

# Understanding the Enneagram

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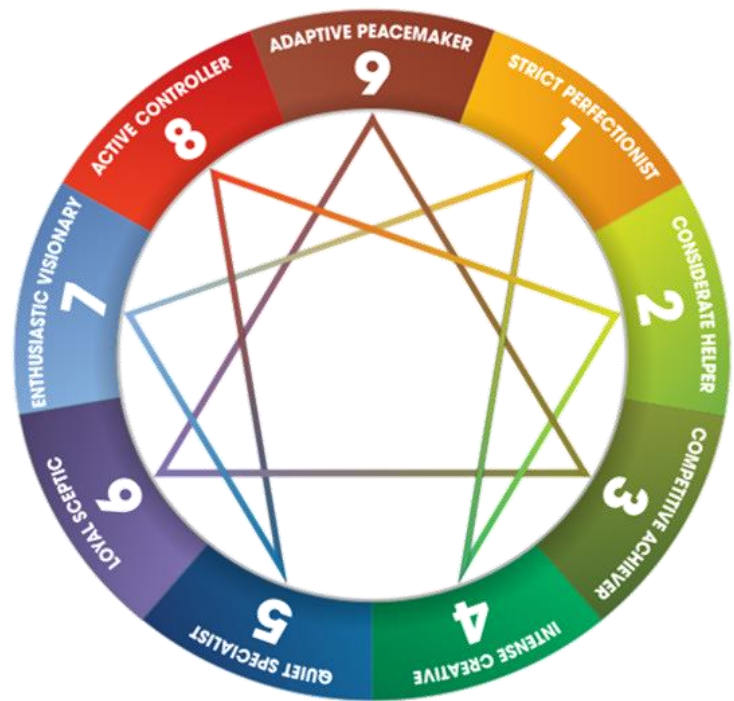
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Associate Professor of Sociology  
June 3, 2020

# What is the Enneagram?

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The Enneagram is a framework that offers in-depth insight to individuals, groups and collectives. It offers a map to personal development by opening a pathway to self-discovery and greater personal awareness and spiritual transformation.

Ennea (nine) gram (written)



# What is the Enneagram?

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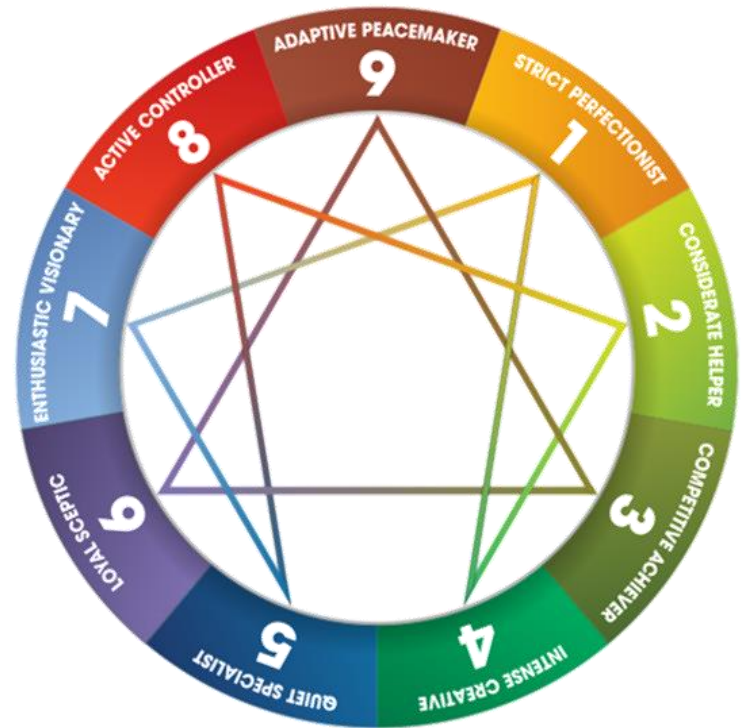
Not a science

Tool for understanding self and others

Nature *and* Nature

Understanding others

- Valuing diversity
- How to interact with other types
- Dealing with “hot-buttons”



*The Enneagram's purpose is to help us uncover the traps that keep us from living fully and freely as our True Self so that we will use our unique, authentic gifts for the good of others and the world.*

-Fr. Richard Rohr



# Reflection

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What is most important to me?

What motivates me?

What is the worst thing that could happen to me?

How do I see myself most of the time?

What are three adjectives others would use to describe me?

# The 9 Types

-Do you know your type?

1

**Strict Perfectionist** - Ones are about improvement and 'right action', ensuring things are done correctly. They are principled, with a clear sense of right and wrong and may seem idealistic, self-righteous or judgemental. They organise their world and value facts, precision and clarity, working hard to avoid mistakes. Their gift is in discernment, evaluation and knowing what is right.

2

**Considerate Helper** - Twos want to meet others' needs in a helpful, supportive way. Warm, giving and people-oriented, they seek affirmation from their relationships and may be sensitive and angry if they feel unappreciated. They may over-involve themselves in others' lives and risk being manipulative. Their development challenge is to give unconditionally and to nurture themselves as well as others.

3

**Competitive Achiever** - Threes are "doers" and tend to be practical, task-oriented and project a polished persona or image. They are competitive and will make sacrifices to achieve their goals and appear successful. They risk becoming overstretched or workaholic and may resort to deception or expediency to win. At higher integration, they work towards self-acceptance and authentic influence, connecting heart and hands.

4

**Intense Creative** - Fours search for meaning, depth and authenticity. They are emotionally sensitive and attuned to their environment, creative and expressive as individuals. They may seem emotionally moody, dramatic, focusing on what is lacking in their lives. As they integrate, Fours get in touch with their inner creative voice but able to separate their identity and their emotions.

5

**Quiet Specialist** - Fives are private individuals with an active mental life, observing and exploring how the world works. They struggle to share thoughts and feelings and may seem socially awkward or disinterested. At lower integration, Fives may be withdrawn, antagonistic and aggressively defend their isolation. At higher integration, they are intellectual pioneers, bringing their perceptive wisdom unselfconsciously.

6

**Loyal Sceptic** - Sixes easily tune into potential danger and risks, acting on a sense of anxiety, and think in sceptical ways. They value trust, responsibility and loyalty and need to feel they are safe and belong. At lower integration they may be paranoid, reactive and insecure as loyalty turns into dependency and over-sensitivity. At higher integration, self-reliant and grounded Sixes give confidence to those around them, resiliently coping with risk.

7

**Enthusiastic Visionary** - Sevens seek variety, stimulation and fun, tackling challenges with optimism and engaging with life in a future-orientated way. As team members they bring creativity, energy and optimism. They may seem distracted, hedonistic, insensitive or irresponsible to others. Sevens are often unhappy but deny this, escaping into hyperactivity and impulsive pleasure-seeking. At higher integration they are present, finding joy within.

8

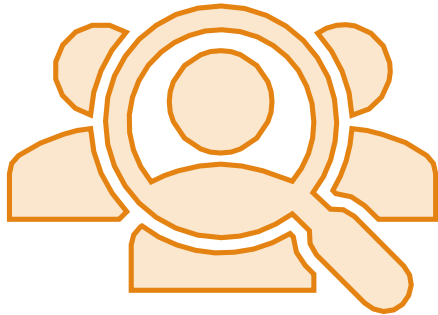
**Active Controller** - Eights are forces of nature, with a strong presence and personality that values being in control. They are guarded but caring and protective of those around them. As they mask any vulnerability with a tough, no-nonsense exterior, they may seem intimidating and confrontational. At higher integration they combine their directness with compassion, collaborating with others while serving the greater good.

9

**Adaptive Peacemaker** - Nines are diplomatic and attuned to the ideas of others, often as facilitators or mediators in groups. They form the glue between people with their friendly, grounding and stable demeanour. They struggle to connect to their own point of view or say no, and often avoid all conflict. At high integration, they are independent and self-respecting, acting with self-awareness and autonomy.

# Caveats

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For many people discovering their type takes time

Beware of 'tests'; instead read the descriptions and consider a few possible types

Beware of typing others based on their behavior (stereotyping or "enneatyping")

Do not over/underestimate the Enneagram

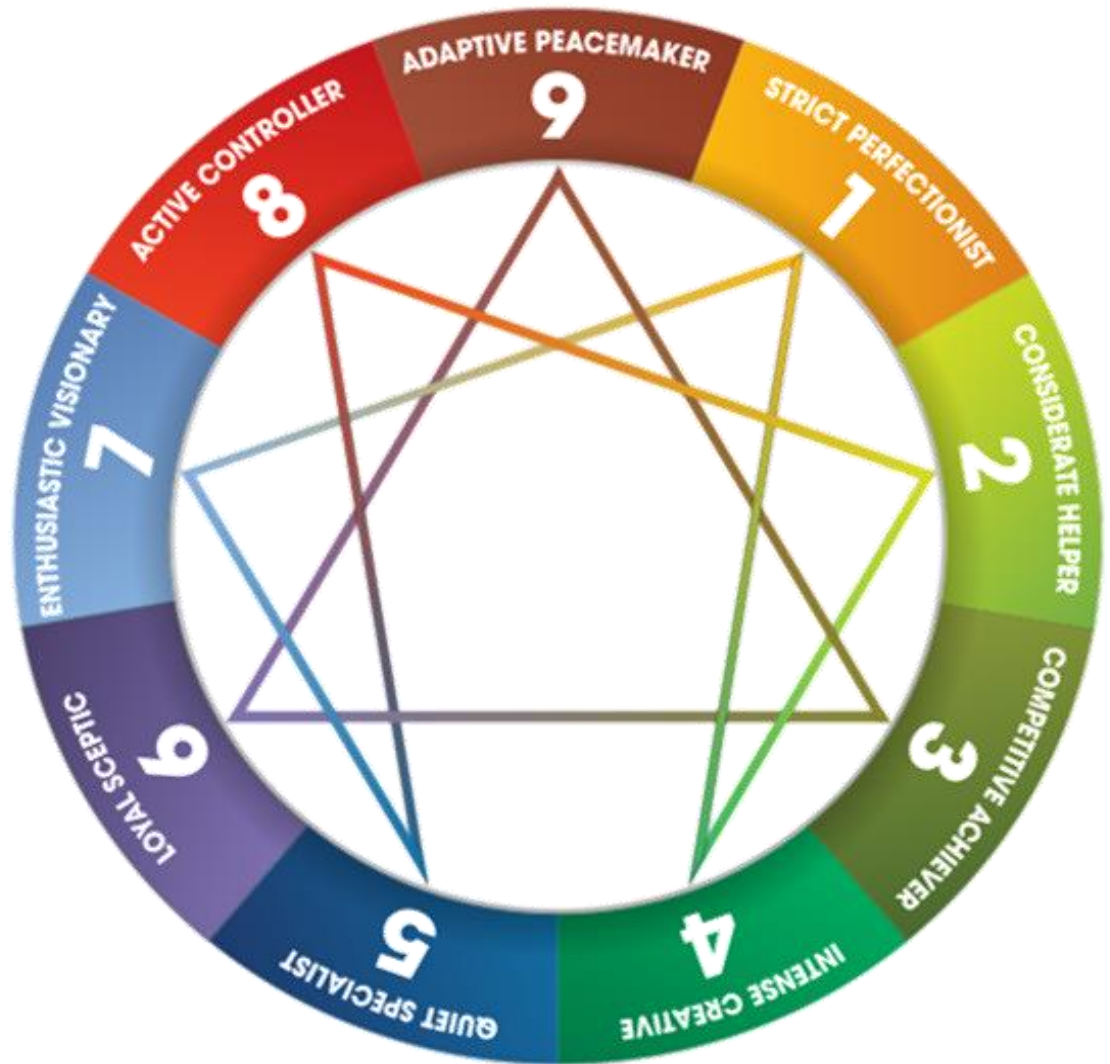
# More details

Wings

Subtypes




- - Self-Preservation
- - Social
- - One-on-One/Sexual

Level of Development











## Healthy Range

-  Level 1 In the healthy range, we are not strongly identified with our identity. We are free to express ourselves through a wide range of behaviour. We believe that we can express and reinforce our identity through letting go of it and by acting in a manner consistent with it.
-  Level 2
-  Level 3

## Average Range

-  Level 4 In this range, some imbalance arises and their scope of concern narrows. We focus more on our identity and want others to see us a certain way. We use social roles, manipulation, and controlling others to reinforce our identity.
-  Level 5
-  Level 6

## Unhealthy Range

-  Level 7 In the unhealthy range, our focus is so narrowed on our identity that we often break with reality. We see ourselves in a way that is completely different from how others see us.
-  Level 8
-  Level 9

# Levels of Development



In what ways do you live into your personality type? Do you ever feel like you are acting a particular way because it is expected of your number?



Are there certain numbers you believe are better or worse than others? Why?



What are some challenges that could come from “typing” yourself or another person?



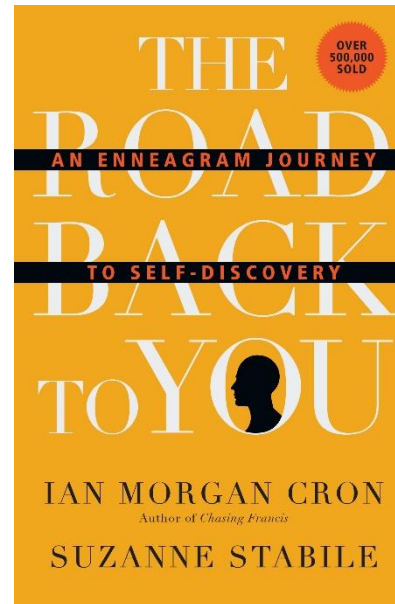
How can the Enneagram help you in your relationships with others (family, romantic partners, friends, workplace, etc.)?

Discussion  
(10 min)



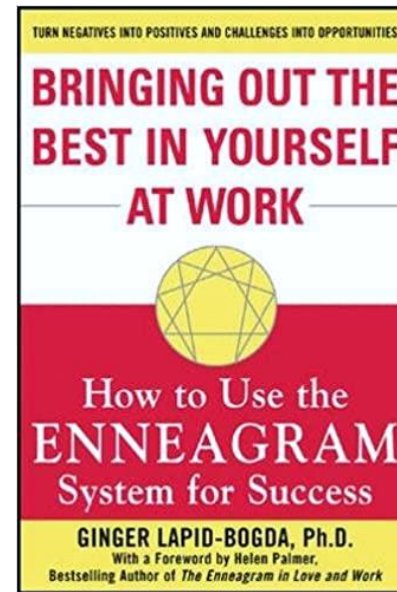
THE **COMPLETE** ENNEAGRAM  
*27 Paths to Greater Self-Knowledge*

Beatrice Chestnut, PhD



THE  
ROAD  
BACK  
TO YOU

IAN MORGAN CRON  
*Author of Chasing Francis*  
SUZANNE STABILE

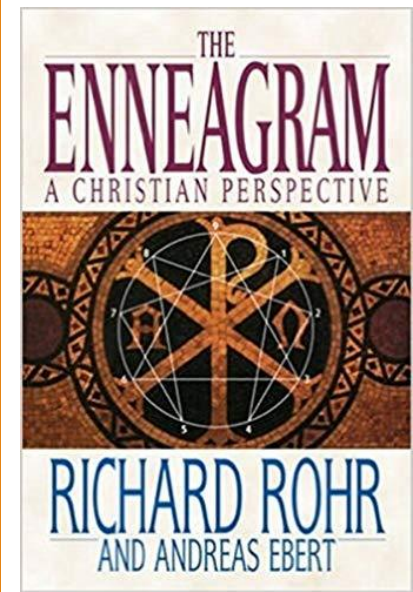


TURN NEGATIVES INTO POSITIVES AND CHALLENGES INTO OPPORTUNITIES

BRINGING OUT THE  
BEST IN YOURSELF  
AT WORK

How to Use the  
ENNEAGRAM  
System for Success

GINGER LAPID-BOGDA, Ph.D.  
With a Foreword by Helen Palmer,  
Bestselling Author of *The Enneagram in Love and Work*



THE  
ENNEAGRAM  
A CHRISTIAN PERSPECTIVE

RICHARD ROHR  
AND ANDREAS EBERT

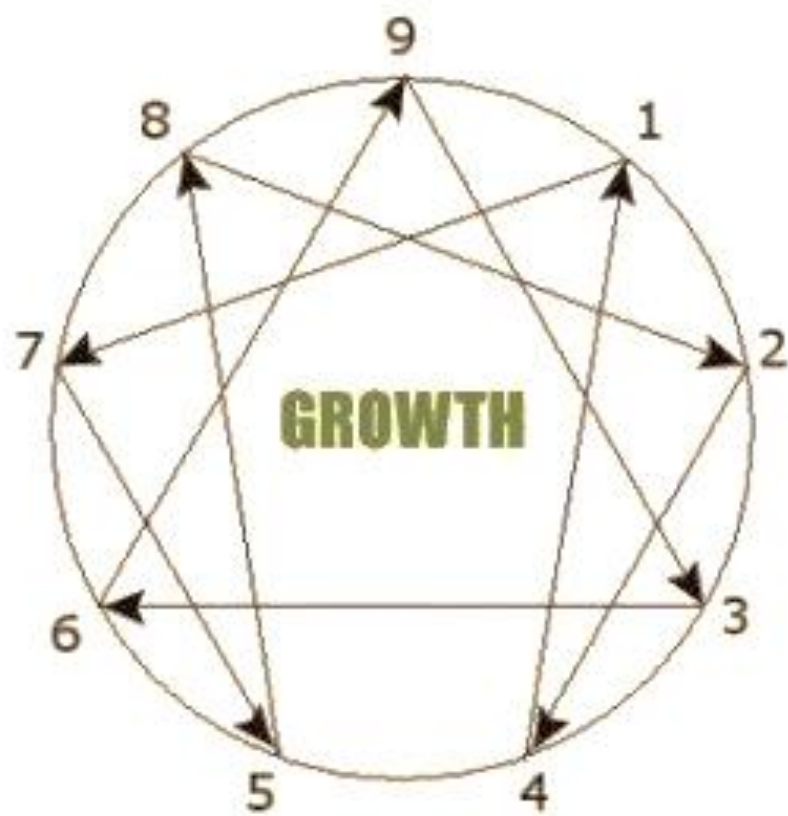
# Recommended Reads

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# Questions?

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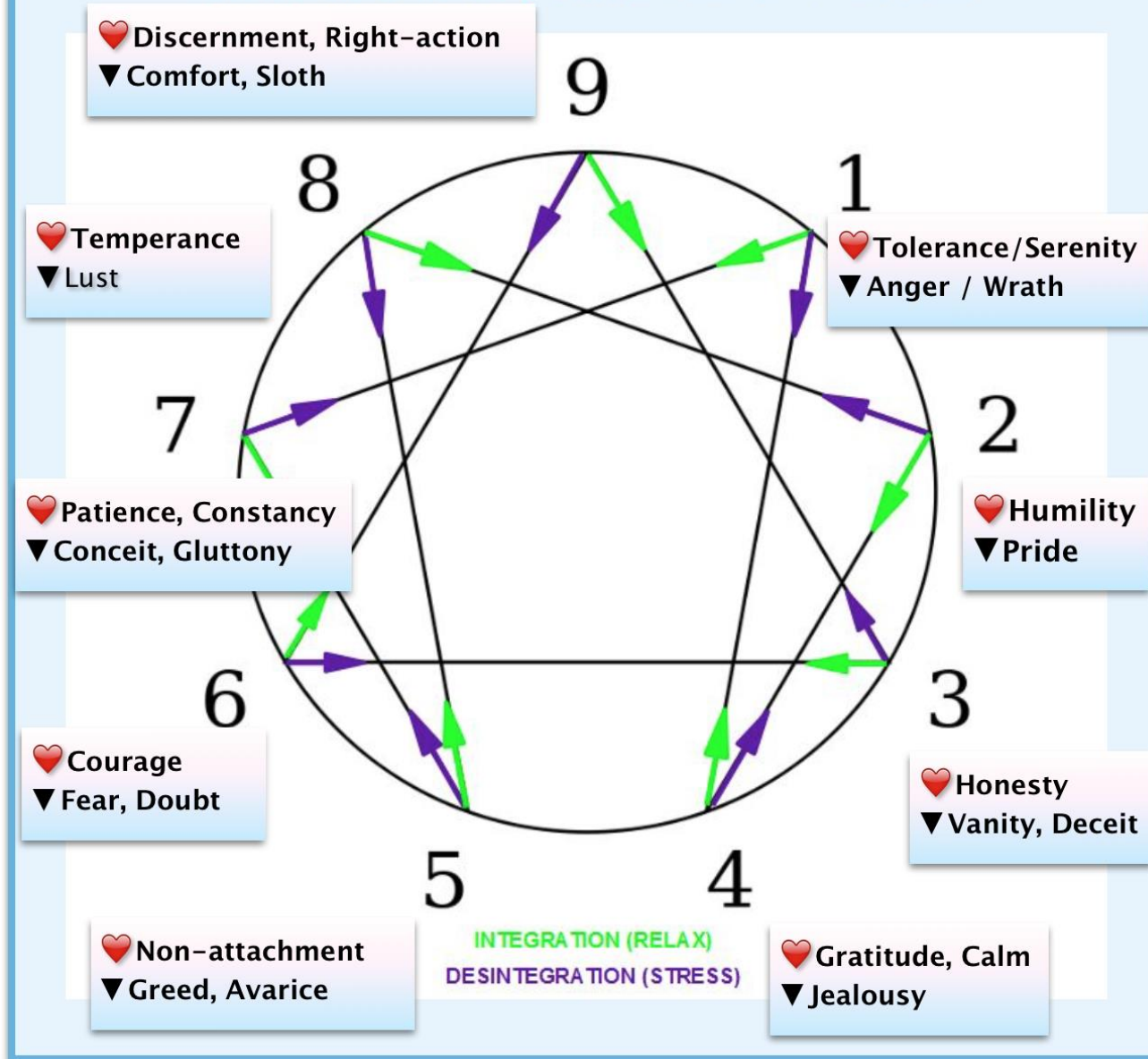




# Relation to the MBTI

Type	Two	Three	Four	Five	Six	Seven	Eight	Nine	One
INFJ	5.7%	3.8%	35.8%	15.1%	7.5%	1.9%	0.0%	7.5%	22.6%
INTJ	0.0%	4.1%	10.2%	36.7%	10.2%	4.1%	8.2%	6.1%	20.4%
ENFP	14.5%	9.7%	14.5%	0.0%	11.3%	25.8%	12.9%	4.8%	6.5%
ENTP	6.3%	25.0%	0.0%	6.3%	6.3%	6.3%	18.8%	12.5%	18.8%
INFP	4.5%	1.1%	31.5%	10.1%	16.9%	1.1%	1.1%	25.8%	7.9%
ISFP	22.2%	0.0%	22.2%	11.1%	11.1%	0.0%	0.0%	33.3%	0.0%
ENFJ	16.7%	11.1%	11.1%	0.0%	8.3%	8.3%	2.8%	11.1%	30.6%
ESFJ	33.3%	26.7%	0.0%	0.0%	13.3%	0.0%	6.7%	13.3%	6.7%
INTP	0.0%	0.0%	4.0%	60.0%	12.0%	8.0%	0.0%	8.0%	8.0%
ISTP	12.5%	0.0%	0.0%	37.5%	0.0%	12.5%	0.0%	25.0%	12.5%
ENTJ	0.0%	6.9%	0.0%	10.3%	6.9%	3.4%	41.4%	3.4%	27.6%
ESTJ	0.0%	13.3%	0.0%	6.7%	13.3%	0.0%	33.3%	13.3%	20.0%
ISTJ	0.0%	3.3%	3.3%	23.3%	13.3%	0.0%	10.0%	13.3%	33.3%
ISFJ	10.5%	10.5%	5.3%	0.0%	15.8%	5.3%	5.3%	21.1%	26.3%
ESTP	0.0%	20.0%	0.0%	0.0%	0.0%	20.0%	20.0%	20.0%	20.0%
ESFP	14.3%	0.0%	14.3%	0.0%	0.0%	42.9%	28.6%	0.0%	0.0%

# ENNEAGRAM ♥ VIRTUES & ▼ VICES



Take the Good with the Bad

# 27 Subtype Profiles

© Susan Rhodes, 2010

## Sub-types

Self-Preservation

One to one/ Sexual

Social

SUBTYPE ARENAS			
TYPE	SELF-PRESERVATION	SEXUAL	SOCIAL
1	<b>Detailers:</b> Self-disciplined & independent workers who are seldom careless; find it hard to express emotion or just relax & have fun	<b>Crusaders:</b> Fiery, impassioned evangelists with the courage of their convictions; tend to be impulsive & jealous but also brave & determined	<b>Lawmakers:</b> The great arbiters of "what is right" & establishers of rules; strict but fair, stern but unyielding in the face of social pressure
2	<b>Matriarchs:</b> Loving nurturers who like to care for the young, sick or helpless. Can find it hard to ask for help directly but secretly hope for special treatment	<b>Romantics:</b> Attracted to the chase but have to be careful not to "fall in love with love" or over-adapt to the needs of their partner	<b>Diplomats:</b> Social finesse & organizational skills allow them to excel as social smoothers, organizers & emissaries of goodwill
3	<b>Pragmatists:</b> Ambitious Type A strivers who make financial security & success a priority; can find it hard to tear themselves away from work	<b>Superstars:</b> Dazzle the crowd with their "star" quality but can have difficulty when they step off-stage; need to trade in image to experience intimacy	<b>Politicians:</b> Skilled image creators who like the public eye; excel as "first among equals" but must focus on substance not just style
4	<b>Artisans:</b> Independent creators who often work alone to manifest their creative vision; tend to view survival more as metaphorical than literal	<b>Dramatists:</b> Intense, self-dramatizing & high-strung individualists with an intensely competitive streak but often considerable artistic talent	<b>Critics:</b> Discriminating evaluators of art & ideas who are sensitive to social standards & thus conflicted about expressing their opinions outright
5	<b>Archivists:</b> Shy & detached collectors of ideas as well as "stuff"; establish boundaries to protect their space; often open up to small children	<b>Wizards:</b> Mysterious & secretive individuals with a few special contacts & unique powers of perception; may be monastic or live alone "in the depths"	<b>Professors:</b> Investigators of curiosities & teachers with unusual insights; enjoy social recognition but can use it to ward off intimacy
6	<b>Family Preservers:</b> Warm & supportive family protectors who make their homes a haven from the world; see family as their greatest asset	<b>Scrappers:</b> Feisty defenders of the weak & lovers of creativity; can overidealize those they love and be overly skeptical of strangers or new ideas	<b>Guardians:</b> Loyal upholders of traditional values & enforcers of community norms; must cultivate independence to avoid true believerism
7	<b>Bon Vivants:</b> Joyful celebrators of life & sensual pleasures who often embrace unconventional lifestyles or family styles	<b>Tricksters:</b> Appealing wanderers with a charming air & "love 'em & leave 'em" tendencies; wonderfully adaptable but hard to pin down	<b>Visionaries:</b> Imaginative planners who can envision a better future & sometimes sacrificially limit themselves to fulfill their plans
8	<b>Weight Lifters:</b> Strong independent survivors who "secure the perimeter" to protect loved ones; like to lay in supplies for potential emergencies.	<b>Knights:</b> Upholders of honor & protector of the weak, they secretly yearn to experience surrender & experience vulnerability with a trusted partner	<b>Leaders:</b> Inspirational figures who lead by example but must exercise self-restraint in order to support rather than oppose authority
9	<b>Comfort Seekers:</b> Calm & steady homebodies who love to putter around & do things at home; things can pile up & time management can be a challenge	<b>Mystics:</b> Unusual receptivity & a love of nature allow them to feel at one with their surroundings but can make it hard to establish personal ego boundaries	<b>Cooperators:</b> Harmonious participators who enjoy blending into the group but can blend in too much (& also use the group to avoid inner work)