

What can you expect from your Profile?

You can use the Questa Enneagram Self-discovery 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.

The Self-Discovery profile is a synthesis of the following aspects from the Enneagram perspective –

- ✓ Who you are as a person
- ✓ How your Personality is formed and structured
- ✓ What does your world look like?
- ✓ What your childhood may have been like
- ✓ How do you come across at the workplace?
- ✓ How you make relationships work for you
- ✓ How do you come across to people in social situations?
- ✓ How you approach and deal with conflict situations
- ✓ What may be some of your key talents and possible areas of challenges?
- ✓ How you may be accessing behaviour traits of the other types
- ✓ How do your instincts influence your Main Type?

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

So feel free to embark on this new path of 'Self-Awareness and Re-Discovery'.



“Knowing yourself is the beginning of all wisdom”

- Aristotle

Principles of Enneagram



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

No Type is better than any other

All Types have their Innate Talents as well as Challenges

People are more than their Type – Enneagram doesn't stereotype

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

The 9 types are not static – they are interrelated in specific ways, as indicated by the inner lines of the symbol

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 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.



Limiting Beliefs are the thoughts that we believe to be true but limit us in some way. They restrict us from exploring other aspects of our personality which we may not have looked at, because we feel we may not be capable enough.



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



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 avoiding 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 Is Enneagram?



Enneagram is a framework that can be practically applied
to transform the way we move

from **Personality**

Which is our

- » worldview
- » limiting beliefs
- » what we value
- » what we avoid
- » thinking, feeling and behaviour patterns



to **Presence**

Which helps us

- ✓ break free from these patterns
- ✓ transform our talents into strengths
- ✓ have a more emotionally intelligent approach to life
- ✓ allow moments of 'flow' and 'peak performance' to emerge naturally

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MODULE 1 – 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, our talents, values and where we focus of 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 VS nurture. Our personality remains constant throughout our lives though as we grow and evolve in life, we may use adaptive and growth strategies.

Your Main Type

Ennea 6

"Sometimes the questions I ask, have nothing to do with the right answer and everything to do with your answer.."



Dutiful Loyalist

Loyal | Committed | Security-Oriented | Warm | Engaging |
Responsible | Anxious | Sceptical

Your Personality Description as an Ennea Six



You are **a very responsible and committed person**. You are loyal and need a strong sense of security and consistency, someone who tends to uphold strong relationships. You have very strong ideologies in terms of values and beliefs. Sometimes you can fight for your beliefs more fiercely than you fight for yourself.

You **treat your loved ones and friends as valuable treasures** and would stand by them, no matter what. You are also defined by your indecisiveness and you take a lot of time to make critical decisions. What's true today can change tomorrow, hence you don't find it easy to arrive at a decision.

You **are engaging, warm and likeable, with a sense of humour**, which people around you generally appreciate and find appealing. Due to a community-driven approach, you may overextend yourself with multiple commitments.

At times you may be filled with self-doubt but over time you have learned to trust your own experiences in life. You can be very productive and a logical thinker and can be a very good judge of character.

You tend to be a devil's advocate as you question almost everything. **You are mostly busy planning for the worst-case scenario**. You tend to be on the lookout for possible threats – you like to be prepared and watch out for unexpected problems and dangers; looking for hidden motives and agendas, but when you do trust someone you are very loyal and committed to them.

When you are at your best, you can connect with yourself and others with a clear sense of orientation and with a deep trust about yourself. You **value collaboration** and believe that we are all interconnected.

You **find it very easy to ask critical questions** which might be seen as opposition by others, but that is not necessarily the case. You are more interested in figuring out if the decision which is being made is the right one or not.

You **seek certainty, predictability, comfort and security** but have a hard time finding it. In order to get a feeling of safety and security you put your attention towards finding people and situations who can be trusted.

You **look for ways to create stability from external sources**, but since you sometimes don't trust your own thinking, you worry about making the wrong decision. Sometimes your fear and paralysis end up creating the problems you are trying to prevent. Fear can move you in two ways- you may either physically and mentally move away from your fears and seek safety in external authorities or you fearlessly move ahead and face your fears head-on.

You may develop strategies to **try and predict or anticipate future risks**. You may create scenarios in your mind about what can possibly go wrong in the future and begin to take steps to prevent them.

You **like to be kept in the loop**. What might seem trivial to others is very important for you. In close relationships, if you are not kept up to date or posted about things, you tend to see it as a breach of trust.

You **tend to stand up for the underdog**, and you have the capability of mobilizing a lot of support to help those who you feel are powerless.

You **can come across as contradictory to others**. You may project both strengths and weakness, courage and fearfulness you can be trusting or mistrusting; aggressive or passive; cooperative or obstructionist.

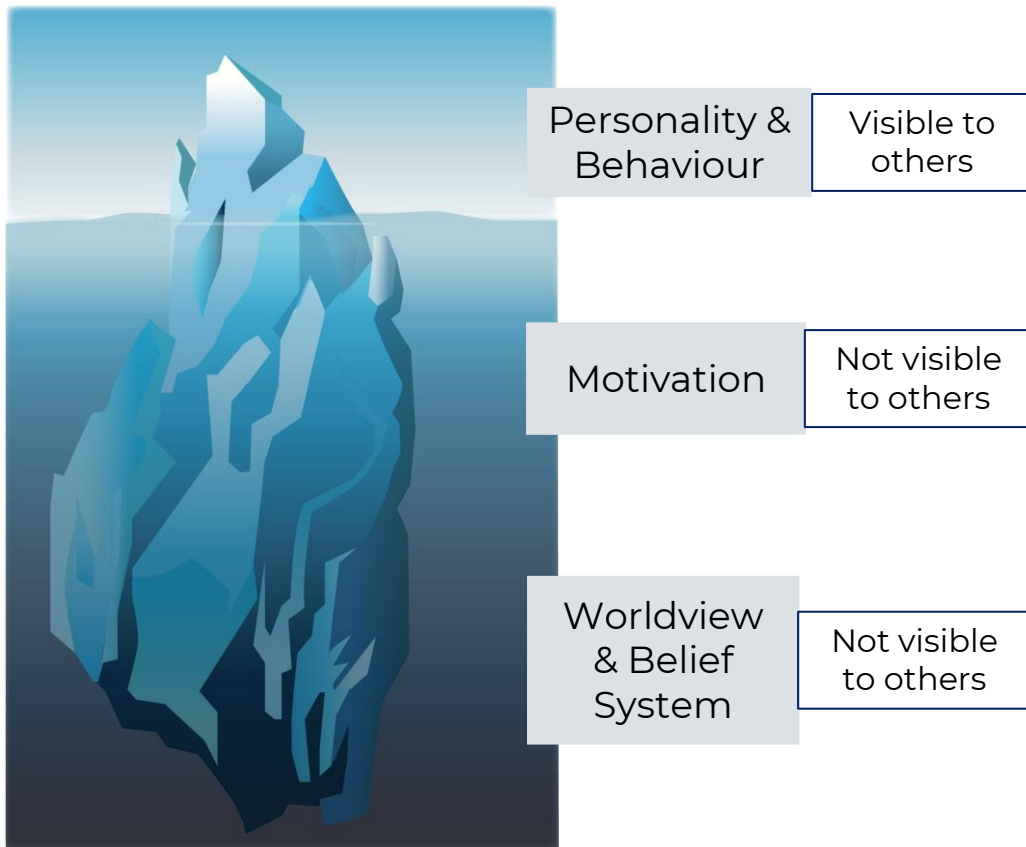
You **work tirelessly** to create stability and security in your world and bring a cooperative spirit to whatever you are involved in.

“There’s a difference between interest and commitment. When you’re interested in doing something, you do it when it’s convenient. When you’re committed to something, you accept no excuses; only results.”

- Kenneth Blanchard



How Personality is 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 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 Personality Structure as Ennea Six



Your Worldview or Limiting Belief

The world is a threatening place – from an early age, you felt scared and unsafe. Everything around you seems unpredictable and untrustworthy hence you tend to imagine the worst.



Your Adaptive Strategy

You became **doubting and vigilant; questioned authority** and learned to **fight perceived threats and hazards**.



Your Limiting Fear

The fear you operate and work from is that of **being unprepared, of being without support and guidance**.



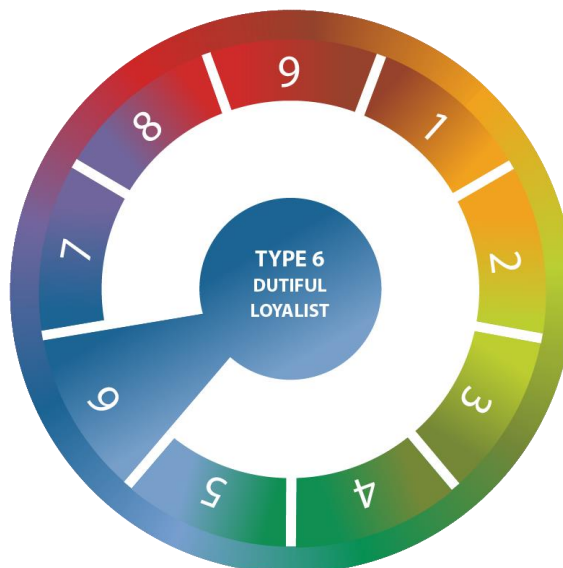
Your Motivation

To deal with the fear you are driven **to feel safe and seek belongingness** from those around you.



Your Focus of Attention,

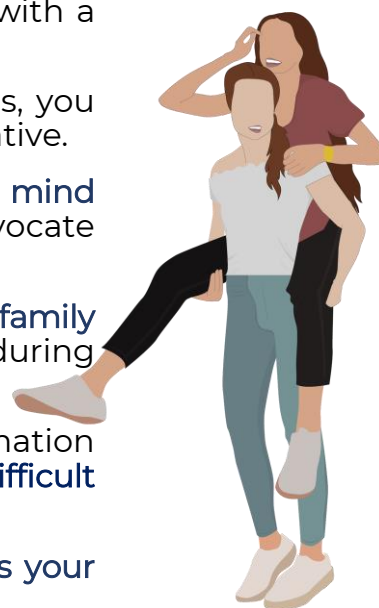
Because of this strategy your focus goes to **what can possibly go wrong**. You put a lot of energy into developing plans and systems to help create that security for you.



The External World of an Ennea Six

How Others See You

- They see you as **warm, engaging and upbeat** with a group/community/team-oriented approach.
- Others see you as **anxious and fearful**. At times, you may also come across as suspicious and combative.
- Someone who has **a questioning and critical mind** and as someone who can be a devil's advocate **bringing in multiple perspectives**.
- You may be seen as **a loyal friend, colleague, family member**, who is ready to stand by them during times of crisis.
- They also feel that you need too much information before you act, and your **ambiguity may be difficult for them to understand**.
- You can come across as someone who **doubts your own success and that of others**.



What makes it hard to be an Ennea Six

- **A constant battle with your mind** when trying to make a decision.
- Your **habit of delaying decisions** because of fear of failure and not having confidence in yourself.
- **A fear of being taken advantage of** and being abandoned.
- **Being too critical of yourself** when you have not lived up to your expectations.
- **Wishing you had a rule book** so you could do everything right.
- **Exhausting yourself by worrying** and scanning for danger.
- You can see both sides of everything, which can be a problem for you. Your **self-doubt and second-guessing nature** can be tiresome even for you.
- The fact is that you want to trust someone, but **not having faith in yourself and your abilities** to trust others is a constant struggle.



Ennea Six as a Child

“I am always worrying about stuff and thinking how things can go bad. I like to be prepared so if something happens, I know what to do”

- View of An Ennea Six Child

A message which an Ennea Six child may have subconsciously picked up during childhood could be along the lines of **‘It’s not ok to trust yourself’**. You responded to life in a measured way based on this childhood message. Your parents may have helped you to learn and trust your inner authority by showing confidence in you to meet new situations.

As a child, you might have been – friendly, likeable, dependable OR sarcastic, bossy or stubborn. Your teachers and coaches may have loved you because you were a good follower and a listener.

In your desire to feel safe and secure, you may have found a sense of comfort in routines that were predictable. You might have held your group of friends together with your loyalty. You may have loved team sports and group activities as a child.

You had an “us against them” approach with a best friend or a parent.

You either looked up to groups or authority to protect you OR you questioned authority and rebelled against them. You might have loved to argue with the opposite side and many a times acted insecure and frightened.

You could have been quick-witted and charming and might have leveraged your anxieties to crack jokes on yourself.



An Ennea Six at Workplace

- You can be very **honest, humble and trustworthy**. When you're comfortable with your coworkers you can be fun and humorous.
- You can be a **good trouble-shooter**, who is good at assessing both the best-case and worst-case scenarios as well as the threats in a plan. But when problems do surface, you are usually ready to handle them **and remain calm during a crisis**.
- You **can understand and clearly explain complex issues and problems**. Your approach to problem-solving is 'what can go wrong and who can I depend on?'. You work with the belief 'things work best when you know everyone's agenda'.
- You can be **serene, open-minded and creative**. Once emotionally balanced, you then **become a powerful source of guidance, support and security for others**.
- You may sometimes display a **tendency of getting caught in analysis –paralysis**.
- You may tend to get tense when there are unknown and unfamiliar situations. You can **insist on precision and following a process**, which may at times make you inflexible.



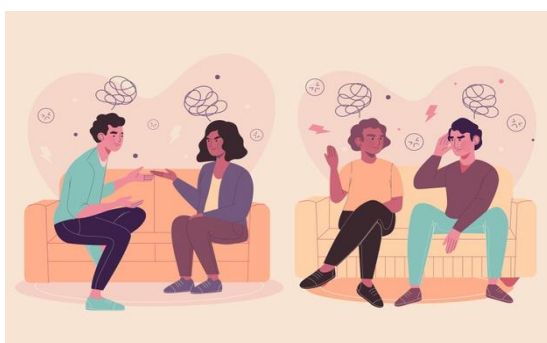
- **You may frequently challenge the authority** in the room. You may sometimes provoke a reaction from others to see if you can trust the other person or not.
- You are **not afraid of being unpopular with colleagues** when you feel that they are taking the wrong decision. At those times you can really push back and voice your opinion.
- You have inherent ability to get others to like you by joking around, bantering and other forms of social bonding. **You look for common ground to connect with people.**

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 relationship with our family, friends, co-workers and clients.



You as an Ennea Six in Relationships

- You can be **very kind and generous** in your relationships. Since you are motivated to feel safe and secure you tend to commit yourself to work on relationships long past their expiry date.
- You are **extremely loyal** to all the relationships in your life and you can be very supportive and responsible and playful with your loved ones.
- **Responsibility runs very deep in your veins** and you take it upon yourself to maintaining the relationships in your life. This also puts a lot of pressure on you.
- You **may feel inadequate and under-confident** when things are not going exactly as how you had expected them to be.
- You **can also turn stubborn and sarcastic**, adopting a 'my way or highway' kind of approach when you are under a lot of pressure in your relationship. You don't like to be taken by surprise by your close ones.

Conflict Resolution Style of an Ennea Six



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 **'Reactive'** and by becoming pessimistic, doubtful and anxious. Your defensiveness comes to the forefront so that others can't take advantage of you.
- Alignment with the group is very important for you. You see conflicts as a sign of attack from others. Instead of focusing on the hopeful aspects and growth potential, you focus on what can go wrong in the negotiation process.
- You may tend to have an 'us versus them' mindset in conflict situation, not allowing you to seek win-win solutions.
- At your best, however, you can clearly see what went wrong and take responsibility, for your role in the conflict without being defensive

Social Style of an Ennea Six

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



- Your social style is **"Compliant"**. You align yourself and conform to the group rules, where there are clear expectations and guidelines.
- You are likely to be conscientious; and you are great at cooperating with others and working towards shared goals. You form connections with others based on similar values, background, belief systems, etc. You are charming and engaging and a good conversationalist.
- You enjoy meeting the expectations and needs of others and proving your friendship and dependability.

Some Talents and Challenges of an Ennea Six

Mostly, we have spent our lives working on our weaknesses and zeroing 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 realized 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.

Talents

- » Responsible
- » Collaborative
- » Persevering
- » Loyal to People you Trust
- » Anticipating Issues or Problems
- » Strategic
- » Practical
- » Sharp Intellect

Challenges

- » Worrying
- » Dislike Ambiguity
- » Analysis-Paralysis
- » Reactive or Defensive
- » Self-Sacrificing
- » Overly Cautious or Overly Risk-Taking
- » Overly Compliant or Overly Defiant
- » Projects Own Thoughts onto Others

MODULE 2 – ENNEAGRAM INSTINCTS

Our evolution as human beings has taken us through three basic survival strategies also known as Instincts. The main Enneagram type is flavored with or is influenced by one or two of the basic instincts. This explains why people of the same type may come across differently. Knowing our instinctual patterns can help us live a healthy and a more balanced life and enjoy better relationships.

There are three instincts in us – the Self Preservation Instinct (SP), the Social Instinct (SO) and the One-on-one Instinct (1-O-1). You may have one dominant instinct followed closely by another instinct and one of the instincts maybe less developed.

Read through the next two pages to understand which flavors your personality more.

What are Instincts?



Self-Preservation
Instinct

The Self Preservation Instinct (SP) refers to the 'instinct to survive' – to have physical safety and have the material needs of comfort met.

In the SP Six, fear manifests as insecurity. They are the most phobic of the three instincts. They escape anxiety by seeking security and protection which causes them to become dependent on others, while also displaying hesitation, indecision and uncertainty.

SP Six's are also the warmest of the three Type Six instincts.



Social Instincts

The Social Instinct (SO) is the instinct to belong and be accepted by the society or social community at large.

The SO Six can't tolerate uncertainty and ambiguity, as it causes anxiety in them. They are more precise and more relaxed than a SP Six. They are concerned with efficiency, can be self-critical and intellectual.

When they believe in something, an SO Six can be a true believer and can hold on firmly to their ideologies. They are friendly and sociable and can be very dutiful towards their groups or communities.



One-on-One

The One-on-One Instinct (1-O-1) is the instinct for deep meaningful connection (with a person/specific individuals) or an intense experience.

The One-on-One Instinct (1-O-1) is a countertype of the three Type Six instincts. They can be strong and intimidating – in terms of physical ability and endurance and have an excellent ability to handle trouble.

They can be very contrarian, ready with an argument to contradict an opinion. They can have a 'hero complex', seeking to be the good guys so that they aren't scolded.

They can give the appearance of a rebel, a dare-devil, a risk-taker or an adrenaline junkie because unlike the other two instincts of Type Six they like to move against danger and fear.

Your Instinct

One-on-one Instinct



You are friendly, open and brimming with energy and enthusiasm and also very industrious, hardworking and ambitious. You need people to see your competence and compliment you. That helps you in ensuring your feeling of belonging.

A 1-O-1 Six, is a countertype instead of being consumed by fear and anxiety, you take a position of strength. You can switch from being charming and assertive to reactive and cautious quite abruptly.

You believe that the best defense is a good offense. You may tend to feel safer when you take potential dangers head-on. You not only want to protect yourself from possible dangers but also those who you love ones and those who are close to you.

The strength which we are speaking of is not just mental but can be physical too. You may love to take up exercise or sports to feel strong in your body. Unlike the other instincts of Type Six, you are better equipped to handle fatigue, repression, humiliation and pain.

You have this general idea that you can be cheated, manipulated or taken advantage of and hence you tend to subconsciously be prepared for any kind of an attack on you.

Although you may be very assertive in most circumstances, you hold doubt in your mind for a very long time – doubting which road to take, what path to choose.

You may be action-oriented, fast-moving, assertive and hard working and can put in long hours at whatever you wish to do – could be a baking assignment or a project in your workplace.

MODULE 3 – WINGS & LINES

The Enneagram helps us to pinpoint and understand how to undertake the journey of self-discovery and transformation. Each type has two Wings and two Lines which shows us ways to develop. Wings and Lines give us a map which tells us the pattern of our growth as well as those, which gets us into trouble.

Wings – Wings are the Types on either side of our Main Type and flavours it without changing it. Wings helps us by enabling 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.

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. Those points are mentioned on the next page. 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.

Your Wings



Wing of 5

- When using a wing of Five, you can have a mental clarity that comes from distancing yourself from the emotions of fear and anxiety.
- You are attracted to knowledge and have great powers of concentration. You can solve problems practically and efficiently while focusing on the details.
- Unexpected changes can stress you.
- When you use the wing of 5, you may get the confidence to rely on your own judgment, rather than seeking external validation.
- Like an observer, you can use logic, without indulging in despair at the time of crisis.
- You might get motivated and energized by reliable relationships.

Wing of 7

- You may tend to be more distracted and may become more self-indulgent in order to quieten the anxiety rising from within.
- When using the wing of Seven, you are eager to be liked and accepted and may have problems with procrastination and initiating projects on your own.
- You may also display good interpersonal qualities with energy, humor and a zest for experience.
- You may be hesitant to speak up about yourself or your problems. While you may be more social, you can be visibly insecure and depend on your close ones for reassurance and advice.
- You incorporate fun, pleasure and the ability to see the positive side of things when using the Wing of Seven.

Your Lines



Line to 3

- You connect with your own competence and mastery to become proactive rather than reactive.
- You channel your energy into goals and concrete plans instead of focusing on fears and the worst-case scenarios. You stop procrastinating and imagining negative scenarios and take positive action.
- You may work with the philosophy 'success is 10% inspiration and 90% perspiration'.
- When stressed, you may try to please authority figures and win them over by working hard and doing what you're told.
- You may start to deceive yourself and others about who you really are and what you really think and feel.

Line to 9

- Your mind can become still and quiet, knowing that the solution lies within you. You can go with the flow and trust the process.
- Your tendency to make mountains out of molehills may settle down. Access to the steady energy of Nines helps you get in touch with the facts and not the dangerous scenarios which play in your mind.
- With a line of Nine, you may be inclusive and accepting of others regardless of whether your lifestyle or views are different from them.
- When stressed, in order to avoid the anxiety which bubbles up you may numb yourself by doing unimportant, comforting and routine tasks.

Your Growth Journey

Now that you have gone through the Self-Discovery 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?

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.

If you want to know how Enneagram can help you grow and make your life better, you are not very far from learning exactly that. You took this assessment with an objective in mind. This profile has been a first step towards achieving that objective. Now after having created an awareness about yourself through Enneagram the next step would be to know what developmental or growth paths and strategies are available to you for becoming a better version of yourself and how you can maximize your potential.

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

We have various curated programs which can be customized just for you. Our programs include group learning through workshops and personalised one-on-one coaching. For those of you who want to become Enneagram Practitioners, we also have Accreditation Programs.

You can get in touch with us at - info@questaenneagram.com or visit us at www.questaenneagram.com

Glimpse of the 9 Enneagram Types



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



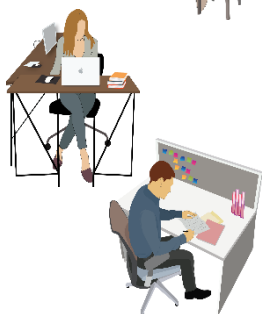
Enneagram Type Two – Empathic Nurturers are generous, altruistic, and empathetic in their behaviour. They are skilled at knowing the needs of others and love attending to them. They enjoy feeling needed and helpful. They are hardworking and motivated people with a drive to connect with the world as generously 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 in their behaviour. 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, independent, and observant in their behaviour. They love to pursue knowledge and seek a deeper understanding of the world around them. They are skilled at deriving groundbreaking insights in their area of expertise. They often prefer privacy and time alone to think, and hence withdraw from others.

Glimpse of the 9 Enneagram Types



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 for 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.

Acknowledgement



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