

# What Is Enneagram?



The Enneagram breaks down the patterns of human behaviour into nine personality types that have different, yet interconnected ways of perceiving and experiencing the world, enabling us to understand some of the most important questions in life like – ‘Who am I? Why do I do what I do? How do I think, act, and feel? How do I work on areas of my personality that I have been wanting to develop/enhance? How can I be more successful and satisfied in life?’

## Principles of Enneagram

When working with Enneagram there are some basic principles that one should keep in mind

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No Type is inherently better or worse than any other type. All Types have their Innate Talents as well as Challenges.

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People are more than their Type. Enneagram doesn't stereotype. Everyone is a unique mixture of his or her basic type and usually a mix of two types adjacent to it called the Wings.

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Enneagram focuses on the motivation of the person and not on his/her behaviour.

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The 9 types are interrelated in specific ways, as indicated by the inner Lines of the symbol. They provide pathways for further growth and development.

Within the Enneagram, there is no ideal profile, and the world has diversities across personalities and each one of them helps make the world a better place. Enneagram Types are the same across all genders, races, ages, qualifications, professions, industries/sectors, states, nationalities. The above data is based on research done across various geographies and cultures.

# Some Key Enneagram Concepts



**Worldview** is the story we tell ourselves about how the world works and what we can expect from it. It is how we see and perceive the world and the things around us.



**Motivation** is a process that involves biological, emotional, and social forces driving us towards our goal-oriented behaviour.



**Idealised Self-Image** is an image of what we should be, must be, or aspire to be, in order to be acceptable. The idealised image is chiefly a glorification of the needs that have developed.



**Blind Spot** is the obstructed view of an emotional area in a person's life. It can be something that a person is unaware of or something they've chosen to ignore. Often the behaviour becomes habitual and normalised.



**Focus of Attention** are filters that we develop based on our worldview. They allow us to notice or focus more on certain things and thereby avoid certain other things.



**Wings** are the Types on either side of our Main Type. They influence our Personality in both desirable and undesirable ways.



**Lines** connect the Enneagram Types with one another. Each type has 2 lines emerging from it. One line focuses on the behaviour of a person when s/he feels secure and moves towards growth and the other line focuses on the behaviour of a person when s/he is under stress. While the person's Main Type remains the same throughout their life, they can access their lines for making shifts in their perspectives.



**Talents** are special gifts we possess which are innate and can be developed by us into strengths by using the necessary skills and knowledge.



**Challenges/Areas of Improvement** are some traits, qualities, or abilities that we need to work on, develop or enhance.

# What can you expect from your Profile?

You can use the Questa Enneagram Profile as a practical and insightful guide. It is an invaluable resource that you can use to become consciously self-aware of how to be more effective, both personally and professionally. It's engaging, relevant, useful and is an excellent way of uncovering the multiple facets of your personality.

The Main Type is identified based on how well you know yourself and on how you have responded to statements in the assessment. While reading the profile, take out some time to introspect and reflect. There could be some aspects that you are able to strongly resonate with and some that you may not associate with.

Your Enneagram Profile is a synthesis of the following aspects from the Enneagram perspective –

Who you are from the Enneagram perspective (Your Main Type)	How your Personality is formed and structured?	What does your world look like?
Your Childhood Patterns	Your Workplace Behaviour	How you make Relationships work for you?
Your key Talents and Challenges	Your Social Interaction and Conflict Resolution styles	How you use some other types of Enneagram

This profile will help you to re-point your internal compass in the direction which leads you to self-awareness and transformation.

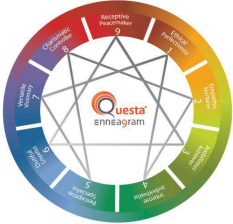
We invite you to embark on this new path of 'Self-Awareness and Re-Discovery'.

**“Knowing yourself is the beginning of all wisdom”**

**- Aristotle**

# Facets of QE Assessment

These are the various components that we will be covering in your Enneagram Profile!



Main Type

The Enneagram Main Type drives the way we think, feel and act. It determines how we perceive the world around us, what motivates us, how we cope with our fears, how we work with our talents, values, and where we focus our attention. It includes the overall personality traits and characteristics that we tend to display.

There are many facets or layers to the Enneagram. It is not just about exploring the Main Enneagram Type as that would not give us the necessary information required to understand the psychodynamics of personality and behaviours. Also, it is important to keep in mind that individuals are more than their types.

The layers in the QE- Standard Assessment profile connects the main type to –



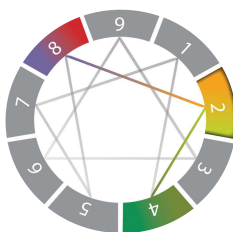
Tri-type

The **Tri-type** which points to the fact that though we have one core motivation, we do use the other centres to balance our behaviours. The same is supported by the Triune Theory by Paul Maclean where he mentions that we have 3 centres of intelligence in our body – Head, Heart, and Gut.



Wings

The **Wings** are the types on either side of our Main Type. These Types (Wings) influence our Main Type without changing it.



Lines

The **Lines** act as the basic building blocks of Enneagram and hence are important for taking the transformational journey towards growth. While the person's Main Type remains the same throughout their life, they can access their lines for making shifts in their perspectives.

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# SECTION 1

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## Understand Yourself through Enneagram

Though your motivation comes from your Main Enneagram Type, your Tri-type provides an additional flavour to your behaviours.



# YOUR MAIN TYPE

**There are nine points on the Enneagram circle that make up the Nine Types – one of these is your Main Type.**

The Main Type drives the way we think, feel and act. It determines how we perceive the world around us, what motivates us, how we cope with our fears, how we work with our talents, values, and where we focus our attention. It includes the overall personality traits and characteristics that we tend to display.

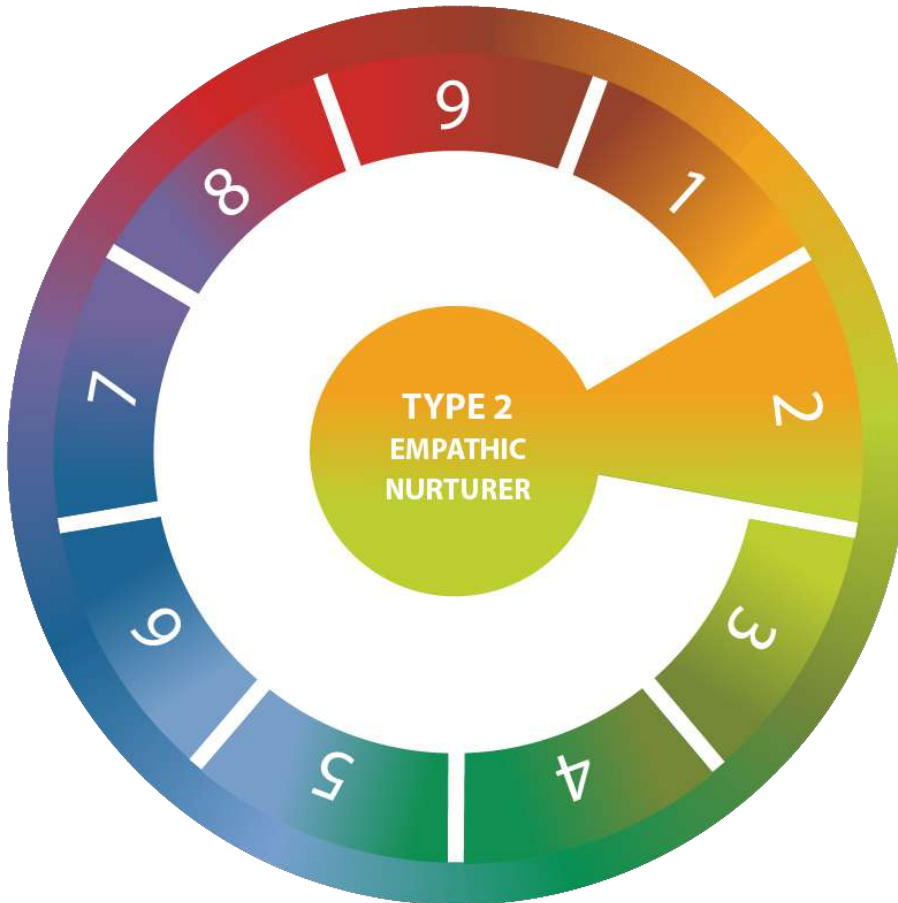
Our personality type develops in our childhood and is a combination of nature versus nurture. Our personality remains constant throughout our lives, though as we grow and evolve in life, we may consciously or unconsciously use adaptive and growth strategies. The intention of the profile is to make these strategies more conscious for you.



# Your Main Type

## Ennea 2

### The Empathic Nurturer



***“You can have everything you want in life; if you will just help others get what they want”***

*Some words to describe you*

**Warm | Caring | Generous | Approachable | Loving  
Demonstrative | Possessive | Cheerful | Socially Aware**



# Your Personality Description as an Ennea Two



You are **a positive, warm, and giving person**, who helps others and wants to be of service to them. You have almost a supernatural ability to know what others need even before they have voiced it. You are an extremely outgoing person and can be found in the hub of social activities.

You have a great motivation to connect with others and you **work on developing mutually nurturing relationships**. You might be the first one to greet a new colleague at the office or take tea and snacks for a new neighbour as a way of welcoming them into the neighbourhood.

Being open and empathetic comes very naturally to you. You can truly be called **altruistic**. You are friendly, thoughtful, generous, and sincerely concerned for the well-being of others.

You can also **derive a strong sense of value by doing something which will please others** and in turn, you become extremely happy when people praise and compliment you for what you have done for them.

You **can be very sensitive to criticism** and since your entire approach is relationship and emotion-centred, you can see it as a personal attack on you. At these times, you can actually be proud of your virtue and may need expressions of gratitude from others.

One aspect of conflict in your life could be when **you start to intrude into the lives of people around you**. For you, it might not seem like intrusion because your intention is to help them but since you get caught up in the role of a caregiver you may not be able to establish boundaries.

While it is very easy for you to give all of your time and energy to help others, **you can't imagine asking someone for help** when the situation is reversed. You really don't know how to receive help when it is offered.

Though you might not be aware and it may be very unconscious, **when you do something for someone, there is a hidden expectation behind that action**. It could be seeking love, appreciation, attention, or future emotional or material support.

When you walk into a room, you would **naturally gravitate towards people who might be in distress** or in need of something. Along with the needs of others, you are also attuned to their pain.

You **have an amazing ability to make people feel safe and comfortable**. Your large-heartedness might be very visible to people like your family, friends, neighbours, and coworkers. It could also be because instead of being judgemental, you **accept people the way they are**. You create an environment, where emotionally and physically people can be themselves.

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You **may at times feel that people take you for granted** because you bend over backwards to accommodate the needs of other people. You may become overworked and tired, not finding enough time to take care of your own needs.

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When you walk into a room, you would **naturally gravitate towards people who might be in distress** or in need of something. Along with the needs of others, you are also attuned to their pain.

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At times, **you may end up giving too much power to others** which may cause resentment within you and you may end up sulking or spoiling your day as well as the other person's day. You may end up feeling like a martyr who has sacrificed everything and got nothing in return.

## A Moment of Reflection..💡

Though you are intuitively attuned to understanding the needs of others, take a step back, tune into your body, and see if you are ready to step up and help that person. Have you taken adequate rest, and have you attended to your practical matters? Are you taking care of yourself properly, eating and sleeping on time or do you feel it is selfish to put your needs first?

Reflecting on this as a daily practice will help you to not fall back into the pattern of putting the needs of others first.

"Be the one who nurtures and builds. Be the one who has an understanding and a forgiving heart, one who looks for the best in people. Leave people better than you found them."

- Marvin J. Ashton

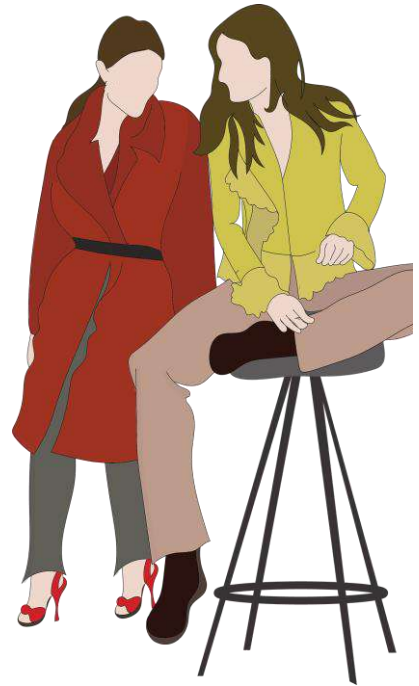


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# The External World of an Empathic Nurturer

## How Others See You

- Others see you as **warm, generous, and caring**. They know that they can depend on you when they are in need.
- They know that even without their mentioning you **can read their mood** and do all that is possible for you to make them feel better.
- They see you as a **master networker**, who knows how to win appreciation from everyone.
- You can be seen as **intrusive** at times, wanting to help even when help is not required.
- People may know that you **expect gratitude, approval, and praise** from them in return for what you do for them.
- You can come across as someone who tends to think of themselves as **indispensable and this makes you feel proud**.
- You love to **build communities** around you and work in places where you can build contacts.



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## What makes it hard to be an Ennea Two

- In order to not alienate others, you **have a hard time saying no**. Sometimes it may be possible that people don't even notice your presence because that's how much you have been taken for granted.
- Working so hard to be tactful and considerate that you **suppress your real feelings**.
- Not doing things you really want to do for yourself, for **fear of appearing selfish**. This causes you to be overworked and tired, with a feeling of being unappreciated and of being used.
- You may tend to be upset at times **when others don't tune into you as much as you tune into them**. "When I intuitively understand what others want, why don't they understand my needs?" is what you often end up feeling.

# How is Personality Formed?



Years of research on human behaviour suggests that we are born with certain predispositions (nature) but our early childhood experiences and environment (nurture) leads us to adopt certain behaviours that we think are acceptable – to ensure our safety and security. When these behaviours get repeated they become a pattern and as per neuroscience, neural pathways are created in our brain. Along with our belief system, our worldview and our motivation these patterns form our personality.

The behaviour that other people see is just the tip of the iceberg, and the rest of the personality is below the waterline. Even we may not be aware of some aspects of our personality. Any sustainable change which we intend to work with starts from below the waterline.

## Your (Ennea Two) Personality Structure below the Waterline



**Your Worldview or your Limiting Belief** - People depend on me for help. I have worth because I am liked and needed. I came to believe that I was not worthy of love and that my needs were less important than others.



**Motivation** - To be liked and appreciated.



**Idealised Self Image** - I am somebody and appreciated, if I am helpful and needed.



**Your Focus of Attention** - the needs of others, providing help and support in a dependable way based on others needs.



**Blind Spots** – Being seen as selfish or needy.

# The Empathic Nurturer as a Child

**“I like to be around people a lot, helping them, and making sure that they are ok. If they are not happy, I am not happy”**

- View of An Ennea Two Child

A childhood message **“It’s not ok to have your own needs”** may have caused you to put others’ needs first and in doing so you might have lost connection with your own needs. As a child, you might have been a favourite child, or a teacher’s pet, someone who learned at a very early age to please others to win their affection and appreciation.

You might have been an outwardly compliant child doing what is expected of you. Your cheerful disposition may have helped you to be popular with other children.

You may have developed very close relationships and in the worst situation, may have been ready to give away your toy or a favourite chocolate to ensure that your friendship continues.

You might have operated out of a fear of humiliation and rejection and hence you tried your best to make yourself indispensable to others. As a kid, you may have attuned to the feelings of others and tried hard to adapt to their behaviour.

You might have believed in three things – first, to put other people’s needs ahead of your own, second, you must give, in order to get, and third, you must earn the love and affection of others.

Being helpful in nature, you could have been someone who would take care of your sibling, did household chores, and took care of your parents’ needs in different ways. You must have learned to repress your own needs, hurts, and self-doubts.



## An Ennea Two at Workplace

- Your workplace is an embodiment of what you seek in life, which is to **build nurturing, sustaining relationships**. You set out to achieve this by being the person who the team can fall back on in times of need. If there is a job that needs service orientation you are the person they will look for.
- You are someone who can get **along well with everyone** in the organisation, right from the CEO to the pantry boy. Winning people over comes to you as naturally as breathing.
- You can be very inspiring. You bring **enthusiasm and passion into your work**, especially if you find meaning in it. You can recruit the right people to accomplish your task and you make them feel valued and wanted. You would sincerely want the people around you to enjoy working with each other.
- You bring the **strength of emotional intelligence** and can be a **valuable mentor and networker**.



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- Because you can **sense the needs and wants of others**, you can come across as friendly with colleagues at office and may have good networking skills with clients.
- Your approach to **problem-solving** is "I'm fine, is there anything I can do to help you?" and your belief about work is that things work best when you can help people succeed.
- If you don't get **feedback of affirmation**, it can make you feel anxious and uncertain because then you don't know where you stand with others.
- You can feel **burdened by meeting others' needs** but may also have a **hard time saying 'No'**. You can be frustrated when people take advantage of your flexibility and generosity.



# Working on Relationships with Enneagram

Our quality of life is greatly determined by our relationships but more often than not we struggle to understand the source of conflicts in our relationships.

The Enneagram helps us realise that not everyone thinks, acts, and feels the same way as we do. This makes us open to diverse viewpoints and a greater understanding of the person we may want to deepen our relationship with.

Your understanding of who you are affects your relationships – the ones that you already have and the ones that you seek. The Enneagram enables us to look deeply within ourselves and allows us to have meaningful relationships with our family, friends, co-workers, and clients.



## You as an Empathic Nurturer in Relationships

- Of all the types in the Enneagram, Twos are the **most empathetic and emotionally intelligent**, hence, connecting with people, tuning into their emotions, understanding the latent needs of a group comes very naturally to you.
- You feel things deeply, it's very **easy for you to express your emotions**, even the difficult ones. As a parent, you may tend to feel the emotions of your child as your own and in a relationship, you may feel the emotions of your partner as your own too.
- At some point in time, all the **giving in the relationship may make you feel exhausted** and you may start to realise that your own needs have been put on the backburner. When you start to take your life back, it may come as a rude surprise to the people who are close to you and may have gotten used to you taking care of them.
- You may be unintentionally drawn to relationships with people, who you feel need help. You **show a lot of appreciation** for your partner, both verbally and through your actions.
- You are intuitively driven to **create a nurturing bond** with everyone in your family.



## Reflection Exercise for Workplace



Take some time out to find out what is it that you need, other than appreciation from others? Maybe go on a solo holiday or spend some time trekking, or even take some time out for yourself to connect with what is it that you want.



Now that you have gone through the initial section of the report, list down some of the descriptors or attributes that you can relate to. Identify the ones that describe how you want to be seen by others? What attributes do you want to keep, and which are the ones that you feel require introspection and reflection?



How does it feel when your colleagues don't appreciate you for what you have done for them? See if for the next couple of days others don't praise or compliment you, can you keep your motivation levels? If you are able to do this successfully, see if are you able to do this for an extended period.



Do you focus too much on people and not on the process? If yes, would you want to bring about a balance? While you may want to focus on people, would you also like to bring about a more process-driven approach to drive results for the organisation?

## Reflection Exercise for Relationships



Think about a time in your relationship when you chose to make yourself indispensable? What motivated you to do that? Did it benefit you? How did it affect your relationship in the short-term and the long-term?



How do you think your relationship with your family, friends, and close ones will work out if you stop pleasing them? Would you feel good? How would they feel?



Notice the active and intrusive energy you may have around your close ones. Do you think becoming more grounded and directing your energies both inwards and outwards help you?



You might want to notice how other people are trying to meet your needs in their own way. It may not be the way you would do it, but it might be the best they can do.

# Conflict Resolution Style of an Empathic Nurturer



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All of us encounter conflicts and challenges at work and in life. We tend to react to these unconsciously depending on our Enneagram Type.

- You handle conflicts by being **'Positive'** about situations. Since you don't want to alienate others, you might take a long time in bringing a problem to the table.
- When conflict arises, you may tend to repress your negative thoughts and feelings and expect that people should focus on positive feedback instead of harping on the negatives.
- You are good at reading the power dynamics in the group and can actually be the power behind the throne. When drawn into a conflict you can become assertive and are willing to stand up for yourself. The downside to this is that giving constructive or negative feedback becomes difficult for you.

## Social Interaction Style of an Ennea Two

Each Enneagram Type has a unique way of interacting with people in everyday life to get what they want; it also determines what energises them in social relationships.



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- Your social style is **'Compliant'**. You can be very dedicated and responsible and do everything that is expected out of you.
- You may tend to sacrifice or repress your own needs to help others, sometimes without even being aware of it.
- You are quite intuitive to the feelings of others, which comes in handy during your interaction with them. A pat on the back, a gentle touch on the arm, or a concerned look at someone endears you immediately to almost everyone in group settings.

## Some Talents and Challenges of an Empathic Nurturer

Mostly, we have spent our lives working on our weaknesses and zeroing in on our mistakes, and ignoring our strengths. We work with the myth that fixing our weaknesses will make everything ok. We think if we excel at something it becomes our strength and it will naturally develop.

Various studies have shown that when we focus on developing our innate talents, we grow faster than when trying to work on our challenges.

We have listed below some Talents and Challenges as per your Ennea Type, please note that you may not be using all talents or may not have realised yet that these are your talents or gifts. You might relate to some of the challenges and some may come as a surprise to you.

- » Empathic
- » Altruistic
- » Has Insight into Others' Needs
- » Develops Excellent Relationships
- » Supportive and Generous
- » Able to Motivate Others
- » Responsible & Hard-working
- » Nurturing
- » Compassionate



### Talents

- » Guilt Inducing
- » Unwilling to Receive from others
- » Playing the Martyr
- » Complaining, Jealous & Possessive
- » Manipulative
- » Loses Objectivity
- » Demanding
- » Angry when Unappreciated

### Challenges



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# YOUR TRI-TYPE

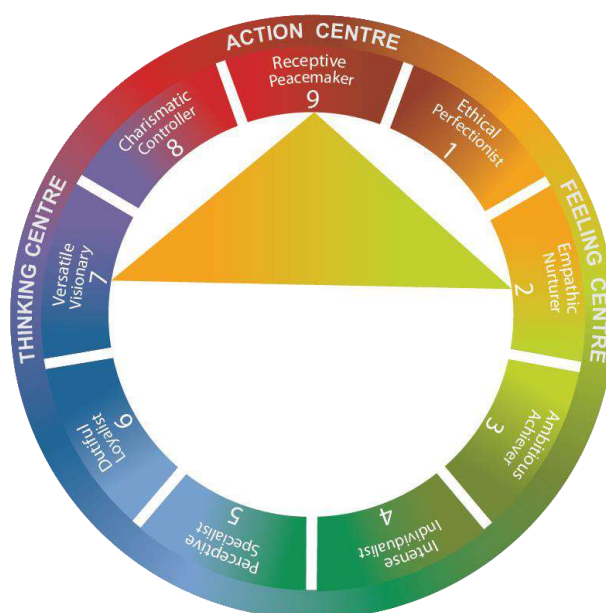
As humans, we all have three centres of intelligence – thinking, action and feeling. We tend to use them to varying degrees. Other than the main type, we use two other Enneagram Types to communicate with the world. While our Main Enneagram Type acts as the base of our personality, our tri-type helps us understand how we think, feel and act.

## **How does knowing our Tri-type help us –**

Knowing our Tri-type helps us understand what style do we adopt to express our three centres of intelligence – what drives us into action, or how we prefer to emotionally express ourselves, and what kind of a thought process do we have.

Two people with the same Main Type and Instinct may still be different due to variations in their Tri-type.

# Tri-type



## Your Feeling Centre - Type 2: Empathic Nurturer



The Feeling Centre – deals with connections and relationships through feelings, moods, tones, and emotions. It focuses on the ‘emotional centre’ and is concerned with how we tend to express our emotions and interpret the emotions of others.

You tend to be emotional, upbeat, and happy, tuned into the needs of others.

## Your Thinking Centre – Type 7: Versatile Visionary



The Thinking Centre – deals with information, logic, reason, and analysis. It focuses on the ‘intellectual centre’ and is concerned with how we perceive the information around us.

You think in terms of big ideas, innovation, brainstorming, and out-of-the-box solutions.

## Your Action Centre - Type 9: Receptive Peacemaker



The Action Centre - deals with the gut instinct or the body instinct. It focuses on the ‘motor centre’ and is concerned with movement and action.

You tend to avoid conflict, resist change, and tend to merge with other’s agendas.

You can refer to page 21 for a glimpse of the nine Enneagram types

# SECTION 2

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## Maximise Your Potential Using Enneagram

Identify aspects of your personality that you can work on to  
begin your journey of transformation







# WINGS & LINES

The Enneagram helps us to pinpoint and understand how to undertake the journey of self-discovery and transformation. As mentioned earlier, the 9 types are interrelated in specific ways through Wings & Lines.

Our Wings & Lines allow us access to more types than just the Main Type and the Tri-type. Each type has two wings and two lines which show us ways to develop. Wings and Lines give us a map that tells us the pattern of our growth, as well as those that get us into trouble.



# Wings of an Ennea Two

Wings – Wings are the Types on either side of Our Main Type. These Types (wings) influence our Main type without changing it. These Wings help us to get more perspectives. We might be able to access both our wings or in some cases only one dominant wing might be flavouring our personality.



## Wing of Type 1 - The Ethical Perfectionist

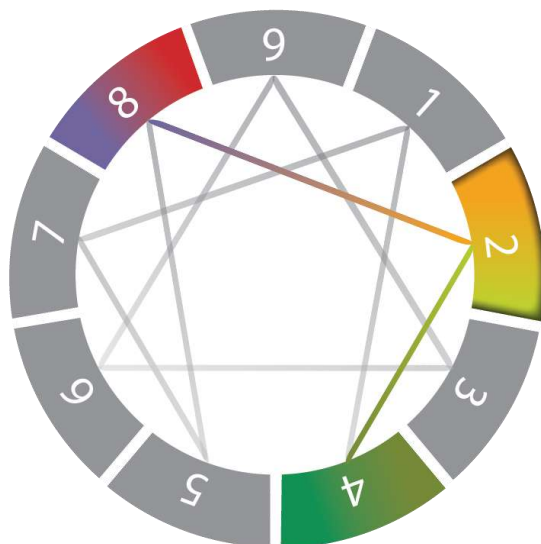
- When you use the wing of One, you combine your warmth with the seriousness of purpose, for self-less service.
- You are emotional but you find it difficult to express these emotions because you don't want to draw attention to yourself.
- You are very conscientious about not having favourites and you tend to see the larger good, combining empathy with morality.
- You prefer working in the background, often having a conflict between your needs and your principles, and if not checked, can become self-critical and neglectful of your health.

## Wing of Type 3 - The Ambitious Achiever

- When you use the wing of Three, you tend to be more outgoing, create personal connections and make others feel good.
- You can be friendly and good-humoured, but at the same time be focused and ambitious.
- When using this wing, you can be less serious, and more task-driven than a Two with a One wing.
- You love to spend time with your friends and family, cooking, entertaining, singing – all as ways of sharing your inner abundance.

# Lines of an Ennea Two

Lines – The Enneagram is a dynamic system and as a result, we are not limited to just one Type. While our basic Personality is our Home Base, we move to at least 2 points on the circle. While the person's Main Type remains the same throughout their life, they can access their lines for making shifts in their perspectives. Lines act as the basic building blocks of Enneagram and hence are important for taking the transformational journey towards growth.



## Line to Type 8 - The Charismatic Controller

- You can be more self-confident and powerful. Instead of repressing your feelings, you tend to be outspoken about them in a direct way.
- You can get in touch with your inner personal power and be genuinely free from your need for others' approval.
- You may establish stronger personal boundaries, stand on your own two feet, and not alter yourself to gain affirmations from others.
- When stressed out, you may stop being kind and loving, becoming irritable, and can attack sharply.
- You may become controlling, trying to take charge of everyone and everything. You can also become hardened, distrustful, and isolated.

## Line to Type 4 - The Intense Individualist

- When using the line to Four, you can say to yourself, "I'm special, so my needs are as important as anyone else's."
- You develop your creative, self-expressive side, instead of being self-effacing.
- You can be much happier by learning to recognize and accept all your feelings without censoring them.
- When stressed out, you may take on a pretentious and artistic image, instead of a generous spirit.
- You may be ill-tempered and demand that others appreciate you and recognize your specialness.

# Your Growth Journey

Now that you have gone through Your Enneagram Profile, were you able to resonate with it? Did you take out some time to introspect and reflect? Could you connect it with yourself or did you feel there were gaps? Take some time and reflect on the same!

The next step in the journey is to embrace change. In order to achieve anything, you need to know where you want to go, right? It's also critical to know where you are right now so you can plot a course from here to the fulfillment of the goals you are seeking.

Below are some areas of your life that you might want to look at –

1. Review each area on your Wheel of Life. You could, if necessary, split or rename areas to add in something that is missing, or make it more meaningful for you.
2. Rank your level of satisfaction with each area of life by drawing a curved line across each segment. Scoring is between 0 (very dissatisfied) and 10 (fully satisfied).
3. Is there an area where your dissatisfaction levels are high or in imbalance? Would you like to focus on it? Identify 3 such areas.



## Your Next Step Towards Development

After having taken the critical step of Self Discovery through the Enneagram Assessment, we are sure you would have gotten enough food for thought. Many of the aspects would have stood out for you and the Wheel of Life would have added some more dimensions to it. Keeping that in mind would you like to now set up developmental goals to take your journey forward? What are the areas you would like to focus on?

Identify 3 goals that are most important for you and you would like to work on -

## Goal 1

## Action Plan

## Goal 2

## Action Plan

### Goal 3

## Action Plan

*This could really be a good start to your journey, and we wish you all the best!*

# How We Can Support You

**Self-Awareness** and **introspection** is an ongoing process.

Most of what you have read, you **may have known about yourself**, but some aspects may have come up as a surprise. You may have had **some insights** and 'aha' moments about yourself. What you choose to do with the areas that came as a surprise to you will define your self-discovery and transformation journey.

How can I delve deeper into Self-Awareness?

How can I take this forward?

What are the growth and developmental strategies available to me?

These are some of the questions you may have, and as you decipher these questions, you may or may not have someone who could help you navigate this journey. We at Questa Enneagram can provide you the required support and guidance, through our experienced coaches and facilitators who can create a reassuring and a non-judgmental environment for you to explore yourself further, **identify your growth paths** and **strategies** to become a better version of yourself.

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“Knowing others is wisdom,  
Knowing yourself is enlightenment”  
- Lao Zhu

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We believe in empowering individuals to take their transformative journey to maximise their potential. Hence, we have various curated programs that can be customised just for you. These programs include group learning through workshops and personalised one-on-one coaching.

You can visit us at [www.questaenneagram.com](http://www.questaenneagram.com) or write to us [support@questaenneagram.com](mailto:support@questaenneagram.com)

For those of you who want to delve deeper into Enneagram, we also have Accreditation Programs.

# The 9 Enneagram Types - An Overview



**Enneagram Type One – Ethical Perfectionists** are highly principled, quality-conscious, have high standards, and are detail-oriented. They are skilled process-setters, structured, organised, and rule-abiding. They take great satisfaction in being responsible and accountable and are realistic, thorough, neat, wise, and discerning.



**Enneagram Type Two – Empathic Nurturers** are generous, altruistic, and empathetic in their behaviour. They are skilled at knowing the needs of others and love attending to them. They enjoy feeling needed and helpful. They are hardworking and motivated people with a drive to connect with the world as generously as possible.



**Enneagram Type Three - Ambitious Achievers** are self-assured, focused on excelling, adaptable, preferring to focus on their goal and results. They are skilfully attuned to what is seen as successful by others and adapt themselves accordingly. They want to achieve great success and receive recognition and affirmation from others.



**Enneagram Type Four – Intense Individualists** are creative, sensitive, and expressive. They like to be unique and original; are skilled at being highly inspired and creative in their field. They seek their own identity and authentically express themselves. They may come across as distant and reserved but they do desire relationships.



**Enneagram Type Five – Perceptive Specialists** are curious, observant, and independent. They pursue knowledge and seek a deeper understanding of the world around them. They are skilled at deriving ground-breaking insights in their area of expertise and are often seen as withdrawn as they prefer privacy and time alone to think.



**Enneagram Type Six – Dutiful Loyalists** are warm, committed, engaging, hard-working, and responsible. They are skilled trouble-shooters and problem-solvers who consider the pros and cons of everything. They tend to be concerned with external threats and look for ways to keep themselves and their close ones safe. They are very loyal and want to build close relationships with others.



**Enneagram Type Seven – Versatile Visionaries** are enthusiastic, fun-loving, adventurous, and spontaneous. They are skilled at generating new, innovative ideas and love seeking out new experiences and better opportunities to keep their excitement going. They like to keep a busy calendar, are people-oriented, and enjoy pursuing new relationships.



**Enneagram Type Eight – Charismatic Controllers** are, confident, powerful, resourceful, and assertive in their approach. They are direct and straightforward and love engaging in debates. They are quick to get into action and skilled at making difficult decisions. They are fiercely independent and do not like to rely on others.



**Enneagram Type Nine – Receptive Peacemakers** are diplomatic, agreeable, accepting, optimistic, and adaptive in their behaviour. They like to maintain peace and harmony around them by diplomatically avoiding conflicts and are skilled at mediating conflicts between others. They tend to enjoy time alone or with smaller groups of people.