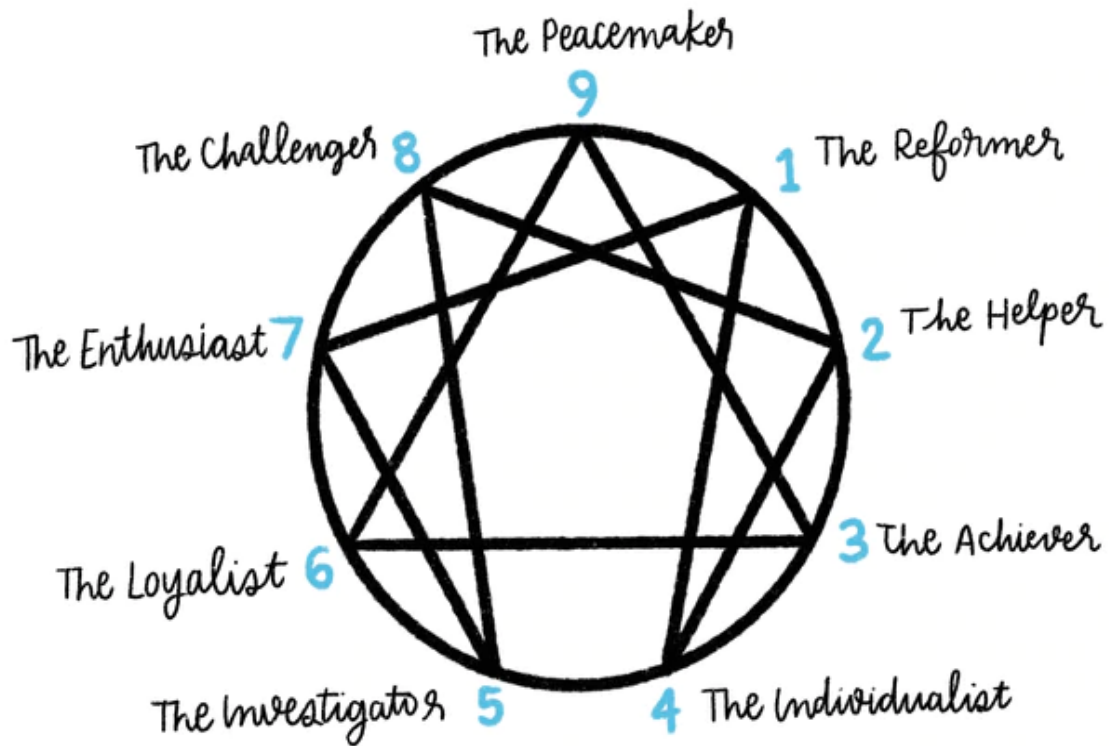




THE ENNEAGRAM



What is the Enneagram?

This personality model describes nine interconnected personality types that are built around certain core motivations and values.

It symbolizes how human beings interact with each other at deeper levels and what makes one person behave in the way they do.

The driving forces are different, yet the need to connect, interact, and feel accepted remains the same for all of us.

As a framework of personality, this model speaks about self-awareness that helps to analyze what subconsciously drives us towards certain behaviors, helping in personal growth and goal accomplishment.

Each of the nine personality types has a core belief on how the world operates. This core belief carries an individual's deepest fear and motivation.

Enneagram 1- The reformer- self-controlled and principled

Ones are responsible, thorough, and hard working with high standards for themselves and others. They know how to do things the right way. Their challenge is to balance their critical thinking with acceptance and appreciation, and to know when "good enough" is more productive than "exactly right."

Core fear: being inadequate and corrupt deep down

Core desire: integrity, wholeness, and morality

To an Enneagram 1, doing work well has moral weight and value; accordingly, they are very conscientious and can stay focused on the ideal of the product or project long after others have given up or moved on. They have a relentless eye for detail and can see mistakes right away, making them excellent editors. Enneagram Ones are very oriented to action and can usually be found doing something. One account of this, they lead by example and standard setting.

Enneagram 2- The helper, the giver

Twos are positive and people oriented. They make excellent communicators and will support the best interests of the organization. Highly empathetic, they know what other people feel and need. Their challenge is to practice good personal boundaries and to choose more carefully when and how much they help others.

Core fear: being unwanted, not needed, not appreciated, and needy

Core desire: to feel loved and appreciated

Enneagram 2s relationship-building skills allow them to get along with a wide variety of people and they can bring different powerful people together. Empathy is their superpower. Twos can walk into a room and immediately know with certainty and accuracy what other people feel and need. They are excellent communicators and will support the best interests of the organization. Twos are very compassionate & value their teammates. Twos are friendly, open hearted, and full of enthusiasm and praise.

Enneagram 3- The effective achiever

Threes have tremendous productivity. Enthusiastic and highly motivated, they quickly move into action to accomplish results. Their challenge is to take the time to listen to others, build good relationships, and develop more long-term strategy. They need to watch out for personal burnout due to "workaholism."

Core fear: being worthless and insignificant

Core desire: to feel valued and accepted

Enneagram 3s get stuff done. They have goals which they support with plans that produce results. Threes know what works and what it takes to make something happen. They are amazing at focusing on the task at hand and being resourceful. Threes have an amazing ability to shapeshift- they can adapt and excel at anything, often by breaking things down into bite-size goals to help reach the bigger picture. The Enneagram Three will work hard to be the best and to make their company the best. They compete to win and want to bring the whole team along with them.

Enneagram 4- The original individualist

Fours focus on authenticity, meaning, and aesthetics. They value excellence in all things, and they want to make a personal connection to their work and to the people around them. Their challenge is to learn to tolerate the mundane aspects of work, to reduce their emotional reactions, and to not take things too personally.

Core fear: being without significance, being flawed or defective

Core desire: to be seen and loved as special and unique

Enneagram 4s value authenticity in themselves and others on their team in the workplace. They are largely motivated by the meaning they find in their work and use their work as a deeper expression of their inner insights, emotional creativity and depth, as well as their individual style. Fours are masters at describing the inner landscapes of people and can accurately characterize what they're feeling and what others are feeling. They thrive in work environments where they are seen and heard in every aspect.

Enneagram 5- The wise observer

Fives are excellent thinkers and strategists. They seek to develop technical expertise and accumulate knowledge. They need lots of privacy and autonomy. Their challenge is to be available to other people, when possible, to communicate warmth, and to recognize other kinds of human assets besides mental intelligence.

Core fear: being useless, helpless, or incapable

Core desire: to be competent, knowledgeable, self-sufficient, and well-informed

Enneagram 5s see clearly and dispassionately. They can sift through lots of ideas and come to objective conclusions, leaving their emotions and opinions out of it. Similarly, they can test out ideas without getting emotionally attached to the outcome. They are good conceptual thinkers and are great at holding mental concentration. Fives drill deep about a topic until they know everything about it. Because they go so deep, they can find connections between data and information that others can't find.

Enneagram 6- The skeptic loyalist

Sixes focus on figuring out what's going on around them to create safety and structure. They are loyal, dependable, and they are especially good at anticipating problems and creating solutions. Their challenge is managing their suspicion and doubt so that it doesn't demotivate themselves or other people.

Core fear: being alone and being abandoned

Core desire: to have security, guidance, and support

Enneagram 6s believe that if they don't know what the problems are, they run the risk of being caught off guard. Accordingly, a Six wants to anticipate problems so they can get busy working on a plan to avoid or survive the pending problem. A Six is dutiful when it comes to managing their responsibilities. They seek to do the right thing out of a sense of duty. Sixes help teams and organizations by always being prepared for the worst-case. They also find trouble spots that no one else notices and assess the risks quickly to make sure plans move forward flawlessly.

Enneagram 7- The enthusiastic visionary

Sevens are quick thinking, adaptable, and positive in their outlook. Where other people see problems, they see opportunities. They like to enjoy multiple interests and multiple options. Their challenge is to acknowledge problems and limitations and to bring their attention back to the present and the task at hand.

Core fear: being deprived, being bored, and limited or missing out

Core desire: to be satisfied, happy, and fulfilled

Enneagram 7s are energetic adventure-seekers who are always thinking about the next escapade. Like the Enneagram Two, Sevens bring energy to an organization and make excellent first touch-points with customers.. Sevens can put the silver lining on anything and manage fear with optimism, where others see problems, they see opportunities. Sevens can be conceptual innovators. They excel at creating new visions, and fresh ideas. They make the workplace fun and don't get bogged down in pressure and are creative problem solvers.

Enneagram 8 - The powerful challenger

Eights are good at taking charge of their environment. They know how to mobilize to get things done. They make good leaders, and they will stand up for the positions and people they care about. Their challenge is to moderate their forcefulness, to become adaptable in different situations, and to avoid unnecessary conflict.

Core fear: being controlled, powerless, and manipulated

Core desire: to be self-governed, independent and protected

Enneagram 8s can have a great sense of humor mixed with a lot of gusto and a go-for-it mentality. Known for being rescuers of people, and not wanting to appear weak, when they see people who are in vulnerable situations, they feel compelled to help them. Eights may act as activists rallying around a cause. One metaphor for an Eight is that of a bulldozer that is creating a helpful path for other people. They are strong enough to take the hits along the way, all the while clearing the way for others behind them. Eights bring tremendous drive and work ethic to an organization (like the Enneagram 3); don't be surprised if you have to tell them to go home at the end of the day.

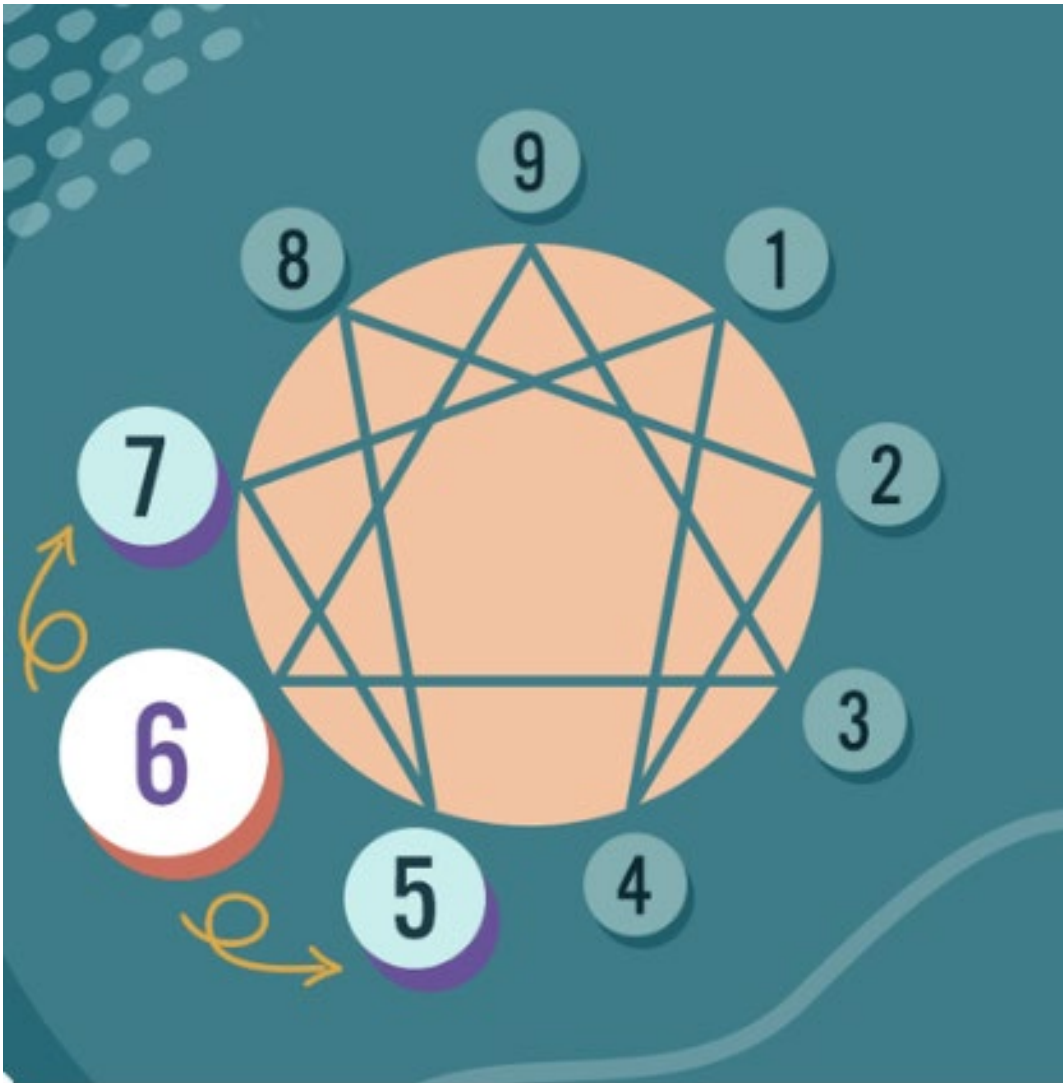
Enneagram 9 - The peaceful mediator

Nines are steady and balanced in their approach to work and relationships. They can see all sides of an issue and are able to bring people together in a spirit of cooperation and harmony. Their challenge is to stay focused on the priorities and to stick up for their own position, even if that involves discomfort and conflict.

Core fear: being in conflict and tension, and being overlooked

Core desire: inner peace, harmony and being connected

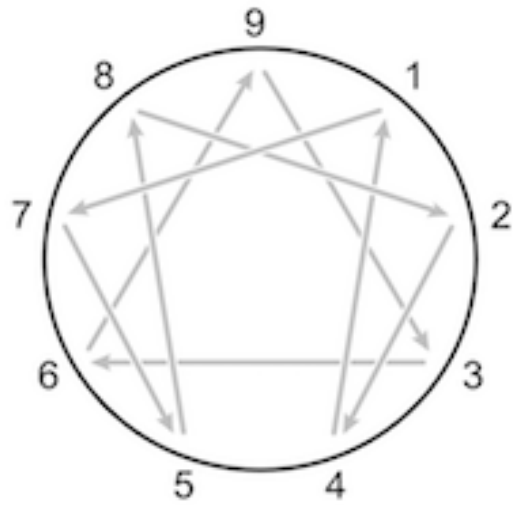
Enneagram 9s have remarkable inner tranquility and a need to keep the peace, both externally and internally. They have a remarkable ability to hold two contradictory positions at the same time while concurrently seeing the value in both perspectives. They can talk to two people on a team and really understand, on a fundamental level, the differing viewpoint of each person, and then bring those people together to find consensus. Nines can find harmony within and bring inclusivity to groups. They know how to make sure everyone in the group is heard, but it is imperative that you draw them out and ask their opinion since they often devalue what they bring to the table.



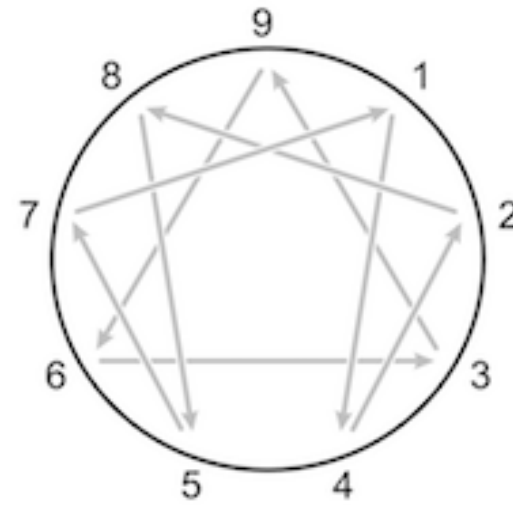
What is a wing?

Enneagram wings are important extensions of your core Enneagram type, which provide more detail about your own unique, colorful personality.

Your dominant wing of your enneagram type and acts as a sidekick to all your inner motivations and goals. Although wings are commonly referred to as "extensions" or "helpers", they hold great power to unlock the potential of your multifaceted personality.



Integration

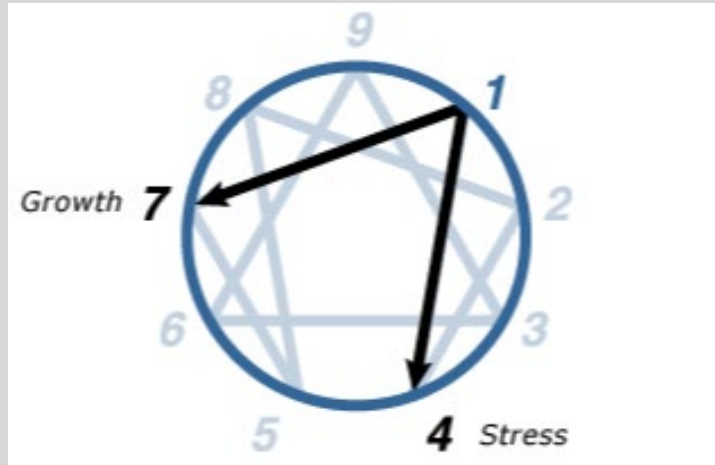


Disintegration

Integration and Disintegration

Integration- when you are working at optimal levels in all areas of your life (**growth**)

Disintegration- when you feel stressed or need to check out and are withdrawn from your core enneagram (**stress**)

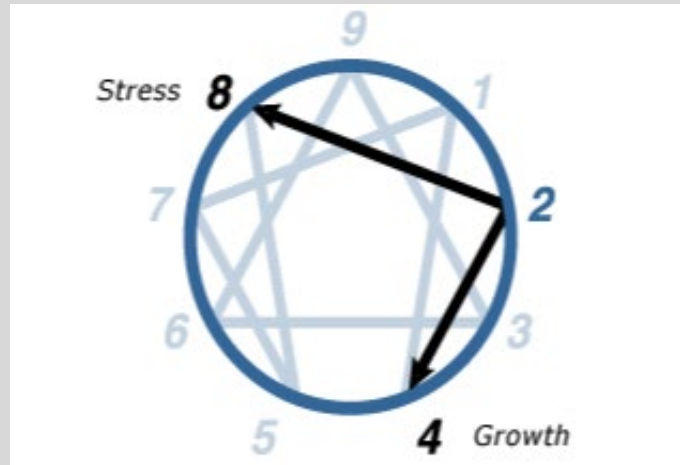


Growth

- Prioritizing what matters
- Creative hobbies
- You make time to simply "be"
- Inner critic is silenced
- Compassion for yourself and others
- Not playing the role of "judge"
- Close connections

Stress

- Frequently correcting others
- You feel a deeply rooted resentment
- Systemizing everything to reduce anxiety
- Struggling to silence the inner critic in your head
- You feel like everyone else is lazy
- Emotionally distant

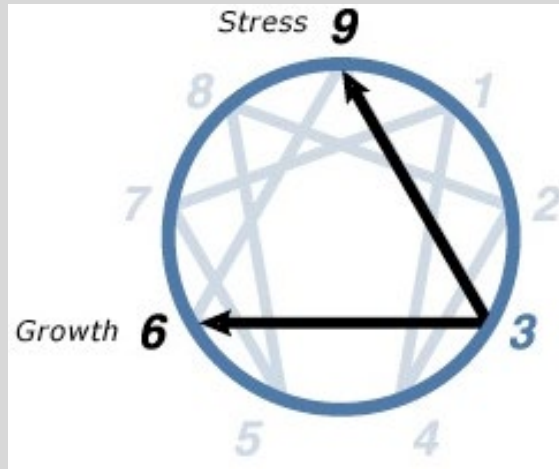


Growth

- Embracing your quirksiness
- You feel an energetic/emotional boundary between yourself and others
- You're not instinctively saying "do you need help?"
- You make time to create
- You know what you desire
- Authentic

Stress

- Over-giving
- Dominant and demanding
- You are out of touch with what you feel
- Defensive
- You feel like everyone else is selfish
- Try to take control by bullying

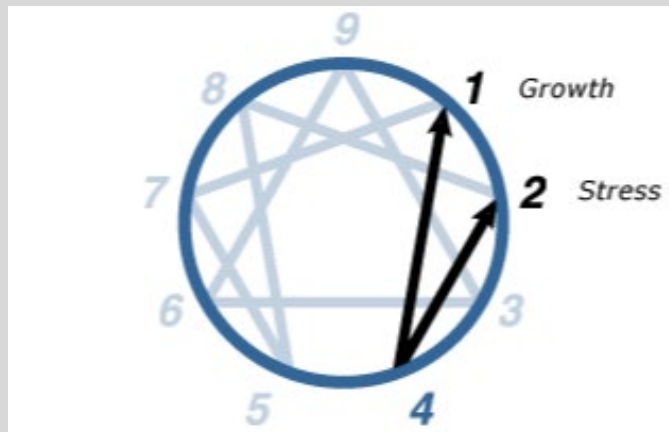


Growth

- You feel rested
- Feeling a sense of connection to others
- You honor your emotions
- You don't feel the need to always do more
- You are present and concerned with others' feelings
- Loyalty takes priority over rank

Stress

- Lack of motivation and feeling of numbness
- Over working yourself to the point of exhaustion
- Less productive and less confident
- Feeling of failure
- Hiding your authentic self
- Too focused to know how you are feeling

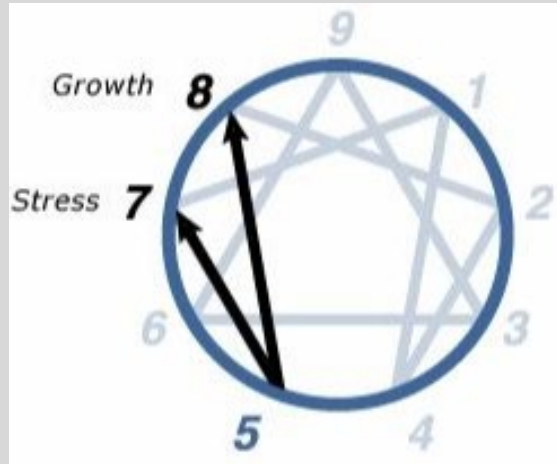


Growth

- You feel unapologetically authentic
- Going after your dreams
- You feel your emotions and then let them go
- Feeling a sense of gratitude and control over your life
- You can plan and organize
- Down to earth and practical

Stress

- Lack of creative flow
- Become possessive of those close to them
- You find yourself playing caretaker
- Dependent on others to save you
- Manipulative to gain appreciation

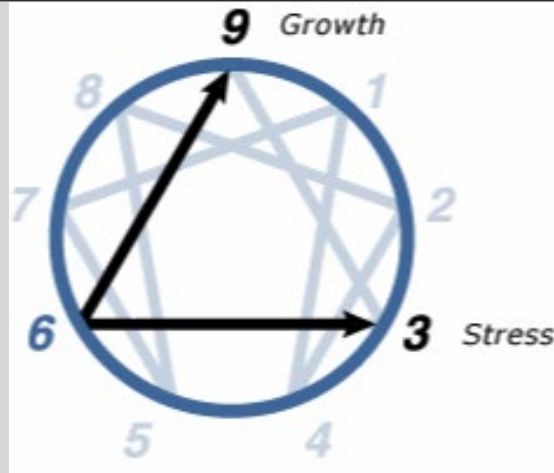


Growth

- You feel confident and stable even without resources
- More vocal and assertive
- You're in touch with your emotions
- Acting on your wants
- Not spending all your time alone
- Balancing discernment and trust

Stress

- Disconnected from burdens of reality
- Going to excess in food, comfort and stimulus
- Unrealistic plans or no plans at all
- Dropping responsibilities
- Impulsive decision making
- You put on a facade of confidence but feel insecure

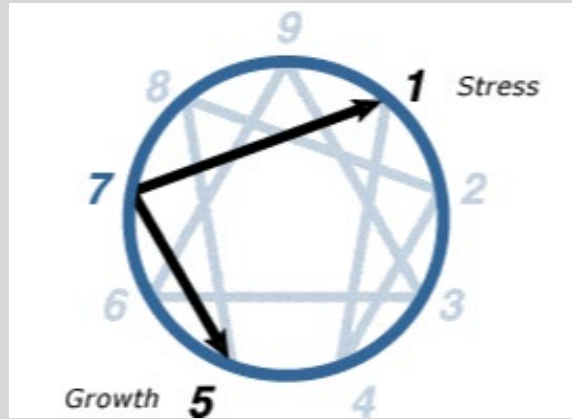


Growth

- You have an easygoing attitude
- You don't get easily offended by others actions or words
- You feel a sense of grounding within yourself
- Trusting your gut
- Prepared but non-controlling

Stress

- You feel unstable internally
- Overly focused on material success
- High anxiety
- Building resentment
- Deceive as you try to appear competent
- Rigidly productive

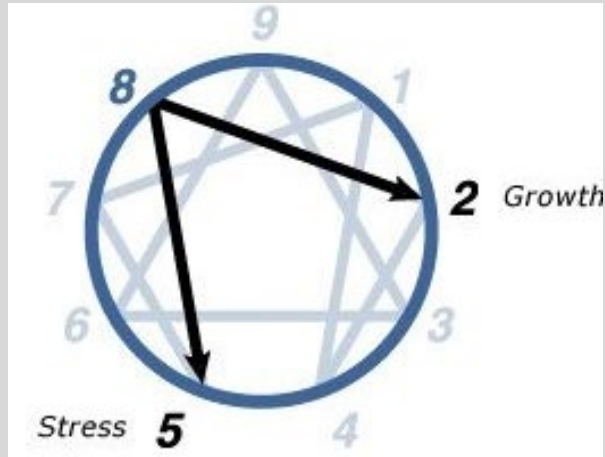


Growth

- You are in touch with your negative emotions
- Chasing stimulus less
- More focused and introspective
- You can have a serious conversation
- You spend time alone happily

Stress

- Critical and judgmental
- Feel their freedom is limited
- Unexpected aggression
- Using humor in uncomfortable situations
- You get defensive about who you are

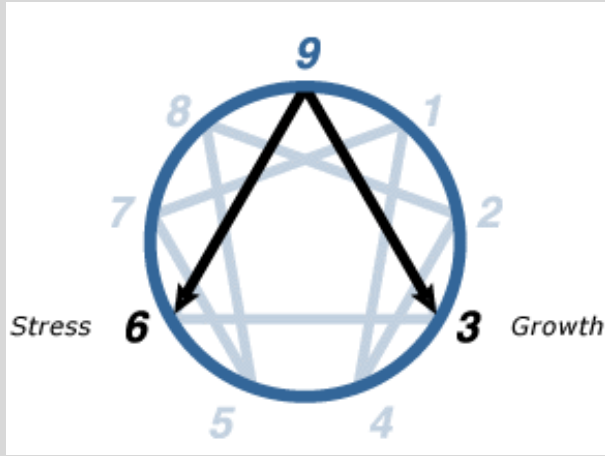


Growth

- You can breathe fully and deep
- Softer and more giving
- Emotionally expressive
- Controlling less, but controlling what matters most to you
- You can be vulnerable
- You listen before you speak

Stress

- Withdrawn and isolated
- Emotionally distant
- Invest time in projects and abandon self-care
- Constantly hyper-analyzing yourself and your actions
- You look for intensity in unhealthy forms



Growth

- Ambitious
- You express your needs and even take care of yourself
- You can communicate through conflict without running away
- You can prioritize accurately
- Assertive and decisive
- You feel a sense of drive when you wake up

Stress

- Neglect serious issues
- People pleaser
- Usually feel numb
- Passive aggressive
- Don't want to talk but blow up fast
- Pessimistic and anxious

Why does the enneagram
matter?

Resources

Enneagram 1 - <https://www.youtube.com/watch?v=-sO2UMoOaFQ>

Enneagram 2- <https://www.youtube.com/watch?v=PrDzd4ufypE>

Enneagram 3 - <https://www.youtube.com/watch?v=1mpQVljAWTY>

Enneagram 4- <https://www.youtube.com/watch?v=9qBhMFBo37Y>

Enneagram 5- <https://www.youtube.com/watch?v=wT6X87eTCUg>

Enneagram 6- https://www.youtube.com/watch?v=1_ikZcsTU0M

Enneagram 7- <https://www.youtube.com/watch?v=Yw4vYbTNJDc>

Enneagram 8- <https://www.youtube.com/watch?v=obi4KCh6eHQ>

Enneagram 9- <https://www.youtube.com/watch?v=TijTd60iFDw>

The Enneagram Institute- [Type Descriptions – The Enneagram Institute](#) -(make sure to click on your number for more information)