The Enneagram Types Dealing with Conflict

Type 1:

- Honesty and morality are important. Needs to feel respected.
- Needs structured, defined, methodological processes.
- Difficulty arises as 1 needs to be right. Has difficulty to see and accept other ways, of other people. Believes that there is only one way to do things.
- Can act too seriously.
- Tends to see black or white.
- A tendency to criticize and not to give positive notes.
- Difficulty forgetting and forgiving.

Type 1 needs to be aware to demonstrate openness to the opinions and needs of the other party.

Dealing with type 1 during conflict: Take a structured, problem-solving approach, let them speak first, use non-judgmental language.

Type 2:

- Most often tries to avoid conflicts.
- Can be temperamental.
- Senses difficulty when not acknowledged or when rejected.
- Can give up his interests in order to be liked or to gain relationship.
- The friendly and energetic approach can quickly change into an outburst of anger. Types that need consistency can experience difficulty with such an approach.
- Their anger may disappear as it comes.
- Great sensitivity to criticism.

Type 2 needs to be aware of his needs and express them directly.

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Dealing with type 2 during conflict: let them express themselves, ask clarifying questions, share your position, confirm their position, discuss feelings and thoughts.

**Type 3:**

- Conflicts due to delays and due to fear of failure. Focus on efficiency and goal achievement.
- Sense of impatience, quick talk, business oriented.
- Don’t like to involve emotions - prefer to focus "on the matter".
- Flexible - ability to adjust positions and solutions quickly.
- Sensitive to their image and to criticism.
- Important to define achievements, goals and success.

Type 3 needs to be aware of: aspects related to emotions and to relationships as well as his tendency to be sensitive to his image.

Dealing with type 3 during conflict: Be kind and clear, avoid using emotional and negative tones.

**Type 4:**

- Communication style- promotes closeness and then pulls apart.
- Dislikes routine.
- Attacks competitors.
- Needs unilateral support from others against the counterparty or against people whose opinion is different.
- Needs approval to strengthen self-image.
- Gets hurt easily.
- Can be condescending, angry, sarcastic and may over-react.

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Type 4 needs to be aware of: the tendency to overrate the importance of feelings. Needs balance by objective thinking.

Dealing with type 4 in time of conflict: Allow an open discussion about feelings, be attentive, don’t tell him he’s too sensitive, don’t blame.

**Type 5:**

- Tries to avoid conflicts and direct confrontation.
- Keeps Emotional Distance. This contributes to the ability to negotiate carefully even in stressful situations, but it can also cause frustration for people who need to express their feelings.
- Gives as little information as possible.
- Can seem agreeing while he truly is not.
- Has creative thinking ability to solve problems. Able to switch between alternatives without emotional attachment.
- Personal decision making process. Notifies about his final decision.

Type 5 needs to allow room for emotions.

Dealing with type 5 during conflict: Inform, in advance, your willingness to meet and talk and state the topic. Set a time frame for the meeting. Try to discuss the problem rationally, try to minimize emotional expressions.

**Type 6:**

- Has very good problem-solving abilities.
- Tends to question the other party’s intentions no matter how positive they are.
- Has trouble trusting.

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• Asks the "tough questions" even if there is a positive atmosphere.
• Has difficulty with authority. Can be a potential for conflict.
• Tends to give too much voice to risks. Pessimistic about outcomes.
• Needs honesty and openness (this helps him contain his concerns).
• May attack sharply when offended or felt attacked.
• Has a tendency to reject things.

Type 6 needs to be aware of his tendency to attribute negative intentions to others. Clarify before building an opinion and attacking.

Dealing with type 6 in conflict: Build trust by consistency, honesty and trustworthiness. Let them express themselves. Acknowledge their right to think as they think. Show the intention of resolving things in a positive way. Be warm and genuine.

Type 7:

• Prefers to avoid direct confrontation.
• Optimistic.
• Has a good ability to raise diverse options for conflict resolution.
• Fear of interactions that might hurt his positive self-image.
• Difficulty with restrictions. Impatience for details.
• Can be self-centered.
• Has a tendency to deny difficulties.
• Can treat authorities as equal which may provoke conflict.
• Conflict can arise around his exaggerated promises.
• Can act without thinking beforehand about the details.

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Type 7 needs to be aware of the need to recruit the ability to deal with the pain and the difficult parts of conflict without escaping.

Dealing with type 7 during conflict: Ask open and non-judgmental questions, allow free and full expression, help him define his arguments. Avoid accusations and criticism.

**Type 8:**

- Feels comfortable with conflicts. Confronts in order to win. Compromise is seen as submission. May exacerbate the reaction when others expect a compromise.
- Expresses anger openly and freely (difficult for others that have difficulty with direct confrontation).
- Likes elusive and direct communication styles. Works for clarity.
- Has difficulty exposing softer sides. Black or white perception.
- Great sensitivity to dishonesty and unfairness.
- Can attack personally and not be sensitive to vulnerability.
- Believes his truth is the absolute truth. Invests energy to influence.
- Has a tendency to criticize.

Type 8 needs to allow sensitivity to the sensitive and vulnerable sides of himself and of the other party.

Dealing with Type 8 in conflict: Be direct, be patient with their feelings even if they sound intense to you, act assertively but avoid the aggravation of the tones, avoid accusations. Stress his responsibility towards others.
Type 9

- Conflict avoider.
- Sees a variety of alternatives and understands different opinions even if they contradict his position.
- At first it is difficult to know where they stand - they will look ambivalent. Later, the conflict style seems sometimes passive-aggressive as they slow down and answer only what is necessary.
- Tends to delay decision-making. Long thought process.
- May pass a controversial statement by email to avoid direct confrontation (sometimes aggravating others even more).
- They hope that by not saying "no" they will avoid conflict but others may feel ignored and manipulated and may develop anger.
- Others feel they are being pushed to take the aggressive role.

9 needs to be aware of giving a clear definition of their needs and positions as well as their negative feelings.
Dealing with 9 in conflict: Avoid direct pressure, ask questions kindly, listen patiently, it may take him time to express himself and decide, suggest alternatives while considering his feelings.