" The Enneagram Typology – Deepening our work with Personality Based Conflicts "

1-The Perfectionist

• Honest, judgmental, objective, determined.

• Ability to manage and organize.

• Responsible.

• Pays attention to details, sometimes without seeing the overall picture.

• Resentment, intolerance, over criticism.

• Excessive ambition for perfection.

• Inner Fear – mistakes, "my flaws might be discovered".

• Law abiding, a person of principles and justice.

• Black and White. Right or wrong.

• Speech- preaching and teaching, accurate, critical, direct, anger- denial, besieged anger (can erupt) .

2-The Giver *–* Helper

• Core essence- To give, to protect and to help others, to be important for them, to feel needed and appreciated.

• Kindness, Selflessness, the joy of giving for the sake of giving.

• Suppression of feelings and self needs, the need for pleasing of others, their approval, thus causing depletion.

• Very communicative with different types of people.

• Emphasis on relationships, becoming close to people.

• High levels of emotion.

• Active and optimistic. Conflict avoider.

• Fear- not to be needed, not to be loved. Needs feedback.

• Sensitive to exploitation. Might be involved in "book keeping" , which can lead to aggression.

• Style of speech – advising, kind, with a smile, seductive, with concern for others, generous, gives compliments.

3 –The Performer

• Most important goal- to succeed, to advance, to contribute, to initiate. There are no limits to the ability to act and succeed. Thus exhausting one's own ability and pushing the ability of others.

• Their image is very important to them.

• Arrogance.

• Addiction to work, hold a busy schedule.

• Great at seeing the whole picture and promoting big projects - difficulty in descending into detail. Good performer.

• Loves to keep all options open.

• Active, responsive, assertive, competitive.

• Emphasis on results and success. Optimistic, adaptive.

• Fear from failure and from a sense of emptiness.

• Style of speech – Self promotion, assertive, fast, impatient for delays.

4-The Romantic, Dramatic, Artistic

• Self-expressive, emotional, deep connection and understanding.

• Immersed in the search of self-meaning and the meaning of life.

• Emphasis on feelings and pain.

• Attribution of meaning to pain. Suffering as a means of elation.

• Creative. A developed aesthetic sense. Abstract expression using - shape, color, words and sounds.

• Important: being unique, authentic and original.

• Prone to melancholic moods and over dramatization of situations and nuances.

• Empathetic, deep, critical, holds a good understanding of feelings and processes, sensitive to what is missing.

• Gets close and pushes afar.

• Fear - loneliness, lack of love.

• Style of speech- Deep, meaningful, dramatic, tone may be melancholic, sometimes inaccurate and subjective.

5 - The Observer, Researcher, Thinker

• Gathers and accumulates a lot of knowledge.

• Knowledge is the key. Reliance on facts and details.

• Objective, rational, wise. Systemic thinking ability.

• Excessive resistance to emotion. Emotionally detached. Understates importance of emotion. Threatened by it.

• Closed character, isolated, lack of social involvement. Loves privacy, needs time with himself.

• Preference to working alone than on a team.

• Conservation of energy as a value.

• “What do they want from me?”

• Conflict avoider.

• Speech Style - Honest, precise, emphasis on content, bottom lines and not on communication. Formal, knowledgeable, profound.

6 – The Loyal Skeptical

• Creates personal and communal security by being loyal and dedicated to the community / group / person.

• Has a developed social conscience.

• Good organizer, responsible.

• Suspicious, cautious, anxious, concerned, fearful.

• Concerned about the future. Raises serious questions concerning risks as a way to mingle. Things might go wrong.

• Analytical.

• Indecisive, procrastinator.

• Loves teamwork. Sometimes finds it difficult to work under authority.

• Speech style – hesitant, can be offensive or apologetic.

7- The Epicure

• Rejoices life. Happy and content nature.

• Hedonistic. Seeks pleasure and excitement. Likes to charm. Has many ideas, optimistic, needs a variety of options.

• Has a deep connection with nature.

• Curious, loves renewal.

• Hyperactive, energetic.

• Fear to commit. Difficult to finish projects and look into detail.

• Escapes boredom and emotional pain. Difficult with coping with pain.

• Disregards unpleasant emotions. Repression of pain.

• Fear - limiting pleasure, emptiness.

• Style of speech - energetic, fast, uses humor, interesting stories, knowledge in many areas, rationalization, an overly optimistic description of things.

8 – The Boss, The Leader

• Courageous. Has emotional and physical strength. Leader, conqueror, dominant.

• Protects and supports people under his responsibility.

• Honest – upfront. What you see is what it is.

• Truth teller - sometimes perceived as tactless.

• Sees the world as a battlefield. No fear of conflicts. Feels comfortable with conflict and anger.

• Energetic, strong, direct, emphasis on strength, sincerity and truthfulness.

• Confrontational, aggressive.

• Determined. Black and white. “My way or the highway”.

• Fear –to be perceived as weak / dependent /controlled.

• Speech style - direct, clear, forceful, determined.

9 – The Mediator, The Peacemaker

• Importance of peace, tranquility, harmony, security.

• Conscious, patient, accepting, nice, conflict avoider.

• Ability to identify with many people and situations. Merges with the ideas of others.

• Difficulty in decision making - in view of a broad perspective of opportunities. Can see many different perspectives and treat them as having the same value.

• The dimension of time is infinite.

• Great conflict facilitator. Excellent listener.

• Fear from the flooding of pain and unpleasant emotions and from recognizing painful reality.

• Speech style - not threatening, comfortable, open, may speak at length and specify a number of perspectives. The conversation can get out of focus.

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