

The Enneagram and its typologies

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The Enneagram offers numerous applications, possibilities, and layers of depth, including character typology, process model, transformation model, and instinct variations. In this document, we have compiled the character typologies for you.



Enneagram



The character typologies in the Enneagram focus on behavior. It is constructed based on nine fundamental personality types of human nature and has its roots in various spiritual wisdom from diverse ancient traditions.

The enneagram is intended for self-discovery, growth of personal awareness, and development of emotional intelligence. Once you become aware of the behavioral patterns that unconsciously influence and motivate you to act in certain ways, growth and change become possible.

By transcending those underlying patterns and motivations, you can consciously choose a richer and more tolerant way of being. You then take responsibility for your own behavior and development.

Looking at yourself from the perspective of behavior teaches you to view yourself, your environment, and others with a gentle eye. Understanding, recognizing, and then acknowledging and becoming more forgiving towards yourself and your surroundings, thereby transcending your own behavior from a helicopter view. This is a path of growth (often starting with personality type).

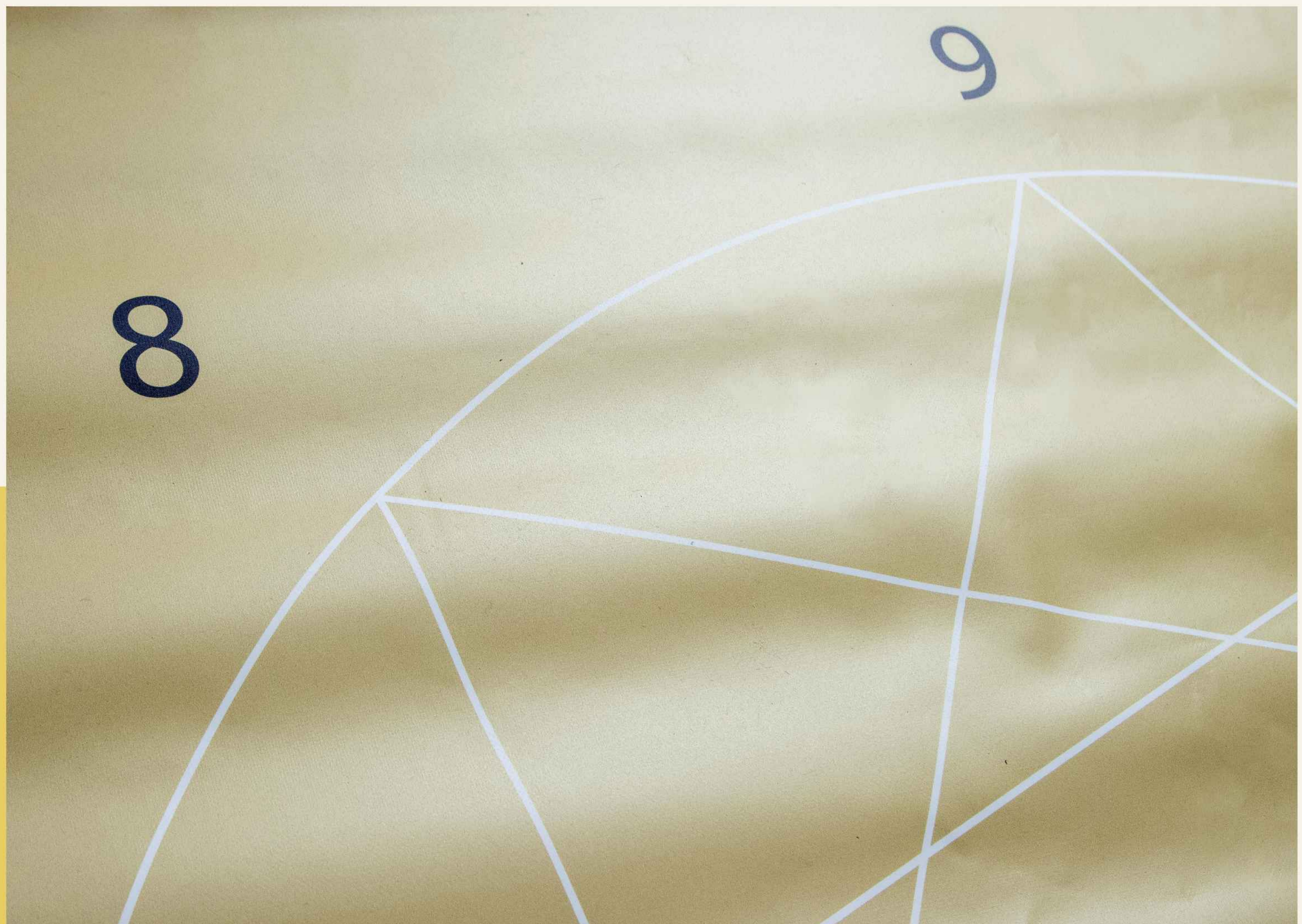
The aim and goal are therefore, once you have experienced and felt your type(s), to shake off the Ennea-typical behavior and henceforth decide for yourself which behavior you want to apply in which situation. Just as you decide which coat to take from the coat rack before leaving the house.

The relevant types are elaborated with the intention of invoking recognition. The description of each type is structured by providing explanations of the recognizable behaviors, what the type is good at, what it finds challenging, and how to deal with it.

Enneagram types

In the enneagram, these are defined as follows:

1. Perfectionist - Reformer: orderly and perfectionistic
2. Helper - Giver: caring and possessive
3. Achiever - Performer: efficient and self-aware, empathetic
4. Romantic - Individualist: creative and whimsical, egocentric
5. Observer - Thinker: withdrawn and analytical
6. Loyalist - Skeptic: loyal and conformist
7. Adventurer - Enthusiast: adventurous, impulsive, sociable
8. Leader - Challenger: the leadership type that acts powerfully but lacks tact
9. Peacemaker - Mediator: peace-loving but passive



The Perfectionist - Reformer - type 1

These types are typically realistic, conscientious, principled, and strive for higher ideals

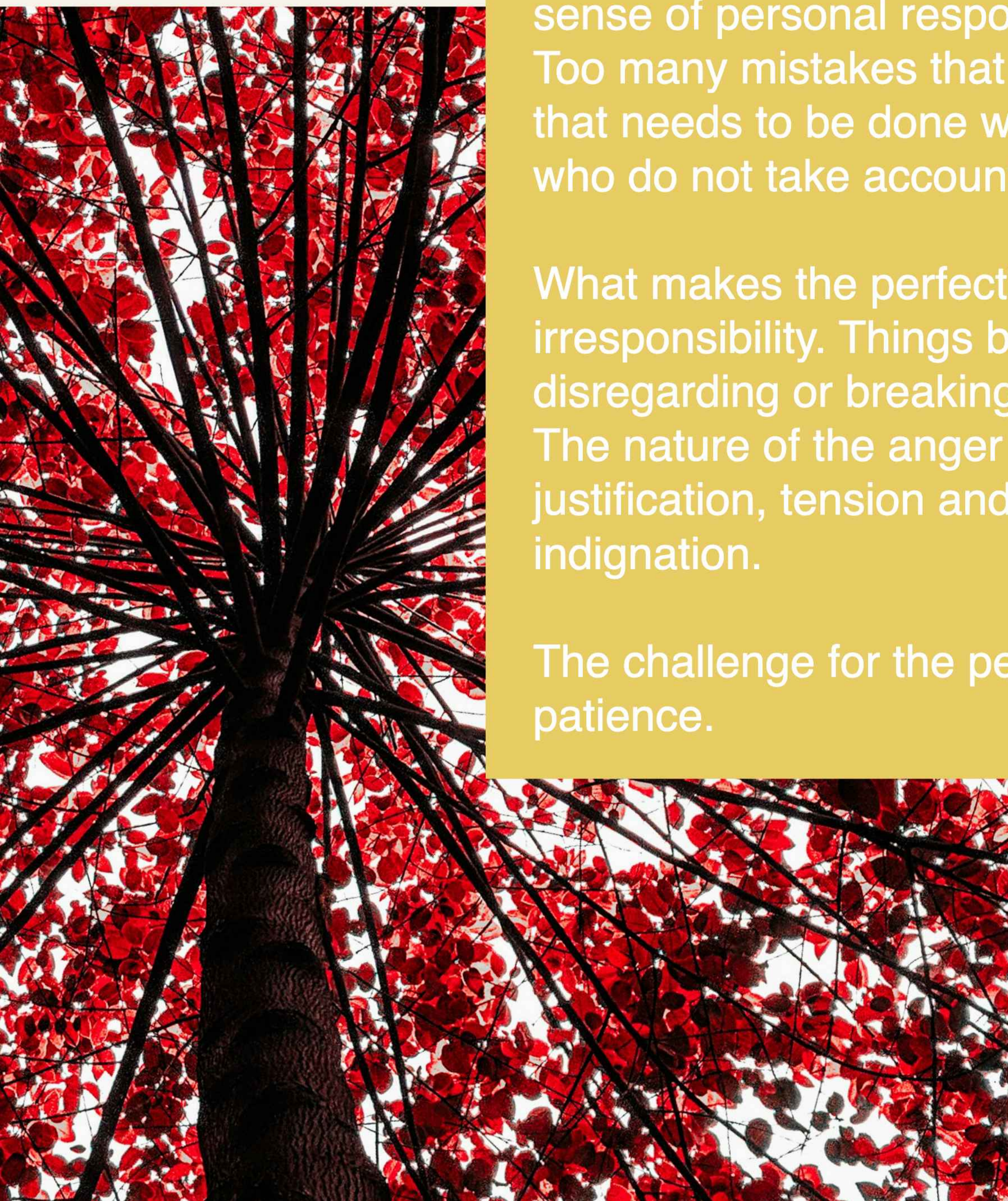
Their core qualities are thoroughness and perfection, and they are particularly proficient at ensuring that nothing goes wrong. When doing well, they appear accepting, wise in evaluation, reasonable, and responsible. Additionally, perfectionists are allergic to irresponsible and indifferent behavior from others.

What they always aim to avoid is imperfection. They will do everything in their power to perfect it nonetheless. Their defense mechanism is reaction formation. This means that they ensure the reaction is appropriate and prepared in advance.

What can trigger stress in perfectionists is the inability to calm down the inner critic, as well as the anxiety and worries that come with it. Feeling overwhelmed by a sense of personal responsibility and conscientiousness. Too many mistakes that need to be corrected. Too much that needs to be done well. Others blaming them or those who do not take accountability for their mistakes.

What makes the perfectionist angry is dishonesty, irresponsibility. Things being done wrong. Openly disregarding or breaking rules. Being unfairly criticized. The nature of the anger manifests as resentment, self-justification, tension and tightness, and/or outbursts of indignation.

The challenge for the perfectionist is flexibility and patience.



The Perfectionist - Reformer - type 1

Growth path

To grow in behavior, it's important for type one individuals to better understand and recognize their superego, the inner judge. It's beneficial for them to differentiate it from themselves. Being conscious of the tendency to push themselves too hard and exceed their limits is essential. They often think that everything rests on their shoulders. Allowing others to help and recognizing that their approach can also contribute, even if it's not perfect, is valuable. It's important to recognize one's own needs; it often takes some time for perfectionists to realize that they have needs and then communicate them to others. Learn to recognize and process the simmering or emerging anger. Offering compliments is meaningful, as it shows attention to detail and understanding, which means a lot to others.

Support for growth

It helps perfectionists calm the mind by engaging in body-oriented activities such as stretching exercises, yoga, painting, drawing, watercoloring, or therapeutic massages. Learn to perform everyday tasks with a relaxed body, such as driving a car, doing household chores, engaging in sports, and even during relaxation. Type 1's may need to become aware that they unconsciously hold their body in a certain posture or are generally tense without noticing it.

Characteristic statements of a perfectionist:

- As a child, I hardly ever did anything right in my parents' eyes
- I love it when everything is arranged perfectly down to the last detail
- I loath bad manners, sloppy clothing, and immoral behavior

Favorite words; must, find, good, wrong, right, better, fine, careful, irritate, responsibility, exact, absolute

The best form of communication towards a perfectionist is to be punctual, reliable, and polite.

The Helper - Giver - type 2

These types are connectors, sociable, warm, genuine, and have their hearts in the right place.

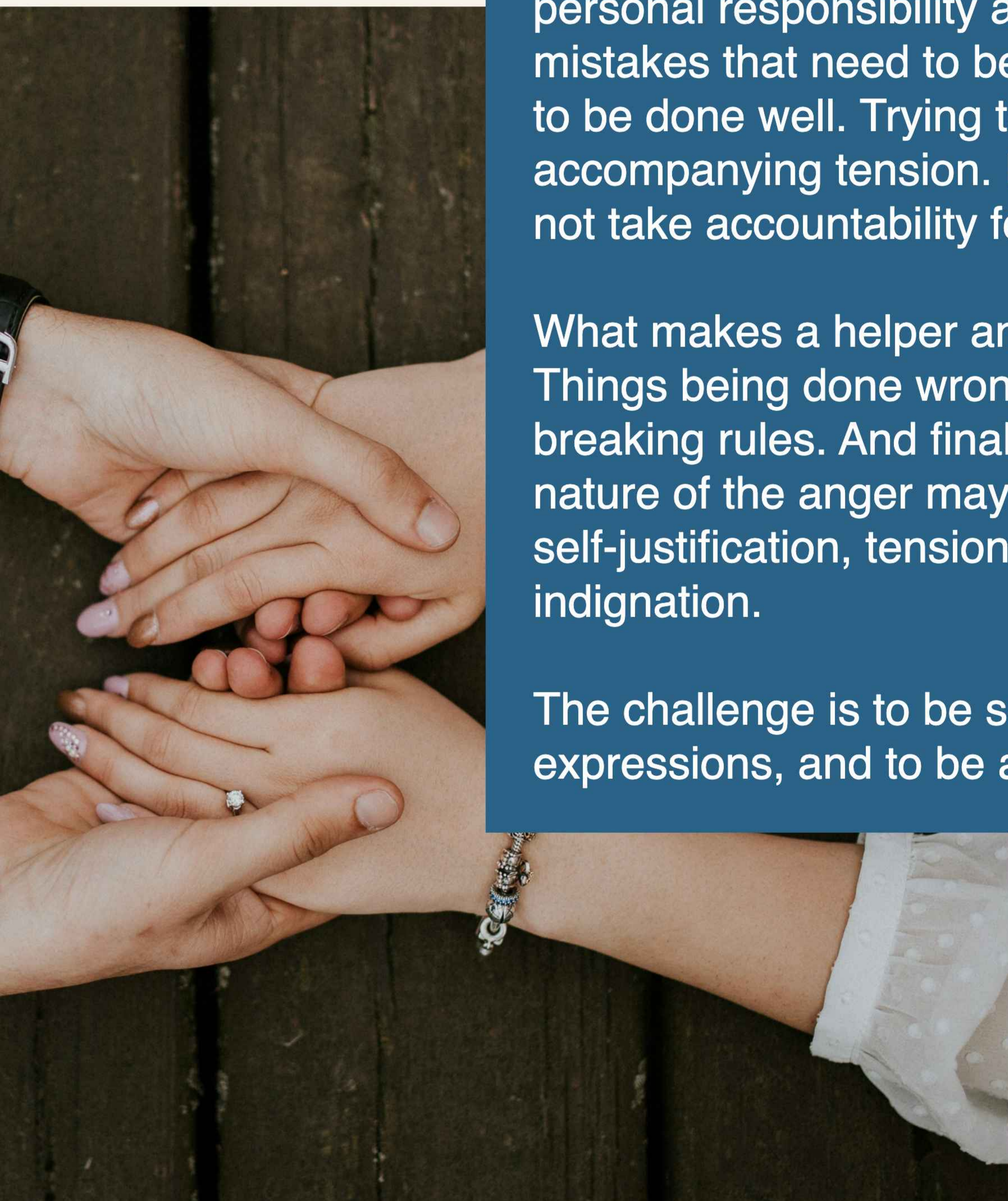
Their core qualities are helpfulness, caring, and they are particularly skilled at giving trust and fostering trust in general. When doing well, they show themselves as unconditionally loving, empathetic, caring, supportive, and giving. Additionally, helpers are allergic to ingratitude or excessively humble types.

They avoid inadequate behavior, and their defense mechanism is repression (of their own needs). They manipulate by assessing and fostering dependency through the needs and desires of others.

What can trigger stress in helpers is the inability to calm down the inner critic, as well as the anxiety and worries that come with it. Feeling overwhelmed by a sense of personal responsibility and conscientiousness. Too many mistakes that need to be corrected. Too much that needs to be done well. Trying to let go of frustrations and the accompanying tension. Blaming others or those who do not take accountability for their mistakes.

What makes a helper angry is dishonesty, irresponsibility. Things being done wrong. Blatantly disregarding or breaking rules. And finally, being unfairly criticized. The nature of the anger may then manifest as resentment, self-justification, tension or tightness, and outbursts of indignation.

The challenge is to be selfless, to be more lenient in expressions, and to be able to show remorse.



The Helper - Giver - type 2

Growth path

To grow, it's beneficial for the helper not to worry about what others think of them. It helps them to serve and especially to be aware of the tendency to try to win everyone over. Learning to recognize the affection and good intentions of others, even if they take forms with which the helper is not familiar, is important.

Support for growth

It helps them to develop boundaries. Setting boundaries enables them to empathize with others without getting entangled in their problems. A helper's pride is compensation for something else, an underlying feeling that they would be worthless and nobody would care for them. They tend to give too much and then regret it. For helpers, it's important to be ruthlessly honest with themselves about their motives when doing something for someone. It's good to do something just for themselves, all by themselves. Give yourself the treatment you would give to another.

Characteristic statements of a helper:

- I couldn't get a thank you, I'm pretty pissed off about that
- You look fantastic, I mean it
- If I can help you, just give me a call, it doesn't matter when or what time

Favorite words; respect, care, selfish, practical, grant, attentive, empathetic, necessary.

The best form of communication towards a helper: be professional, show appreciation and interest, and align. It motivates them to be helpful and contribute something of value.

The Achiever - Performer - type 3

These types are typically energetic, self-assured, and purposeful.

Their core qualities are enthusiasm, results-oriented, competent, and generous. When doing well, they show themselves as authentic, admirable, self-improving, and guided by their own inner drive. Additionally, achievers are allergic to freeloaders, cutting corners, moralists, and moralizing.

What they always aim to avoid is failure. Their defense mechanism is identification. This means avoiding failure and thus identifying with success.

What can trigger stress in achievers is the pressure that arises from basing their self-esteem on how much they accomplish and on status, prestige, and power. Not knowing their true feelings and values, and doing too much.

What makes the achiever angry are obstacles: anything or anyone that jeopardizes or obstructs the successful realization of their goals. Also, incompetence, indecisiveness, inefficiency, criticism can make an achiever angry. The nature of the anger manifests as impatience, irritability, and/or occasional outbursts.

The challenge for the achiever is gradualness, letting go, sincerity, and honesty.



The Achiever - Performer - type 3

Growth path

To grow in behavior, it's beneficial to take a step back, breathe, and ask oneself, "what is alive within me?" Seek out safe individuals with whom one can be oneself, to talk about their fears and vulnerabilities. Also, taking a positive step in growth is to serve somewhere without being the head of a team. Learn to collaborate. Promote one's own sense of feeling through collaboration.

Support for growth

It helps them calm their mind by placing their hand on their chest. On top of their heart, and taking a few deep breaths. Focus on this part of the body, feel into this space, and notice what arises. There is nothing specific they are supposed to feel. It's beneficial for type 3 individuals to do this exercise at least every day and to notice any changes over time. There is much benefit in creativity, such as painting, making music, writing. Keeping a journal. Especially for themselves and not for an audience. Set up a dedicated space in the house reserved exclusively for creative and self-discovery activities. Haptonomy is a therapy form to better feel and experience the body and emotions.

Characteristic statements of an achiever:

- What I do and achieve is important.
- People sometimes find me a bit vain or arrogant, I believe; couldn't be further from the truth.
- If I want to get something done, I also succeed.
- Honestly, I struggle to handle criticism from others.

Favorite words; efficient, do, handy, challenge, what can I do with it?, perform, busy.

De beste vorm van communicatie richting een winnaar is kom tot de kern, wees efficiënt en ga voor het succes.

The Romantic - Individualist - type 4

These types have strong intuition, are creative, sensitive, and have a creative ability to distinguish between what is real and what is not.

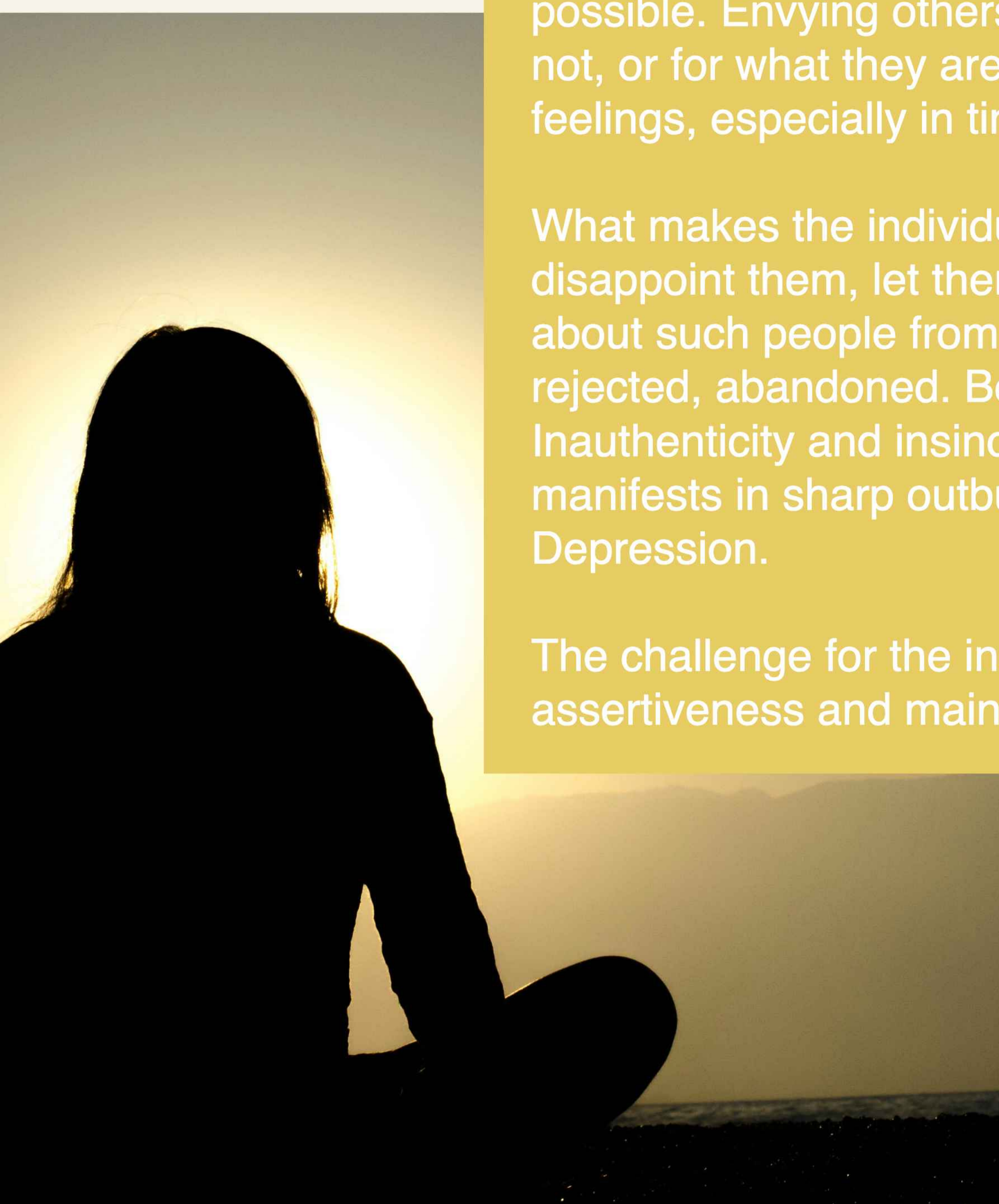
Their core qualities are originality, engaged, intuitive, and knowing how to make something special out of everything. When doing well, they show themselves as embracing life, promoting life, sensitive, and self-revealing. Additionally, romantics are allergic to pushy and cool stoic types.

What they always want to avoid is ordinariness. Their defense mechanism is introjection. This means that type four individuals often become emotional, although they can keep it very much inside. But essentially, they internalize all emotions around them to avoid feeling the real pain and emptiness within.

What can trigger stress in individualists is encountering people and experiences that do not meet their romantic ideals or desire for intensity. Wanting more than is possible. Envy others for what they have and they do not, or for what they are and they are not. Unmanageable feelings, especially in times of emotional crisis.

What makes the individualists angry are people who disappoint them, let them down, abandon them. Thinking about such people from the past. Being belittled, rejected, abandoned. Being misunderstood. Inauthenticity and insincerity. The nature of the anger manifests in sharp outbursts or melting into tears. Depression.

The challenge for the individualists is to show assertiveness and maintain emotional balance.



The Romantic - Individualist - type 4

Growth path

To grow in behavior, it's important to realize that feelings are not facts. An individualist would do well to deliberate on the true intent and to be alert to seemingly negative intentions or comments. Be aware of aspects of self-fantasy that do not align with reality. Learn to accept and appreciate their true talents and not reject them because another ability seems more glorious or desirable. Choose honest friends who genuinely and accurately reflect them. Celebrators benefit greatly from reality checks, especially when it comes to feelings about themselves and romantic interests. Developing positive constructive routines for themselves. Physical and emotional health and balance, and active engagement with the world are important.

Support for growth

It helps them calm their mind by grounding themselves, making physical contact with their body, reconnecting with their own sensations, and establishing structure in their work and daily rhythm.

Characteristic statements of a romantic:

- I often feel like I'm missing something in my life
- I usually have a keen sense of how others are feeling
- When I'm in a dark space, I immediately feel very depressed
- I'm someone who experiences highs and lows in emotions (himmelhoch jauchzend zum tode betreubt)

Favorite words; I, myself, own, feel, experience, different, real, special, difficult.

The best form of communication towards an individualist is to be engaged, respect their feelings, and listen.

The Observer - Thinker - type 5

These types are typically introverted, analytical, curious, have excellent insight, and want to know everything.

Their core qualities are objectivity (observation), logic, attentiveness, and unbiased thinking. When doing well, they show themselves as observant, focused, sharp-minded, participative, and innovative. Additionally, observers are allergic to patronizing and/or overly involved or rejecting types.

What they always want to avoid is dependency. Their defense mechanism is isolation, especially in a confrontation they avoid. They seek knowledge to be independent and to understand life. They also isolate emotions through thinking.

What stress can trigger in observers is the inability to maintain sufficient privacy and boundaries. Feeling exhausted. Holding desires, needs, and wishes that lead to dependence. Trying to find out everything there is to know before taking action.

What makes the observer angry is being accused of producing factual inaccuracies. Demands and intrusions. Being overwhelmed by emotions. Not having enough opportunity to recharge in solitude. The nature of the anger manifests in closedness and bottling up. Tension and disapproval. Short bursts of anger.

The challenge for the observer is engagement and detachment.



The Observer - Thinker - type 5

Growth path

To grow in behavior, it's important for observers to let the world in, allowing themselves to be touched by impressions from others. Exploring areas they have cut off. Risking to feel sorrow.

Support for growth

It helps calm their mind by allowing peace in the head, letting thoughts pass. They need to return to their own body. Yoga, martial arts, fitness, running, or simply taking a brisk walk will help type five reconnect with their physical and emotional presence. Also, choosing an activity that can be done regularly.

Characteristic statements of an observer:

- When I'm focused on my work, they shouldn't disturb me
- If possible, I prefer to communicate with my colleagues via email
- "The knowledge is power" is a saying that resonates with me
- If something doesn't please me, I can be quite cynical at times

Favorite words; think, know, understand, substantiate, interesting, foolish, inform, notice, see, reasonable, energy, time, wise


The best form of communication towards an observer is to provide facts and give preparation time, respect privacy and space, and avoid small talk.

De Loyalist - Skeptic - type 6

These types are reliable, charming, and value being there for their friends and family.

The core qualities of type six include loyalty, being adept at providing affirmation to others, weighing options, probing, nuanced thinking, looking ahead, alertness, a strong sense of responsibility, seriousness, and vigilance. In good spirits, they demonstrate independence, courage, charm, reliability, dedication, and cooperation, with a strong sense of responsibility. Additionally, sixes are averse to arrogant and reckless types and often worry about danger and threats, which can drain them. Overall, loyalists may have low self-confidence and may be apprehensive about unfamiliar things.

What they always want to avoid is uncertainty. Their defense mechanism is projection. This means they shift the problem onto someone else's plate because they don't want to take the blame.



What triggers stress in a loyalist is the pressure they put on themselves when trying to deal with uncertainty and insecurity. They struggle with authority, responding either with excessive obedience or rebellion (digging in their heels). They try to maintain the trust and goodwill of others while harboring mistrust and ambivalent feelings toward them.

What makes the loyalist angry is unreliability, betrayal. Feeling cornered, dominated, or pressured. Interactions with others that seem too demanding. The lack of receptiveness of others towards them. The nature of the anger manifests as wit, sarcasm, sharp remarks, accusations, and/or defensive outbursts.

The challenge for type six is building self-confidence and courage to rise above themselves.

De Loyalist - Skeptic - type 6

Growth path

To grow in behavior, it's wise to become aware of the amount of time spent thinking about possible problems in the future and how to address them.

Support for growth

It helps calm their mind by, for example, practicing meditation and realizing that inner knowing doesn't always express itself in words. After achieving a goal, it's beneficial for them to consciously breathe and reflect.

Characteristic statements of a loyalist:

- My parents have always warned me to be extremely cautious everywhere and at all times
- They turn everything upside down at my workplace, which makes me quite nervous
- I find it very difficult to make a decision when there's pressure.
- If you stick to the rules, you can't be blamed for anything

Favorite words: together, try, safe, do your best, expect, checking, reliable, clear, dare, certain, yes but...

The best form of communication towards a loyalist is to build trust, be clear, keep your word, provide structure. It motivates them to belong, to feel safe in the group where they feel at home. Their personal ambition is to gain clarity.

The Adventurer - Enthusiast - type 7

These types are typically very energetic, lively, and optimistic.

Their core qualities include creative thinking, initiative, being generalists, and spontaneity. When doing well, they appear cheerful, content, enthusiastic, realistic, productive, and forward-thinking. Additionally, adventurers are averse to sobriety, scarcity, dullness, and discipline.

What they always want to avoid is pain. The defense mechanism is rationalization. This means they prefer to stay in their heads to avoid feeling the pain that lies deep inside.

What can cause stress in adventurers is dealing with the overload that arises from trying to experience all that life has to offer. They often repeat the same mistakes because they want to avoid pain. They may feel trapped by commitments they've made.

What makes them angry are boundaries or limitations that prevent them from getting what they want. Also, people who often feel stuck, unhappy, or depressed, or those who blame others. The nature of their anger manifests as being brief and clear. It's short-lived, irregular, and sporadic. It's impulsive.

The challenge for adventurers is moderation and grounded joy.



The Adventurer - Enthusiast - type 7

Growth path

To grow in behavior, it's important to become more patient and identify the root cause. Since type seven is talented in many areas, they tend not to fully develop any of them. It's beneficial not to focus on too many things at once. Learn when to slow down and take a break. Enjoying the ordinary is essential. Share your inner joy with others from a deep sense of groundedness, without imposing it or demonstrating it. The influence of adventurers on others is deepest and most effective when they are grounded in themselves. If a seven's joy is genuine, they are not dependent on being the life of the party or feeling lost if others don't respond.

Support for growth

It helps calm their mind by meditating. Allowing the mind/mental brain to quiet down. Also, conclude meditation calmly and thoughtfully, and try to carry the inner peace into daily activities.

Characteristic statements of an adventurer:

- I always need to have something to do; and if there's nothing for a moment, I'll come up with something to keep myself busy
- I have to admit that sometimes I lack the patience to truly finish things
- I know a lot about a whole bunch of things
- You shouldn't tie things down with all sorts of procedures.

Favorite words; fun, possible, serious, idea, plans, momentarily, painful

The best form of communication towards a bon vivant is to provide options and freedom. Be flexible and positive. Use humor and laugh with them.

The Leader - Challenger - type 8

These types are typically protective, confident, and self-sufficient.

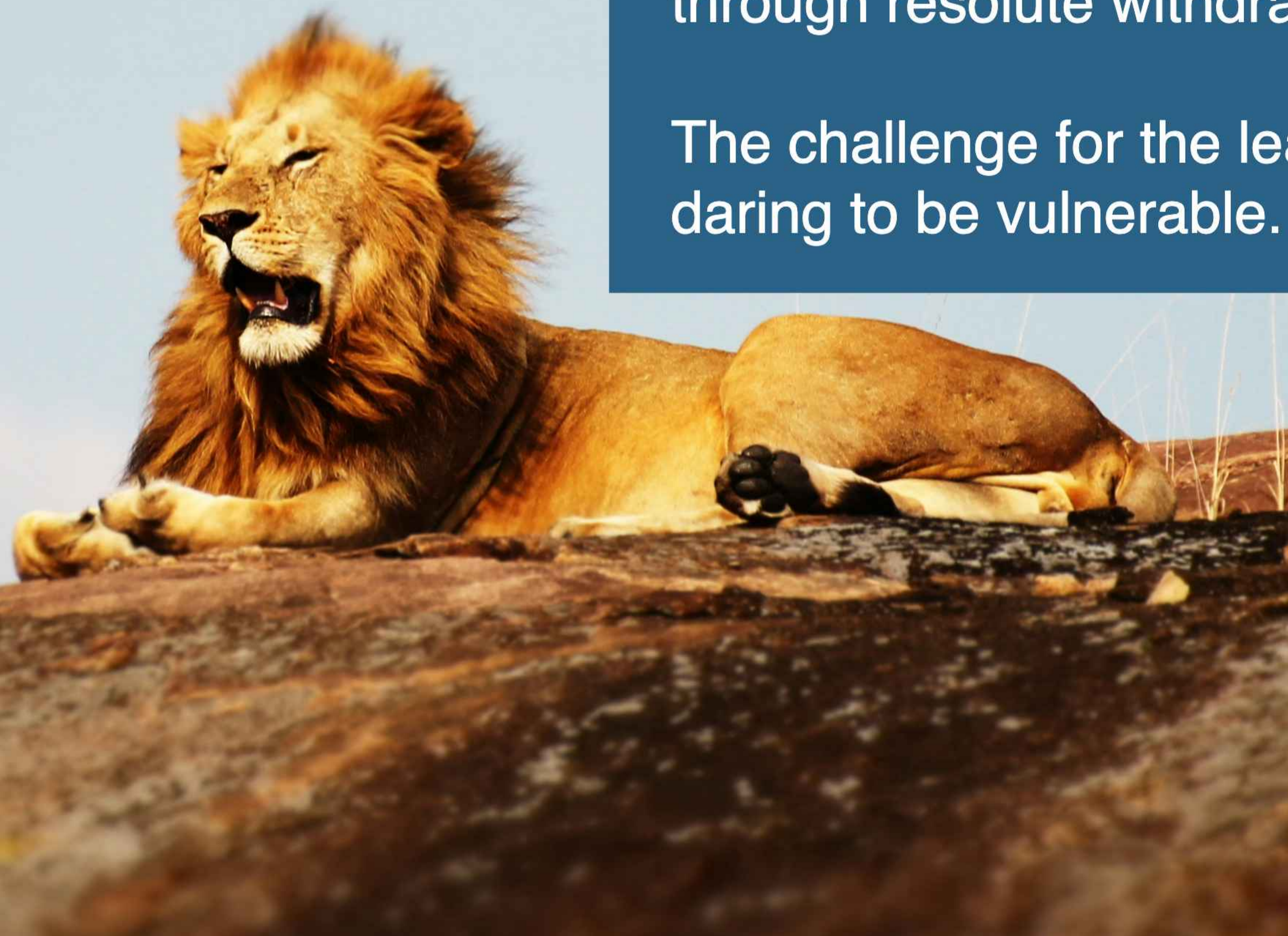
The core qualities include being direct, confident, energetic, and grounded. In a good state, they show themselves as self-nurturing, unconditionally loving, caring, supportive, empathetic, and giving. Additionally, type 8 individuals are allergic to weakness, dependency, indecisiveness, and dishonesty. They are also allergic to humble types.

What they always want to avoid is losing control. Their defense mechanism is denial.

What can trigger stress in leaders is their inability to correct the injustices they have observed. They might have to restrain and control their confrontational style and push themselves relentlessly while denying any fatigue or pain.

What makes the leader angry is deception and manipulation, people who don't stand behind themselves, others who are not receptive to them or to what needs to be done, and boundaries or rules that are perceived as unjust or too strict. Their anger manifests as powerful rage expressed in a direct, confrontational style or through resolute withdrawal. Settling scores (revenge).

The challenge for the leader is solidarity, openness, and daring to be vulnerable.



The Leader - Challenger - type 8

Growth path

To grow in behavior, it's important to realize that the tough armor (loss, pain, or sorrow) has a reason behind it. Dare to expose yourself/vulnerably but also remain aware of what others say. It's beneficial to reflect on the motivation behind the intensity of "work hard, play hard." Be conscious of behavior that tries to avoid rejection.

Support for growth

It helps them calm the mind by taking time for genuine relaxation, using your senses, especially to temper stress levels. It's good to feel the instinctive energy. That means, if a type 8 individual feels reactive next time, try to contain it instead of acting on the impulse. Take a few breaths and observe how the energy of the impulse moves within you, trying to follow this energy. Ask yourself the following questions: How long does it last? Does it change over time? Do other feelings arise as you stay attentive? Gently touch your body where you feel the energy strongest, what happens?

Characteristic statements of a leader:

- There is only one who calls the shots, and that's me.
- Yes means yes, and no means no; white is white, and black is black with me
- I always go straight to my goal, clearly stating what I want and not willing to compromise or anything like that
- I say it like it is, clear and unmistakable, even if it comes across as harsh

Favorite words; honest, weak, pathetic, just, fight, cry, have what it takes

The best form of communication towards a boss is to be clear, state what you want, be assertive, and straightforward.

The Peacemaker - Mediator - type 9

These types are receptive, good-natured, and supportive towards others. They seek harmony in their relationships with others and with the world around them.

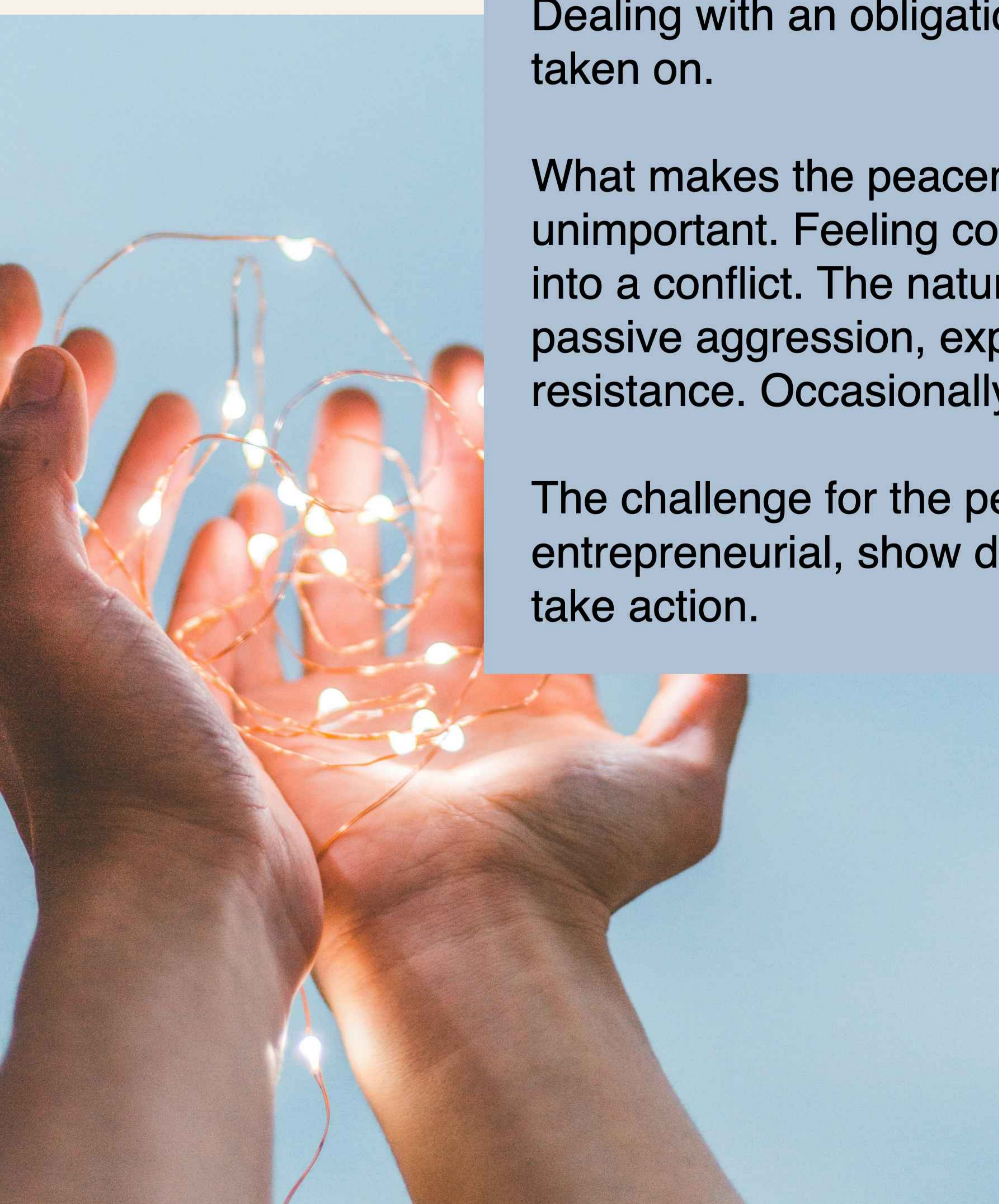
The core qualities include contentment, acceptance, patience, receptiveness, empathy, mediation, and peacemaking. In good times, they appear calm, firmly grounded, self-aware, peaceful, selfless, and comforting. Additionally, peacekeepers are allergic to types that behave forcefully, dominantly, or aggressively towards them.

What they always want to avoid is chaos, loss, and separation. The defense mechanism is self-numbing.

What can trigger stress in peacemakers is taking a stand. Saying no to someone, causing that person to become angry. Making timely decisions and setting priorities. Dealing with an obligation they would rather not have taken on.

What makes the peacemaker angry is being treated as unimportant. Feeling controlled by others. Being forced into a conflict. The nature of the anger manifests as passive aggression, expressed as stubbornness or resistance. Occasionally 'boiling over' and exploding.

The challenge for the peacemaker is to be entrepreneurial, show determination, be resolute, and take action.



The Peacemaker - Mediator - type 9

Growth path

To grow in behavior, it's important not to underestimate their qualities and to recognize their value within themselves. Additionally, the peacemaker already has the ability to see the strength in humility and can stand beside it. Learn the value of the word 'no'. It's quite natural not to want to disappoint others, but if you don't want something, it's better to express it right away. Most people want to know your real opinion or preference. Even if it seems unimportant for a nine in the moment, learn to be aware of what you yourself want in a given situation. Often, the peacemaker is so busy taking into account other people's viewpoints and perspectives that they quickly ignore their own vision. Don't be afraid to ask for time and to consider options. Additionally, it's essential to take time and energy to develop oneself and one's own talents. It's good to recognize and process one's own anger.

Support for growth

Taking long, brisk walks in nature, preferably alone, and energetically cleansing oneself helps calm their mind. They are inclined to unconsciously absorb a lot of emotions and energy from others. Additionally, peacemakers tend to indulge in self-pity when they are not in a good state. It's beneficial for them to recognize when this happens and to understand its origins in order to put a stop to it.

Characteristic statements of a peacemaker:

- Yes, everything is going along just fine, and that's okay
- At work, I prefer to go at my own pace; when something absolutely needs to be done, I tend to get rather restless
- I absolutely detest arguments
- If chaos erupts, so be it; I prefer not to get involved.

Favorite words: pleasant, atmosphere

The best form of communication towards a mediator is not to pressure them, to remain calm and predictable, ask for their opinion, and pose questions.

Reading tips and recommendations



Het enneagram aan het werk (Dutch)

Rita van de Weck-Capitein



The wisdom of the enneagram

Richard Riso and Russ Hudson



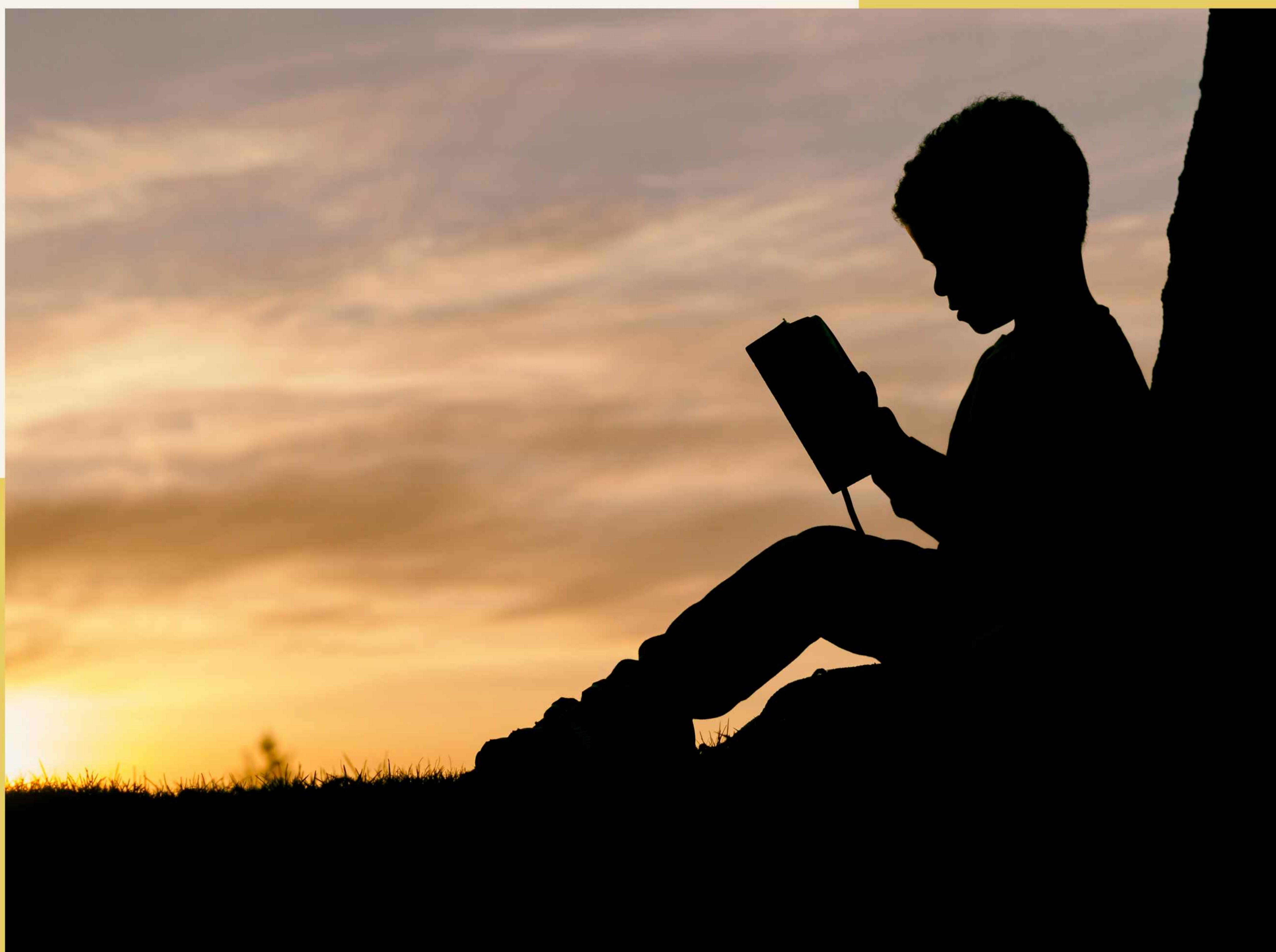
The enneagram

Helen Palmer



Het belangrijkste ben ik (Dutch)

Willem Jan van de Wetering



BM-Insight
The unseen in-sight