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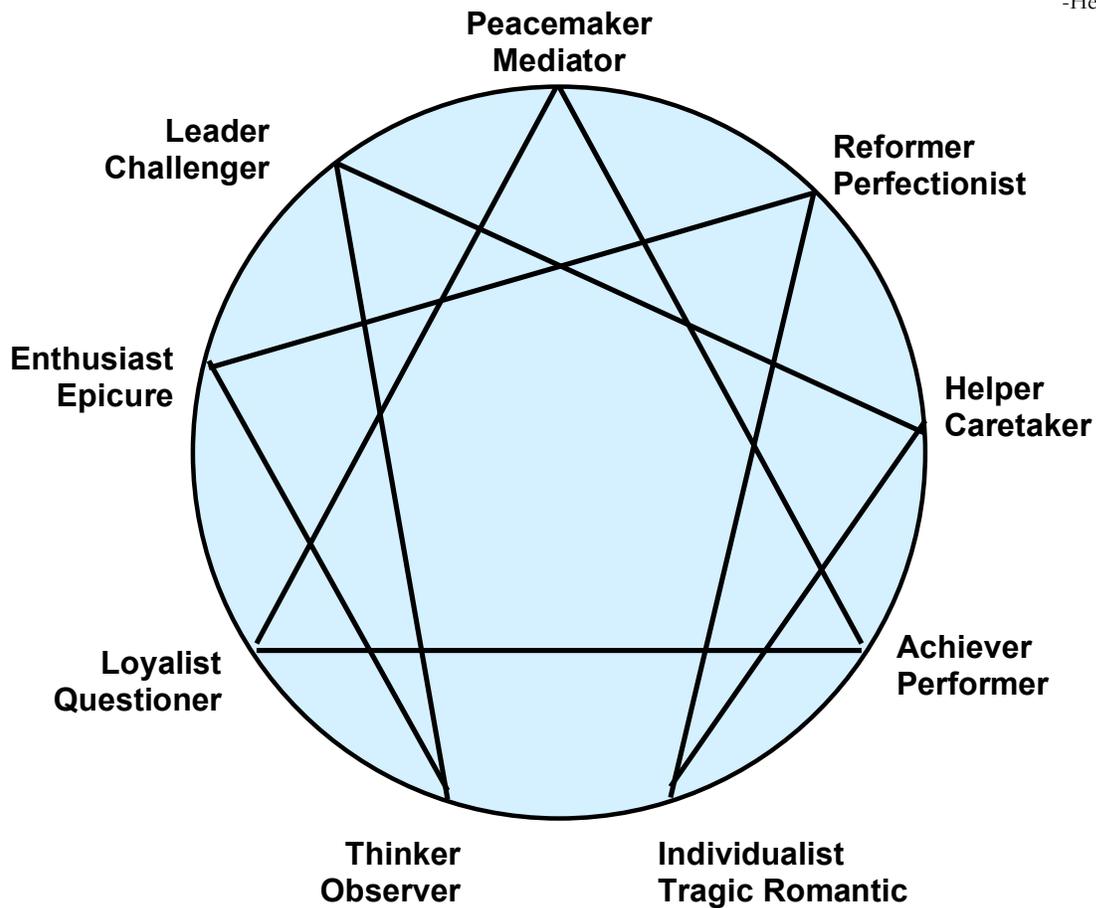
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The Enneagram – *Nine Universal Personality Types*

The comprehensive system of personality and growth.

Each Enneagram offers enough complexity to both understand a personality style and to indicate the uniqueness of the individual.

-Heather Carlile



The Geometric Symbol of the Enneagram Personalities

INSTRUCTIONS – How to Create Your Enneagram

SELF-SCORING INSTRUMENT: Determine your Enneatype by completing the questionnaire online. Go to www.heathercarlile.com and use the blue link on the Enneagram page. The fee is \$10 for the Enneagram Institute. Answer the 144 questions on the Riso Hudson Type Indicator to determine how much of each of the nine types defines your personality style. Relax with the questions which may both be like you or neither one is like you. Just make your best choice. Keep in mind your authentic relaxed self as you answer the questions (not how you are at work or with others in an adaptive state). You may forward your scores via email to Heather at heatherc@heathercarlile.com or bring them with you when you see her.

The Nine Enneatype Personalities:

THE PARADOX: In each personality we find both a system of abilities and a system of self-sabotage. When we are ready for the underlying truths in our personal style, the ultimate avenue is understanding the Enneatypes. The nine Enneatypes reveal the specifics about the motivations, which strengthen us and also the roots of the defenses which confound our goals and our growth.

EXAMPLE: Each type is named and described in the Gift state, a system of abilities as well as a Shadow state, a system of self-sabotage. For example, the number One is named The Reformer who is rational and principled in the Gift state and The Perfectionist who is too orderly and self-righteous in the Shadow state.

A LITTLE OF ALL BUT ONE TYPE: You will recognize yourself and your patterns in more than one since we all carry all of the abilities each in a unique proportion. Your Enneagram shows how much of each of the nine types comprises your basic personality. However, your default system of talents and issues lies in just one of the types.

- 1 **Reformer/Perfectionist**
 - Rational, principled, orderly, self-righteous
- 2 **Helper/Caretaker**
 - Caring, generous, possessive, manipulative
- 3 **Achiever/Performer**
 - Adaptable, ambitious, image-oriented, hostile
- 4 **Individualist/Tragic Romantic**
 - Intuitive, individualistic, self-absorbed, depressive
- 5 **Thinker/Observer**
 - Perceptive, original, provocative, eccentric
- 6 **Loyalist/Questioner**
 - Engaging, responsible, defensive, anxious
- 7 **Enthusiast/Epicure**
 - Enthusiastic, accomplished, excessive, manic
- 8 **Leader/Challenger**
 - Self-confident, decisive, dominating, combative
- 9 **Peacemaker/Mediator**
 - Receptive, optimistic, complacent, disengaged

*Using the Enneagram is both exciting and somewhat overwhelming;
it takes us beyond psychology into so many other areas of human endeavor. It is ancient
yet modern; personal yet universal...
scientific and objective...*

-Don Richard Riso

Benefits in Learning the Enneagram Personalities

OBJECTIVES: Identify unconscious patterns that trigger reactions and drive your life. Observe the patterns internally. Detach attention from the patterns. Cope with issues and reduce suffering. Improve personal, family and work relationships. Become a happier, more effective person. Discover latent talents and abilities which speak to your purpose.

WHY DO THEY DO THAT? Getting to know the Enneatypes gives you insight into people who do things differently and have different values. Each personal paradigm or Enneagram personality has dramatically different ways of thinking, defending, and taking action. Each has different motivators as well as unique ways of communicating, and decision-making.

COMPREHENSIVE THEORY OF PERSONALITY: The Enneagram is the most comprehensive theory of personality. It reveals clearly and in detail how different people view the world. Learning about the Enneatypes gives us the basic ability to honor personal differences and sustain personal and business relationships with family, friends, clients and coworkers. Examining our own paradigm can help us remove interpersonal blocks to success and reach our full potential. Heather highly recommends that you get a copy of *The Wisdom of the Enneagram: The Complete Guide to Psychological and Spiritual Growth for the Nine Personality Types* by Don Richard Riso and Russ Hudson.

WHY DO I DO THAT? Create your Enneagram Personality Style Map to learn the natural quality of your abilities and how to expand them. Discover new ways to

- **Master your strengths,**
- **Clearly see your blind spots,**
- **Define and quiet your limiting fears,**
- **Emphasize your basic desires,**
- **Strengthen your healthy sense of self and your talents.**

HOW CAN I COMMUNICATE WITH OTHERS BETTER? Learning the Enneagram immediately gives you insight into how you can help others understand you more accurately and also helps you say things in the manner which assures you are properly understood.

HOW DO I STRESS LESS? Discover your personal style and key characteristics. Each of the nine styles is defined by its: basic tendencies, greatest strengths, natural limitations, preferred communication style and defenses under pressure. This knowledge allows you to select those components of stress management, which are most beneficial to you. Taking this personality profile helps you learn about how to:

- **Identify and minimize potential conflicts with others**
- **Create a motivational environment most conducive to quality of life**
- **Increase your understanding of other styles**
- **Strengthen your healthy sense of self and your talents.**



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