A Journey Through the Enneagram

Workbook

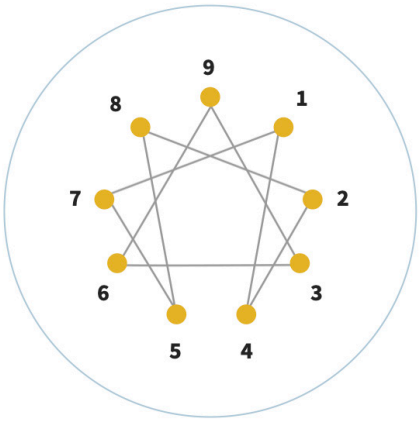
This Book Belongs to : _____

Your Coach: _____

Contact: _____

Overview of the Enneagram

Getting to know the Enneagram



What does the word "Enneagram" mean?

Ennea = 9

Gram = Drawing

How many types are there?

There are 9 basic Enneagram Types.

The Enneagram Is Your Internal GPS

It reveals ***why*** you think, feel, and behave in particular ways so you can steer your internal life in the best direction for your personality type.

The Structure of the Enneagram

Understanding the Triads

The three triads relate to the three centers of intelligence:

- the **Instinctual Center** (Gut Triad)
- the **Heart Center** (Feeling Triad)
- the **Head Center** (Thinking Triad)

Instinctual Center

Types 8, 9, 1

- Similar assets and liabilities surrounding their **instincts**.
- Engage in life and circumstances through their **gut instincts**.
- Emotional struggle — **anger**.
- Common desire is **justice.**

Heart Center

Types 2, 3, 4

- Similar assets and liabilities surrounding their **feelings**.
- Engage in life and circumstances through their **feelings**.
- Emotional struggle — **shame**.
- Common desire is **wanting significance and identity.**

Head Center

Types 5, 6, 7

- Similar assets and liabilities surrounding their **thinking**.
- Engage in life and circumstances through their **thinking**.
- Emotional struggle — **anxiety**.
- Common desire is **having security.**

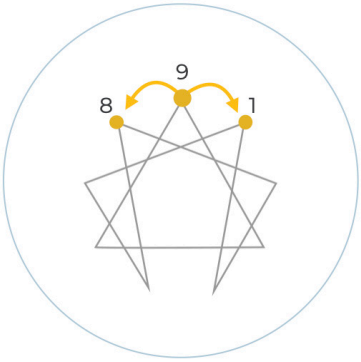
By finding your triad first, you can eliminate the other six types and focus on which of the three types in your triad is your main type.

Levels of Alignment

A perspective on why at different seasons of life, we operate from varying levels of health.

Healthy	**Living as Our Healthiest Self:** We recognize our personality type's false thought patterns, feelings, and behaviors and choose to let them go and move towards healthier life patterns.
Average *(Auto-Pilot)*	**Trusting in Our False Strategies:** We begin to doubt that living healthier will help us achieve what we desire, so we begin to default to false thinking and strategies that are not beneficial to us personally, our relationships, and our work environment.
Unhealthy	**Blinded by Our False Messages:** Forgetting everything true and good, we blindly believe in our personality's false messages. At this level of health, we are highly protective of ourselves, yet our strategies only hurt us and others more and more. We may need outside professional help to free us from these patterns of relating.

Understanding the Wings



What are the wings?

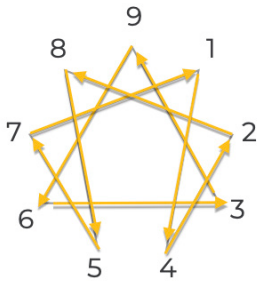
Wings are simply the two numbers on either side of your main Enneagram Type.

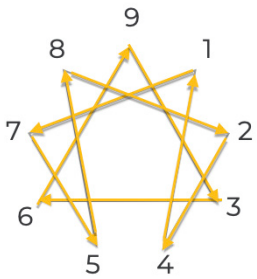
You can use some of the attributes and characteristics of your Wings to enhance or add other dynamics to your main Type. One Wing may be more dominant than the other, but you have access to and will use both. You do not become your Wings.

You always remain your main Type with its Core Motivations.

Understanding Lines and Arrows

The LINES and ARROW are paths we take when we are under stress or when we are growing





When You Are **Under Stress**

You move in the direction of your Type's arrow toward the average to unhealthy side of the Type the arrow is pointing at.

When You Are **Growing**

You move in the direction of your Type's arrow toward the healthy side of the Type the arrow is pointing at.

There are 9 basic Enneagram Types, but there are many variations of each Type when you add the wings, arrows, and levels of development.

All 9 Enneagram Types

Core Motivations
Wings & Paths
Communication Style
Conflict Activators
How to Get Along with Each Type

Overview of All 9 Types

How to Find Your Main Type:

Begin by finding the Type that has your Core Motivations. Your Core Motivations are WHY you think, feel, and behave in particular ways. Look deeper than the surface of what you do and find out why you do what you do. You can do this by finding the Type that has your:

Core Fear
What you are always avoiding, preventing from happening, and running away from.

Core Desire
What you always strive for and believe will bring you complete fulfillment in life.

Core Weakness
This core issue will not go away completely, no matter how hard you work. It will get better and lessen with healthy thought patterns, but it will continually pop up throughout life and create problems for you.

Core Longing
The message your heart longs to hear and experience.

Type 1

Conscientious | Orderly | Appropriate | Ethical | Judgmental

Core Fear

Fear of being bad, evil, angry, wrong, inappropriate, corrupt, irresponsible, condemned, or unredeemable

Core Desire

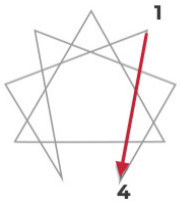
To have integrity, balance, be virtuous, be ethical, and be a "good person."

Core Weakness

Anger/Resentment — Their anger/resentment is repressed and comes out as criticism

Core Longing

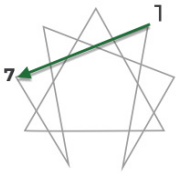
You are good



Under Stress

Type 1 moves toward average to unhealthy Type 4

- They feel indignant that expectations are not achieved by themselves and others.
- They turn their anger inward on themselves and become depressed.



Growth Path

Type 1 moves toward the healthy side of Type 7

- They realize that doing their best is all that is required
- They become less critical and more self-accepting.
- They become more enthusiastic and optimistic.
- They have more fun and are more spontaneous.

Communication

When I am doing well, I am honest, poised, polite, and sincere. I have well-thought-out ideas and opinions and make sure goodness prevails for everyone.

When I am NOT doing well, I can speak in a teaching, correcting, and judgmental way, become easily irritated and opinionated, and show my displeasure visibly.

At Their Best

Ethical
Reliable
Productive
Wise
Idealistic
Conscientious
Self-Disciplined

At Their Worst

Judgmental
Inflexible
Dogmatic
Critical of Others
Uptight
Controlling
Anxious

Wounding Childhood Message

It is not okay to make mistakes

Common Conflict Activators

- Being criticized or scrutinized
- When they feel they have been deceived, lied to, or misguided
- When others do not follow through with their responsibilities
- When others do not collaborate when plans change
- Others not taking responsibility and not doing their job or role with precision and accuracy

Behavior Tendencies When Activated

- Can speak in a sharp and curt manner
- Can bring up accusations that are related to other issues
- Can be rigid, inflexible on standards, and come across as self-righteous
- Show their anger and displeasure through nonverbal cues (pursed lips, tight jaw, eyes glaring, tense, and rigid upper body)

How to Get Along With Me

- Please take your part of the responsibilities, so I don't have it all resting on my shoulders.
- My inner critic constantly criticizes me, so please reassure me often and tell me that I am doing good.
- Affirm me when my advice has helped you.

Type 2

Thoughtful | Generous | Demonstrative
People-Pleasing | Possessive

Core Fear

Fear of being unloved or unwanted for being purely themselves

Core Desire

To feel loved and wanted for themselves only

Core Weakness

Pride: Inability or unwillingness to acknowledge their own suffering and needs

Core Longing

You are wanted and loved

Communication

When I am doing well, I listen to others carefully, ask good questions, am a warm presence, give helpful guidance, and am a compassionate and empathetic listener.

When I am NOT doing well, I can be either passive aggressive or very direct in giving unsolicited advice. When I am "helping" too much, I can get angry and complain when my help is not received.

At Their Best

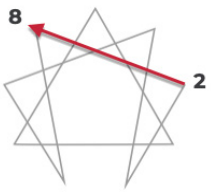
Loving
Compassionate
Nurturing
Generous
Supportive
Hospitable
Tuned In To How People Feel

At Their Worst

Intrusive
Martyr-like
Indirect
Manipulative
Possessive
Flatterer
Needy
Overly Accommodating

Behavior Tendencies When Activated

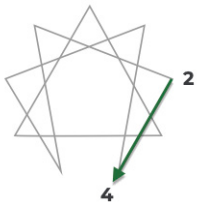
- Can withhold their feelings from others
- Can become intensely emotional when expressing themselves
- Extensively tell you how they feel, why they feel that way, and what they believe the other person did wrong



Under Stress

Type 2 moves toward average to unhealthy Type 8

- Needy Twos suddenly become irritable, aggressive, and dominating.
- They blame, make demands, and become controlling of everyone and everything.



Growth Path

Type 2 moves toward the healthy side of Type 4

- They become more self-nurturing and compassionate toward themselves.
- They are more emotionally aware and begin to admit and accept painful feelings including, anger, sadness, and loneliness.

Wounding Childhood Message

It's not okay to have your own needs.

Common Conflict Activators

- Being taken for granted
- Feeling unappreciated or underappreciated
- Not feeling heard or listened to by others
- Not sensing they are needed or wanted
- Feeling rejected or dispensable

How to Get Along With Me

- It helps when you tell me specifically what you appreciate about me.
- I focus on others' needs, so please take a genuine interest in my problems and help me care for myself.
- Enjoy connecting with me and having fun.
- Please remind me of the good and value you see in me since I often forget and fear rejection.
- I am very sensitive to criticism. Please affirm me first before gently telling me the harder message. Reassurance and affirmation are very important.

Type 3

Efficient | Accomplished | Motivating | Driven | Image-Conscious

Core Fear

Being worthless, a failure, incapable, unimpressive, unsuccessful, inefficient, and exposed

Core Desire

To feel valuable and worthwhile by just being themselves without having to perform

Core Weakness

Deceit: Threes deceive themselves into believing that they are only the image they present to others

Core Longing

You are loved for simply being you

Communication

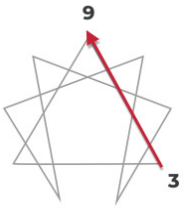
When I am doing well, I am clear, straightforward, confident, motivating, efficient, focused on solutions, and encouraging.

When I am NOT doing well, I can be self-promoting, impatient with emotional or lengthy conversations, angry or short when frustrated, and unwilling to disclose what's happening inside me.

At Their Best	At Their Worst
Optimistic	Deceptive
Self-Affirming	Self-Promoting
Industrious	Pretentious
Efficient	Vain
Self-Propelled	Superficial
Energetic	Exploitative
Goal-Orienting	Overly Competitive
Team Builder	Workaholic

Behavior Tendencies When Activated

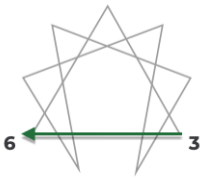
- Disconnect their head from their heart and focus primarily on achieving rather than relationships
- Body language not likely to reveal their emotions
- Desire to solve issues quickly and efficiently so their tone can become sharp and sentences shortened
- Will begin to ask questions, think fast, and make decisions quickly



Under Stress

Type 3 moves toward average to unhealthy Type 9

- Driven Threes suddenly become disengaged and apathetic.
- They neglect themselves and possibly numb out by watching television, playing video games, shopping, eating, etc



Growth Path

Type 3 moves toward the healthy side of Type 6

- Threes begin to grow when they are more genuine and authentic and less focused on their success.
- Vain, deceitful Threes become more cooperative and committed to others.
- Become aware of their feelings and reveal who they are behind their "achieving" masks.

Wounding Childhood Message

It's not okay to have your own feelings and identity

Common Conflict Activators

- Being blamed for someone else's bad performance or work
- Not looking good and being embarrassed
- Not being validated, affirmed, recognized, or praised for their accomplishments
- Being put in a situation where failure is a high probability

How to Get Along With Me

- Affirm me by telling me that you like me and being around me
- Express how proud you are of me and my achievements
- Please don't distract or interrupt me while I am working
- I welcome feedback as long as it is not overly critical or judgmental
- I thrive when my surroundings are harmonious, tidy, and peaceful.

Type 4

Authentic | Creative | Expressive | Deep | Temperamental

Core Fear

Fear of being inadequate, emotionally cut-off, plain, ordinary, commonplace, mundane, abandoned, defective, or flawed

Core Desire

To find themselves and their unique significance

Core Weakness

Envy: Feeling that something fundamental is missing in them and that others possess qualities that they lack

Core Longing

You are seen and loved for exactly who you are

Communication

When I am doing well, I am authentic and deep. I express my emotions with inner balance. I am empathetic and a great listener when others are sad or grieving.

When I am NOT doing well, I can be moody, emotionally intense and explosive, cold or detached, condescending, and steer the conversation to focus on me.

At Their Best

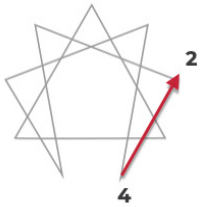
Authentic
Compassionate
Introspective
Expressive
Creative
Supportive
Refined

At Their Worst

Withdrawn
Exaggerated Moods
Depressed
Self-Pitying
Moralistic
Self-Absorbed
Possessive

Behavior Tendencies When Activated

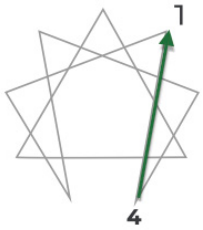
- Can either withdraw and become quiet or voice their feelings and opinions bluntly
- A multitude of feelings will arise that they must work through and understand before moving forward.
- Try to get others to understand their perspective and feelings
- Hold onto their feelings and moods for a long time



Under Stress

Type 4 moves toward average to unhealthy Type 2

- Aloof Fours suddenly become over-involved and clingy.
- They try to manipulate others into loving them.
- They believe getting attention from others will replace their own emptiness and loneliness.



Growth Path

Type 4 moves toward the healthy side of Type 1

- Realize that they are not flawed and share their unique, beautiful qualities with others
- Envious, emotionally turbulent Fours become more objective and principled.
- They become more disciplined and grounded.
- They are more productive and do what is right.

Wounding Childhood Message

You are too much

Common Conflict Activators

- Being asked to do something contrary to who they are or their values
- Anything that evokes their struggle with envy
- Not being seen as unique, special, or different
- Not being valued for their unique contributions or viewpoints

How to Get Along With Me

- Affirm, appreciate, and encourage my unique and authentic self
- Tell me of the special and unique ways I bring significant value to all areas of life
- Recognize that I have good intuition
- Please realize that I may not want to be cheered up when I am melancholy
- Please don't insist that I'm too sensitive, emotional, or overreacting

Type 5

Perceptive | Insightful | Intelligent | Detached | Isolated

Core Fear
Fear of obligation, annihilation, emptiness, incompetence, being ignorant, overwhelmed, dependent, or invaded

Core Desire
To be capable and competent

Core Weakness
Avarice: Fives feel that they lack inner resources and that too much interaction with others will lead to catastrophic depletion. This leads Fives to withhold themselves from contact with the world. Therefore, they hold onto their resources and minimize their needs

Core Longing
Your needs are not a problem

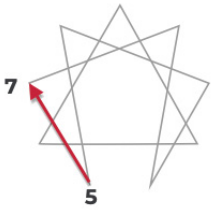
Communication
When I am doing well, I am respectful, non-intrusive, curious, observant, and engage in stimulating conversations with others.

When I am NOT doing well, I can be overly brief, cold, and intellectually arrogant. I might withdraw or detach when I feel relational obligations placed on me.

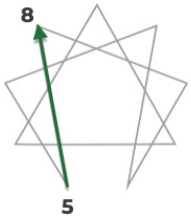
At Their Best
Analytical
Persevering
Sensitive
Wise
Objective
Perceptive
Curious

At Their Worst
Intellectually
Arrogant
Stingy
Stubborn
Distant
Critical of Others
Unassertive

Behavior Tendencies When Activated
- Can either become withdrawn and quiet or angry and enraged if others are cornering them and not respecting their boundaries
- May detach from others by not showing emotions
- Detach by observing their surroundings and later dealing with their thoughts and feelings.
- Can come across as intellectually arrogant



Under Stress
Type 5 moves toward average to unhealthy
Type 7
- They become hyperactive and scattered.
- They will take on new projects impulsively.
- They become unfocused and distracted.



Growth Path
Type 5 moves toward the healthy side of Type 8
- They usually get their confidence through the development of their minds, but they need to connect with their bodies and feelings
- Insecure Fives become more self-confident and decisive at Eight.
- They get in touch and are active with their body.
- They trust their instincts more and become more assertive and confident.

Wounding Childhood Message
It's not okay to be comfortable in the world

Common Conflict Activators
- Being given overwhelming tasks
- Others breaking confidentiality or being dishonest
- Being surprised, intruded on, and obligations placed on them
- When others do not honor their need for privacy to recharge and process their thoughts and feelings

How to Get Along With Me
- Do not be clingy or overly emotional but instead be independent, rational, and resourceful
- Please speak in a short, straightforward, and concise manner.
- Understand that I need a lot of alone time to process my thoughts and feelings and recharge.
- I don't like surprises, intrusions, or clingy, needy, and overly emotional people. These quickly deplete me.

Type 6

Committed | Responsible | Faithful | Suspicious | Anxious

Core Fear

Fear of fear itself, danger, uncertainty, chaos, not having support, security, and guidance. Fear of being blamed, in trouble, alone, targeted, helpless, unsafe, and physically abandoned

Core Desire

To have security, support, and guidance

Core Weakness

Fear / Anxiety: Sixes walk around in a constant state of apprehension and worry about possible future events

Core Longing

You are safe

Communication

When I am doing well, I am warm, caring, compassionate, witty, funny, a good listener, and like to engage in healthy two-way conversations.

When I am NOT doing well, I can be overly reactive, anxious, skeptical, suspicious, questioning others, not trusting, and doubting others and myself.

At Their Best

Loyal

Likable

Prepared

Trustworthy

Compassionate

Witty

Practical

Responsible

At Their Worst

Hyper-vigilant

Dependent

Unpredictable

Judgemental

Paranoid

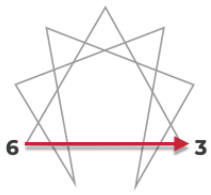
Defensive

Self-Defeating

Self-Doubting

Behavior Tendencies When Activated

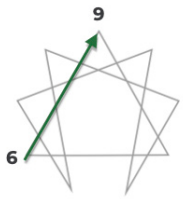
- Can either withdraw or become highly reactive
- Begin to engage in intense mental analysis of any given situation or conflict
- Presume their projections are accurate and true, leading them to unconsciously attribute their unwanted and unacceptable thoughts, feelings, motives, characteristics, and behaviors onto others.



Under Stress

Type 6 moves toward average to unhealthy Type 3

- They become competitive and arrogant.
- They avoid feeling anxious by being busy.
- They're reluctant to try anything new if failure is a possibility.



Growth Path

Type 6 moves toward the healthy side of Type 9

- Seeing all of the good decisions they do make, they gain greater self-confidence and then trust in their ability to make good decisions in the future
- They become more relaxed and optimistic.
- They empathize with others more.
- They take life less seriously and free up their energy to relax.

Wounding Childhood Message

It's not okay to trust yourself

Common Conflict Activators

- Being targeted, blamed, or accused unfairly
- Put under pressure
- When others are not genuine, authentic, and honest
- When others lack commitment, loyalty, and follow through
- Being lied to, abandoned, or the appearance of either
- Others not taking their anxieties or concerns seriously

How to Get Along With Me

- Be clear and direct when you are communicating with me
- Listen to me carefully while also having compassion and understanding of the constant flow of anxiety that is in me
- Be a source of reassurance and support for me
- Enjoy having a good sense of humor and laugh with me
- Demonstrate and verbalize your commitment, loyalty, and support
- Acknowledge that I am supportive, caring, responsible, and loyal

Type 7

Playful | Excitable | Versatile | Scattered | Escapist

Core Fear
Fear of being incomplete, inferior, limited, bored, trapped in emotional pain, sadness, disappointment, criticism, or missing out on something

Core Desire
To be fully satisfied and content

Core Weakness
Gluttony: To overcome feelings of inner emptiness, they pursue a variety of positive, stimulating ideas and activities, but they never feel that they have enough

Core Longing
You are wanted and loved

Communication

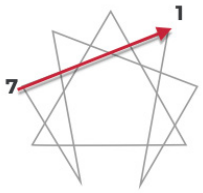
When I am doing well, I speak in a fun, lively, lighthearted, upbeat, optimistic, and joyful way. I also take the time to listen to others without taking over the conversation.

When I am NOT doing well, I can be hyper and scattered, keep attention on myself by telling long and grand stories, reframe and avoid anything pessimistic or too deep.

At Their Best	At Their Worst
Fun-Loving	Self-Focused
Spontaneous	Impulsive
Imaginative	Escapist
Productive	Rebellious
Enthusiastic	Distracted
Quick	Superficial
Confident	Manic
Charming	Self-Destructive

Behavior Tendencies When Activated

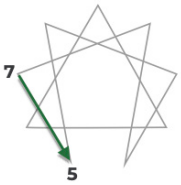
- Will try to avoid unpleasant situations by thinking and planning for more pleasurable alternatives
- Begin to rationalize their behavior
- Reframe circumstances so they sound better to themselves and others
- Blame others for being negative and keeping them from having fun



Under Stress

Type 7 moves toward average to unhealthy Type 1

- They become perfectionistic and critical.
- They become cynical and hypercritical in trying to change people.
- They blame others for preventing fun.



Growth Path

Type 7 moves toward healthy side of Type 5

- Type Sevens grow from the willingness and ability to be still inside themselves and see the blessings they already have.
- They become more focused and profound.
- They place more value on wisdom and discipline.
- They become more accepting of all of life: good and bad, happy and sad.

Wounding Childhood Message

It's not okay to depend on anyone for anything

Common Conflict Activators

- Being limited, restrained, dismissed, or not taken seriously
- Being required to do mundane tasks
- Being unjustly criticized
- Forced to deal with negative circumstances that might not get resolved
- Being with pessimistic or overly critical people who are always pointing out the negative

How to Get Along With Me

- Give me freedom and space to be my independent self.
- Accept all of me just as I am.
- I dislike being limited, bored, restricted, or told what to do. Enjoy life by being enthusiastic and positive with me.
- Listen to and enjoy my fun stories and amazing ideas.
- Laugh, have fun, and experience the abundance of life with me.

Type 8

Assertive | Self-Confident | Intense | Bighearted | Confrontational

Core Fear

Fear of being weak, powerless, underestimated, disempowered, humiliated, vulnerable, harmed, controlled, manipulated, and at the mercy of injustice

Core Desire

To protect themselves

Core Weakness

Lust (not referring to relationship desires) Constant need for intensity, control, and power. Lust causes them to push and assert themselves willfully

Core Longing

You will not be betrayed

Communication

When I am doing well, I am generous and a loyal friend. I am honest, assertive, and have a confident presence. I stand up for and protect those I care deeply for, the weak, and those at the mercy of injustice.

When I am NOT doing well, I can be quick to anger, demanding, insensitive, challenging, too assertive and blunt, and refuse to see how I am hurting others.

At Their Best

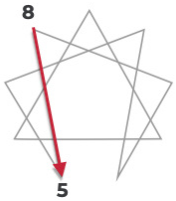
Compassionate
Resilient
Loyal
Energetic
Empowering
Protective
Self-Confident

At Their Worst

Loud
Vengeful
Excessive
Controlling
Rebellious
Insensitive
Domineering

Behavior Tendencies When Activated

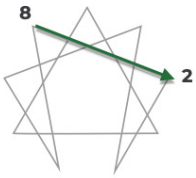
- Synthesize information quickly and act decisively
- Surge of anger that feels like fire in the gut that needs to be expelled immediately
- Use various strategies to protect themselves from vulnerability, harm, or control.
- Will seek advice from only those they trust
- Will discard those they do not respect



Under Stress

Type 8 moves toward average to unhealthy Type 5

- They become secretive and fearful.
- They become less in touch with their feelings and withdraw from others.
- They fear that others will turn on them and betray them.



Growth Path

Type 8 moves toward the healthy side of Type 2

- Eights grow by recognizing that any real strength entails vulnerability and openness
- They become more open-hearted and caring.
- They open up to others and reveal their vulnerability.
- They have more empathy and compassion toward others.

Wounding Childhood Message

It's not okay to be vulnerable or to trust anyone

Common Conflict Activators

- When others do not deal directly with issues
- Seeing injustices not being addressed
- Others not taking responsibility for their own behavior and actions
- Others not being truthful, direct, and straightforward
- Being blindsided, betrayed, or manipulated

How to Get Along With Me

- Stand up for yourself and for me.
- Be confident, strong, and direct.
- I know you see a strong and intense exterior, but please know that I actually have a tender heart that I am protecting.
- Acknowledge that I am protective and providing but don't flatter me.
- I can speak bluntly and assertively. Please don't automatically assume that means I am angry or attacking you.

Type 9

Thoughtful | Reassuring | Receptive | Accommodating | Resigned

Core Fear

Fear of being in conflict, loveless, separate, uncomfortable, unimportant, overlooked, alone, or in an inharmonious relationship

Core Desire

To have inner stability and peace of mind

Core Weakness

Sloth (does not mean laziness) This is an unwillingness to be fully awake to themselves (their desires, needs, abilities) and resisting to bring their full selves to all of life

Core Longing

Your presence matters

Communication

When I am doing well, I am kind, a good listener, easy to be with, receptive, open, nonjudgmental, peaceful, optimistic, warm, and fully engaged with others and life.

When I am NOT doing well, I can meander in my talk style since I am unsure what I think and feel. I can be passive-aggressive, detached, and stubborn, and I avoid conflict by going along to get along.

At Their Best

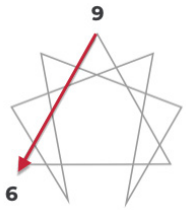
Pleasant
Peaceful
Generous
Patient
Accepting
Diplomatic
Open-Minded
Empathetic

At Their Worst

Spaced-Out
Forgetful
Stubborn
Obsessive
Resigned
Passive-Aggressive
Judgemental
Unassertive

Behavior Tendencies When Activated

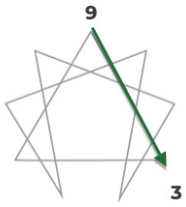
- Withdraws, says nothing and does not show how they feel inside.
- Their facial tension may give a slight indication of anger.
- Will be unaware of their anger and strategies to protect themselves.
- May display anger and frustration toward another person not involved in the original conflict.



Under Stress

Type 9 moves toward average to unhealthy Type 6

- They become anxious and worried.
- They become testy and defensive.
- Their mind starts racing, and their internal anxiety increases.



Growth Path

Type 9 moves toward the healthy side of Type 3

- Nines begin to grow when they realize and know that their presence matters
- They become more self-developing and energetic.
- They learn that the peace they seek comes from showing up, asserting themselves in life, and blessing others with their full presence.

Wounding Childhood Message

It's not okay to assert yourself

Common Conflict Activators

- Any disruption in peace or harmony
- Being taken advantage of or told what to do
- Being overlooked or ignored
- Being directly confronted
- Seeing someone being rude, insensitive, or harsh to others

How to Get Along With Me

- I may be slower than you, so please don't rush me, and be patient.
- Tell me that my presence matters.
- Listen to me until I finish talking.
- I enjoy listening and having discussions, but I dislike tension and conflict.
- I tend to focus on others, so take the time to really focus on me.

Questions? Contact your coach.

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