

# The Enneagram

Welcome to Lunch and Learn!





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**“Why did I/they do that?!”**

**“Why don’t they do it the same way I would do it?!”**

**“Why was that weird?!”**

**“What just happened?”**

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## Why the Enneagram?

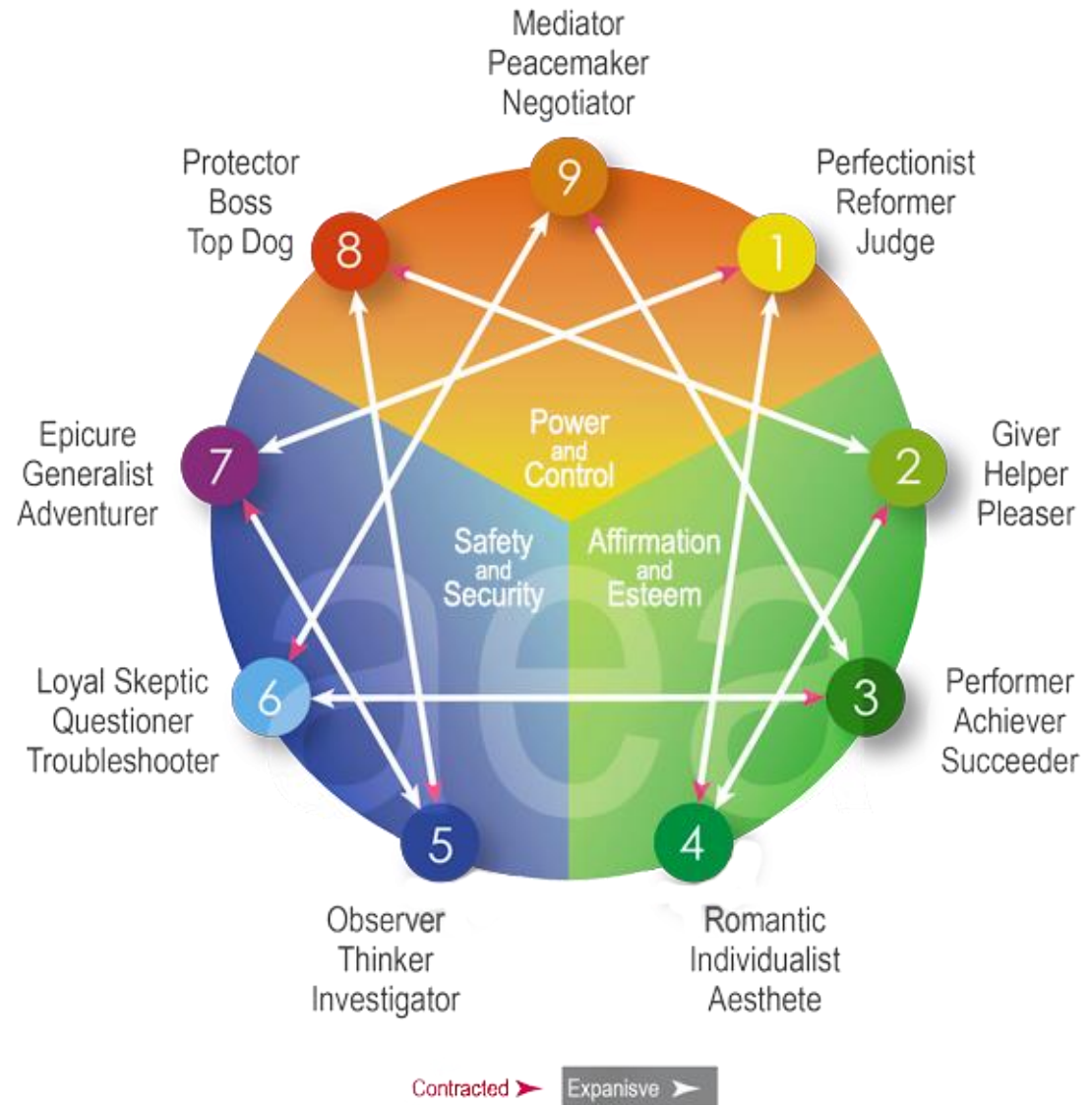
- Explains the **why** behind how we **think, act,** and **feel**
- Helps us come to terms with our **gifts** as well as our **negative patterns**



# Brief History of the Enneagram



“Enneagram”  
=  
“9-pointed  
figure”



# The Dynamics of the Enneagram

**True Self:**  
who God made you  
to be



**Childhood Wound:**  
that which jars you  
out of your true  
self



**Basic Desire:**  
I just want to get  
back to my true  
self



**Behavior Loop**

**Vice and Fixation:**  
our sins and how  
we get stuck

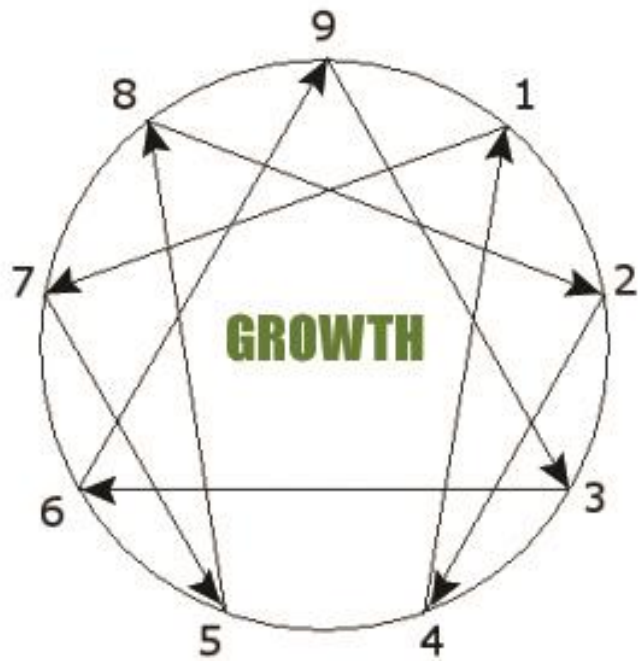


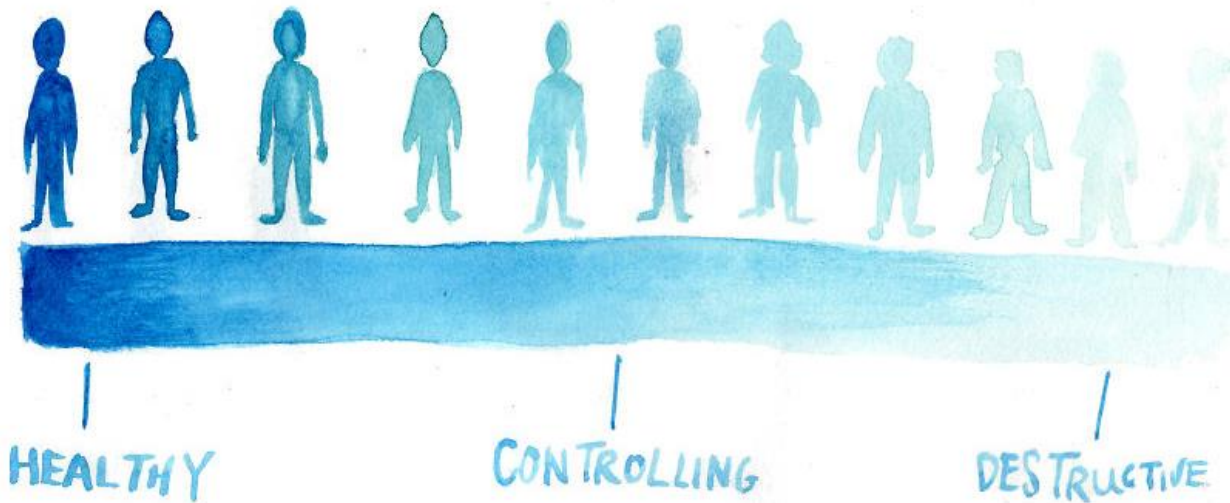
**Basic Fear:**  
I'll never get back  
to my true self



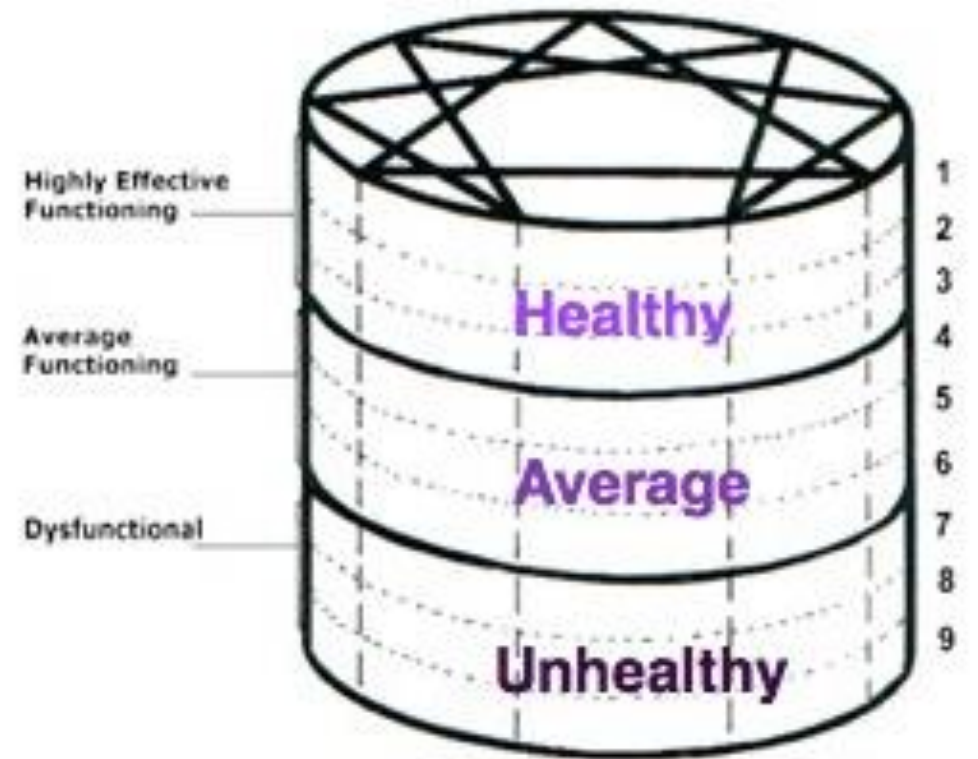
# Arrows & Wings:

Each number borrows characteristics of 4 other numbers





IG: @rockinruksi



## Levels of Function/Health

Each number has its own level of health:

- 3 Healthy Levels
- 3 Average Levels
- 3 Unhealthy Levels

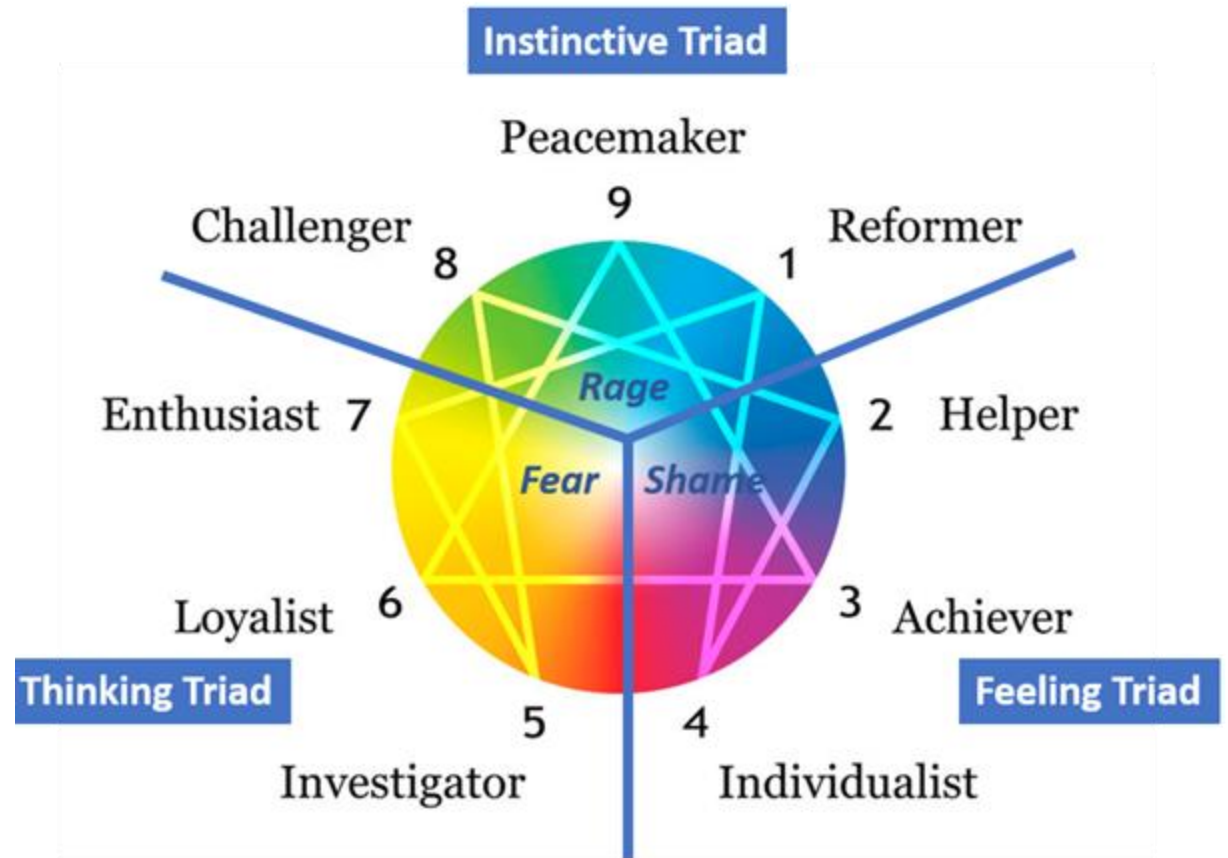


# Triads or Intelligence Centers

“Love the Lord your  
God with all your **heart**  
and with all your **soul**  
and with all your **mind.**”

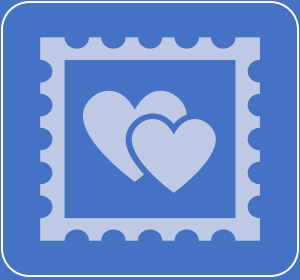
Matthew 22:37

Enneagram Centers of Intelligence



<https://www.myeverydaybeing.com>

# Triads or Intelligence Centers



## Heart Center: Meets the world with emotions

- Driven by: Shame & Image
- Vacillate between the need for connection and the tendency to compare for validation



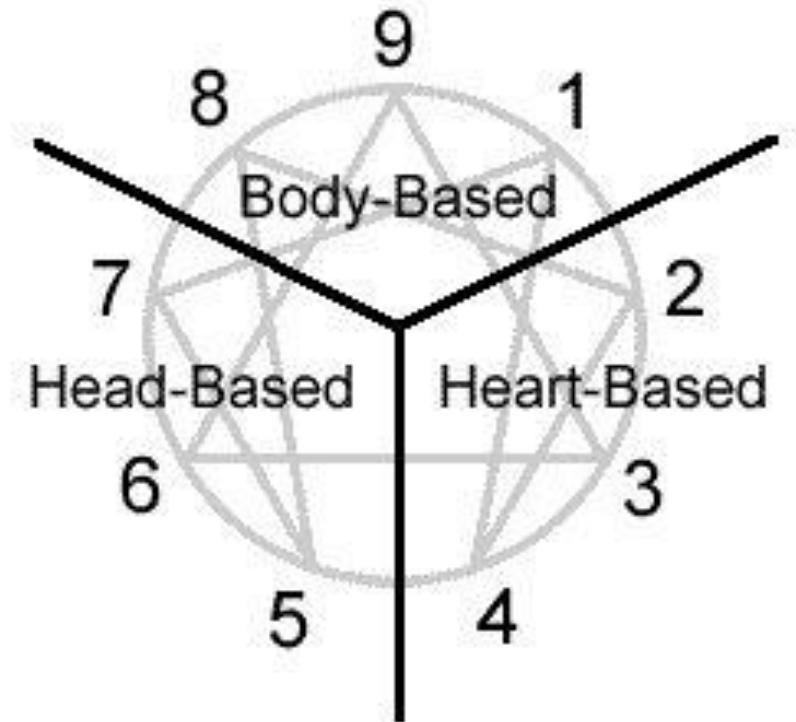
## Head Center: Meets the world with thoughts

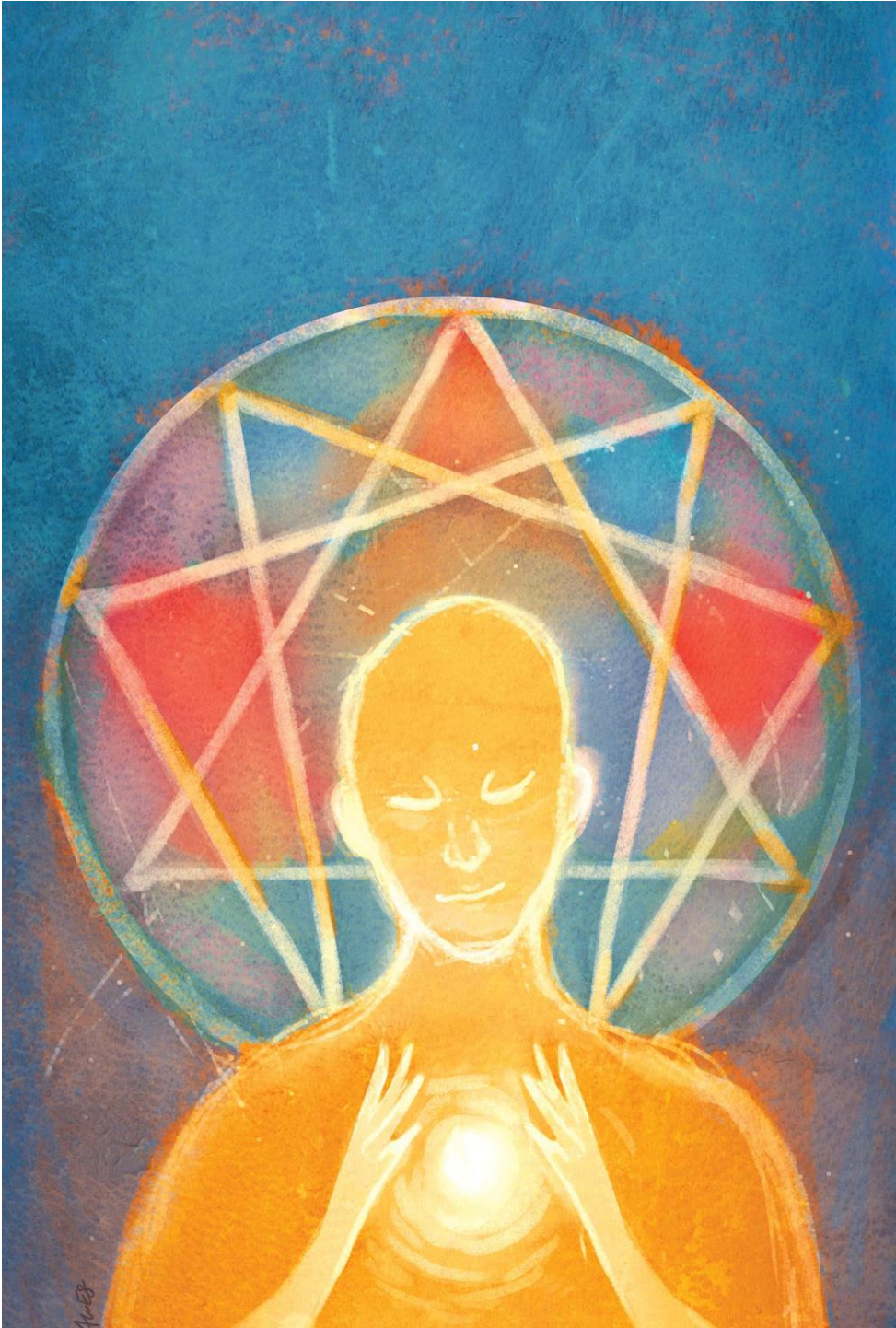
- Driven by: Anxiety and Distress
- Believe in competency as cure for instability



## Body Center: Meets the world with action

- Driven by: Anger and Frustration
- Engage the world through activity in order to maintain and assert a sense of control





# Figuring out your number

**“When we can find the courage to be honest with ourselves, we’re ready for the Enneagram.” –Christopher Heuertz**

**Honesty, courage, readiness**

- 1. Notice your behavior and motivation**
- 2. Test ONLY if you know someone who can help you**
- 3. Talk with someone who knows the enneagram, as well as someone who knows you**
- 4. Do your own research from reputable resources**



“They say that when you find your type you will feel kind of exposed, for me I felt a little humiliated, but also, I felt seen.”

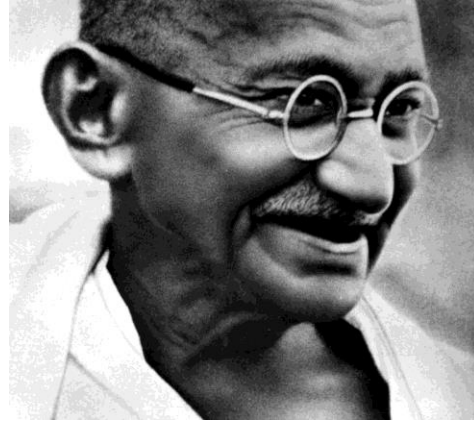


The 9 Types:  
Let's dive in!

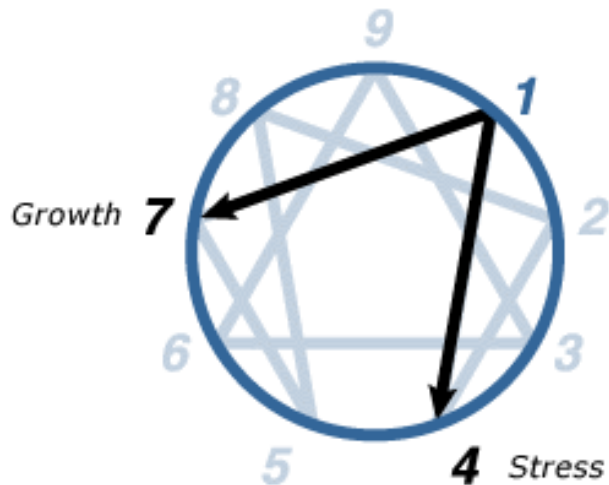
# 1: The Perfectionist or Reformer

The principled,  
idealistic type

Body/Gut/Anger



# 1: The Perfectionist or Reformer: Behavior



AT THEIR BEST	AT THEIR WORST
Ethical Reliable Productive Wise Idealistic Fair Honest Orderly Self-disciplined	Judgmental Inflexible Dogmatic Obsessive- compulsive Critical of others Overly serious Controlling Anxious Jealous

# 1: The Perfectionist or Reformer: Motivation



**Basic Fear:** Of being corrupt/evil, defective

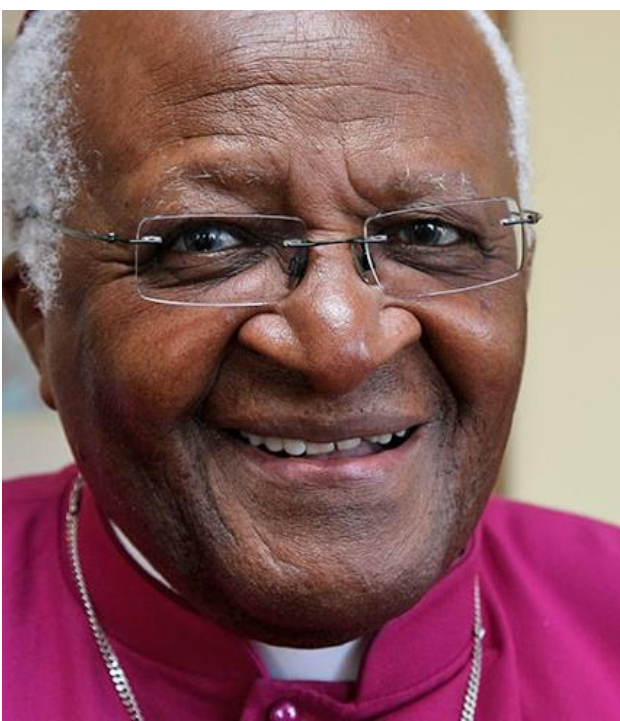


**Basic Desire:** To be good, to have integrity, to be balanced



**Key Motivations:** Want to be right, to strive higher and improve everything, to be consistent with their ideals, to justify themselves, to be beyond criticism so as not to be condemned by anyone.



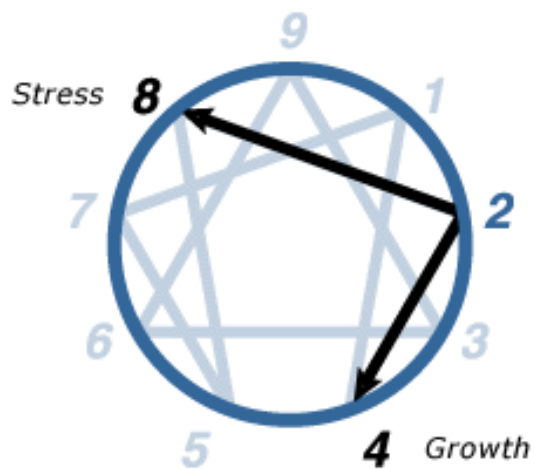


## 2: The Helper or Giver

The caring, interpersonal type

Heart/Feeling/Shame

## 2: The Helper or Giver: Behavior



AT THEIR BEST	AT THEIR WORST
Loving Caring Adaptable Insightful Generous Enthusiastic Tuned in to how people feel	Martyr-like Indirect Manipulative Possessive Hysterical Overly accommodating Overly demonstrative (extraverts)

## 2: The Helper or Giver: Motivation



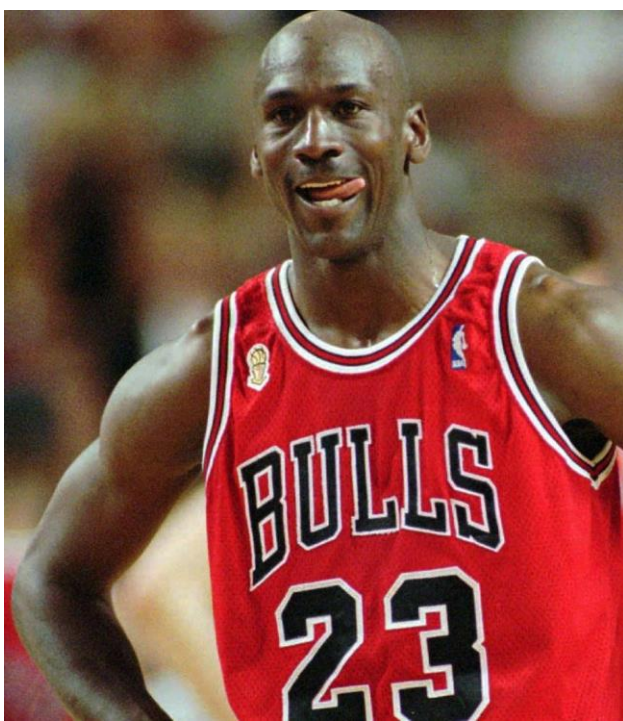
**Basic Fear:** Of being unwanted, unworthy of being loved



**Basic Desire:** To feel loved



**Key Motivations:** Want to be loved, to express their feelings for others, to be needed and appreciated, to get others to respond to them, to vindicate their claims about themselves.

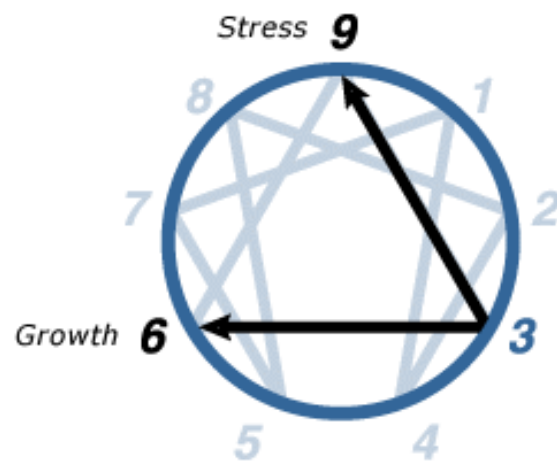


### 3: The Achiever or Performer

The adaptable, success-oriented type

Heart/Feeling/Shame

### 3: The Achiever or Performer: Behavior



AT THEIR BEST	AT THEIR WORST
Optimistic Confident Industrious Efficient Self-propelled Energetic Practical	Deceptive Narcissistic Pretentious Vain Superficial Vindictive Overly competitive

# 3: The Achiever or Performer:

## Motivation



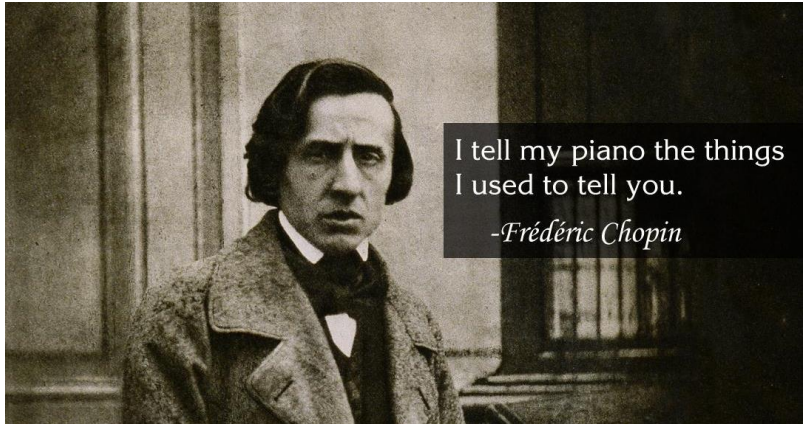
**Basic Fear:** Of being worthless



**Basic Desire:** To feel valuable and worthwhile



**Key Motivations:** Want to be affirmed, to distinguish themselves from others, to have attention, to be admired, and to impress others.

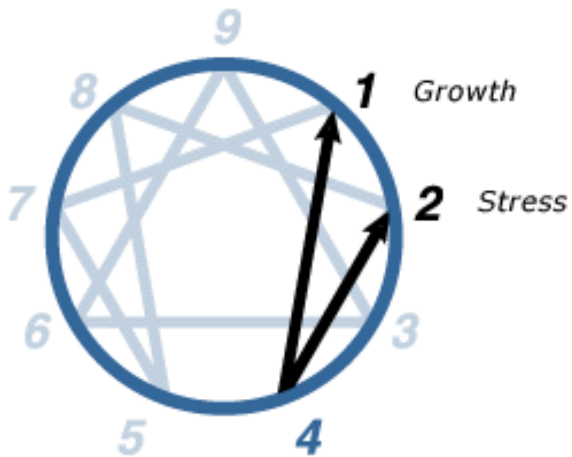


**4: The Romantic or Individualist**

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The sensitive, introspective type || Heart/Feeling/Shame

# 4: Individualist or Romantic: Behavior



AT THEIR BEST	AT THEIR WORST
Warm Compassionate Introspective Expressive Creative Intuitive Supportive Refined	Depressed Temperamental Guilt-ridden Moralistic Stubborn Moody Withdrawn Self-absorbed



## 4: The Romantic or Individualist: Motivation



**Basic Fear:** That they have no identity or personal significance



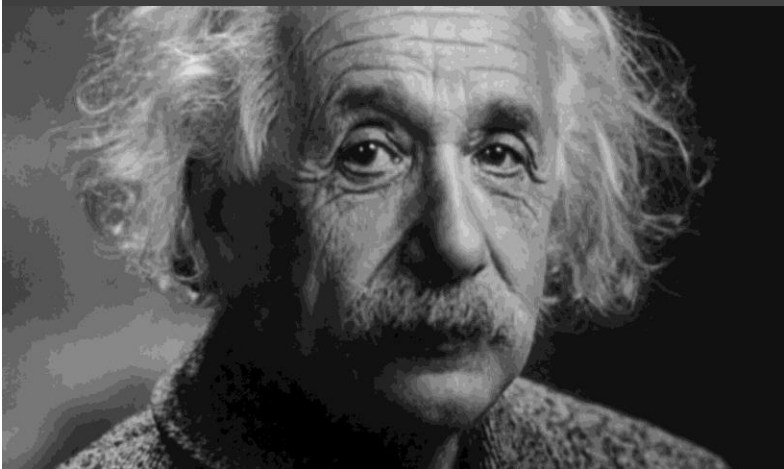
**Basic Desire:** To find themselves and their significance (to create an identity)



**Key Motivations:** To avoid being ordinary, want to express themselves and their individuality, experience feelings and be understood



5: The Observer  
or Investigator

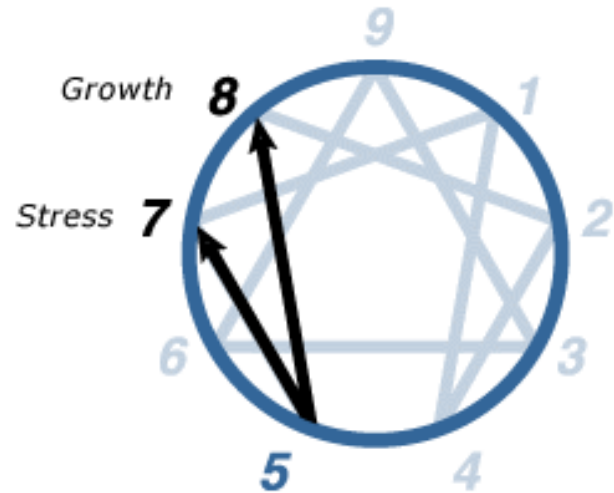


The intense, cerebral  
type



Head/Thinking/Fear

# 5: The Observer or Investigator: Behavior



AT THEIR BEST	AT THEIR WORST
Analytical Curious Sensitive Wise Objective Perceptive Insightful Self-contained	Intellectually arrogant Distant Critical of others Unassertive Negative Stingy Stubborn Isolated

# 5: The Observer or Investigator: Motivation



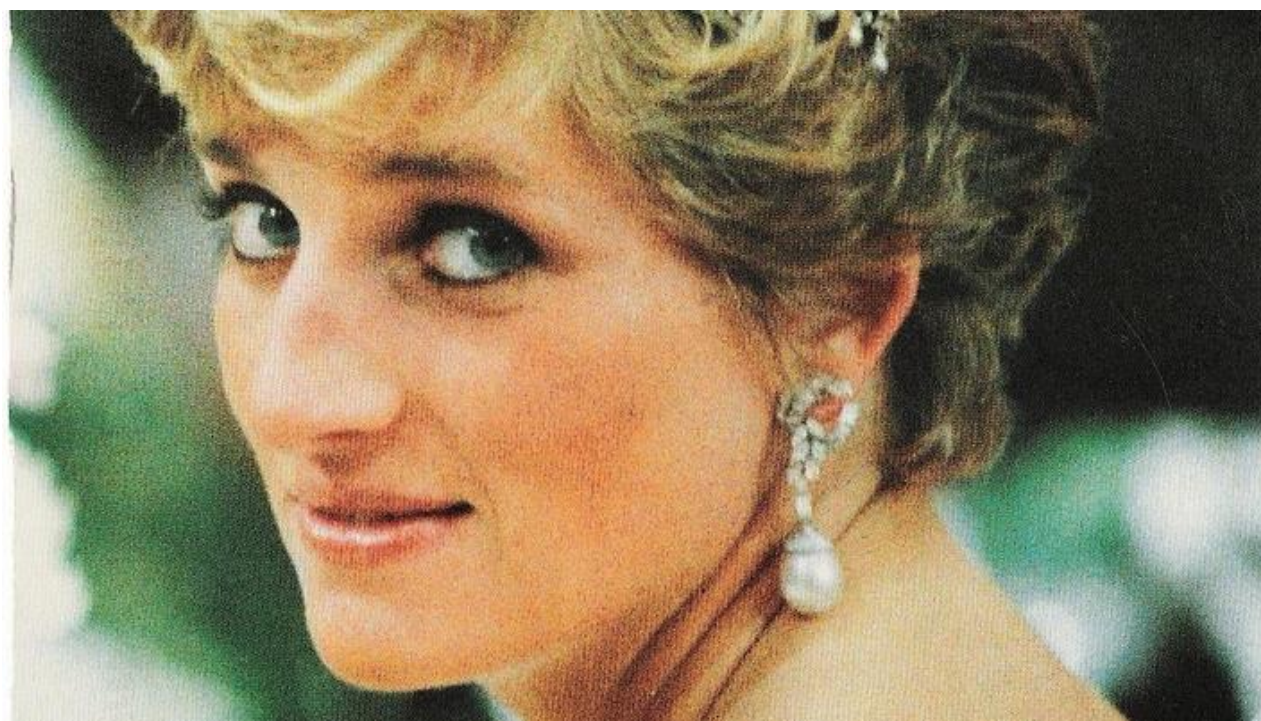
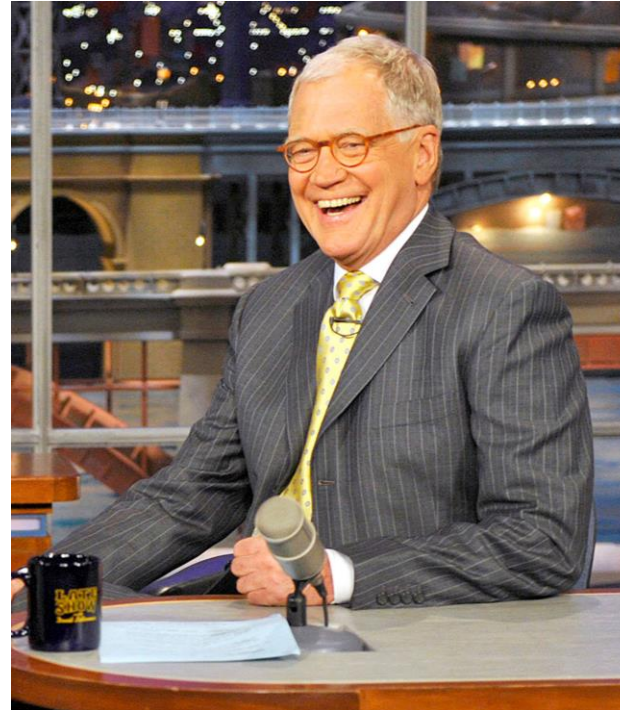
**Basic Fear:** Being useless, helpless, or incapable (annihilated)



**Basic Desire:** To be capable and competent



**Key Motivations:** Want to know and understand everything, to be self-sufficient, to avoid looking foolish

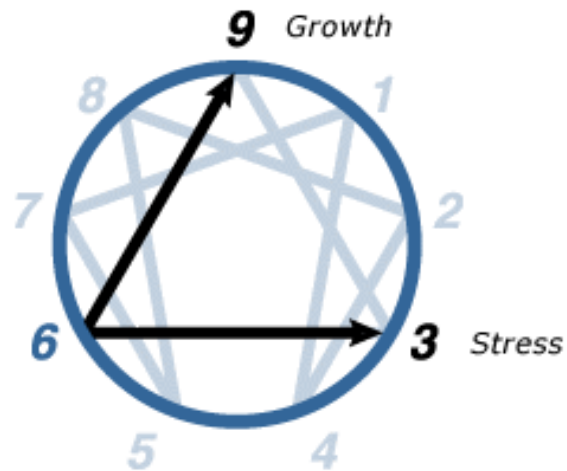


## 6: Loyalist, Loyal Skeptic, Questioner

The committed, security-oriented type

Head/Thinking/Fear

6: Loyalist, Loyal  
Skeptic,  
Questioner:  
**Behavior**



AT THEIR BEST	AT THEIR WORST
Loyal Likable Caring Warm Compassionate Witty Practical Helpful Responsible	Hypervigilant Paranoid Defensive Controlling Unpredictable Judgmental Rigid Testy Self-doubting

## 6: Loyalist, Loyal Skeptic, Questioner: Motivation



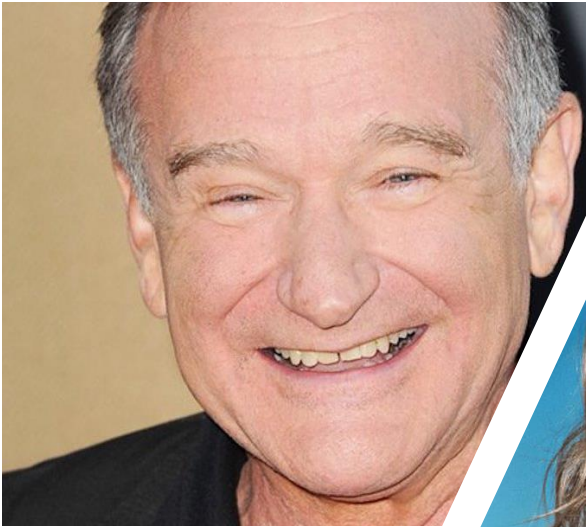
**Basic Fear:** Of being without support and guidance



**Basic Desire:** To have security and support



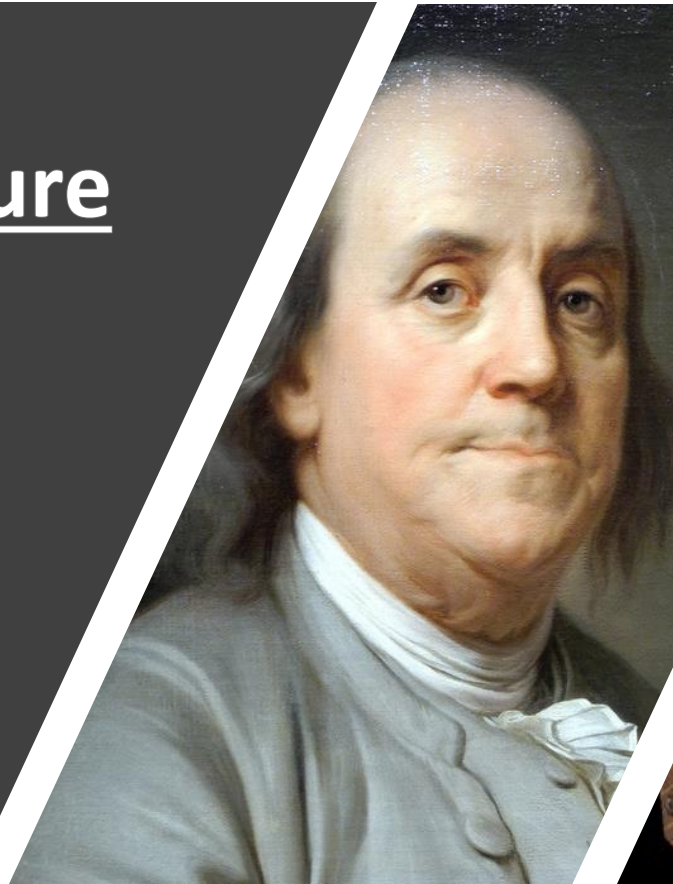
**Key Motivations:** Need for security, to feel supported by others, to test the attitudes of others towards them



## 7: The Adventurer or Epicure

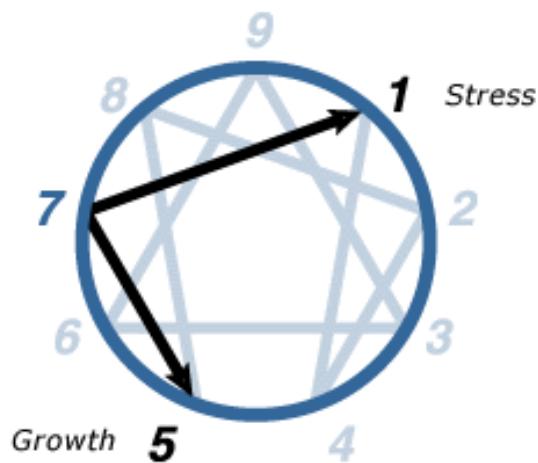
The busy, productive type

Head/Thinking/Fear





# 7: The Adventurer or Epicure : Behavior



AT THEIR BEST	AT THEIR WORST
Fun-loving Spontaneous Imaginative Productive Enthusiastic Confident Charming Curious	Impulsive Restless Distracted Rebellious Escapist Possessive Manic Self-destructive

# 7: The Adventurer or Epicure: Motivation



**Basic Fear:** Of being deprived and in pain



**Basic Desire:** To be satisfied and content—to have their needs fulfilled



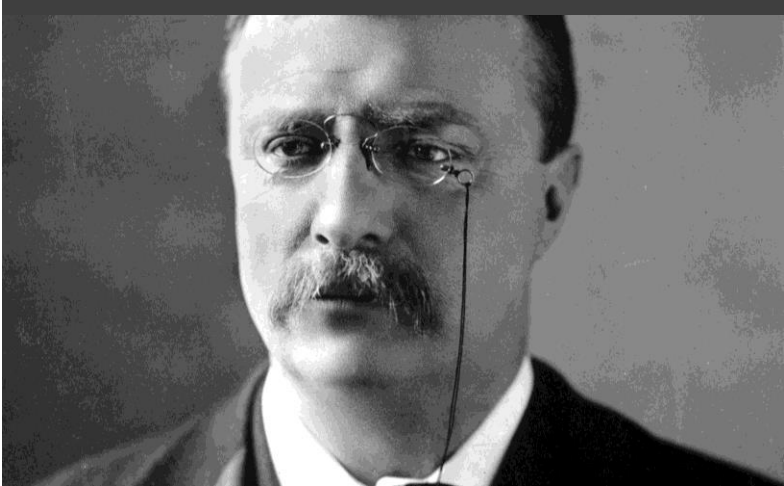
**Key Motivations:** Want to maintain their freedom and happiness, to avoid missing out on worthwhile experiences, to keep themselves excited and occupied, to avoid suffering and pain.



## 8: The Asserter or Challenger

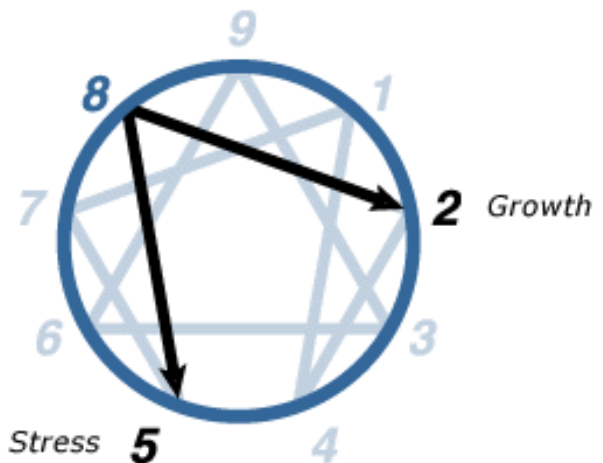


The powerful,  
dominating type



Body/Gut/Anger

# 8: The Asserter or Challenger: Behavior



AT THEIR BEST	AT THEIR WORST
Direct Loyal Compassionate Inspiring Empowering Energetic Protective Self-confident	Controlling Rebellious Insensitive Domineering Self-centered Skeptical Aggressive Excessive

# 8: The Asserter or Challenger: Motivation



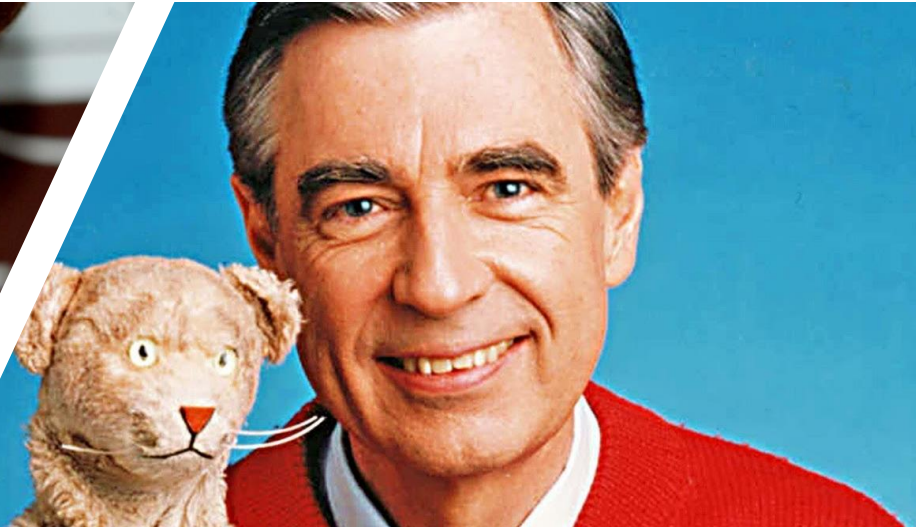
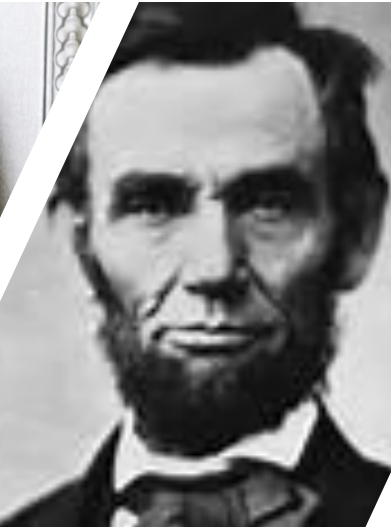
**Basic Fear:** Of being harmed or controlled by others



**Basic Desire:** To protect themselves



**Key Motivations:** Want to be self-reliant and strong, to prove their strength and resist weakness, and to stay in control of their situation.



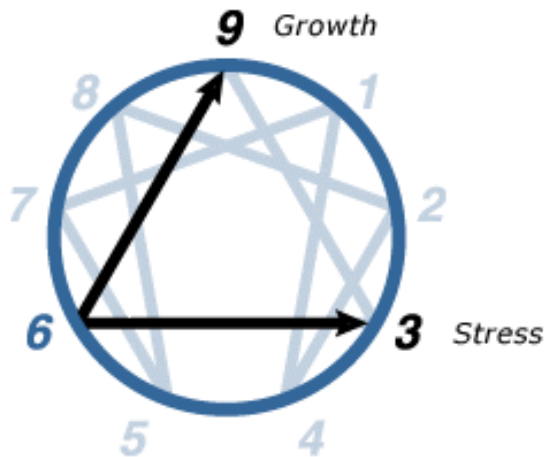
## 9: The Peacemaker or Mediator

The easygoing, self-effacing type

Body/Gut/Anger



# 9: The Peacemaker or Mediator: Behavior



AT THEIR BEST	AT THEIR WORST
Patient Diplomatic Open-minded Empathetic Accepting Peaceful Steady Receptive	Unassertive Apathetic Spaced-out Passive-aggressive Stubborn Forgetful Self-forgetting Judgmental

# 9: The Peacemaker or Mediator: Motivation



**Basic Fear:** Of loss and separation

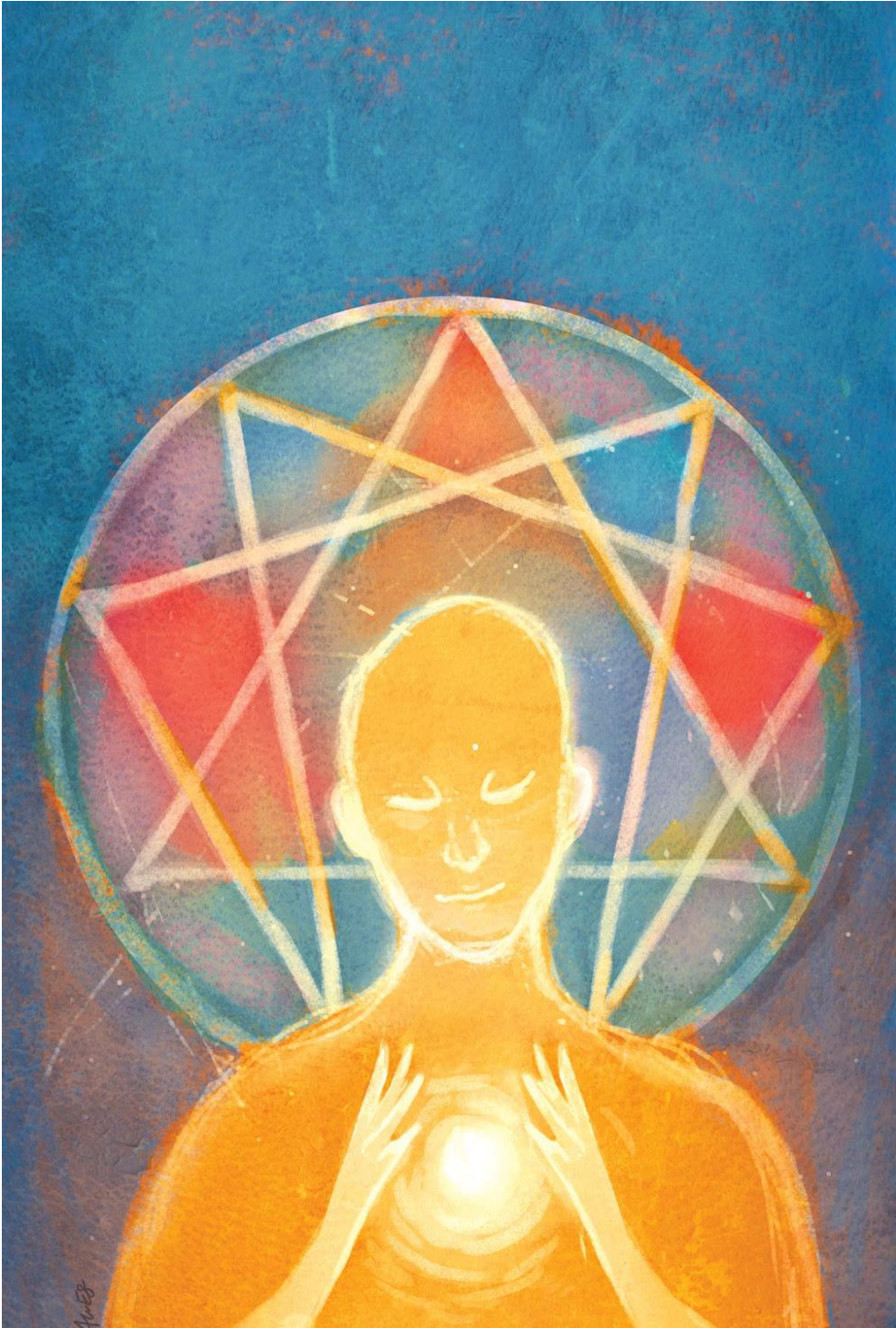


**Basic Desire:** To have inner stability "peace of mind"



**Key Motivations:** Want to create harmony and keep the peace, to avoid conflict and tension, to merge with others





# Figuring out your number

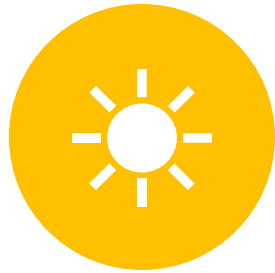
**“When we can find the courage to be honest with ourselves, we’re ready for the Enneagram.” – Christopher Heuertz**

- Look at **Core Fears & Desires, Unhealthy Levels, Intelligence Centers**
- Based on this, **what number are you**, if you’re honest?
- **It’s ok to be surprised!**
- **It’s also ok to feel embarrassed or exposed!**

# Enneagram and Color Code for Hope Staff

DOES COLOR CODE CORRELATE TO ENNEAGRAM?

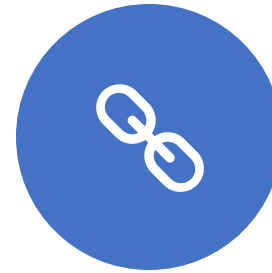
LOOSELY.



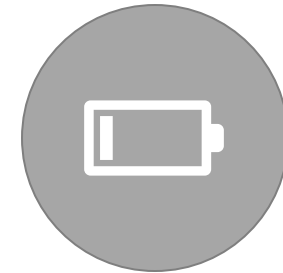
YELLOW: 7



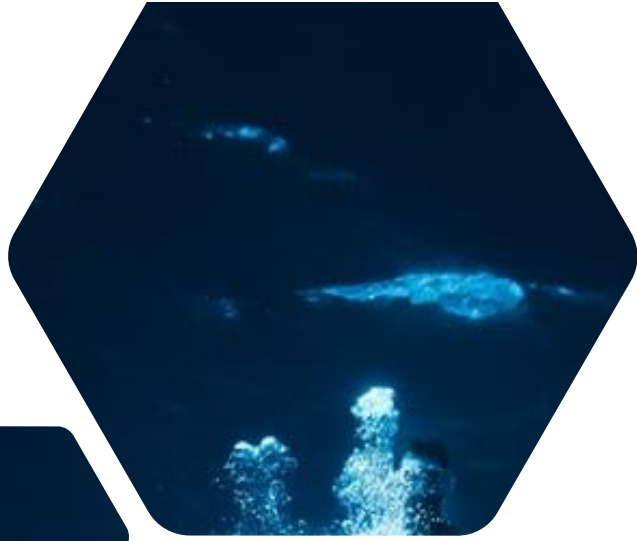
RED: 8, 3, 1



BLUE: 2, 3, 4, 6



WHITE: 5, 9




## What now?

- Acknowledge the differences
- Internalize what's special about **you!**
- Cultivate an understanding about your ministry and volunteers!
- Learn more: Grab a book, find a podcast, follow on social media, find a therapist!



**Get in groups  
with others of  
your same  
enneagram  
number!**



In your number group: Share your name + campus & discuss:

- **Are you clearly one number, or still confused?**
- **What's the best Christmas present for your enneagram number?**
- **How does knowing your basic fear/motivation help you understand your behavior?**
- **What do you think is your number's greatest strength and gift to the world?**
- **What is your number's greatest downfall?**
- **How can you see the enneagram applying to your relationships in ministry? With a significant other? In friendships? As a parent?**