

The Enneagram of Personality Types

The Enneagram is a system of nine personality types combining traditional wisdom with modern psychology--a powerful tool for understanding ourselves and the people in our lives--with three major applications:

- Personal and spiritual growth
- Successful relationships at home and at work
- Leadership development, team building and communication skills for business

Enneagram Work supplies the tools and knowledge to:

- Increase your personal and professional effectiveness
- Increase your self-awareness and emotional intelligence
- Understand your patterns of thinking, feeling and behaving
- Build successful relationships at home and at work
- Support your strengths, identify your blind spots and manage personal reactivity
- Develop your inner life

A Brief History

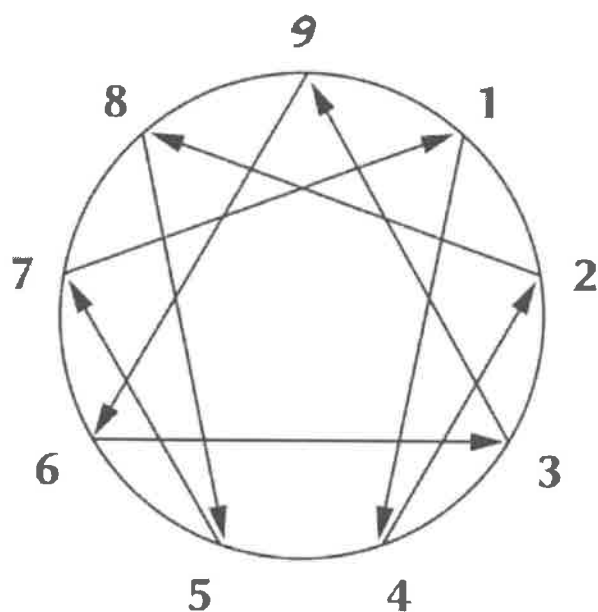
This nine-pointed diagram (Ennea is Greek for nine) has apparently been used for centuries in esoteric Christian and Sufi traditions as a map of human consciousness and archetypes. It was first brought to the public in 1915, in Moscow, by George Gurdjieff, a philosopher and teacher who used it in his program of human development. Then in the late 1960s, Oscar Ichazo, the founder of the Arica School, placed nine types of personality on the Enneagram. Shortly thereafter, Claudio Naranjo, MD, and other psychologists in Berkeley combined the Enneagram with the latest developments of modern psychology.

While each personality type can be found in psychological literature, the Enneagram brings them together in a unified system and shows their inter-relationships. This combination of ancient symbol and modern psychology continues to be developed today by psychologists, business consultants, educators and spiritual directors.

Unlike most psychological systems and diagnostic tools which focus on the neurotic or problem side of people, the Enneagram not only talks about the problems that people face, it also describes the strengths and potentials of each personality type. No personality type is any better or worse, and the highs and lows of human development can be found in every type.

WHAT IS THE ENNEAGRAM?

It's basically a diagram of numbers that describes personality types and makes you more aware of your true self. It's been around for hundreds of years but is recently picking up popularity again. It has been used in many different theologies and practices but is very common in Christianity. Although it isn't perfect nor 100% precise, the Enneagram is very helpful in understanding some of our traits and how we can use them to be better versions of ourselves.



HOW DO YOU READ ENNEAGRAM NUMBERS? WINGS AND LINES

The 9 Enneagram numbers each represent a different personality type. Every person is predominantly a certain number but can also have some traits of either numbers next to it, which are called “**wings**.” For example, a 9 can be winged 1 or winged 8, meaning if you are a 9, you may also have some traits of an 8 or of a 1 and that would be your **wing**.

The **lines** connecting the numbers show how you act when you are in a good place or a bad place. If a **line**'s arrow is pointing away from your number, you supposedly tend to take the negative traits of the number it is pointing to when you are stressed, whereas you take on the positive traits of the number with a line pointing *to* your number when you are secure. For example, a 4 takes on the negative traits of a 2 when stressed, but the positive traits of a 1 when secure.

TRIADS:

The numbers below are out of order because they are grouped by their **triads**. There are 3 triads: heart/feeling (numbers 2, 3, 4), head/fear (numbers 5, 6, 7), and gut/anger (numbers 8, 9, 1). These basically show where the numbers process feelings and what may drive them.

THE ENNEAGRAM NUMBERS:

1. THE PERFECTIONIST

- **Personality:** "Ethical, dedicated and reliable, they are motivated by a desire to live the right way, improve the world, and avoid fault and blame."
- **Talk type:** Preaching
- **Triad:** Anger- bottles it up
- **At work:** Get the job done, detail-oriented, organized, committed, but can over-work
- **In relationships:** Can be sensitive to criticism, have high expectations but also hold themselves to high standards for their partner
- **As a child:** Great kids/students, but hard on themselves
- **Deadly sin:** Anger (judgement)
- **Stress:** Take on unhealthy traits of a 4 (critical, sensitive, self-doubting)
- **Security:** Take on healthy traits of a 7 (fun, easy-going, adventurous)
- **How to be your best self:** Expect less of yourself/others, have fun, let go and let God!

2. THE HELPER

- **Personality:** "Warm, caring and giving, they are motivated by a need to be loved and needed, and to avoid acknowledging their own needs."
- **Talk type:** help and advice
- **Triad:** Feelings- focus on others more than their own
- **At work:** Sensitive to criticism, but highly aware of other's needs and make great team players/support systems
- **In relationships:** The most caring, but often forget about their own needs and can be dependent
- **As a child:** People-pleasers, very aware of other's feelings
- **Deadly sin:** Pride
- **Stress:** Take on unhealthy traits of an 8 (commanding, blaming)
- **Security:** Take on healthy traits of a 4 (self-aware, imaginative, creative)
- **How to be your best self:** Act without expecting anything in return, take care of your own needs/feelings

3. THE PERFORMER

- **Personality:** "Success-oriented, image-conscious, and wired for productivity, they are motivated by a need to be (or appear to be) successful and avoid failure."
- **Talk type:** Promoting
- **Triad:** Feelings- hard time connecting to their own or others

- **At work:** Can be workaholics, aim to get ahead, but very efficient and productive
- **In relationships:** Might care a lot about image, but very optimistic
- **As a child:** Exceptional, but think they are loved for/ only as good as their accomplishments
- **Deadly sin:** deceit
- **Stress:** Take on unhealthy behaviors of 9s (get burned out and lose confidence)
- **Security:** Take on healthy behaviors of 6s (accepting, warmer, in touch with relationships)
- **How to be your best self:** Just be yourself. It's okay to not have it all together and for other to shine sometimes

4. THE ROMANTIC

- **Personality:** "Creative, sensitive and moody, they are motivated by a need to be understood, experience their oversized feelings and avoid being ordinary."
- **Talk type:** Lament
- **Triad:** Feelings- focus on their own
- **At work:** Likely to be in creative, expressive careers. Highly sensitive to criticism.
- **In relationships:** Intense, dramatic, passionate
- **As a child:** Might've been the angsty teen. Misunderstood
- **Deadly sin:** Envy
- **Stress:** Take on the traits of unhealthy 2s (dependent, jealous)
- **Security:** Take on the traits of a healthy 1 (encouraging, aware, uplifting)
- **How to be your best self:** You are special, but everyone else has deep feelings too! Life doesn't have to be melodramatic

5. THE INVESTIGATOR

- **Personality:** "Analytical, detached and private, they are motivated by a need to gain knowledge, conserve energy, and avoid relying on others."
- **Talk type:** Technical
- **Triad:** fear- shows it
- **At work:** Analytical, innovative, and collected. Would rather work by themselves, but will get the job done.
- **In relationships:** Can be hard to read and not the most emotionally aware, but are kind, low-maintenance, and trustworthy.
- **As a child:** Possibly lacked affection or were overlooked. Quiet, shy, *but very smart*. Into tinkering, building, learning.
- **Deadly sin:** Avarice (hoarding)
- **Stress:** Take the unhealthy traits of a 7 (detached, frazzled, blunt, discourteous)

- **Security:** Take the healthy traits of an 8 (confident, self-assured)
- **How to be your best self:** Engage, express, go out of your comfort zone to socialize, but genuinely show interest.

6. THE LOYALIST

- **Personality:** “Committed, practical and witty, they are worst-case-scenario thinkers who are motivated by fear and a need for security.”
- **Talk type:** Tentative
- **Triad:** Fear- has a lot of it inside
- **At work:** Need detailed information and ask a lot of questions, but make decisions thoughtfully and with care
- **In relationships:** Needs a lot of security and confirmation but will be extremely loyal and faithful to you.
- **As a child:** Little worriers, were perhaps let down or grew up in uncertain situations
- **Deadly sin:** Fear
- **Stress:** Take on negative traits of a 3 (materialistic, image-conscious)
- **Security:** Take on positive traits of a 9 (flexible, less-anxious, happy-go-lucky)
- **How to be your best self:** Trust yourself and take more chances. Don't let anxiety hold you back from living life.

7. THE ENTHUSIAST

- **Personality:** “Fun, spontaneous and adventurous, they are motivated by a need to be happy, to plan stimulating experiences, and to avoid pain.”
- **Talk type:** Storytelling
- **Triad:** Fear- forgets it
- **At work:** Quick learners, but don't like too many obligations or being tied down. Need flexibility and jobs that don't bore them
- **In relationships:** Very spontaneous and fun, but don't want to feel smothered or over-committed; like to keep their options open
- **As a child:** Dealt with hardships by having fun and ignoring their feelings and might've felt on their own often.
- **Deadly sin:** Gluttony (need stimulation)
- **Stress:** Take on unhealthy traits of 1s (judgemental, defensive, argumentative)
- **Security:** Take on the healthy traits of 5s (meaningful, purposeful, more serious)
- **How to be your best self:** Don't avoid pain, embrace all your emotions, try compromising with other people even if it's not always the most fun/what you want to do

8. THE CHALLENGER

- **Personality:** "Commanding, intense and confrontational, they are motivated by a need to be strong and avoid feeling weak or vulnerable."
- **Talk type:** Commanding
- **Triad:** Anger- shows it
- **At work:** Are active, efficient, like control, but don't necessarily have to be the leader as long as they know and respect who is in charge
- **In relationships:** Protective over their loved ones, want someone who challenges them back
- **As a child:** Possibly betrayed so don't let people see their soft side
- **Deadly sin:** Lust (for intensity)
- **Stress:** Take on unhealthy traits of a 5 (disconnected, unemotional, withdrawn)
- **Security:** Take on healthy traits of a 2 (caring, trusting, more understanding)
- **How to be your best self:** Go easier on others, it's okay to be vulnerable

9. THE PEACEMAKER

- **Personality:** "Pleasant, laid back and accommodating, they are motivated by a need to keep the peace, merge with others, and avoid conflict."
- **Talk type:** epic saga
- **Triad:** Anger- forgets it
- **At work:** Enthusiastic and supporting, like routine, can be taken advantage of
- **In relationships:** Flexible, avoids conflict, but can be passive-aggressive
- **As a child:** Easy-going, perhaps felt overlooked
- **Deadly sin:** sloth (lack of motivation)
- **Stress:** Take on unhealthy traits of a 6 (anxious, worried, self-doubting)
- **Security:** Take on healthy traits of a 3 (decisive, active, purposeful)
- **How to be your best self:** Know your importance, be less passive- decide and say how you really feel

Other Patterns and Questions

Fluctuating Scores

If you take one of our Enneagram tests several times, your basic type should remain the same, although you will probably find that the scores for the other types will rise or fall depending on other influences in your life. Someone having problems with a significant relationship, for instance, is likely to register higher or lower scores in types associated with concerns about relationships, such as Two, Six, and Nine.

Likewise, someone who has been putting a lot of time and energy into work or is having career problems is likely to produce elevated scores in types Three, Eight, and One. After the troubled relationship or the career issues have been resolved (one way or another), the profile for that the person may change yet again. The scores for the person's basic personality type may also be affected, although the type itself will remain the same.

Wings

Your (dominant) wing is indicated by the higher score of one of the types on either side of your basic type. For example, if you test as a Two, your wing will be One or Three, whichever has the higher score. The second highest *overall* score on your Enneagram test is not necessarily that of the wing. For instance, a Six's second highest score may be Nine; this does not mean that his or her wing is Nine. (Look at the scores for Five and Seven; the higher is the Six's wing.)

In all cases, the proportion of the wing to that of the basic type must be taken into consideration. Some people will have a relatively high wing score, in proportion to their basic type. Some will have a moderate, or even a low, proportion of wing to basic type. This consideration is significant for understanding a person's reactions and behavior, particularly if a prediction of his or her performance is being attempted, as in a business setting. Understanding the relative proportion of the wing to the basic type also yields insights into the childhood origins of the person, codependency issues, and potential pathology.

You may also get a high score in a wing other than the one you are expecting because of current factors in your life. For example, someone who had been typed both by himself and by three trained Enneagram teachers as a Seven with a Six-wing tested as a Seven with an Eight-wing. In this instance, although our Enneagram test correctly diagnosed the subject's basic type, the wing differed from what was expected. A reasonable interpretation is that the subject is in a high-pressure, competitive field where self-confidence and initiative are crucial for success. The subject has been taking more control of his career and has been making a conscious effort to be more assertive. This possibly caused the subject to register more responses for the Eight than for the Six.

When assessing your wing, it is always a good idea to evaluate the test results by reading the descriptions of both wings in *Personality Types* and deciding which fits you best.



TYPE 1: MORAL PERFECTIONIST

- ▼ Being wrong, bad, evil, inappropriate, unredeemable, or corruptible.
- ✱ Having integrity, being good, balanced, accurate, virtuous, and right.
- ✎ *Resentment*: Repressing anger that leads to continual frustration and dissatisfaction with yourself, others, and the world for not being perfect.
- 🔥 You are good.



TYPE 2: SUPPORTIVE ADVISOR

- ▼ Being rejected and unwanted, being thought worthless, needy, inconsequential, dispensable, or unworthy of love.
- ✱ Being appreciated, loved, and wanted.
- ✎ *Pride*: Denying your own needs and emotions while using your strong intuition to discover and focus on the emotions and needs of others, confidently inserting your helpful support in hopes that others will say how grateful they are for your thoughtful care.
- 🔥 You are wanted and loved.



TYPE 3: SUCCESSFUL ACHIEVER

- ▼ Being exposed as or thought incompetent, inefficient, or worthless; failing to be or appear successful.
- ✱ Having high status and respect, being admired, successful, and valuable.
- ✎ *Deceit*: Deceiving yourself into believing that you are only the image you present to others; embellishing the truth by putting on a polished persona for everyone (including yourself) to see and admire.
- 🔥 You are loved for simply being you.



TYPE 4: ROMANTIC INDIVIDUALIST

- ▼ Being inadequate, emotionally cut off, plain, mundane, defective, flawed, or insignificant.
- ✱ Being unique, special, and authentic.
- ✎ *Envy*: Feeling that you're tragically flawed, that something foundational is missing inside you, and others possess qualities you lack.
- 🔥 You are seen and loved for exactly who you are—special and unique.



TYPE 5: INVESTIGATIVE THINKER

- ▼ Being annihilated, invaded, or not existing; being thought incapable or ignorant; having obligations placed upon you or your energy being completely depleted.
- ✱ Being capable and competent.
- ✎ *Avarice*: Feeling that you lack inner resources and that too much interaction with others will lead to catastrophic depletion; withholding yourself from contact with the world; holding onto your resources and minimizing your needs.
- 🔥 Your needs aren't a problem.



TYPE 6: LOYAL GUARDIAN

- ▼ Fearing fear itself, being without support, security, or guidance; being blamed, targeted, alone, or physically abandoned.
- ✱ Having security, guidance, and support.
- ✎ *Anxiety*: Scanning the horizon of life and trying to predict and prevent negative outcomes (especially worst-case scenarios); remaining in a constant state of apprehension and worry.
- 🔥 You are safe and secure.



TYPE 7: ENTERTAINING OPTIMIST

- ▼ Being deprived, trapped in emotional pain, limited, or bored; missing out on something fun.
- ✱ Being happy, fully satisfied, and content.
- ✎ *Gluttony*: Feeling a great emptiness inside and having an insatiable desire to "fill yourself up" with experiences and stimulation in hopes of feeling completely satisfied and content.
- 🔥 You will be taken care of.



TYPE 8: PROTECTIVE CHALLENGER

- ▼ Being weak, powerless, harmed, controlled, vulnerable, manipulated, and left at the mercy of injustice.
- ✱ Protecting yourself and those in your inner circle.
- ✎ *Lust/Excess*: Constantly desiring intensity, control, and power; pushing yourself willfully on life and people in order to get what you desire.
- 🔥 You will not be betrayed.



TYPE 9: PEACEFUL MEDIATOR

- ▼ Being in conflict, tension, or discord; feeling shut out and overlooked; losing connection and relationship with others.
- ✱ Having inner stability and peace of mind.
- ✎ *Sloth*: Remaining in an unrealistic and idealistic world in order to keep the peace, remain easygoing, and not be disturbed by your anger; falling asleep to your passions, abilities, desires, needs, and worth by merging with others to keep peace and harmony.
- 🔥 Your presence matters.