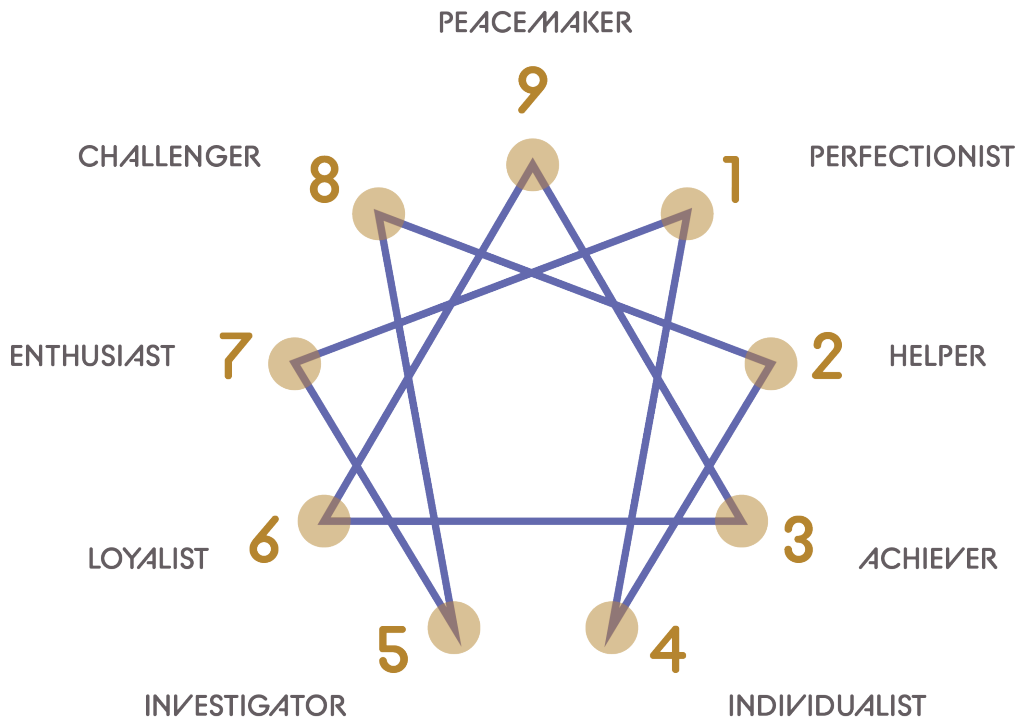
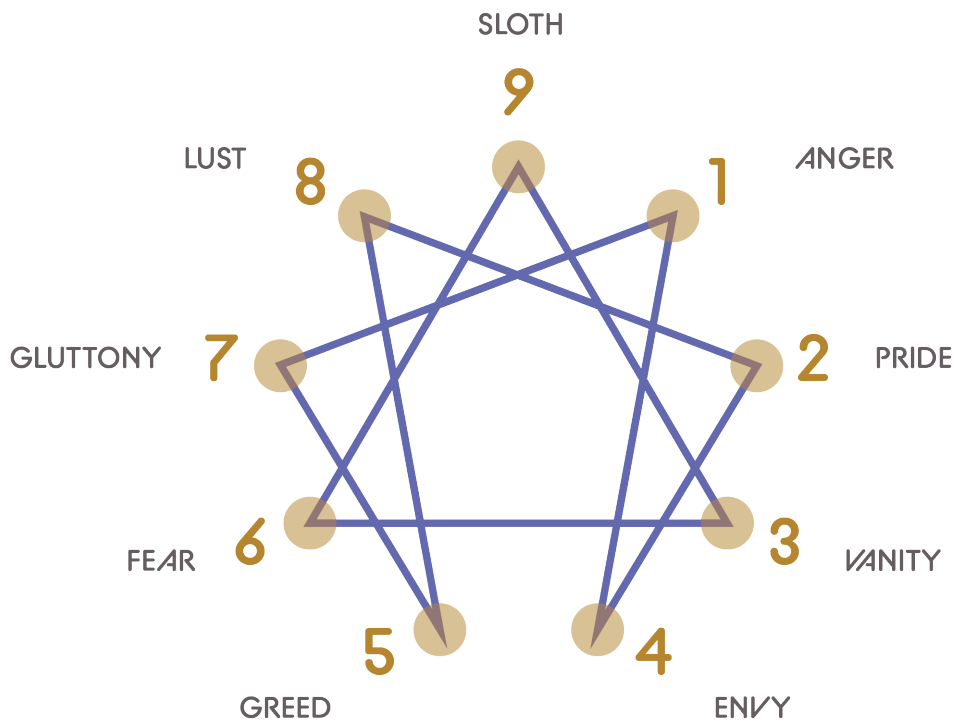




intro to the enneagram



THE 9 TYPES



PASSIONS

MOTIVATED BY A NEED TO:

HEART (FEELING)

- 2 be loved & needed, avoid acknowledging their own needs
- 3 be successful (*or appear to be*), avoid failure
- 4 be understood, avoid being ordinary, experience their oversized feelings

HEAD (FEAR)

- 5 gain knowledge, conserve energy, avoid relying on others
- 6 have security (*worst-case scenario thinkers*) while holding onto fear of being abandoned/left without support
- 7 be happy, plan/engage in stimulating experiences, avoid pain

GUT (ANGER)

- 8 be strong, avoid feeling weak or vulnerable
- 9 keep the peace, merge with others, avoid conflict
- 1 live the *right/best* way, improve the world, avoid fault and blame

CENTERS OF INTELLIGENCE

These triads describe how each type habitually takes in, processes, and responds to life.

HEART

TYPE 2

the helper - the altruist - the lover - the caretaker - the pleaser - the enabler

Warm, caring and giving, motivated by a need to be loved and needed, and to avoid acknowledging their own needs.

TYPE 3

the achiever - the performer - the motivator - the role model - the communicator

Success-oriented, image-conscious, and wired for productivity, motivated by a need to be/appear to be successful and to avoid failure.

TYPE 4

the individualist - the artist - the romantic - the melancholic - the tragic victim

Creative, sensitive, and moody, motivated by a need to be understood and unique, experience their oversized feelings, and avoid being ordinary.

HEAD

TYPE 5

the investigator - the thinker - the innovator - the observer - the expert

Analytical, detached, and private, motivated by a need to gain knowledge, conserve energy, and avoid relying on others.

TYPE 6

the loyalist - the guardian - the doubter - the true believer - the traditionalist

Committed, practical, and witty, worst-case scenario thinkers, motivated by fear and the need for security.

TYPE 7

the enthusiast - the generalist - the multi-tasker - the connoisseur - the energizer

Fun, spontaneous, and adventurous, motivated by a need to be happy, to plan stimulating experiences, and to avoid pain.

GUT

TYPE 8

the challenger - the leader - the protector - the provider - the maverick - the rock

Commanding, intense, and confrontational, motivated by a need to be strong, and avoid feeling weak or vulnerable.

TYPE 9

the peacemaker - the reconciler - the healer - the comforter - nobody special

Pleasant, laid back, and accommodating, motivated by a need to keep the peace, merge with others, and avoid conflict.

TYPE 1

the reformer - the teacher - the moralist - the improver - the perfectionist

Ethical, dedicated, and reliable, motivated by a desire to live the right way, improve the world, and avoid fault and blame.

THE RISO-HUDSON TYPE ATTITUDE SORTER

TYPE 2

The score each of the following statements according to how true or applicable to you it is on the following scale:

- 1 not at all true
- 2 seldom true
- 3 somewhat true
- 4 generally true
- 5 very true

___ 1] My genuine concern from others makes me become deeply involved with them - with their hopes, dreams, and needs.

___ 2] It feels natural to be friendly: I strike up conversations easily and am on a first name basis with everyone.

___ 3] I've found that people respond warmly to me when I give them some attention and encouragement.

___ 4] I can't see a stray dog in the street without wanting to bring it home.

___ 5] I feel good about the fact that I'm thoughtful generous person.

___ 6] It's hard for me to take credit for the many things I've done for people, but it bothers me a lot when they don't seem to notice or care.

___ 7] It's true that I often do more for others than I should - I give away too much and do not think of myself enough.

___ 8] I often find myself trying to win people over - especially if they initially seem indifferent to me.

___ 9] I take special joy in entertaining and hosting my friends and "extended family."

___ 10] I can be warm and supportive, but there's more steel in me than others might think.

___ 11] I'm able to express my feelings for people more openly than most.

___ 12] I make special efforts to know what's going on with the people I care about.

___ 13] I see myself as something of a "healer of broken hearts."

___ 14] My health and finances have frequently suffered because I've put other people's needs and interests before my own.

___ 15] I love to knock myself out to make people feel welcomed and appreciated.

THE RISO-HUDSON TYPE ATTITUDE SORTER

TYPE 3

The score each of the following statements according to how true or applicable to you it is on the following scale:

- 1 not at all true
- 2 seldom true
- 3 somewhat true
- 4 generally true
- 5 very true

___ 1] I see myself as a highly competent person: it really bothers me when I'm anything less than effective and efficient.

___ 2] When things are going well for me I virtually glow with a kind of inner joy in being who I am and having the life that I have.

___ 3] I try to present myself to others in the best possible light- but doesn't everyone?

___ 4] My feelings have tended to be foreign to me - I feel things strongly for a little while, and then just get on with things. I

___ 5] It's important to me to feel successful, even if I'm not yet the success I want to be.

___ 6] For better or worse, I'm good at covering up my insecurities - people would never guess what I'm really feeling!

___ 7] I want to make a good impression on people, so I'm usually polite, well-mannered, and friendly.

___ 8] I'm aware of how well my friends and colleagues are doing, and I tend to compare myself with them.

___ 9] I often strive to be the best at what I'm doing - if I can't be outstanding at something, I generally don't bother with it.

___ 10] Sometimes I've had to cut corners a little to achieve my goals.

___ 11] When I'm insecure, I can be rather aloof and cool with people.

___ 12] It really bothers me when others don't acknowledge the excellence of what I've done.

___ 13] I'm more adaptable than most: if things aren't working well, I know how to change my behavior to obtain the results I want.

___ 14] I always have a goal in focus and know how to motivate myself to achieve it.

___ 15] I have a workaholic streak: I feel adrift if I'm not accomplishing things.

THE RISO-HUDSON TYPE ATTITUDE SORTER

TYPE 4

The score each of the following statements according to how true or applicable to you it is on the following scale:

1 not at all true

2 seldom true

3 somewhat true

4 generally true

5 very true

___ 1] Many people see me as enigmatic, difficult, and contradictory - and I like that about myself!

___ 2] I tend to brood over my negative feelings for a long time before getting free of them.

___ 3] I often feel alone and lonely, even when I'm around people I'm close to.

___ 4] If I'm criticized or misunderstood, I tend to withdraw and sulk.

___ 5] I find it difficult to get involved with projects if I don't have creative control.

___ 6] I tend not to follow rules or to go along with expectations because I want to put my own special touch on whatever I do.

___ 7] By most standards, I'm fairly dramatic and temperamental.

___ 8] I tend to spend quite a bit of time imagining scenes and conversations that haven't necessarily happened.

___ 9] I long for someone to rescue me and sweep me away from all of this dreary mess.

___ 10] When things get tough, I tend to crumble and give up - perhaps I give up too easily.

___ 11] I can forgive almost anything except bad taste.

___ 12] Generally, I don't enjoy working too closely with others.

___ 13] Finding myself and being true to my emotional needs have been extremely important motivations for me.

___ 14] I don't like either to take the lead or to be a follower.

___ 15] I'm acutely aware of my intuitions, whether or not I have the courage to act on them

THE RISO-HUDSON TYPE ATTITUDE SORTER

TYPE 5

The score each of the following statements according to how true or applicable to you it is on the following scale:

- 1 not at all true
- 2 seldom true
- 3 somewhat true
- 4 generally true
- 5 very true

___ 1] I like to get into things in depth and pore over details until I've figured something out as completely as possible.

___ 2] I'm an extremely private person who doesn't let many people into my world.

___ 3] I don't feel very big or powerful - more small and invisible: I'd make a good spy!

___ 4] Other people would think I'm crazy if they knew what I was thinking most of the time.

___ 5] Only by getting accurate information can you make a rational decision - but then, most people aren't really rational.

___ 6] My family thinks that I'm somewhat strange or eccentric - they've certainly told me that I need to get out more.

___ 7] I can talk a blue streak when I want to; Most of the time, though, I prefer to just watch all the craziness around me.

___ 8] If you need a problem solved, let me work on it by myself, and I'll come up with the answer.

___ 9] When you really think about it, you can't get much stranger than so-called normal behavior.

___ 10] I tend to take a long time fine-tuning projects I'm working on.

___ 11] Most people are so incredibly ignorant, it's amazing that anything works at all!

___ 12] I know a lot about a lot of things, and in a few areas, I consider myself an expert.

___ 13] I'm extremely curious and enjoy investigating why things are the way they are - even obvious things that aren't really so obvious when you really look at them.

___ 14] My mind is so intense and active that I often feel like it's on fire.

___ 15] Often I lose all track of time because I'm concentrating so completely on what I'm doing.

THE RISO-HUDSON TYPE ATTITUDE SORTER

TYPE 6

The score each of the following statements according to how true or applicable to you it is on the following scale:

1 not at all true

2 seldom true

3 somewhat true

4 generally true

5 very true

___ 1] I'm attracted to authority but distrustful of it at the same time.

___ 2] I'm very emotional, although I don't often show what I feel - except to those I'm close with- and even then, not always.

___ 3] If I make a mistake, I fear that everyone is going to jump down my throat.

___ 4] I feel more secure doing what's expected of me than striking out on my own.

___ 5] I may not always agree with the rules - and I don't always follow them - but I want to know what they are!

___ 6] I tend to have strong first impressions about people that are difficult to change.

___ 7] There are a few people I really look up to - they're sort of my heroes.

___ 8] I don't like making big decisions, but I certainly don't want anyone else to make them for me!

___ 9] Some people see me as jittery and nervous - but they don't know the half of it!

___ 10] I know how much I mess up, so being suspicious of what others are up to just makes sense to me.

___ 11] I want to trust people, but often find myself questioning their motives.

___ 12] I'm a real hard worker: I keep plodding along until the job gets done.

___ 13] I sound out the opinions of people I trust before I have to make a big decision.

___ 14] It's really weird: I can be skeptical, even cynical, about all kinds of things, and then turn around and fall for something hook, line, and sinker.

___ 15] Anxiety seems to be my middle name.

THE RISO-HUDSON TYPE ATTITUDE SORTER

TYPE 7

The score each of the following statements according to how true or applicable to you it is on the following scale:

1 not at all true

2 seldom true

3 somewhat true

4 generally true

5 very true

___ 1] I love traveling and discovering different kinds of foods, people, and experiences - the whole fabulous whirlwind of life!

___ 2] My calendar is usually full, and I like to keep it that way: no grass is going to grow under my feet!

___ 3] What's important to me is excitement and variety rather than comfort and playing it safe - although I'll take my comforts wherever I can find them.

___ 4] My mind is always chattering - sometimes it seems like I'm thinking about 10 things at once!

___ 5] One thing I absolutely cannot stand is being bored - and I make sure that I'm never boring myself.

___ 6] I'm pretty committed when I'm in a relationship, but when it's over, I move on.

___ 7] I'm curious and adventurous and I'm usually the first one of my friends to try whatever is new and interesting.

___ 8] When I no longer enjoy doing something, I stop doing it.

___ 9] I'm not just a "fun person" - there's a serious, even dark side to me, although I don't like to go there very much.

___ 10] I'm good at the big picture, not so much the little details: it's more enjoyable for me to brainstorm a lot of new ideas than to get involved with implementing them.

___ 11] When I really want something, I usually find a way to get it.

___ 12] Things get me down once in a while, but I quickly pop back up again.

___ 13] One of my main problems is that I'm easily distracted and can get too scattered.

___ 14] I tend to spend more money than I probably should.

___ 15] Other people are great to have along - as long as they want to go where I'm going.

THE RISO-HUDSON TYPE ATTITUDE SORTER

TYPE 8

The score each of the following statements according to how true or applicable to you it is on the following scale:

- 1 not at all true
- 2 seldom true
- 3 somewhat true
- 4 generally true
- 5 very true

___ 1] I'm extremely independent and don't like having to rely on others for what I really need.

___ 2] I feel that "you have to break some eggs to make an omelet."

___ 3] When I care about people, I often begin to think of them as "my people" and feel like I need to watch out for their interests.

___ 4] I know how to get results: I know how to reward people and how to put pressure on them to get things done.

___ 5] I don't have much sympathy for those who are weak and vacillating - weakness just invites trouble.

___ 6] I'm strong-willed and don't give up or back down easily.

___ 7] I'm never prouder than when I see someone I've taken under my wing make it on their own.

___ 8] I have a tender, even somewhat sentimental side that I show to very few people.

___ 9] People who know me appreciate the fact that I talk straight to them and tell them exactly what's on my mind.

___ 10] I've had to work hard for everything I have - I think struggle is good because it toughens you up and makes you clear about what you want.

___ 11] I see myself as a challenger, as someone who pushes people beyond their comfort zone to achieve their best.

___ 12] My sense of humor is earthy, sometimes even crude, although I think most people are too prissy and thin-skinned.

___ 13] I can get into a towering rage, but it blows over.

___ 14] I feel most alive when I do what others think is impossible: I like to go to the edge and see if I can beat the odds.

___ 15] Somebody usually has to come up on the short end of the stick, and I don't want it to be me.

THE RISO-HUDSON TYPE ATTITUDE SORTER

TYPE 9

The score each of the following statements according to how true or applicable to you it is on the following scale:

- 1 not at all true
- 2 seldom true
- 3 somewhat true
- 4 generally true
- 5 very true

___ 1] What people seem to like about me is that they feel safe around me.

___ 2] I don't mind being around people, and I don't mind being alone - either way is fine, as long as I'm at peace with myself.

___ 3] I found a certain balance in my life, and I see no reason to mess with it.

___ 4] Being "comfortable" in every sense of the word appeals to me a lot.

___ 5] I'd rather give someone else their way than create a scene.

___ 6] I don't know exactly how I do it, but I don't let things get to me.

___ 7] I'm pretty easy to please and usually feel that what I have is good enough for me.

___ 8] I've been told that I seemed distracted and absent minded - the fact is I understand things, but I just don't want to react to them.

___ 9] I don't think I'm particularly stubborn, but people say that I can be hardheaded once I make up my mind.

___ 10] Most people get themselves worked up too easily: I'm much more even keeled.

___ 11] You've got to take what life brings, since there's not much you can do about it anyway!

___ 12] I can easily see different points of view, and I tend to agree with people more than I disagree with them.

___ 13] I believe in emphasizing the positive rather than dwelling on the negative.

___ 14] I have what might be called a philosophy of life that guides me and gives me a great deal of comfort in difficult times.

___ 15] During the day, I do everything that needs to be done but when the day is over I really know how to relax and take it easy.

THE RISO-HUDSON TYPE ATTITUDE SORTER

TYPE 1

The score each of the following statements according to how true or applicable to you it is on the following scale:

- 1 not at all true
- 2 seldom true
- 3 somewhat true
- 4 generally true
- 5 very true

____ 1] Most people see me as a serious, no nonsense person dash and when all is said and done, I suppose I am.

____ 2] They have always tried to be honest and objective about myself - and I'm determined to follow my conscience no matter what the cost.

____ 3] While there is some part of me that can be wild, generally speaking that just has not been my style.

____ 4] It seems that I am living with a judge inside my head: sometimes the judge is wise and discerning, but often it is simply stern and harsh.

____ 5] I feel that I have paid a great price for trying to be perfect.

____ 6] I like to laugh as much as anyone dash I should do it more often!

____ 7] My principles and ideals inspire me toward greater achievement and make my life feel meaningful and worthwhile.

____ 8] I don't understand why so many people have such lax standards.

____ 9] So much depends on me getting things done that I have to be more organized and methodical than others.

____ 10] I have a personal sense of mission, maybe even a calling to something higher, and believe that there's something extraordinary that I may accomplish during my life.

____ 11] I hate mistakes, so I tend to be extremely thorough to make sure that things are being done properly.

____ 12] Much of my life I have believed that right is right and wrong is wrong - and that's all there is to it.

____ 13] I have a hard time leaving well enough alone.

____ 14] Many responsibilities have fallen on my shoulders: if I hadn't risen to the occasion, God only knows what would have happened.

____ 15] I am deeply moved by human nobility and grace under pressure.

2 the helper/giver

SUPERPOWER

Because they are positive and people-oriented, 2s will support others' best interest while making sure everyone feels uniquely valued.

PASSION

PRIDE in focusing all attention on meeting needs of others, while refusing to acknowledge they have personal needs of their own.

UNCONSCIOUS MOTIVATION

They have a *need to be needed* and will focus their attention on the needs of others first.

COMMUNICATION STYLE

Help and advice. Praise and compliments. Befriending, supporting, comforting, offering friendly advice, pitching in, getting personal. Self-talk: '*You need me.*'

FALSE MESSAGE

It's not okay to have your own needs and goals.

healthy - average - unhealthy 2s

Healthy 2s can often name their own needs and feelings without fear of losing relationships. They are generous in their efforts to love well and care for others. These happy, secure 2s also have appropriate boundaries, knowing what is theirs to do and what is not. They create a comfortable, safe space for others and are often considered to be a friend to many period loving and lovable. They adapt well to changing circumstances and are aware of the true self that exists beyond their relationships.

Average 2s are convinced that the expression of their own needs and feelings will automatically threaten the stability of their relationships. They are generous people, but they often consciously or subconsciously expect something in return for their efforts. They have poor boundaries and generally only know themselves in relation to other people they are attracted to powerful people, whom they expect to define them, and they'll use flattery to pull them in.

Unhealthy 2s are codependent. In their desire to be loved they will accept almost any substitute: appreciation, neediness, companionship, and purely utilitarian relationships. These 2s are insecure, manipulative, and often play the role of the martyr. They don't give so much as invest, trying to earn love by meeting others' needs - but always expecting a high return on that investment.

ENCOURAGING TRUTH

Obtaining people's appreciation and approval will never prove your true worth. Give yourself permission to delight in the pursuit of your own goals and achievements.

THINK/REFLECT/JOURNAL

- What am I doing in my life that isn't mine to do?
- How does this keep me from addressing my own needs?

GROWTH TIPS FOR 2s

- Try telling others your needs rather than hinting or expecting them to figure them out.

- Start over when you catch yourself flattering others to win approval or trying hard to present a likable image.
- Don't just say yes to everything/everyone. Tell them you'll get back to them with an answer once you've had time to think about it. Or just experiment with saying the word no. It's a complete sentence.
- When the urge to help overpowers you, ask yourself, "Is this mine to do?" If you're not sure, talk it over with an honest friend. Helping sometimes focuses on others to AVOID feeling the void of not being needed!
- When you realize you've fallen back into the typical behaviors, ask yourself, "What would I have to feel if I wasn't flattering or meeting this person's needs right now?"
- Whenever possible, do and give **anonymously**.
- 2s vacillate between having **overly inflated** and **overly deflated** views of themselves and their value to others. Reminder: You're not the best nor the worst. Just you.
- When feelings of resentment or entitlement arise, view them as invitations to ask yourself with kindness, "What most needs attention in my life right now?"
- Congratulate yourself for spotting the times you move too aggressively toward others or overwhelm them with your emotions and dial it back.
- Learn to ask yourself, "What do *I* need right now?" Don't worry if you can't supply an answer. It takes time to develop soul-care muscles.

HOW TO ENCOURAGE 2s so they feel seen, heard and understood:

- Encourage them to be in positions where they have lots of contact with other people.
- Show them you care with words of affirmation.
- Don't take their kindness for granted.
- Ask them about how others are doing because they'll know and tell you.
- **Be careful** with criticism.
- When they're frustrated, let them vent (without your judgment).

3 the performer/achiever

SUPERPOWER

They're optimistic, resilient people who dream big and inspire others to follow them. They have an ability to quickly read values, preferences, and expectations of the group and alter their appearance to please the crowd.

PASSION

3s buy their own performance, **DECEIVE** themselves, and believe they **are** their persona.

UNCONSCIOUS MOTIVATION

They need to succeed or to appear successful, and to **avoid failure** at all costs.

COMMUNICATION STYLE

Promotion or sales. Self-promo. Advertising, performing, exclaiming, motivational speeches, success stories. Self-talk: '**Watch me shine.**'

FALSE MESSAGE

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

healthy - average - unhealthy 3s

Healthy 3s move past the goal of merely looking good and toward being known and loved for who they are,

not for what they accomplish. They love to set goals and rise to challenges, but their self-worth isn't tied to those. They work on balancing their great energy between work, rest, and some kind of contemplative practice, as they recognize the importance of **being** instead of **doing**.

Average 3s move past achieving to overachieving, finding themselves spending too much time at work or at the gym. Highly driven, they need to perform beyond the time they spend coaching or volunteering. They believe love must be earned and value others' definitions of success, therefore they strive to do more and do it better. They're confident but also **image conscious**. They constantly worry that a poor performance would cause them to lose standing in other people's eyes.

Unhealthy 3s find failure unacceptable, which makes it almost impossible to admit mistakes and causes them to behave as though they are superior to others. Longing for attention, these 3s may become intentionally deceitful, even sharing fabricated stories about themselves and their accomplishments to maintain their image. At their worst, they can be mean and vengeful.

ENCOURAGING TRUTH

Your worth isn't determined by what others find admirable. Express your most authentic self and you'll enjoy achievement even more.

THINK/REFLECT/JOURNAL

- Think about the person underneath all your hard work and success.
- Reflect on what you're proud of that doesn't involve your work or professional achievements.

GROWTH TIPS FOR 3s

- It's especially important for 3s to develop a **practice of silence**, solitude, and meditation, because they place such high value on activity and productivity.
- Find a spiritual director to accompany you on your journey to reclaim your authentic self. It's hard to walk the path alone.
- Draft a **new definition of success** based on your own feelings, desires, and values -- not those inherited from family or culture.
- Don't wait until it's too late to ask yourself the question, "Who am I if not my persona?" Do it **now**.
- Material success and being real are not mutually exclusive. Success is great if the person responsible for it is **the real you**.
- Take inventory of who and what gets sacrificed while you're frantically racing to cross the finish line first — spouse, kids, health, friendships.
- Take a vacation and don't bring work with you.
- Resist the temptation to be the center of attention. Instead, try being a collaborative friend who wants to help others succeed and shine.
- Have at least one close friend with whom you can **be real and vulnerable**. As a 3, you probably have a lot of friends. Make sure some love you even when you're a complete disaster, not just when you're projecting an image of success.

HOW TO ENCOURAGE 3s - 3s care about productivity, efficiency, and accomplishing goals.

- Give them goals to strive for and win.
- Help them win in all types of situations so they feel a sense of accomplishment.
- If you give a scoreboard, they'll work to get on top. They will almost always go for the prize.
- Watch for the tendency toward workaholism.
- Remind them their identity and value won't ultimately be found in their work or accomplishments.

4 the romantic/individualist

SUPERPOWER

They're the most creative type on the Enneagram and usually bring out what's special in others.

PASSION

They believe they're missing something and may never be complete. They **ENVY** what they perceive to be the wholeness and happiness of others.

UNCONSCIOUS MOTIVATION

They *long to be special* and unique.

COMMUNICATION STYLE

Lament. Sad stories. Longing, yearning, regretful sighs, self-expression. Self-talk: *'I'm feeling...'*

FALSE MESSAGE

It's not okay for you to be too much or not enough.

healthy - average - unhealthy 4s

Healthy 4s have a vast emotional range yet manage it by not speaking or acting on every feeling they experience. They know they don't have to be special to be loved. They've found a way to live outside the pattern of shame and inferiority... most of the time. They're **deeply creative**, emotionally honest and connected, and attuned to beauty.

Average 4s struggle daily with accepting themselves as they are. It gets complicated as they seek their identity by exaggerating their uniqueness. These 4s are coy. They want you to want them, but they **play hard to get**. Often their melancholy goes unchecked and causes painful distance between themselves and others. Average 4s are moody, melodramatic, needy, and self-pitying.

Unhealthy 4s tend to be manipulative, playing the **role of victim** in order to create or maintain relationships. They find themselves lacking when compared to others, which only exacerbates their self-abasement. They feel much shame and are unable to connect to the part of themselves that believes they can change for the better.

ENCOURAGING TRUTH

You're not flawed or defective. Set yourself free to achieve creative goals unique to you.

THINK/REFLECT/JOURNAL

- Where in my life do I sense emotional imbalance?
- Where do I get stuck in chronic cycles of negativity?
- How can I re-route those negative emotions?

GROWTH TIPS FOR 4s

- Be aware of self-absorption. Listen to others when they share stories about their own suffering and realize **it's not just you**.
- Make sure you **don't instigate a drama** or crisis with family or friends when your emotions start to feel "run of the mill."
- Go out of your way to find and **express appreciation** for what's present and unique in the people you love, rather than focusing on what's missing.

- Offer yourself unconditional self-friendship as you work to unwind lifelong feelings of shame and inferiority. Don't give up on yourself!
- Don't get stuck in suffering, but figure out what's causing it and do what you can to heal it.
- Keep an **eye out for envy!** You never come out ahead when you compare yourself to other people.
- Stop fantasizing about the ideal relationship, career, or community. Instead work hard for what's possible and see it through to completion.
- Find beauty and meaning in the ordinary and simple. Don't only look for it in the extraordinary or unusual.
- When the past calls, let it go. It has nothing new to say to you.
- Don't embellish and get swept up in your feelings.

HOW TO ENCOURAGE 4s *4s will bring creative suggestions. They want to be heard and understood.*

- Don't put them in mundane, detail-oriented roles or situations.
- Be clear that you appreciate them for nothing other than who they are.
- Reiterate that the work they're doing contributes to a higher purpose.
- Set up regular one-on-one time with them to make sure they feel understood.
- Find ways to utilize their creative minds. They often see surprising connections others don't.

5

the investigator

SUPERPOWER

Their perceptive nature and objectivity makes them great at giving advice.

PASSION

AVARICE/GREED — They have a need to withhold and safeguard what they have rather than a desire to get more stuff, which ultimately can lead to withholding love and affection from others.

UNCONSCIOUS MOTIVATION

They have a compulsive need to *gather knowledge and understand everything*.

COMMUNICATION STYLE

Rational and technical. Lectures. No small talk. Detailed explanations, informative knowledge, definitions, facts, precise instructions, logical, rational arguments. Self-talk: *'I'm thinking...'*

FALSE MESSAGE

It's not okay to be too comfortable in the world or move forward without knowing everything.

healthy - average - unhealthy 5s

Healthy 5s have a long view of things. They manage an **appropriate balance** between participation and observation, engaging with others comfortably and demonstrating true neutrality. These 5s are likely to have depth and knowledge in several areas of their lives, and they willingly share their findings with others. They live in a world of abundance, seeing themselves as **part of the whole** environment instead of separate from everyone and everything.

Average 5s have a scarcity mentality, which leads to hoarding time, space, and affection. They feel more at home observing rather than participating in the external world, and **thinking substitutes for feeling**. 5s in this space tend to rely on themselves rather than faith, and they carefully measure how much time they spend with others. They struggle with anything that makes them feel incompetent or incapable.

Unhealthy 5s don't want to depend on anyone for anything. They have a defensive personality that's **preoccupied with security**, independence, and privacy. These 5s are trapped in believing there's not enough and often express that way of thinking with judgment, cynicism, and sarcasm. When they do participate in family or social gatherings, they stay separate from others.

ENCOURAGING TRUTH

You're already capable and competent. Move forward on your goals with confidence, knowing you'll be able to solve problems as you go.

THINK/REFLECT/JOURNAL

- In what ways do I succumb to scarcity mentality by hoarding affection, privacy, knowledge, time, love, money, material possessions, or thoughts?

GROWTH TIPS FOR 5s

- Allow feelings to arise naturally and experience them in the present moment. Then you can let them go.
- **Recognize** when you're succumbing to a scarcity mentality by hoarding affection, privacy, knowledge, time, love, money, material possessions, or thoughts.
- When something occurs that seems to elicit emotions in other people, try to feel with them in the moment rather than saving those feelings to process later.
- Try sharing more of your life with others, **trusting** they won't misuse that information.
- Venture out of your comfort zone and share more of who you are with those around you.
- Remember you don't have to have the answers for everything. You won't look foolish, just human.
- Call a friend and offer to hang out for no reason at all other than to enjoy each other's company.
- Allow yourself some material and experiential luxuries. Buy a new sofa! Travel!
- Take up yoga or another activity to connect you with your body. Overcoming the disconnect between your body and head will be life-changing.
- Even when you're unsure of yourself, jump into a conversation rather than withdrawing from it.

HOW TO ENCOURAGE 5s

Give more autonomy for a job well done. They crave independence, even when they're a part of a group.

- Don't involve them in group decisions unless it's absolutely necessary.
- If they ever have to make a presentation or give a speech, give them ample time to prepare.
- Don't put them on the spot unexpectedly or ask them to spontaneously do or say something.



SUPERPOWER

They will keep your group, project, and community safe. They can come up with solutions to just about any problem.

PASSION

Their deep **FEAR** is in the form of anxiety by often imagining worst-case scenarios and questioning their ability to handle life on their own.

UNCONSCIOUS MOTIVATION

They have a **need to feel secure and supported** at all times.

COMMUNICATION STYLE

Cautious or devil's advocate. Questions, warnings, second-guessing, worst-case scenarios.

Self-talk: '*But what if...*'

FALSE MESSAGE

It's not okay to trust your thinking and decision-making process.

healthy - average - unhealthy 6s

Healthy 6s have learned to **trust their own experiences** of life. They're aware that certainty and accurate predictability aren't likely in most situations. They're productive, logical thinkers who almost always organize their thoughts and actions around what would be most advantageous for the common good. Loyal, honest and reliable, healthy 6s are clear-eyed judges of character. These 6s have come to believe that in the end everything will be alright.

Average 6s question almost everything. They struggle to get out of their heads and the pattern of worst-case-scenario planning. They're overly **focused on authority** and can either be subservient on the one hand or rebellious on the other. They find the world to be an unsafe place and respond with fight or flight. These 6s while managing all of their anxiety, are committed to education, church, government, family, and social service organizations.

Unhealthy 6s find danger around every corner. Their anxiety borders on paranoia as they fear that the world is unfair - that most people aren't who they say they are and can't be trusted. **Unable to trust themselves** either, they look to authority figures and experts to make decisions on their behalf. These 6s find fault in others and tend to fall into patterns associated with the mental mechanism of projection.

ENCOURAGING TRUTH

You're responsible and discerning. Trust yourself to create insightful goals and pursue them with intention.

THINK/REFLECT/JOURNAL

- What's your relationship like with authority? Do you blindly follow? Reflexively rebel?
- Try to find a more nuanced way to respond.

GROWTH TIPS FOR 6s

- Take time to **calm the voices in your mind** which are expressing vacillating opinions, doubts about other people's trustworthiness, imagined worst-case scenarios, and questions about your ability to make good decisions.
- Be alert for unhealthy tendencies in your relationship with authority. Are you blindly following or reflexively rebelling?
- Develop self-confidence by **reflecting** on times when you've made and enjoyed the fruit of good decisions and/or survived the fallout of bad ones.
- Practice accepting compliments without deflecting them or being suspicious of motivations behind them.
- When playing the role of the devil's advocate and pointing out potential flaws in other people's ideas and plans, be sure to **acknowledge the positive** dimensions of it as well.
- Limit your exposure to the 24-hour news or to books and films that unnecessarily reinforce your anxious or pessimistic view of life.
- Learn to recognize the difference between legitimate fear and free-floating anxiety.
- Remember this mantra, "Everything will be ok," or "All will be well."
- The contrary virtue to the deadly sin of fear isn't courage, but **faith**, which is a gift.

HOW TO ENCOURAGE 6s *6s love order, consistency, and the comfort that clear laws and guidelines offer.*

- They tend to take on too much work, so be mindful of their work/life balance.
- Help break tasks down for them so projects appear to be more manageable.
- Don't scold, dismiss, or make fun of a 6's doubt.
- Help manage their worst-case-scenario thinking.
- Encourage them to delegate tasks more often.

7 the enthusiast

SUPERPOWER

Their optimism, creative juice, and boundless energy can move things along.

PASSION

They overload themselves with pleasurable experiences to avoid painful feelings. The 7's pursuit of distractions often escalate to the point of **GLUTTONY**.

UNCONSCIOUS MOTIVATION

They need to *avoid experiencing unpleasant or emotionally painful feelings*.

COMMUNICATION STYLE

Storytelling. Brainstorming. Joking, laughing, entertaining, shifting gears, imagining, checking out, moving on.
Self-talk: '*On a lighter note...*'

FALSE MESSAGE

It's not okay to depend on anyone for anything.

healthy - average - unhealthy 7s

Healthy 7s know that often "less is more." They're aware of the energy they've invested in manufacturing happiness and they know that joy is a gift that can only be received. They've embraced a full range of human emotion and are growing in their ability to accept life as it is, rather than as they want it to be. They're able to incorporate pain and disappointment into the whole of their lives, rather than merely avoiding it. When enthusiasts start in a healthy space they're not only fun and adventurous, but also **spiritually grounded, practical, and resilient**.

Average 7s reframe almost everything that's sad, limiting or could be perceived as failure, changing the narrative so that even the most negative events are recast in an affirming way. They find most of their happiness in anticipation and much sadness in the reality that their expectations are seldom realized. These 7s entertain to feel safe and to claim their place in a group. Though they're very popular, they find commitment to be a challenge and have great **trouble finishing projects**, often jumping from one thing to the next.

Unhealthy 7s see themselves and their environment as inadequate, **feeling sorry for themselves** and often believing that they've been dealt an unfair hand. They try to **avoid pain** at any cost, which leads to irresponsible behavior and seeking instant gratification. These 7s are often reckless, risking more than they can stand to lose, and are more **prone to addiction** than any other Enneagram type.

ENCOURAGING TRUTH

You can find contentment in your present situation. Savor your experiences and clear your mind to achieve the next right thing.

THINK/REFLECT/JOURNAL

- What memories or feelings am I running from?
- Where's the depth I yearn to have that will complement my intelligence?

GROWTH TIPS FOR 7s

- Practice restraint and **moderation**. Get off the treadmill that tells you more is always better.
- Try a daily practice of meditation to free yourself from your tendency to jump from one idea to the next.
- Develop and practice the discipline of solitude on a regular basis.
- Unflinchingly reflect on the past and make a list of the people who have hurt you or whom you have hurt. Then forgive them and yourself. Make amends where necessary.
- Allow yourself to feel negative emotions. It's a sign you're growing up.
- Practice staying present whenever you begin fantasizing about the future or making too many plans for it.
- **Exercise** daily to burn off excess energy.
- You don't like being told you have potential because then you feel pressure to commit to cultivating a specific talent and believe this limits your options. So... what career/life path would you like to commit yourself to for the long haul?
- **Journal** answers to questions like "What does my life mean? What memories or feelings am I running from? Where's the depth I yearn to have that'll compliment my intelligence?" Don't abandon this exercise until it's finished.
- Make a commitment to try to simply be present for a friend/other while they're in pain without trying to artificially cheer them up.

HOW TO ENCOURAGE 7s *7s are friendly, popular, and bring a spontaneity in most places. They're terrific team players.*

- In work situations, hold them accountable to their job, but give them a long leash.
- Offer firmness AND flexibility to them.
- Grant them independence by offering them a fast-paced, creative environment.
- Give them a multi-faceted job description and encouragement to stay the course.

8 the challenger

SUPERPOWER

They take charge and know how to mobilize others to get things done. They make great leaders and will champion those who cannot fight for themselves.

PASSION

They have a **LUST** for excess and intensity in every area of life, often presenting an intimidating exterior to mask vulnerability.

UNCONSCIOUS MOTIVATION

To deny and **mask their own weakness by asserting control** and authority over the environment.

COMMUNICATION STYLE

Authoritative and commanding. Arguing, debating, opposing, taking aim, scoring points, parting shots.
Self-talk: **'Do this my way.'**

FALSE MESSAGE

It's not okay to trust others.

healthy - average - unhealthy 8s

Healthy 8s are great friends, exceptional leaders and champions of those who can't fight on their own behalf. They have the intelligence, courage, and stamina to do what others say can't be done. They've learned to use **power in the right measure** at the right times, and are capable of **collaborating** and valuing the contributions of others. They understand **vulnerability** and even embrace it at times.

Average 8s tend to be **steamrollers** more than diplomats. They're **dualistic** thinkers - so people are good or bad, opinions are right or wrong, and the future is bright or bleak. They prefer to lead, struggle to follow, and use aggression to emotionally protect themselves. Many 8s are leaders, and others follow them with little or no hesitation. They have **little patience** with people who are indecisive or who don't pull their weight.

Unhealthy 8s are preoccupied with the idea that they're going to be betrayed. **Suspicious** and slow to trust others, they resort to revenge when wronged. They believe they can change reality, and they make their own rules and expect others to follow them. 8s in this space destroy as much as they create, believing the world is a place where **people are objects to be used** and contributions from others have little or no lasting value.

ENCOURAGING TRUTH

You can't prevent betrayal by avoiding vulnerability. Move ahead on your goals with self-compassion, and let down your guard by offering to help others achieve their goals.

THINK/REFLECT/JOURNAL

- Think about the last time you lashed out in **anger**. Were you trying to avoid a **vulnerable** feeling?
- Next time you feel aggression/intense anger, could you express those emotions more **softly**?
- Journal about being mindful as you express anger.

GROWTH TIPS FOR 8s

- Too often, intensity and lust for life runs the show. Give a friend permission to tell you when you're going overboard or exhibiting extreme behaviors.
- To recover a piece of your natural childhood innocence, befriend your **inner child**.
- Watch out for and avoid black and white thinking.
- Broaden your definitions of strength and courage to include vulnerability. Risk sharing your heart at deeper levels with someone in your life.
- Remember, your tendency is to act impulsively. **"Ready, Aim, Fire!"** not "Fire, Aim, Ready!"
- In the heat of battle, stop and ask yourself, **"What if I'm wrong?"** Get used to asking yourself that.
- Your personality is twice as big and intense as you think it is. What feels like excitement to you may feel like intimidation to others. Offer an unqualified apology when people tell you you're running them over.
- Don't always play the part of the rebel and don't pit yourself against appropriate authority figures.
- When you get angry, stop and ask yourself whether you're trying to hide or deny a vulnerable feeling. Notice how you use **aggression** to hide your feelings.
- Don't judge yourself or others as weak for sharing tender feelings. It takes great **courage** to drop your guard and expose your inner child.

HOW TO ENCOURAGE 8s *Be hyper-aware when encouraging them to live well:*

- Help set limits so they don't get overworked.
- Provide regular, honest feedback.

- Keep the lines of communication open.
- Establish clear and reasonable boundaries.

9 the peacemaker

SUPERPOWER

They can reconcile seemingly irreconcilable points of view.

PASSION

SLOTH (*Not physical, but laziness of spirit*) — They fall asleep to their own lives, personal development, and responsibility for becoming themselves.

UNCONSCIOUS MOTIVATION

To *avoid conflict* and maintain relational connection.

COMMUNICATION STYLE

Epic saga. Recounting sagas, generalizing, day-dreaming aloud, voicing vague notions, wondering, meandering. Self-talk: *'Nice 'n easy.'*

FALSE MESSAGE

It's not okay to assert yourself.

healthy - average - unhealthy 9s

Healthy 9s are *natural mediators*. They see and value the perspective of other people and can harmonize what seem to be irreconcilable points of view. They're unselfish, flexible, and inclusive. These 9s are seldom attached to their own way of seeing and doing things. They've learned to make decisions based on the right priorities. They're inspiring, *self-actualized* people.

Average 9s, while they come off as sweet and easygoing, are stubborn and out of touch with their anger. These 9s overlook themselves. Though they generally feel unimportant, they occasionally wake up and realize they have to *work on investing in themselves*. They're willing to stand up for justice on behalf of others, but would not likely risk doing much to stand up for themselves. They don't ask for much though they appreciate what others do for them.

Unhealthy 9s have trouble making decisions and become overly dependent. To dull feelings of sadness and anger, they engage in *numbing behaviors*. Struggling to maintain the illusion that all is well, they can vacillate between acquiescence and open hostility.

ENCOURAGING TRUTH

You'll never find peace or joy by hiding your desires from the world. Unlock meaningful tranquility by creating goals that truly represent your passions.

THINK/REFLECT/JOURNAL

- What is my calling or life's program? Am I pursuing it or postponing it to keep the peace?

GROWTH TIPS FOR 9s

- Don't be afraid to *have opinions and express them*. Start with small things and build up to important ones.
- Ask someone to help you find a task management or to-do system to help you stay on task. There are lots of great apps out there for this.

- Practice **saying no** when someone asks you to do something you don't want to do.
- Be aware of the numbing strategies you use to avoid having to deal with life - shopping, ice cream, wine, scrolling on social media, etc.
- Journal to answer the question, "What's my calling or life's program? Am I pursuing it or postponing it to keep the peace?"
- Resist the urge to fall back on passive-aggressive behaviors, like procrastination and avoidance. When you feel angry, **be honest** about it.
- Understand how important and unique your voice is.
- Remember that what feels like intense, terrible conflict to you might just be a disagreement for someone else. Take a breath and engage.
- Realize that your tendency to merge with others is a beautiful gift. But don't fuse with another person and miss out on the chance to become your own person.
- When you feel paralyzed in the face of a decision, consult someone who won't tell you what to do, but will help you figure out what you want to do — **then do it!**

HOW TO ENCOURAGE 9s so they feel seen, heard and understood:

- Offer a limited menu of options.
- Help them prioritize their work/life.
- Help them find places where they can build bridges and leverage their gift for peacemaking.
- Don't pressure them to perform.
- Give them a healthy routine to repeat.
- Don't take advantage of their generous spirit.

1 the perfectionist/reformer

SUPERPOWER

They constantly make things better.

PASSION

Is have a compulsive need to perfect the world, knowing no one (even themselves) can live up to their high standards. They experience **ANGER** in the form of resentment.

UNCONSCIOUS MOTIVATION

They see a never-ending **need to perfect themselves**, others, and the world.

COMMUNICATION STYLE

Teaching, preaching, finding fault, admonishing, correcting, reminding of obligations. Self-talk: **'That's not right.'**

FALSE MESSAGE

It's not okay to make mistakes.

healthy - average - unhealthy 1s

Healthy 1s are committed to a life of service and integrity. They're **balanced and responsible** and able to forgive themselves and others for being imperfect. They're principled but patient with the processes that slowly but surely make the world a better place.

Average 1s have judging and comparing minds that naturally spot errors and imperfections. They struggle to accept that imperfection is inevitable while fearing the tyranny of that critical voice in their head.

Unhealthy 1s fixate on small imperfections. These 1s are **obsessed with micromanaging** what they can. Asserting control over something or someone is their only relief.

ENCOURAGING TRUTH

You'll never be able to make or keep your goals perfectly. **Embrace life as it is**—with imperfections—and you'll experience greater serenity.

THINK/REFLECT/JOURNAL

- What does my inner critic say, and how can I quiet it down?

GROWTH TIPS FOR 1s

- To awaken self-compassion, try to capture in a journal the typical things your **inner critic** says to you. Then read them aloud.
- When your inner critic activates, **acknowledge** that it's trying to help you improve or avoid making mistakes, but you're taking a new path to self-acceptance in life.
- **Resist the urge** to give other people to-do lists or to redo their tasks if you think they haven't met your standards. Instead, catch them doing things right — and tell them how much you appreciate them for it.
- When you're ready to dive right in to correct an injustice or right a wrong, first ask yourself whether the passion you feel for that issue is really misplaced anger about something else.
- Let your 7 and 9 friends help you learn how to relax and have fun.
- If you find yourself procrastinating, think about the reason why. Are you reluctant to get going on a task or project because you're afraid you won't be able to accomplish it **perfectly**?
- Pick up a hobby you enjoy but aren't especially good at doing — and simply **do it for the love of it**.
- Everyone makes mistakes. **Forgive** yourself and others.
- Try to catch yourself measuring yourself against others to see who does a better job, works harder, or meets your definition of success.
- Be aware of how you receive criticism from others and **try to accept it** without being defensive.

HOW TO ENCOURAGE 1s *1s will make sure things are compliant and tasks are done on time.*

- Their teaching can turn into preaching if they're not careful. Help them be careful.
- Don't be offended if they initially hesitate to delegate tasks to you.
- If they procrastinate at the start of a project, remind them of past successes and assure them it's okay to make mistakes. Check in to offer encouragement and make sure they're making progress.
- Help them shift their focus from what's wrong to what's right. Tell them when they're doing a good job and be specific about what you find impressive about their work/life/etc.
- If you offend a 1, own up to it completely and offer a **genuine apology**.
- Never harshly criticize a 1 in public or they'll respond defensively. If there's an issue, make a private appointment to discuss it.
- If you live with a 1, when you ask for feedback, don't expect lavish compliments.

WINGS

Each type has two wings, a number on either side. example: 2w3

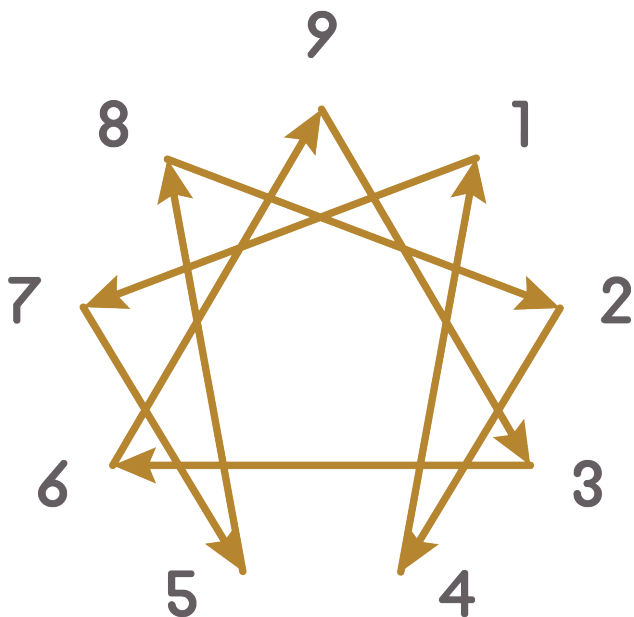
These refine, modify and blend with the basic type, highlighting certain tendencies.

No one is a pure type, and sometimes we can find someone with both wings.

Most people have one wing.

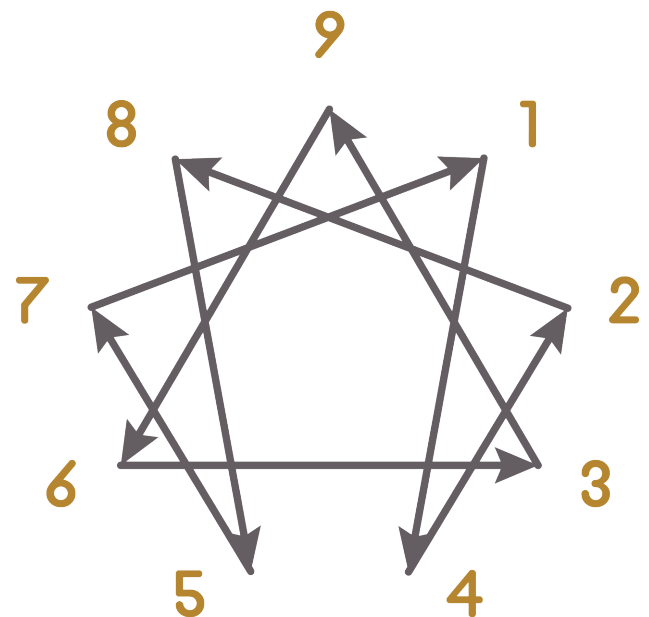
- 2w1: *the servant*
- 2w3: *the host/hostess*
- 3w2: *the charmer*
- 3w4: *the professional*
- 4w3: *the aristocrat*
- 4w5: *the bohemian*
- 5w4: *the iconoclast*
- 5w6: *the problem solver*
- 6w5: *the defender*

- 6w7: *the buddy*
- 7w6: *the entertainer*
- 7w8: *the realist*
- 8w7: *the independent*
- 8w9: *the bear*
- 9w8: *the referee*
- 9w1: *the dreamer*
- 1w9: *the idealist*
- 1w2: *the advocate*



DIRECTION OF GROWTH (integration)

When you're *well and balanced*,
your type **goes to** the healthy side of this type.



DIRECTION OF STRESS (disintegration)

When you're *under stress and overwhelmed*,
your type **goes to** the unhealthy side of this type.

THE RISO-HUDSON TYPE ATTITUDE SORTER SCORING KEY

Add your scores. Your result will be between 15 and 75. These guidelines may help you discover or confirm your type.

Type 2

- 15 *You're probably not a compliant type (1, 2, 6).*
- 15 – 30 *You're probably not a Type 2.*
- 30 – 45 *You probably have 2-issues OR a Type 2 parent.*
- 45 – 60 *You most likely have a 2-component.*
- 60 - 75 *You're most likely a 2 (but could still be another type if thinking too narrowly about Type 2).*
- 2s are most likely to misidentify themselves as 4s, 7s, and 1s.
 - 9s, 6s, and 7s are most likely to misidentify themselves as 2s.

Type 3

- 15 *You're probably not an assertive type (3, 7, 8).*
- 15 – 30 *You're probably not a Type 3.*
- 30 – 45 *You probably have 3-issues OR a Type 3 parent.*
- 45 – 60 *You most likely have a 3-component.*
- 60 - 75 *You're most likely a 3 (but could still be another type if thinking too narrowly about Type 3).*
- 3s are most likely to misidentify themselves as 5s, 1s, and 8s.
 - 8s, 7s, and 9s are most likely to misidentify themselves as 3s.

Type 4

- 15 *You're probably not a withdrawn type (4, 5, 9).*
- 15 – 30 *You're probably not a Type 4.*
- 30 – 45 *You probably have 4-issues OR a Type 4 parent.*
- 45 – 60 *You most likely have a 4-component.*
- 60 - 75 *You're most likely a 4 (but could still be another type if thinking too narrowly about Type 4).*
- 4s are most likely to misidentify themselves as 2s, 1s, and 9s.
 - 1s, 6s, and 5s are most likely to misidentify themselves as 4s.

Type 5

- 15 *You're probably not a withdrawn type (4, 5, 9).*
- 15 – 30 *You're probably not a Type 5.*
- 30 – 45 *You probably have 5-issues OR a Type 5 parent.*
- 45 – 60 *You most likely have a 5-component.*
- 60 - 75 *You're most likely a 5 (but could still be another type if thinking too narrowly about Type 5).*
- 5s are most likely to misidentify themselves as 4s, 6s, and 1s.
 - 9s, 3s, and 1s are most likely to misidentify themselves as 5s.

Type 6

- 15 *You're probably not a compliant type (1, 2, 6).*
- 15 – 30 *You're probably not a Type 6.*

- 30 – 45 *You probably have 6-issues OR a Type 6 parent.*
- 45 – 60 *You most likely have a 5-component.*
- 60 - 75 *You're most likely a 6 (but could still be another type if thinking too narrowly about Type 6).*
- 6s are most likely to misidentify themselves as 4s, 8s, and 1s.
 - 2s, 5s, and 1s are most likely to misidentify themselves as 6s.

Type 7

- 15 *You're probably not an assertive type (3, 7, 8)*
- 15 – 30 *You're probably not a Type 7.*
- 30 – 45 *You probably have 7-issues OR a Type 7 parent.*
- 45 – 60 *You most likely have a 7-component.*
- 60 - 75 *You're most likely a 7 (but could still be another type if thinking too narrowly about Type 7).*
- 7s are most likely to misidentify themselves as 2s, 4s, and 3s.
 - 9s, 3s, and 2s are most likely to misidentify themselves as 7s.

Type 8

- 15 *You're probably not an assertive type (3, 7, 8)*
- 15 – 30 *You're probably not a Type 8.*
- 30 – 45 *You probably have 8-issues OR a Type 8 parent.*
- 45 – 60 *You most likely have a 8-component.*
- 60 - 75 *You're most likely a 8 (but could still be another type if thinking too narrowly about Type 8).*
- 8s are most likely to misidentify themselves as 7s, 6s, and 4s.
 - 6s, 3s, and 7s are most likely to misidentify themselves as 8s.

Type 9

- 15 *You're probably not a withdrawn type (4, 5, 9)*
- 15 – 30 *You're probably not a Type 9.*
- 30 – 45 *You probably have 9-issues OR a Type 9 parent.*
- 45 – 60 *You most likely have a 9-component.*
- 60 - 75 *You're most likely a 9 (but could still be another type if thinking too narrowly about Type 9).*
- 9s are most likely to misidentify themselves as 2s, 5s, and 4s.
 - 6s, 2s, and 7s are most likely to misidentify themselves as 9s.

Type 1

- 15 *You're probably not a compliant type (1, 2, 6)*
- 15 – 30 *You're probably not a Type 1.*
- 30 – 45 *You probably have 1-issues OR a Type 1 parent.*
- 45 – 60 *You most likely have a 1-component.*
- 60 - 75 *You're most likely a 1 (but could still be another type if thinking too narrowly about Type 1).*
- 1s are most likely to misidentify themselves as 5s, 4s, and 6s.
 - 3s, 6s, and 7s are most likely to misidentify themselves as 1s.

A FEW RESOURCES

BOOKS

- [The Road Back to You](#) - Cron & Stabile
- [The Story of You](#) - Ian Morgan Cron
- [The Wisdom of the Enneagram](#) - Riso & Hudson
- [Understanding the Enneagram](#) - Riso & Hudson
- [Personality Types](#) - Riso & Hudson
- [The Complete Enneagram](#) - Beatrice Chestnut
- [Discovering the Enneagram](#) - Rohr & Ebert
- [Becoming Us; More Than Your Number](#) - Beth McCord & Jeff McCord

PODCASTS

- Typology - Ian Morgan Cron
- Enneagram and Coffee - Sarajane Case
- The Enneagram Journey - Joel Stabile, Laura Addis, Suzanne Stabile
- Your Enneagram Coach - Beth & Jeff McCord
- Enneagram 2.0 - Beatrice Chestnut & Uranio Paes

FREE ASSESSMENTS

- [truity.com](#) (Click on enneagram OR personality tests and select enneagram.)
- [yourenneagramcoach.com](#) (Click on “Take Our Free Assessment.”)

ASSESSMENTS

- Integrative Enneagram Questionnaire (IEQ9)
- Riso-Hudson Enneagram Type Indicator (RHETI)
- The Quick Enneagram Sorting Test (QUEST)

WEBSITES

- [ianmorgancron.com](#)
- [sarajanecase.com](#)
- [susanstabile.com](#)