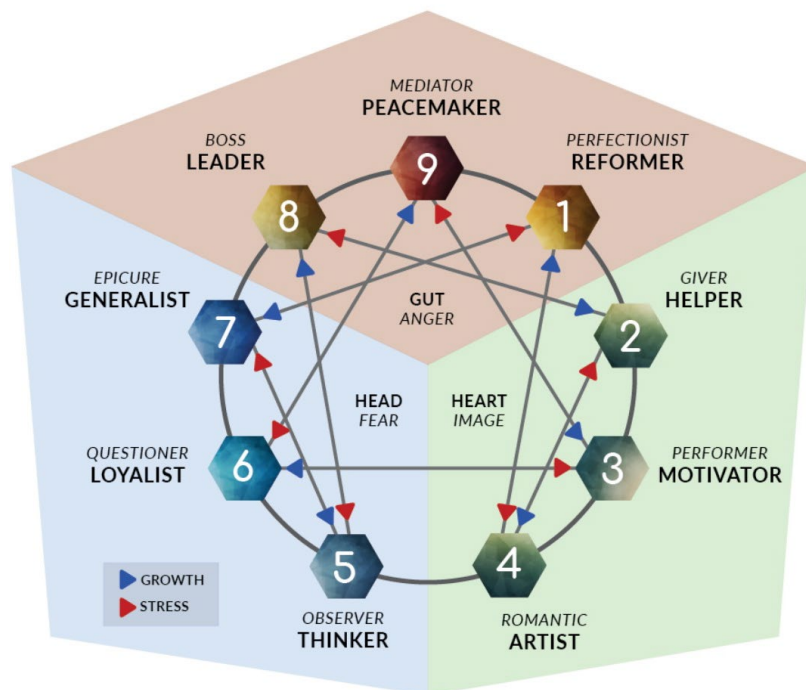


The Enneagram As A Narrative Transformational Tool

The Enneagram is a powerful and dynamic personality system that describes 9 distinct and fundamentally different patterns of thinking, feeling and acting. Ennea is Greek for 9 and Gram means a figure. It is a 9 pointed star within a circle. Each of the 9 patterns is based on an explicit perceptual filter and associated driving emotional energy.

THE ENNEAGRAM



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Enneagram Patterns

The patterns determine what individuals of each personality type pay attention to and how they direct their energy and behaviour.

Underlying each of the nine patterns is a basic proposition or belief about what we need in life for survival and satisfaction.

Discovering Your Type

Discovering your Enneagram personality type can help you learn how to bring positive change into your life. It can help change the way you relate to yourself and others as well as give you a greater understanding of the circumstances and issues facing you. Moreover, it can give you powerful assistance in integrating the personal and more spiritual aspects of your life.

The Enneagram is an important narrative transformation tool. Together, the Enneagram RHETI 2.5 Psychometric Individual online survey, with two textbooks¹ used in the Guiding Transformation Program, the Enneagram is frequently featured as a leadership development topic of exploration in individual coaching and peer-group *Learning Circles*². This is a great way to come to understand your Enneagram type.

Enneagram Assessment RHETI® 2.5

The RHETI 2.5 is a simple, validated tool for individuals to identify their Enneagram personality type to use as a guide for self-understanding, personal, professional and psycho/social/ spiritual development and transformative work.

In my programs I use the **RHETI® 2.5**, available from the Enneagram Institute Testing Centre³. Once you have received your results, together with expanded report, they will be discussed with you in detail during an individual coaching session⁴.

Texts

Ginger Lapid-Bogda, *What type of leader are you?*

Lapid-Bogda, G. (2007). *What type of leader are you?: Using the enneagram system to identify and grow your Leadership strengths and achieve maximum success.* McGraw-Hill.

David Daniels, *The Essential Enneagram: The Definitive Personality Test and Self-Discovery Guide*

Daniels, D., & Price, V. (2000). *The Essential Enneagram: The Definitive Personality Test and Self-Discovery Guide.* Harper Collins. Available as an e-book through Booktopia.

¹ See below.

² See the article on *Learning Circles* on the resources page.

³ <https://www.amazon.com.au/Essential-Enneagram-Definitive-Personality-Self-Discovery/dp/0061713163>

⁴ Survey Codes will be provided for you. Wendy Quinn is set up as the Business Account administrator. You'll be provided with a code to undertake the survey with results then released to you once they have been reviewed. You will be notified when the Code is sent to you. Please ensure that you check your email for spam and notify Wendy Quinn if you don't receive the link.

Brief Summary of the Nine Types

TYPE ONE: THE PERFECTIONIST

Ones seek a perfect world and work diligently to improve it.

Worldview: The world is imperfect; I must correct this

Beliefs: 'If something's not worth doing right, it's not worth doing.

Motivation: Being as perfect and self-controlled as possible.

Avoidance: Making mistakes, being incorrect

Likes: Excellence. Self-improvement & talent

Dislikes: Impolite behaviours, errors of all kinds

Growth areas: Self-awareness

Deepest longing: a serene life and accepting the world as it is.

TYPE TWO: THE FRIEND

Twos want to be liked, try to meet the needs of others, and attempt to orchestrate the people and events in their lives.

Worldview: The world is full of suffering and need; I must help alleviate this.

Beliefs: Relationships are what matters most; you can know others needs if you just pay close attention.

Motivation: Developing relationships in which they help other people in an implicit exchange for the others' gratitude.

Avoidance: Feeling needy or unworthy

Likes: Generosity; making a difference in people's lives-kindness.

Dislikes: Being taken for granted

Growth Areas: Learning to say No

Deepest longing: Feeling a deep and firm sense of self-worth that is not dependent on how others respond to them.

TYPE THREE: THE PERFORMER

Threes organize their lives around achieving specific goals to appear successful and to gain the respect and admiration of others.

Worldview: There is a lack of flow and order to how things work; I must organize and plan to get results.

Beliefs: “The world values a winner and ignores or ridicules losers; stay focused on your goals and plans, then everything falls into place”

Motivation: Being successful, getting results, and gaining respect.

Avoidance: Not failing at anything they do

Likes: Efficiency, effectiveness & achievement.

Dislikes: Unproductive people, being treated as if they are a nobody-doing nothing.

Growth areas: Self-reflection, deeper personal relationships, exploring feelings in depth.

Deepest Longing: Knowing who they really are and being valued for who they are not just for what they do.

TYPE FOUR: THE UNIQUE ONE

Fours desire deep connections with both their own interior worlds and with other people and feel most alive when they authentically express their personal experiences and feelings.

Worldview: There is profound despair that comes from a lack of deep connectedness. I must re-establish this.

Beliefs: ‘Nothing has meaning nor can be fully understood unless you go deeply into your own personal experience; joy and suffering are part of being human.’”

Motivation: Experiencing the most profound aspects of life through an intense level of connectedness with self and others.

Avoidance: Living superficially or feeling deficient.

Likes: Meaningful conversations- authentic self-expression-feeling understood.

Dislikes: Not knowing what they are searching for or missing-being ignored or slighted; someone breaking off a connection before they are ready.

Growth areas: Targeted self-awareness and inner development

Deepest Longing: Living a deep, purposeful, and emotionally balanced life.

TYPE FIVE: THE EXPERT

Fives thirst for knowledge and use of emotional detachment as a way of keeping involvement with others at a minimum.

Worldview: Resources are scarce: must conserve my time, energy, and knowledge or I will be entirely depleted.

Beliefs: "Everything is potentially knowable; the mind is the only thing you can trust".

Motivation: accumulating knowledge and preserving autonomy.

Avoidance: Not losing energy by having others intrude on them.

Likes: competence-information-personal privacy and space.

Dislikes; Intrusion, ignorance, and emotionality.

Growth Areas: Learning to trust and interact with others

Deepest Longing: Experiencing and fully understanding life at all levels-mental, emotional, and physical.

TYPE SIX: THE QUESTIONER

Sixes have insightful minds and create anticipatory or worst-case scenarios to help themselves feel prepared in case something goes wrong. Some are tentative, some engage in high-risk behaviour to prove their fearlessness, and some do both.

Beliefs: "Hope for the best, plan for the worst; dutiful and loyal people like me can be counted on, and this may prevent negative things from happening."

Motivation: Finding certainty, support, and loyalty

Avoidance: Negative scenarios and feeling anxious and fearful.

Likes: Loyalty- risk-management-problem solving.

Dislikes: Unpredictable or unjust authorities-someone saying to them "You are imagining things"

Growth Areas: Deep complex inner work on phobias, risk-taking and trust

Deepest Longing: Being able to fully trust themselves, others, and their environment.

TYPE SEVEN: THE ENERGISER

Sevens crave the stimulation of new ideas, people, and experiences, avoid pain, and discomfort, and engage in positive possibility planning, thus allowing them to keep all of their options open.

Worldview: the world lacks a bigger plan full of possibilities; I must generate these.

Beliefs: 'Life is full of endless possibilities; why worry when you can be happy?'

Motivation: Having a life filled with pleasure, constant excitement, and unbounded freedom.

Avoidance: Pain or discomfort and a life of constraints and limitations

Likes: Stimulation, Excitement, Innovation

Dislikes: Not being listened to, negativity and feeling trapped.

Growth Areas: Deep inner work

Deepest Longing: Feeling complete, whole and solid.

TYPE EIGHT: THE ROCK

Eights pursue the truth, like to keep situations under control, want to make important things happen, and try to hide their vulnerability.

Worldview: The powerful try to take advantage of the weak; I must change this.

Beliefs: "I must take charge, or everything will fall apart; I can handle anything".

Motivation: Being in control, establishing justice, and taking immediate, big action.

Avoidance: Feeling vulnerable, weak, or dependent.

Likes: Power and influence, honesty, control

Dislikes: People who act like victims, being blind-sided, especially by someone they trust, people who don't take responsibility for their own behaviour.

Growth Areas: Deep inner work

Deepest Longing: Regaining their lost innocence while still feeling strong and vital.

TYPE NINE: THE HARMONISER

Nines seek peace, harmony, and positive mutual regard, and dislike conflict, tension, and ill will.

Worldview: Everyone deserves to be respected and heard. I must enable this.

Beliefs: "If we could all just get along, life would be peaceful; it's essential to listen to everyone and hear all perspectives."

Motivation: Living a peaceful, comfortable, and harmonious life.

Avoidance: Anger, conflict, ill will or tension.

Likes, Respectful behaviour, relaxation, comfort.

Likes: Respectful behaviour, relaxation, comfort.

Dislikes: People who don't listen or who are rude, chronic complainers and pushy people.

Growth areas: Deep inner work

Deepest Longing: Knowing that they matter enough to both speak the truth and take values-based action.