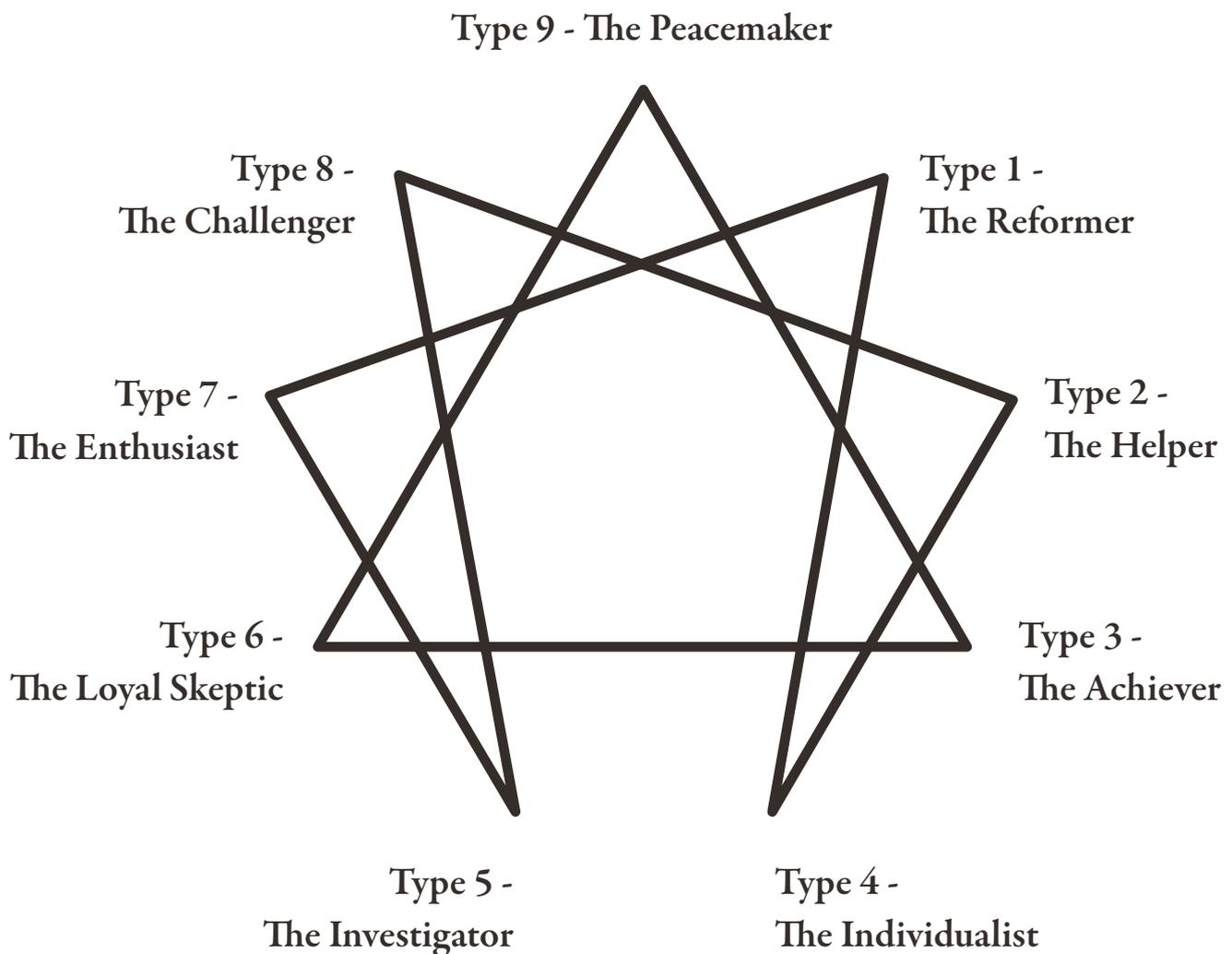


Enneagram

Handout



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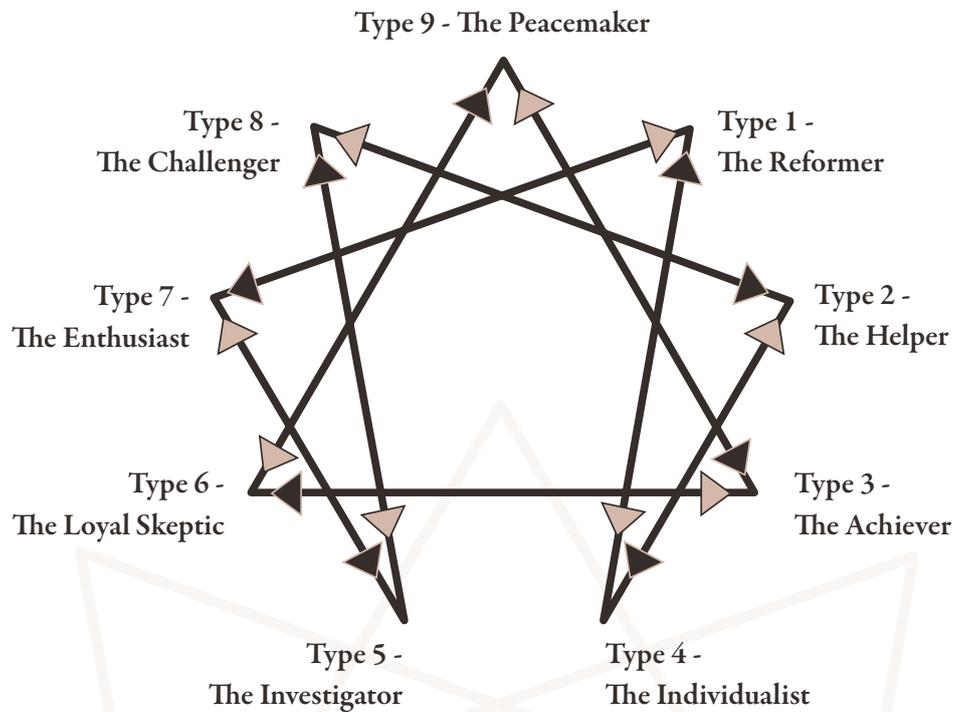
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This training manual is designed for training and education and should not be used as a substitute for psychotherapy or psychiatry.



Coaching with
Madeleine Robinson



The Enneagram is a powerful tool for personal and collective growth and transformation. The nine-pointed Enneagram symbol represents the nine different strategies one could take when relating to the self, others and the world.

Each of us relates to one of these Enneagram types, we each have a different pattern of thinking, feeling and behaving that arises from a deeper inner motivation or worldview.

The Enneagram is a framework for understanding ourselves and others. The Enneagram helps people to recognise and understand patterns in human behaviour including underlying attitudes, conscious and unconscious motivations, emotional reactions, defence mechanisms, object relations, what we pay attention to, our spiritual potential and much more. These are all parts of a complex pattern, which forms each personality type. Although there are only nine underlying personality types of the Enneagram, there are, of course, many subtypes and variations within the nine fundamental categories, which is what makes human beings so complex and intriguing.

The purpose of determining our personality ‘type’ through the Enneagram is not to put us in a box; rather it is to identify the box we are already in. With this awareness we can step outside of our limited perspective and grow into our fullest potential as human beings.

Above all the Enneagram is a vehicle for self-inquiry. Regardless of how you use the Enneagram it is suggested that you try it on and experience it for yourself before you use it as a tool with others.



The Enneagram Pre-suppositions

- The Enneagram has 9 types and 3 centers of intelligence.
- People generally do not change from one motivation to another.
- The descriptions of the personality types are universal to both men and women.
- Not everything in the description of your basic type will apply to you all the time because you fluctuate constantly among the healthy, average, and unhealthy levels of presence.
- The numerical ranking of the types is not significant. A larger number is no better than smaller number.
- No type is inherently better or worse than any other.
- It is important that we do not tell people what type we think they are.

LET'S LOOK AT THE TYPES...



8 - The Challenger

VALUES: Being Strong

WORLDVIEW: The world is hard and unjust and only the strong survive

WE LOVE:

- Their ability to empower others to step into greatness
- Their concern to protect the needs and rights of others
- The healthy 8 is courageous and strong but also gentle and humble

BLIND SPOTS:

- They don't realise how intimidated other people can feel around them
- They don't realise how strong their energy can be, even when they think they're toning it down

SPEAKING STYLE: Can be bold, uncensored, blunt, uses their language, tone and volume to control a situation

FOCUS OF ATTENTION: Power, control, justice, truth

BASIC FEAR: Of being harmed or controlled by others

KEY TRAITS: Strong, self-confident, assertive and wilful

STRATEGY: To make things happen

SUMMARY:

They are protective, resourceful and decisive. They can be proud and domineering and they like to be in control of themselves and their environment. They can appear to others as blunt, take charge and larger than life people. They are often charismatic and action oriented and they want to have an impact on the world and leave a legacy. They are often tough on themselves and those they care about. They are risk takers, determined, sociable and outgoing. Eights bring strength and truth to the world and they fight for the underdog bringing justice and a fair go to all.



9 - The Peacemaker

VALUES: Peace

WORLDVIEW: Keeping the peace is more important than my needs and wants

WE LOVE:

- Their ability to harmonise and mediate group interactions
- Their patience and endurance through hardships
- Their ability to see the grey area. To see all perspectives

BLIND SPOTS:

- They don't realise how much they self-forget and check-out of presence
- They are not aware that their long explanations can cause people to lose interest
- They don't value sharing their wants and desires with others as they think they will not be heard

SPEAKING STYLE:

Can talk in drawn out and ambiguous language, likes to give details in ordered sequence

FOCUS OF ATTENTION: External environment and other people's agendas

BASIC FEAR: Of being disconnected and cut off from everything, including love

KEY TRAITS: Accepting, trusting, stable, flexible and receptive

STRATEGY: Create harmony and avoid conflict

SUMMARY:

They are comforting, good natured and have enormous goodwill for others. Nines are easy going and supportive, however they can be too accommodating and go along with others to keep the peace. Nine's want their environments to be without conflict, so they tend to be complacent and minimize anything that is upsetting. Nine's can struggle with change and will often describe feeling invisible in working environments. Nine's tend to be indecisive and can fall behind rather than jump into action. Nine's are reliable, available and attentive. They are able to bring people together as they have unconditional positive regard for others. Nine's bring balance and harmony into the world as they serve others and help to heal conflict.



1 - The Reformer

VALUES: Being right

WORLDVIEW: Bad people are judged, and good people are rewarded

WE LOVE:

- Their strong sense of purpose and their seeing for wholeness and completeness
- Their desire to 'be good', and bring good into the world
- The healthy 1 is honest, has integrity and embodies acceptance

BLIND SPOTS:

- They think in black and white, do not often accept grey areas
- They see anger as a bad emotion that needs to be repressed and controlled at all costs
- They don't realise that they often appear critical, impatient and angry toward others

SPEAKING STYLE: Can appear quiet or silent in interactions, tends to be precise, exacting, concise and direct

FOCUS OF ATTENTION: What is right/ wrong correct or incorrect

BASIC FEAR: Of being flawed and defective

KEY TRAITS: Principled, purposeful, rational, stable and idealistic

STRATEGY: To achieve a high-quality result by making things more perfect

SUMMARY:

One's are teachers and crusaders; always striving to improve things for themselves and others, however they are afraid of making mistakes. This can lead to ones to be critical, judgemental, meticulous, disciplined and perfectionistic of themselves and others. Ones can be visionary and noble with a strong sense of right and wrong however their high standards can lead them to be self-righteous, ruthless, rigid and unforgiving. Ones are very well organized, orderly and committed. They tend to have problems with repressed anger and impatience. Ones bring wisdom, integrity and fairness to the world as they try to make it a better place for everyone



2 - The Helper

VALUES: Being appreciated

WORLDVIEW: I am only valuable when I meet the needs of others

WE LOVE:

- Their joyful spontaneity. They laugh easily and deeply
- Their mission to help, love and heal the world
- The healthy 2 experiences unconditional love for self and others

BLIND SPOTS:

- They don't know what their needs are and will get angry when their own needs are not met
- Often, a secondary or hidden agenda might lie beneath the 2's generosity
- They don't understand when they were not asked to help and that others don't always need their help

SPEAKING STYLE: Can use soft voice, are quick thinkers on their feet, modifies self and pitches to specific audience

FOCUS OF ATTENTION: The needs of others

BASIC FEAR: Being unloved and unwanted

KEY TRAITS: Empathetic, interpersonal, sincere and warm-hearted

STRATEGY: Being liked

SUMMARY:

Twos are friendly, generous, self-sacrificing and bring optimism, energy and enthusiasm to relationships. Twos like to bring out the best in others, they like to give praise. They are driven to be close to people and they can show unconditional positive regard for themselves and others. Twos like to help people by taking care of them and meeting their needs. Twos tendency is that they struggle to take care of themselves and their own needs, often causing burnout. When Twos help, it can be specific and selective rather than random or general. They can appear seductive and can alter themselves to win favourable attention from people in positions of power. Twos bring compassion and empathy to the world; they bring people together and support and harmonize relationships



3 - The Achiever

VALUES: Being successful

WORLDVIEW: The world rewards me for what I do not who I am

WE LOVE:

- They teach us to invest in ourselves
- Their capacity to motivate us, build morale and team spirit
- The healthy 3 is authentic and genuine. They teach us of our own intrinsic value

BLIND SPOTS:

- They can become impatient when they perceive others as incapable
- They avoid discussing their own failings, and will turn any failing into success
- They can rush or dismiss others and do not see the impact this has on relationships

SPEAKING STYLE: Can be clear, efficient and logical and well-conceived. Tend to pitch to advertise themselves and others

FOCUS OF ATTENTION: Tasks and goals, what needs to be done to gain status, success, prestige and power

BASIC FEAR: Of being worthless, without value apart from achievements

KEY TRAITS: Self-assured, attractive, charming and pragmatic

STRATEGY: Being successful and getting a lot done

SUMMARY:

Threes are extremely driven, ambitious, competent, energetic and adaptable. They can be authentic, organised and goal-oriented people. They are often status-conscious, success oriented and highly driven for personal advancement. Threes are often concerned about their image and what others think of them. They tend to have problems with workaholicism and competitiveness and can be perceived as soulless hustlers in business. You can feel inspired and capable around a Three or a little behind and lazy. Threes bring efficiency and enthusiasm to the world, always striving for faster, better, bigger, stronger.



4 - The Individualist

VALUES: Being original

WORLDVIEW: I have been abandoned, therefore an essential connection is missing

WE LOVE:

- Their ability to see the beauty in everything
- Their intuition and ability to dive deeply into human condition
- The health 4 engages with reality and displays healthy self-expressions

BLIND SPOTS:

- They don't realise that at times they appear dramatic and contrived
- They can appear withdrawn, aloof or condescending

SPEAKING: They like to talk about themselves particularly discussing feelings. Soulful, dramatic, meaningful silences and they paint pictures with words

FOCUS OF ATTENTION: What's missing

BASIC FEAR: Of having no identity, no personal significance

KEY TRAITS: Self-aware, sensitive, reserved, quiet and sometimes withdrawn

STRATEGY: To be unique and special

SUMMARY:

Fours are self-revealing, emotionally honest, somewhat self-absorbed and refined. They can be expressive, addicted to drama, temperamental and self-conscious. Around fours, you can feel special or quite trivial with their push-pull tendencies. Fours withhold themselves from others due to feeling different or unique and this is a way for them to protect this self-image. Fours can be disdainful and exempt from ordinary ways of living, they dislike the 9-5 mundane life. They typically have problems with self-indulgent and self-pity. At their best, Fours are inspired and highly creative, with a sense of purpose. Fours align with causes and empathise with those, who, like the Four, suffer the most - the poor, abused, neglected or misunderstood. Fours bring passion, depth and aesthetics to the world and get right to the heart of the matter with their profound insights.



5 - The Investigator

VALUES: Being competent

WORLDVIEW: The world demands too much and supplies too little

WE LOVE:

- Their insightfulfulness and clarity of understanding
- Their quest to seek answers with their childlike curiosity
- The healthy 5 connects with an inner knowing, beyond information and facts

BLIND SPOTS:

- They don't realise that they don't often exhibit warmth or availability towards people
- They're unaware of the existing abundance
- They can appear condescending, arrogant or elitist

SPEAKING STYLE: Can speak in lengthy discourse often losing people. They are highly selective in word choice when conveying complex issues

FOCUS OF ATTENTION: Potential intrusions from others agendas needs and feelings

BASIC FEAR: Of being helpless and unable to find a place in this world

KEY TRAITS: Alert, insightful, analytical and curious.

STRATEGY: Having information, data and facts

SUMMARY:

Fives are perceptive and secretive and can come across as unreachable and unemotional. Fives are highly cerebral and are able to concentrate and focus on developing complex ideas and theories. Fives are independent and innovative and can be preoccupied with their thoughts and imaginary constructs. Fives become detached and withdrawn enjoying the 'loner' existence; yet can also be highly-strung and intense. Fives hold their cards close to their chest.

At their best, Fives are visionary pioneers, often ahead of their time and able to see the world in an entirely new way. Fives bring wisdom and knowing to the world and often display mastery in their chosen field.



6 - The Loyal Skeptic

VALUES: Being secure

WORLDVIEW: The world is one in which it is difficult, perhaps foolish to trust others, life is unpredictable or even hazardous.

WE LOVE:

- Their endurance and persistence when working toward goals
- Their trusting and stable nature which cultivates a sanctuary for others
- The healthy 6 is supportive of others and themselves as they find their own inner guidance.

BLIND SPOTS:

- Their negative scenarios appear to others as pessimism and ‘can’t do’ attitude
- Their self-doubt and worry can cause other to question 6’s competence
- No matter how hard the 6 tries to mask the worry, it is still apparent to others.

SPEAKING STYLE: Often begin conversation with analytical comments. Alternate between hesitant and bold confident speech.

FOCUS OF ATTENTION:

What could go wrong, worst case scenario and how to deal with it.

BASIC FEAR: Of having no support or guidance and unable to survive alone

KEY TRAITS: Reliable, hardworking, responsible, loyal and engaging

STRATEGY: Be on the lookout for threats

SUMMARY: Sixes are warm, dutiful, truthful and imaginative and are at their best when dealing with crisis. They can be defensive, evasive and highly anxious, running on stress while complaining about it. Sixes are compulsive in looking at worst-case scenarios, potential hazards and risks; they see that every silver lining has a cloud. In situations of uncertainty, Sixes like to work with people to solve problems. They are often cautious and indecisive but can also be reactive, defiant and rebellious. They tend to have problems with self-doubt, suspicion and authority. At their best, sixes are internally stable self-confident and self-reliant. They are the dragon slayers, courageously supporting the weak and powerless. Sixes bring courage and caution to the world and question the lines of authority to ensure personal power is embraced.



7 - The Enthusiast

VALUES: Being happy

WORLDVIEW: The world limits, frustrates and causes me pain

WE LOVE:

- Their ability to perceive the divine in the ordinary
- Their inner drive to contribute to the world
- The healthy 7 teaches us about joy and experiencing ourselves as ‘being’

BLIND SPOTS:

- They may not have absorbed all the information and knowledge they believe they have mustered
- They can fail to see actual limitations when they are met with them
- They don't see their FOMO (fear of missing out)

SPEAKING STYLE: Can be quick and spontaneous with words released in a flurry. They shift topics instantaneously often people can't keep up

FOCUS OF ATTENTION: Multiple options and idealised future plans.

BASIC FEAR: Of being deprived or trapped in pain.

KEY TRAITS: Versatile, optimistic, spontaneous and inquisitive

STRATEGY: Search for the best options and outcomes

SUMMARY:

Sevens are playful, high spirited and practical. They can be overextended, scattered and undisciplined. They constantly seek new and exciting experiences, but they can become distracted and exhausted by staying on the go. The Sevens motto is to “fire, aim ready” and this can cause many problems not for the Seven but others around them. They tend to have problems with superficiality and impulsiveness. At their best, Sevens focus their talents on worthwhile goals, becoming joyous, highly accomplished and full of gratitude. They bring optimism and vision to the world and are able to bring many ideas together to produce a new line of thought.



Lost childhood messages

While we receive many message from childhood that limit us, there are also messages that every child needs to hear. We may have heard at least a few of them, but almost certainly not all. The Lost Message, the message that has not been heard (even it has been sent), often become the central issue for the child and the core of his or her Basic fear. Thus, for each type, the adult personality structure does whatever it can to have others give us the Lost Message we never adequately received.

Type One: “You are good”

Type Two: “You are wanted”

Type Three: “You are loved for yourself”

Type Four: “You are seen for who you are”

Type Five: “Your needs are not a problem”

Type Six: “You are safe”

Type Seven: “You will be taken care of”

Type Eight: “ You will not be betrayed”

Type Nine: “Your presence matters”



Unconscious childhood messages

We all received many different unconscious messages from our mother and father (as well as from other significant figures) during childhood. Those messages had a profound effect on our growing identity and on how much we were allowed to fully be ourselves. Although some of us received many of the following messages, one message tends to be central to each type.

Type One: “It’s not okay to make mistakes”

Type Two: “It’s not okay to have your own needs”

Type Three: “It’s not okay to have your feelings and identity”

Type Four: “It’s not okay to be too functional or too happy”

Type Five: “It’s not okay to be comfortable in the world”

Type Six: “It’s not okay to trust yourself”

Type Seven: “It’s not okay to depend on anyone for anything”

Type Eight: “It’s not okay to be vulnerable or to trust anyone”

Type Nine: “It’s not okay to assert yourself”

Source:

The Wisdom of the Enneagram
- Don Riso and Russ Hudson

Modo Coaching and Training Enneagram Specialists
- Manual one “Know thy house”





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