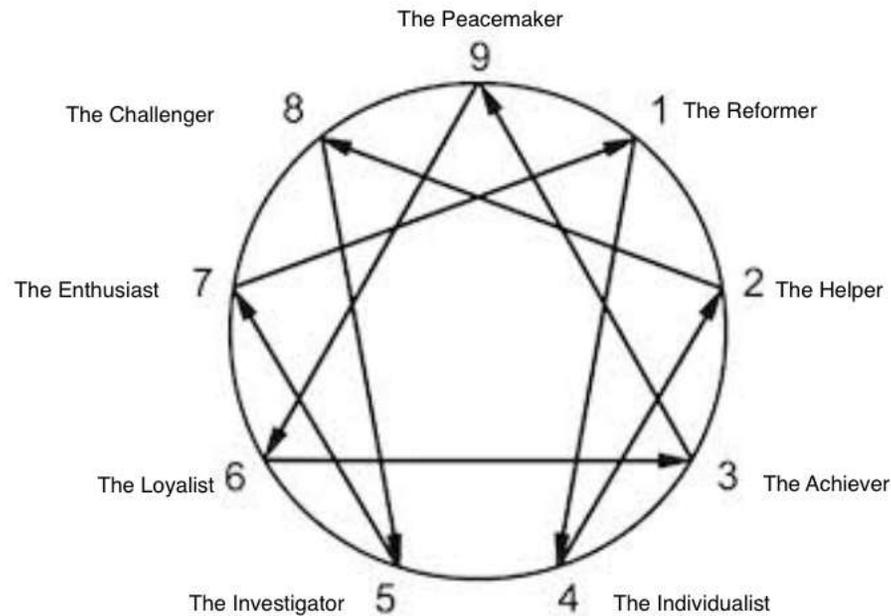


THE ENNEAGRAM



WHY THE ENNEAGRAM?

The enneagram is a path to self-knowledge; as we develop self-awareness we discover what conditions will make us thrive rather than perpetuate self-sabotaging behaviours. We realise that our traits are "what we do" rather than "what we are". We observe when we "do our type" (our habitual, repetitive patterns) and can then choose to change our behaviour and thus escape from the box we have constructed for ourselves.

We also learn to understand other people as they are to themselves, not as seen from our point of view. Thus we become more effective in the workplace and at home.

ENNEA TYPES	AT THEIR BEST	AT THEIR WORST	PRINCIPLE CHALLENGES
1 Reformer	Ethical, principled, reliable, realistic, productive, fair, honest, orderly, self-disciplined, self-controlled, conscientious, well-organised, purposeful.	Judgmental, inflexible, dogmatic, critical of others, overly serious, controlling.	Anger
2 Helper	Loving, caring, self-sacrificing, empathetic, demonstrative, generous, enthusiastic, tuned in to how people feel.	Martyr-like, indirect, manipulative, possessive, overly accommodating, overly demonstrative (the more extroverted 2s).	Pride
3 Achiever	Confident, industrious, efficient, self-propelled, energetic, practical.	Deceptive, narcissistic, pretentious, vain, superficial, vindictive, overly competitive.	Deceit
4 Individualist	Warm, compassionate, introspective, expressive, creative, intuitive, inspired, refined, sensitive; strive for authenticity.	Depressed, self-conscious, guilt-ridden, stubborn, moody, self-absorbed.	Envy
5 Investigator	Analytical, persevering, objective, self-contained, knowledgeable, thoughtful, focused, independent, wise, innovative.	Intellectually arrogant, stingy, stubborn, distant, critical of others, unassertive, negative.	Greed
6 Loyalist	Loyal, likable, warm, compassionate, witty, practical, helpful, responsible, committed, reliable, thorough, engaging, hard-working.	Hyper-vigilant, controlling, unpredictable, judgmental, paranoid, defensive, rigid.	Fear
7 Enthusiast	Fun-loving, spontaneous, imaginative, productive, enthusiastic, quick, confident, charming, curious, versatile, optimistic, accomplished, playful, energetic.	Narcissistic, impulsive, unfocused, rebellious, undisciplined, restless, scattered, superficial.	Gluttony
8 Challenger	Direct, authoritative, loyal, earthy, protective, self-confident, capable, resourceful, decisive, action-oriented.	Controlling, rebellious, insensitive, domineering, self-centred, sceptical, aggressive.	Lust
9	Pleasant, peaceful, easy-going, flexible,	Spaced-out, forgetful, stubborn,	Sloth

Peacemaker	generous, patient, receptive, calm, diplomatic, open-minded, empathic, supportive, reassuring, agreeable.	obsessive, apathetic, passive-aggressive, judgmental. Unassertive.	
-------------------	---	--	--

	MOTIVATION	AVOIDS	STRESSORS	BASIC FEAR	BASIC DESIRE
1	To be perfect and right, seeking perfection in others and the world; creating structure and organization.	Anger, feeling bad or imperfect; "good enough".	Being criticized; another's lack of follow-through; another's non-collaborative changes to a plan; feeling deceived.	Being bad, imbalanced, defective, corrupt	To be good; having integrity (deteriorates into critical perfectionism)
2	To feel worthy of being loved, needed and appreciated; relationships; seeking approval; wanting to help and please.	Personal feelings, needs and desires. Rejection; feeling unworthy or unwanted.	Being taken for granted. Feeling unappreciated. Not being heard.	Being unloved and unwanted for themselves alone	To feel loved (deteriorates into the need to be needed)
3	To be admired and recognized and therefore feel valuable. Success; accomplishing goals, performing.	Failure. Feeling worthless.	Being put in a position of likely failure; not looking good professionally; not receiving credit for their work.	Being worthless	To feel valuable (deteriorates into chasing after success)
4	To feel special and unique, to find themselves; longing for what could be or what is missing.	Feeling insignificant, without personal identity.	Being ignored or slighted; being asked to do something contrary to his/her values; an event that elicits his/her envy.	Having no identity or personal significance	To be themselves (deteriorates into self-indulgence)
5	To be competent and the expert; problem solving; figuring things out; ideas; being self-sufficient.	Not knowing. Having needs and feeling incapable; wild emotions.	Breaking confidences; being surprised; dishonesty; out of control situations; overwhelming tasks.	Being helpless, useless and incapable	To be capable and competent (deteriorates into useless specialization)
6	Security and predictability; what could go wrong; what	Being without support and guidance;	Pressure; lack of genuineness; lack of commitment; abusive	Being without support and guidance	To have support and guidance (deteriorates into an

	if? Preparing, planning, needing to know.	being told 'Because I say so.'	authority.		attachment to beliefs)
7	To have freedom and multiple options; future plans; diversions; to be stimulated and feel satisfied; possibilities.	Feeling trapped or stuck in emotional pain; being deprived.	Boring and mundane tasks; feeling dismissed or not taken seriously; unjust criticism.	Being trapped in pain and deprivation	To be satisfied and content; to have their needs fulfilled (deteriorates into frenetic escapism)
8	To be in control and to be powerful; wanting justice; blame; righting a wrong; standing up for the underdog.	Feeling weak and vulnerable	Injustice; not dealing directly with the issues; not taking responsibility for own behaviour; being blindsided; lack of truthfulness.	Being harmed, controlled or violated	To protect themselves and their independence (deteriorates into constant fighting)
9	To be comfortable and peaceful; fitting in; avoiding conflict; stability; accommodating others.	Conflict; loss of connection/love; competition; deadlines.	Disruption of peace and harmony; being told what to do; feeling ignored; rudeness in others; overt hostility; being confronted.	Loss and separation	To have peace of mind and wholeness (deteriorates into stubborn neglectfulness)

WINGS, ARROWS AND INSTINCTUAL VARIANTS

Our **wings** are the 2 types on either side of our type, e.g. for a 9 the wings are 8 and 1, and for a 5 they are a 4 and a 6. We generally lean towards one wing; this means that we have incorporated elements of that type into our behaviour. A 7w8 (7 with an 8 wing) for instance, might be very bossy and even intimidating, but also has the 8 ability to take big action.

The **arrows** either lead away from us to our "points of disintegration" or towards us – our "points of integration". Our disintegration points are where we go when things get tough; we exhibit the less desirable behaviours of that type, e.g. a 7 becomes critical, rigid and demanding, like a 1. Our integration points are what we grow towards. A 7, for instance, can be very superficial and scattered. Moving towards the 5 gives depth and focus.

Each type has 3 instinctual variants: sexual/intimate OR social OR self-preservation. Each of us has a preferred instinctual variant, another variant in close 2nd place and then one variant that is not favoured at all. These colour in our basic types.

Self-preservation types are preoccupied with getting and maintaining physical safety and comfort, which often translates into concerns about food, clothing, money, housing and physical health. They are less interested in interpersonal contact, and are typically less spontaneous and don't show as much emotion as people of the other two subtypes of their enneagram type.

Social types are preoccupied with being accepted and necessary in their world. They are concerned with maintaining the sense of value they get from participating in activities with others. They like to feel involved, and enjoy interacting with others for common purposes. They prefer to be in groups or teams. They are more interested than the other subtypes in the position that they and others have in a group, and are consequently concerned with status. Wanting to be accepted, they try to fit in and be nice. They like to know what is going on in their world.

Intimate/sexual types are very much interested in one to one contacts. They are looking for intimacy and this may show in sexuality, though not necessarily. They have a constant search for connection and an attraction to intense experiences, be it a ski jump, a deep conversation or an exciting movie. They gravitate towards people they feel magnetised by. Being in a relationship is very important to them. They are the most passionate of the subtypes, being temperamental and having more energy. They have less of a problem with getting into a fight and care less about rules and responsibility.

Please note: when we go into unhealthy levels, the instinct can manifest as its opposite, for instance the social types can become extremely anti-social and less healthy self-preservation types let themselves go physically, or become obsessive about health and food matters, or both.

LEVELS OF DEVELOPMENT

There are 9 levels of development for each type. When we talk about "less developed" or "more developed" or "less healthy" or "more healthy", this is what we refer to. When we function at the lower levels of our type, we mostly exhibit the less desirable traits of our type, and the other way around. A less developed 8, for instance, will be an aggressive bully. A healthy 8 will be a protector of people.

The levels range from 1 to 3 (healthy), 4 to 6 (average) and 7 to 9 (unhealthy). However much we would like to think that we inhabit the healthy range, few of us do so. Most of us 'visit' the healthy levels but mostly function within the average levels.

Our level of development is not static: we move up and down, but usually only within a certain 'bandwidth', for instance between levels 3 and 6. There are 'brakes' between the healthy, average and unhealthy ranges. This means that if we function at the average levels (4 to 6), we don't easily go below level 6, for instance – at levels 5 or 6 we are capable of realising that we are 'spinning down' (often as a result of a traumatic life event or prolonged stress) and then we usually find help; this can be from our support systems, a coach or whatever.

The levels can be summarised as follows:

HIGH-FUNCTIONING:

Level 1: Balance and freedom. Person has internalised many positive qualities from the Direction of Integration. Nothing has the power to throw the person off balance; the person freely chooses his/her response to every trigger or situation.

Levels 2 to 3: We begin to suffer from anxieties brought about by our Basic Fear and this affects our behaviour. But we are committed to grow and change, even when it is uncomfortable.

AVERAGE FUNCTIONING: Levels 4 to 6

We shift into the Chief Challenge of our type. We are involved in conflict, try to control our environment and become manipulative and increasingly aggressive and self-centred, overcompensating for our anxieties.

LOW FUNCTIONING: Levels 7 to 9

At level 7 other people find our behaviour objectionable. We become compulsive and abusive. At level 8 we are physically, mentally and emotionally abusive and we become delusional. At level 9 we are out of touch with reality and destructive.

Sources: Ginger Lapid-Bogda, Michael J Goldberg, Helen Palmer, Don Richard Riso and Russ Hudson, Roxanne Howe-Murphy, Sandra Maitri, Lee Kingsma, Mary R. Bast, Renee Baron and Elizabeth Wagele, David Daniel.