

An Organic Approach: Cultivate the Authentic You™

Lesson Five - Enneagram Personality Type Indicator

“Know Thyself.” - Socrates

“You see, it's never the environment; it's never the events of our lives, but the meaning we attach to the events - how we interpret them - that shapes who we are today and who we'll become tomorrow.” - Tony Robbins

Each coaching client I work with completes a personality type assessment.

Why?

Because the more you can know yourself and what makes you tick, the easier it is to be more aware of your behavior and feelings in every moment, which makes it easier to make choices and to grow in the direction you prefer. It allows you to see the filters through which you see the world, which can color your perspective of reality. It can also help you be more compassionate towards yourself and others, because you can better see where “they’re coming from,” and take things less personally. Knowing your personality type allows you to see the strengths of that type, which you may want to play up, as well as the less desirable aspects of your type, which you may want to work on.

I’ve used the Enneagram Personality Type Assessment for many years, specifically the Riso-Hudson Enneagram Type Indicator (RHETI). Don Richard Riso and Russ Hudson have been the forerunners in the last few decades in advancing the research and uses of the Enneagram through their Enneagram Institute (www.EnneagramInstitute.com).

In the 1970’s the Enneagram was introduced to a group of Jesuit priests, of which Don Riso was one. Hence the misconception that the Enneagram has its origins in the mystics of the Catholic Church.

The Enneagram consists of nine basic personality types, Types One through Nine. Read through the descriptions of each type (descriptions are from the Enneagram Institute) to see which type feels right to you - we’ll explore your type more in the Journal Assignments.

I happen to be a...

Type One - The Reformer

Ones are conscientious and ethical, with a strong sense of right and wrong. They are teachers, crusaders, and advocates for change: always striving to improve things, but afraid of making a mistake. Well-organized, orderly, and fastidious, they try to maintain

high standards, but can slip into being critical and perfectionistic. They typically have problems with resentment and impatience. At their Best: wise, discerning, realistic, and noble. Can be morally heroic.

- * Basic Fear: Of being corrupt/evil, defective
- * Basic Desire: To be good, to have integrity, to be balanced

Key Motivations: Want to be right, to strive higher and improve everything, to be consistent with their ideals, to justify themselves, to be beyond criticism so as not to be condemned by anyone.

Maybe you're a Type One, too! Or, maybe you're a...

Type Two - The Helper

Twos are empathetic, sincere, and warm-hearted. They are friendly, generous, and self-sacrificing, but can also be sentimental, flattering, and people-pleasing. They are well-meaning and driven to be close to others, but can slip into doing things for others in order to be needed. They typically have problems with possessiveness and with acknowledging their own needs. At their Best: unselfish and altruistic, they have unconditional love for others.

- * Basic Fear: Of being unwanted, unworthy of being loved
- * Basic Desire: To feel loved

Key Motivations: Want to be loved, to express their feelings for others, to be needed and appreciated, to get others to respond to them, to vindicate their claims about themselves.

Or, a...

Type Three -The Achiever

Threes are self-assured, attractive, and charming. Ambitious, competent, and energetic, they can also be status-conscious and highly driven for advancement. They are diplomatic and poised, but can also be overly concerned with their image and what others think of them. They typically have problems with workaholism and competitiveness. At their Best: self-accepting, authentic, everything they seem to be—role models who inspire others.

- * Basic Fear: Of being worthless
- * Basic Desire: To feel valuable and worthwhile

Key Motivations: Want to be affirmed, to distinguish themselves from others, to have attention, to be admired, and to impress others.

Or, a...

Type Four - The Individualist

Fours are self-aware, sensitive, and reserved. They are emotionally honest, creative, and personal, but can also be moody and self-conscious. Withholding themselves from others due to feeling vulnerable and defective, they can also feel disdainful and exempt from ordinary ways of living. They typically have problems with melancholy, self-indulgence, and self-pity. At their Best: inspired and highly creative, they are able to renew themselves and transform their experiences.

- * Basic Fear: That they have no identity or personal significance
- * Basic Desire: To find themselves and their significance (to create an identity)

Key Motivations: Want to express themselves and their individuality, to create and surround themselves with beauty, to maintain certain moods and feelings, to withdraw to protect their self-image, to take care of emotional needs before attending to anything else, to attract a "rescuer."

Or, perhaps a...

Type Five - The Investigator

Fives are alert, insightful, and curious. They are able to concentrate and focus on developing complex ideas and skills. Independent, innovative, and inventive, they can also become preoccupied with their thoughts and imaginary constructs. They become detached, yet high-strung and intense. They typically have problems with eccentricity, nihilism, and isolation. At their Best: visionary pioneers, often ahead of their time, and able to see the world in an entirely new way.

- * Basic Fear: Being useless, helpless, or incapable
- * Basic Desire: To be capable and competent

Key Motivations: Want to possess knowledge, to understand the environment, to have everything figured out as a way of defending the self from threats from the environment.

Or, maybe a...

Type Six - The Loyalist

The committed, security-oriented type. Sixes are reliable, hard-working, responsible, and trustworthy. Excellent "troubleshooters," they foresee problems and foster cooperation, but can also become defensive, evasive, and anxious—running on stress while complaining about it. They can be cautious and indecisive, but also

reactive, defiant and rebellious. They typically have problems with self-doubt and suspicion. At their Best: internally stable and self-reliant, courageously championing themselves and others.

- * Basic Fear: Of being without support and guidance
- * Basic Desire: To have security and support

Key Motivations: Want to have security, to feel supported by others, to have certitude and reassurance, to test the attitudes of others toward them, to fight against anxiety and insecurity.

Or, a...

Type Seven - The Enthusiast

Sevens are extroverted, optimistic, versatile, and spontaneous. Playful, high-spirited, and practical, they can also misapply their many talents, becoming over-extended, scattered, and undisciplined. They constantly seek new and exciting experiences, but can become distracted and exhausted by staying on the go. They typically have problems with impatience and impulsiveness. At their Best: they focus their talents on worthwhile goals, becoming appreciative, joyous, and satisfied.

- * Basic Fear: Of being deprived and in pain
- * Basic Desire: To be satisfied and content—to have their needs fulfilled

Key Motivations: Want to maintain their freedom and happiness, to avoid missing out on worthwhile experiences, to keep themselves excited and occupied, to avoid and discharge pain.

Or, a...

Type Eight - The Challenger

Eights are self-confident, strong, and assertive. Protective, resourceful, straight-talking, and decisive, but can also be ego-centric and domineering. Eights feel they must control their environment, especially people, sometimes becoming confrontational and intimidating. Eights typically have problems with their tempers and with allowing themselves to be vulnerable. At their Best: self-mastering, they use their strength to improve others' lives, becoming heroic, magnanimous, and inspiring.

- * Basic Fear: Of being harmed or controlled by others
- * Basic Desire: To protect themselves (to be in control of their own life and destiny)

Key Motivations: Want to be self-reliant, to prove their strength and resist weakness, to

be important in their world, to dominate the environment, and to stay in control of their situation.

Or, last, but certainly not least, a...

Type Nine - The Peacemaker

Nines are accepting, trusting, and stable. They are usually creative, optimistic, and supportive, but can also be too willing to go along with others to keep the peace. They want everything to go smoothly and be without conflict, but they can also tend to be complacent, simplifying problems and minimizing anything upsetting. They typically have problems with inertia and stubbornness. At their Best: indomitable and all-embracing, they are able to bring people together and heal conflicts.

- * Basic Fear: Of loss and separation
- * Basic Desire: To have inner stability "peace of mind"

Key Motivations: Want to create harmony in their environment, to avoid conflicts and tension, to preserve things as they are, to resist whatever would upset or disturb them.

Once you are able to assign a type to yourself, you can then explore the different aspects of that type - you can go as deep as you like!

I love the Enneagram, not only for the self-discovery and awareness aspects, but because of the suggestions and opportunities for personal growth. It's also a lot of fun!

Questions for Pondering and/or Journaling

1. Were you able to figure out your type from reading the lesson? To be more sure, spend a few minutes and take the **QUEST: Quick Enneagram Sorting Test** that I've attached (below the questions) so you can begin to explore your EnneagramType. **Be sure to READ THE INSTRUCTIONS carefully before taking the test!**

If you have trouble deciding which type you are using the **QUEST**, here's a link to the **Free RHETI Sampler**, which is a longer test, but still FREE:
http://www.enneagraminstitute.com/dis_sample_36.asp.

And, if you should decide you'd like to take the **Full RHETI**, I have an account with the Enneagram Institute and can arrange access. The cost of the full test is \$10.00.

2. Okay, so what is your type? Once you're pretty sure you have determined your type, read through the Expanded Description of your type to be sure. Here are links to the expanded descriptions for all nine types from <http://www.EnneagramInstitute.com>:
Type One: <http://www.enneagraminstitute.com/d/1.asp>

Type Two: <http://www.enneagraminstitute.com/d/2.asp>

Type Three: <http://www.enneagraminstitute.com/d/3.asp>

Type Four: <http://www.enneagraminstitute.com/d/4.asp>

Type Five: <http://www.enneagraminstitute.com/d/5.asp>

Type Six: <http://www.enneagraminstitute.com/d/6.asp>

Type Seven: <http://www.enneagraminstitute.com/d/7.asp>

Type Eight: <http://www.enneagraminstitute.com/d/8.asp>

Type Nine: <http://www.enneagraminstitute.com/d/9.asp>

3. What do you consider the strengths of your type? How do these positive aspects benefit you? Give some examples.

4. What are the challenges of your type? How have these problematic, self-limiting attitudes and behaviors made life more difficult? Give some examples.

5. To work on the different aspects of your Personality Type, you may want to sign up to receive a daily ***EnneaThought For the DaySM***. You can sign up here:
<http://www.enneagraminstitute.com/members/enneathought.asp>

QUEST: Quick Enneagram Sorting Test

	<p>GROUP I</p> <p>A. I have tended to be fairly independent and assertive: I've felt that life works best when you meet it head-on. I set my own goals, get involved, and want to make things happen. I don't like sitting around—I want to achieve something big and have an impact. I don't necessarily seek confrontations, but I don't let people push me around, either. Most of the time, I know what I want, and I go for it. I tend to work hard and to play hard.</p> <p>B. I have tended to be quiet and am used to being on my own. I usually don't draw much attention to myself socially, and it's generally unusual for me to assert myself all that forcefully. I don't feel comfortable taking the lead or being as competitive as others. Many would probably say that I'm something of a dreamer—a lot of my excitement goes on in my imagination. I can be quite content without feeling I have to be active all the time.</p> <p>C. I have tended to be extremely responsible and dedicated. I feel terrible if I don't keep my commitments and do what's expected of me. I want people to know that I'm there for them and that I'll do what I believe is best for them. I've often made great personal sacrifices for the sake of others, whether they know it or not. I often don't take adequate care of myself—I do the work that needs to be done and relax (and do what I want) if there's time left.</p> <p>GROUP II</p> <p>X. I am a person who usually maintains a positive outlook and feels that things will work out for the best. I can usually find something to be enthusiastic about and different ways to occupy myself. I like being around people and helping others be happy—I enjoy sharing my own well-being with them. (I don't always feel great, but I generally try not to show it!) However, keeping a positive frame of mind has sometimes meant that I've put off dealing with my own problems for too long.</p> <p>Y. I am a person who has strong feelings about things—most people can tell when I'm upset about something. I can be guarded with people, but I'm more sensitive than I let on. I want to know where I stand with others and who and what I can count on—it's pretty clear to most people where they stand with me. When I'm upset about something, I want others to respond and to get as worked up as I am. I know the rules, but I don't want people telling me what to do. I want to decide for myself.</p> <p>Z. I am a person who is self-controlled and logical—I don't like revealing my feelings or getting bogged down in them. I am efficient—even perfectionistic—about my work, and prefer working on my own. If there are problems or personal conflicts, I try not to let my feelings influence my actions. Some say I'm too cool and detached, but I don't want my private reactions to distract me from what's really important. I'm glad that I usually don't show my reactions when others "get to me."</p>	<p>Instructions: Weight the paragraphs in each Group from 3 to 1, with "3" being the one that <i>best describes your actual behavior</i>.</p> <p>Then match the letters on the table below and add your weights to find what the <i>three most probable candidates</i> for your personality type are. For example, one type will be most probable with the highest score of "6" for most agreement in both Groups. Two types will have "5" scores—these are the next most probable candidates for your type. These three scores are the top most probable candidates for your primary personality type.</p> <p>This test does not indicate your wing or the relative importance of the other types in your personality.</p> <p>Name _____</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="width: 33%;">2-Digit Code</th> <th style="width: 33%;">Add Weights</th> <th style="width: 33%;">Type</th> </tr> </thead> <tbody> <tr> <td>AX</td> <td></td> <td>7</td> </tr> <tr> <td>AY</td> <td></td> <td>8</td> </tr> <tr> <td>AZ</td> <td></td> <td>3</td> </tr> <tr> <td>BX</td> <td></td> <td>9</td> </tr> <tr> <td>BY</td> <td></td> <td>4</td> </tr> <tr> <td>BZ</td> <td></td> <td>5</td> </tr> <tr> <td>CX</td> <td></td> <td>2</td> </tr> <tr> <td>CY</td> <td></td> <td>6</td> </tr> <tr> <td>CZ</td> <td></td> <td>1</td> </tr> </tbody> </table>	2-Digit Code	Add Weights	Type	AX		7	AY		8	AZ		3	BX		9	BY		4	BZ		5	CX		2	CY		6	CZ		1
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