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# Foundations

*of the*

# Enneagram

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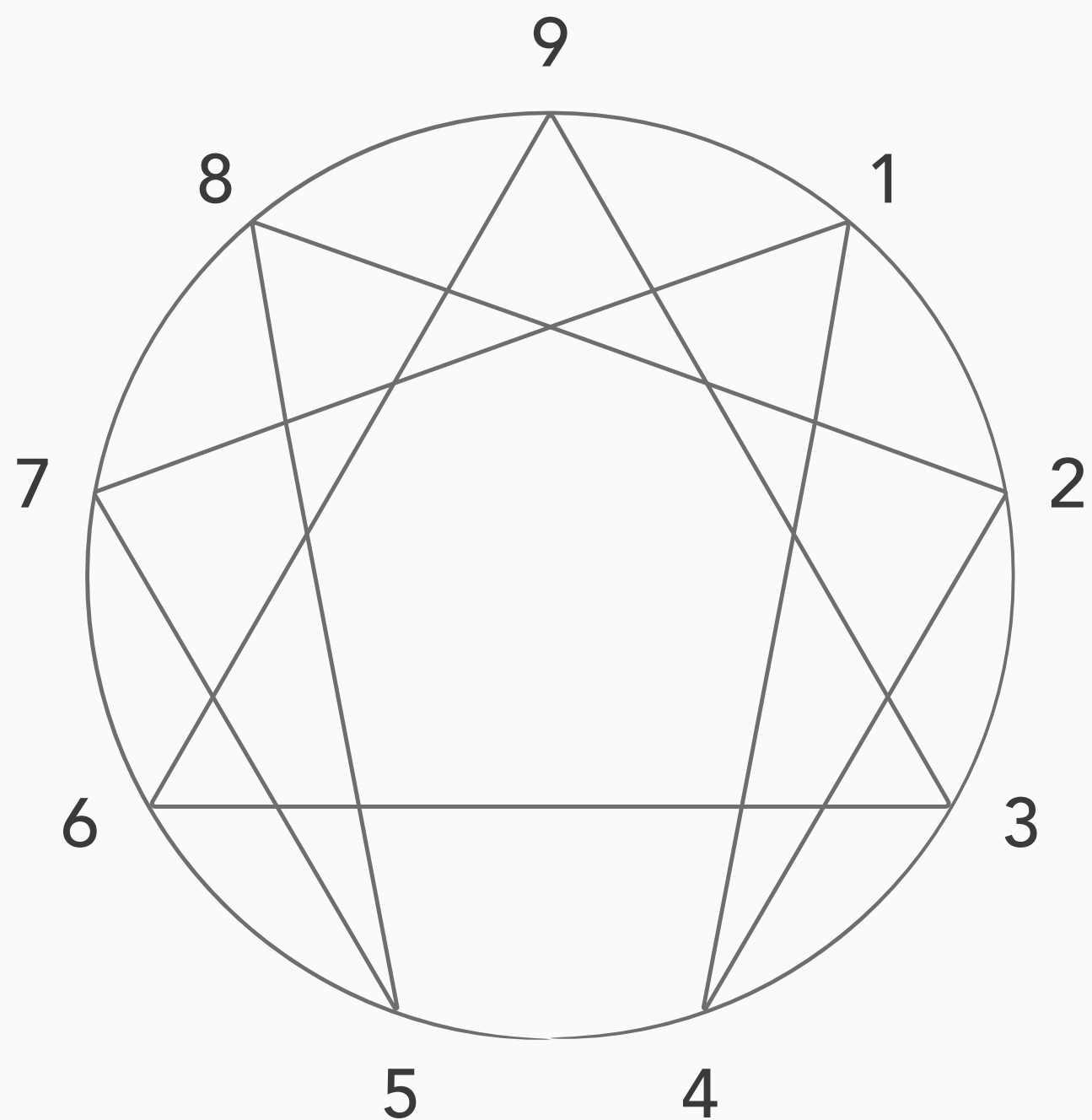
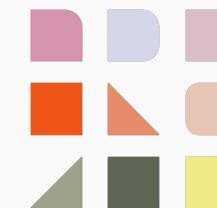
SEPTEMBER  
27, 2024

# Agenda

What is the Enneagram?

The Nine Types

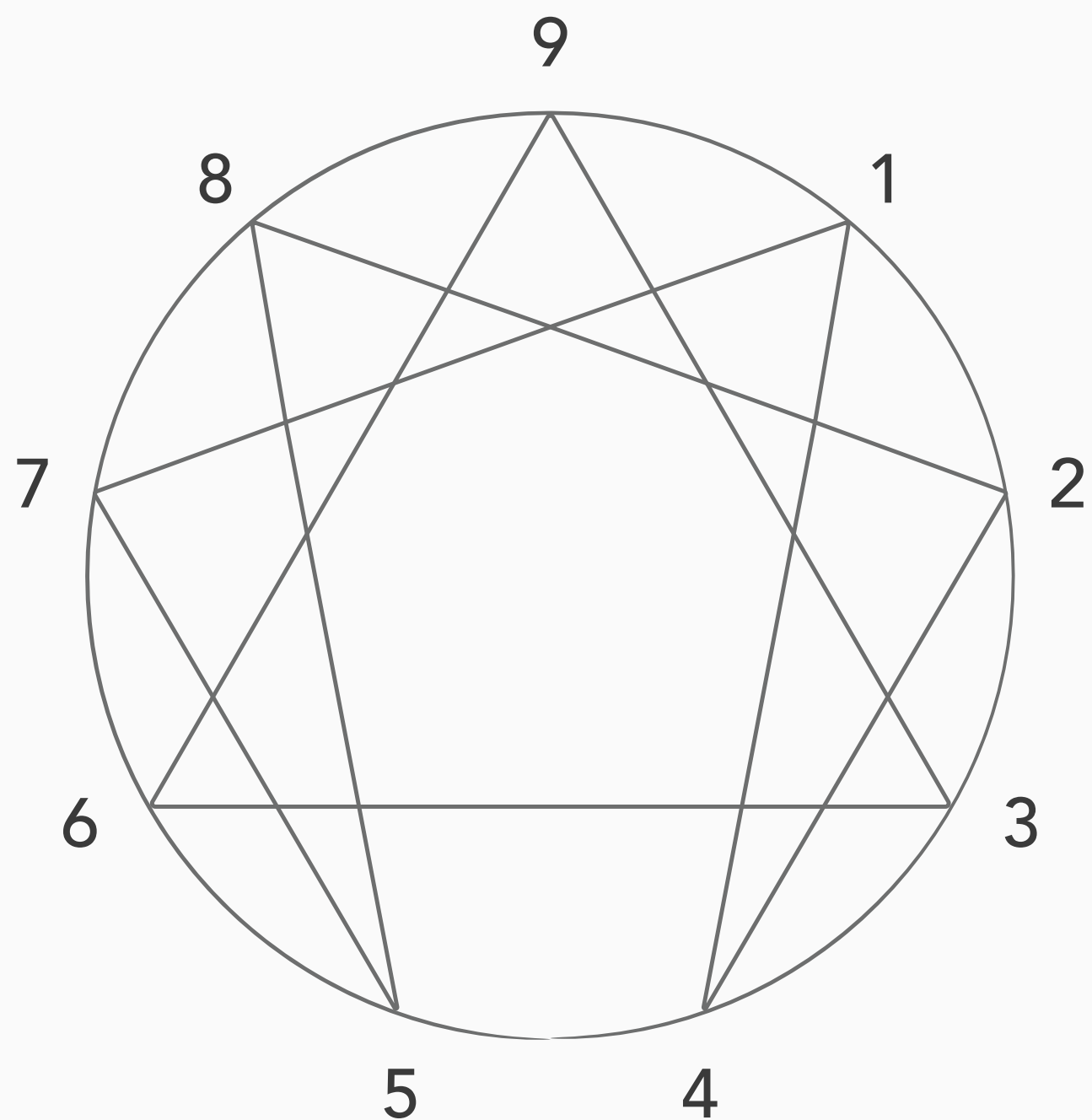
Defining Communication Styles



The Enneagram is

a **motivation-based** personality framework oriented around nine core types.

a tool to develop self-understanding, understanding of others, and clarity around interactions and communication.



## ennea - gramma

The word Enneagram is derived from the Greek words ennea (nine) and gramma (something that is written or drawn).

"The Enneagram does not put us in a box, it shows us the box we are already in - and the way out."

DON RICHARD RISO & RUSS HUDSON

*The Wisdom of the Enneagram*

# Why the Enneagram?

## **MOTIVATION-BASED**

It's about motivation, not behavior. If you learn it for work, you can apply it anywhere.

## **DEPERSONALIZE CONFLICT**

Recognizing natural conflicts between your motivation and a colleague's can help us take things less personally.

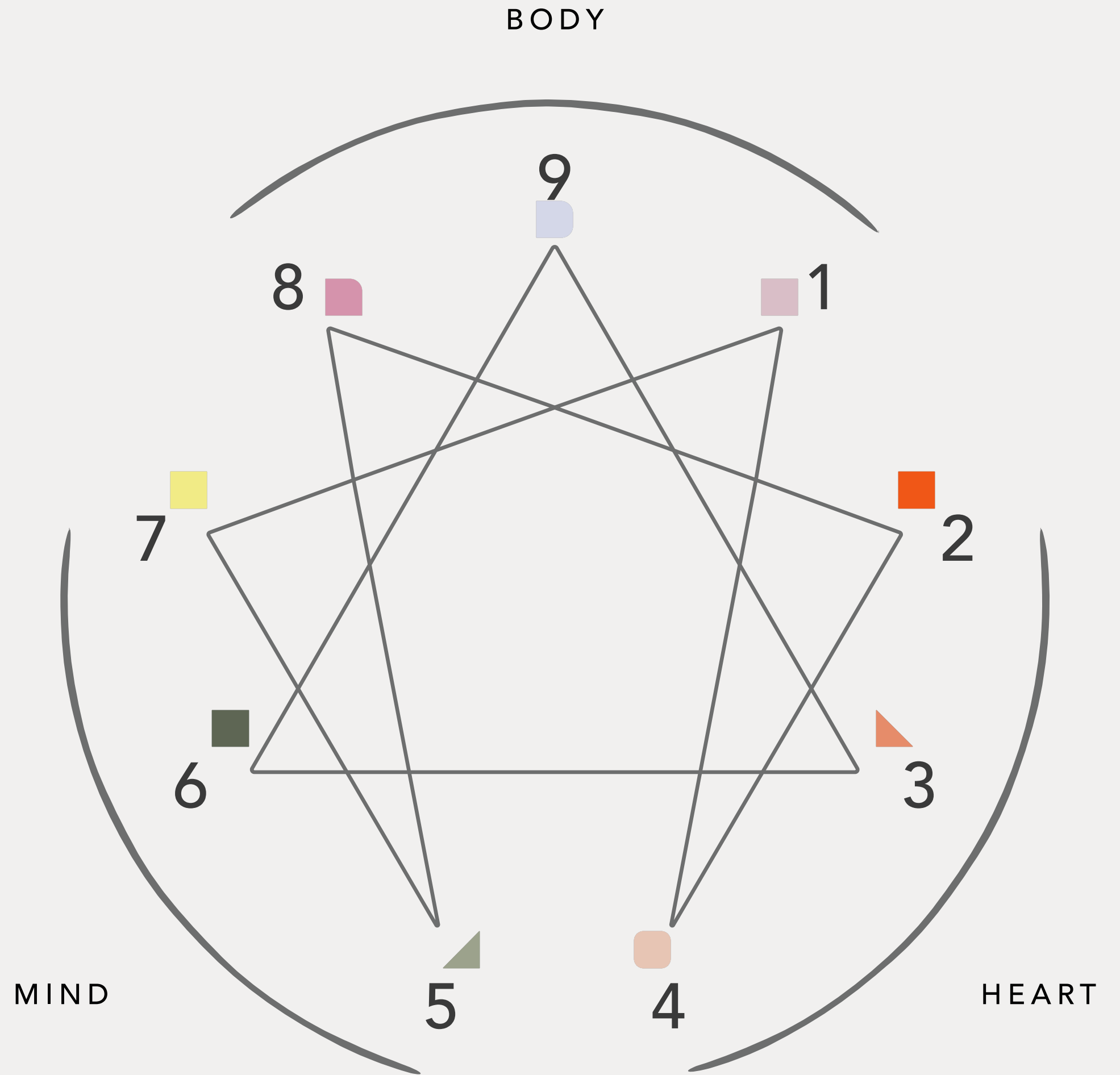
## **IT'S COMPLEX & DYNAMIC**

You can always learn something new about yourself, and the aim is to focus on self-development and growth.

## **IT'S NOT THE ONLY LENS**

Your Enneagram type is not the only thing that's true about you. Consider your cultural, familial, and generational influences as well when observing your type.

THE PROFILE OF EACH  
Enneagram  
Type



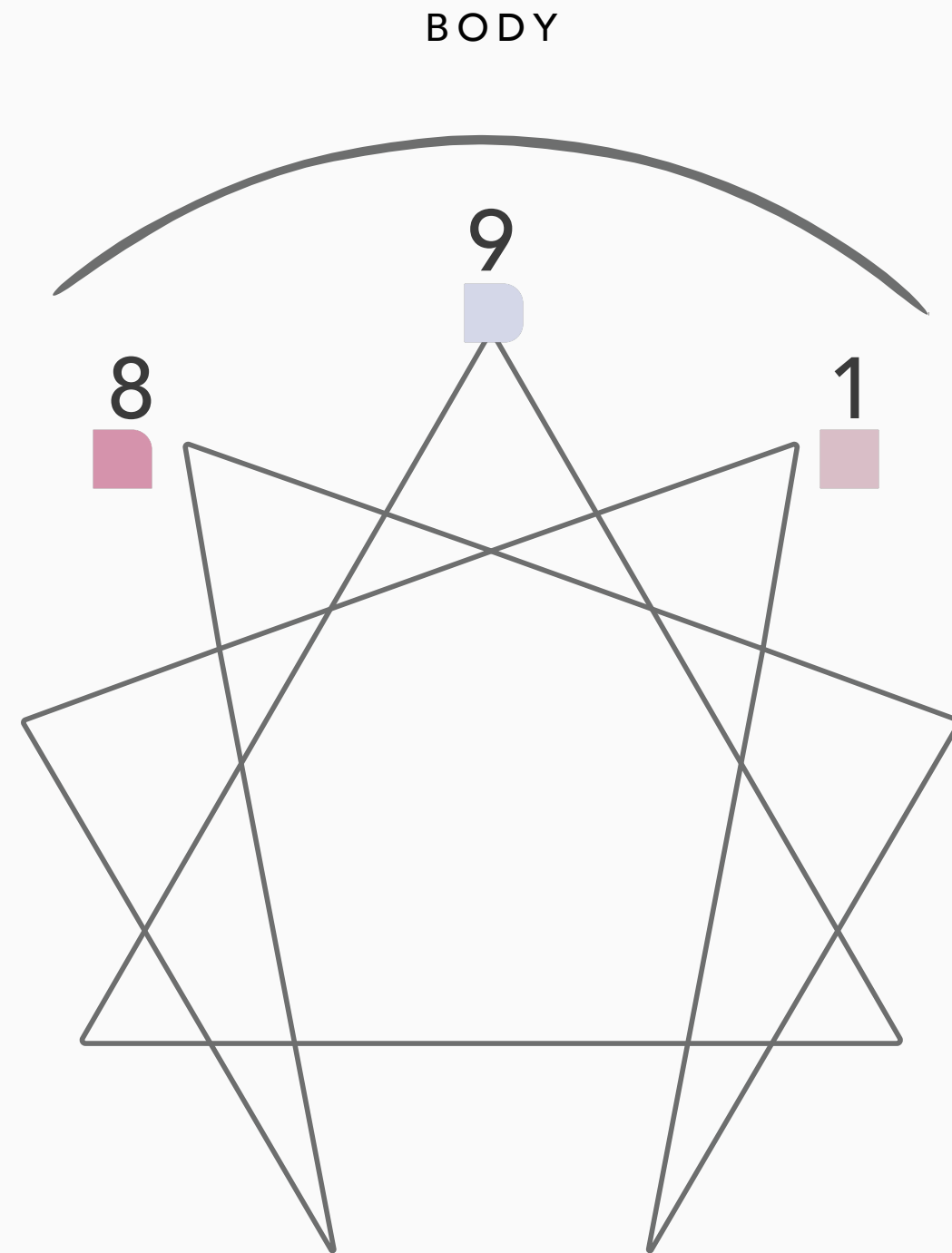
## BODY TYPES

UNDERLYING EMOTIONS

Anger, rage

FOCUSED ON

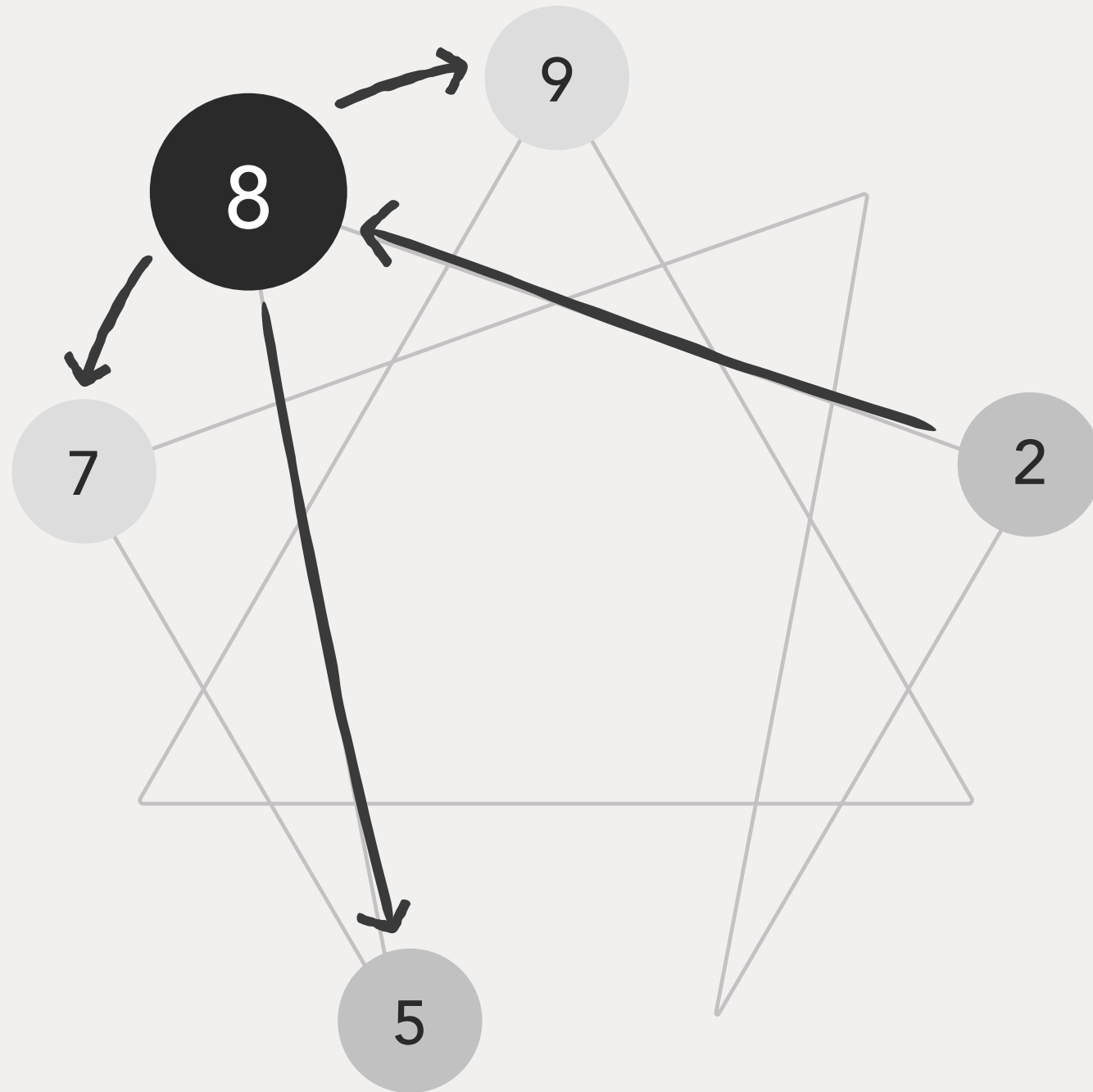
Boundaries, control, and justice







# TYPE Eight



## FOCUSED ON

The big-picture; who has power and control; strength; toughness; taking decisive action; tackling challenges; justice

## TEND TO AVOID

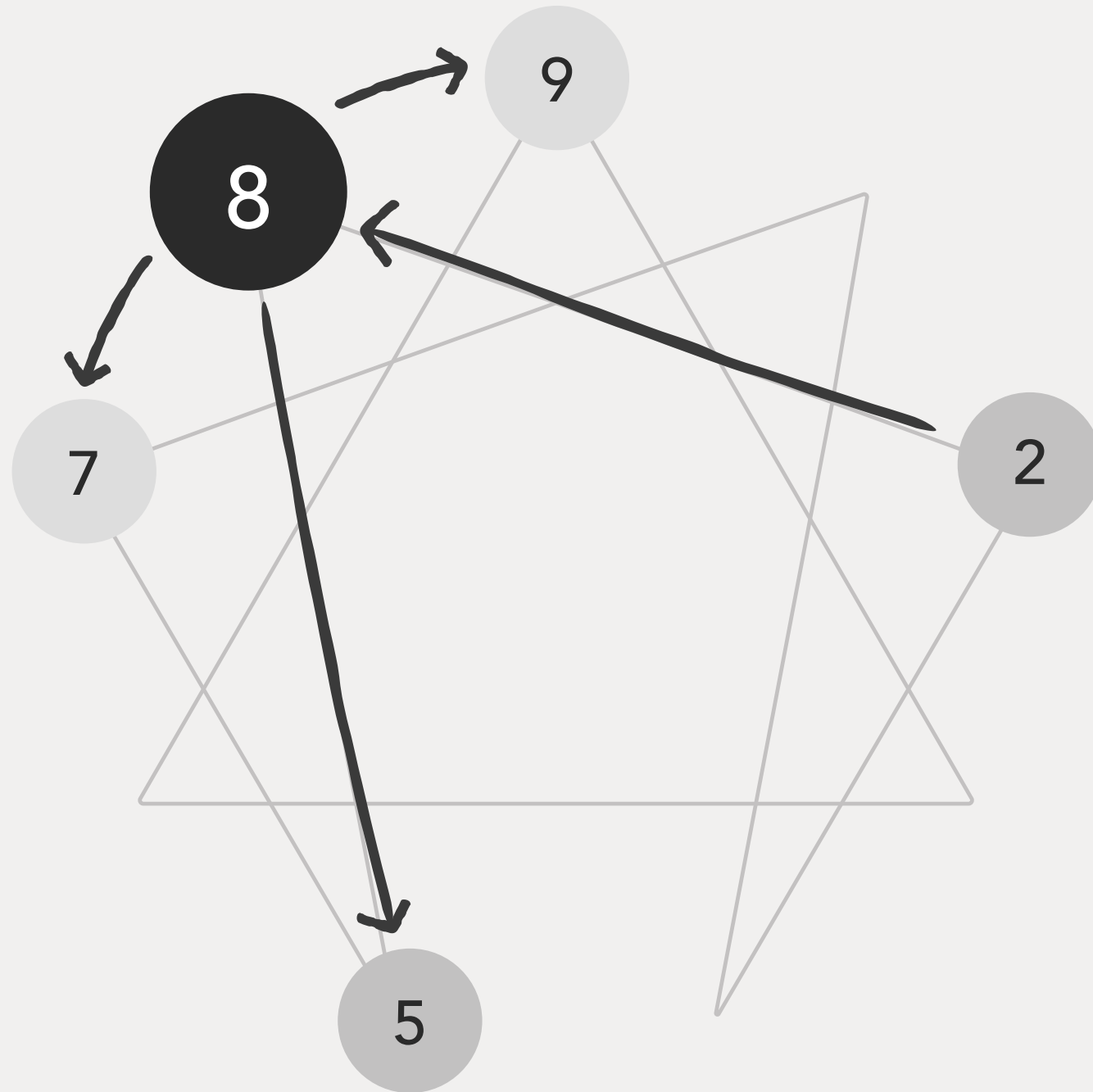
Being betrayed or controlled by someone else; feeling vulnerable or weak

## STRENGTHS

Passionate, dynamic, driven, truth-tellers, bold, authentic



# TYPE Eight

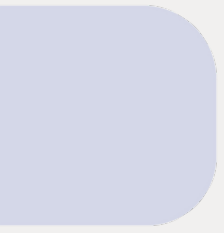


## COMMUNICATION

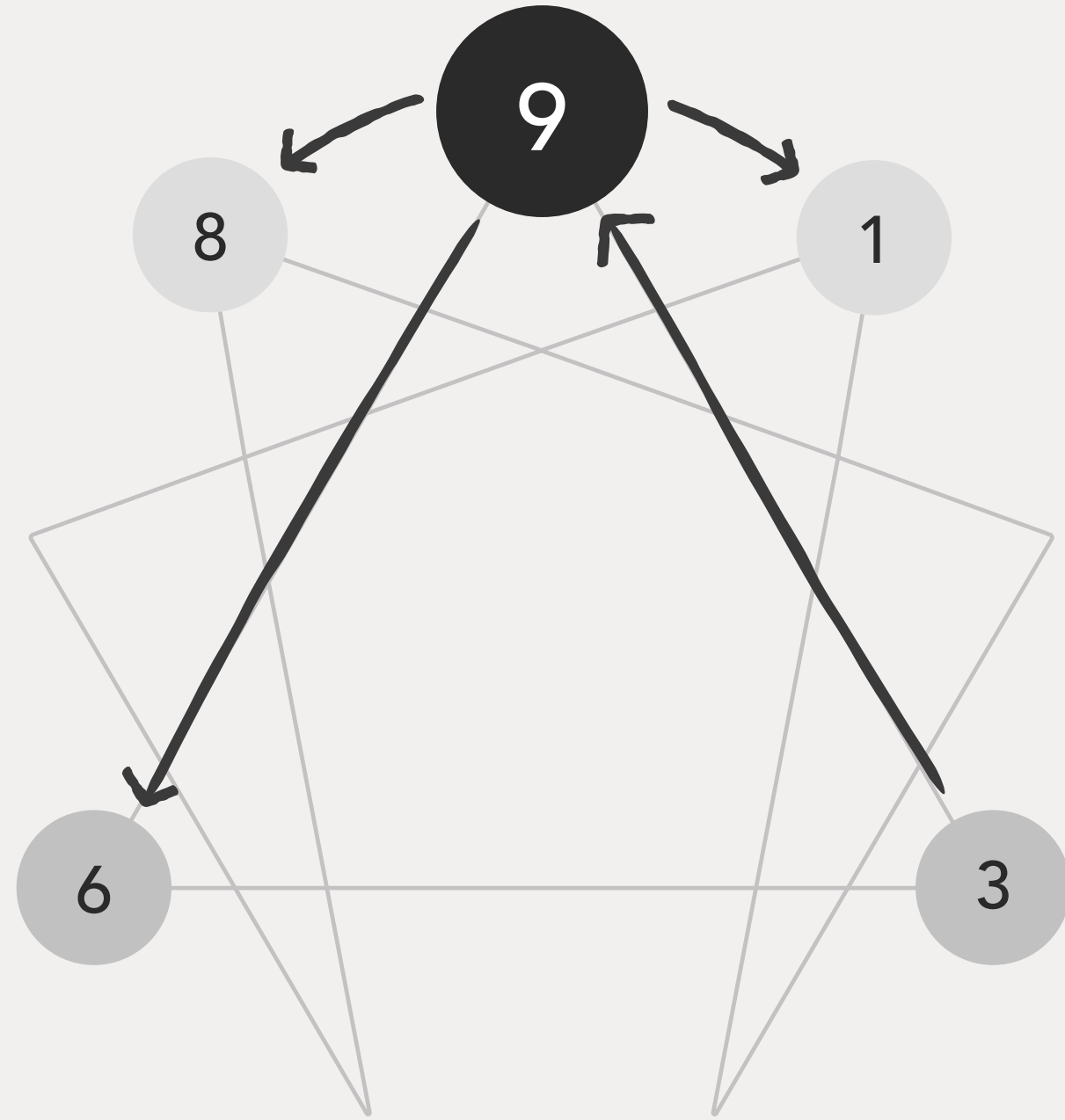
Concrete; no-nonsense; able to engage directly in difficult conversations

## HOW TO COMMUNICATE

- For others: Say what you mean, be direct
- For Eights: Take a beat before jumping into action



# TYPE Nine



## FOCUSED ON

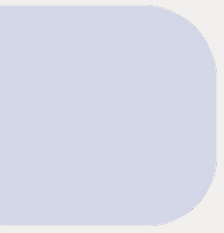
Seeing all sides; maintaining comfort; creating harmony and balance; adapting to others

## TEND TO AVOID

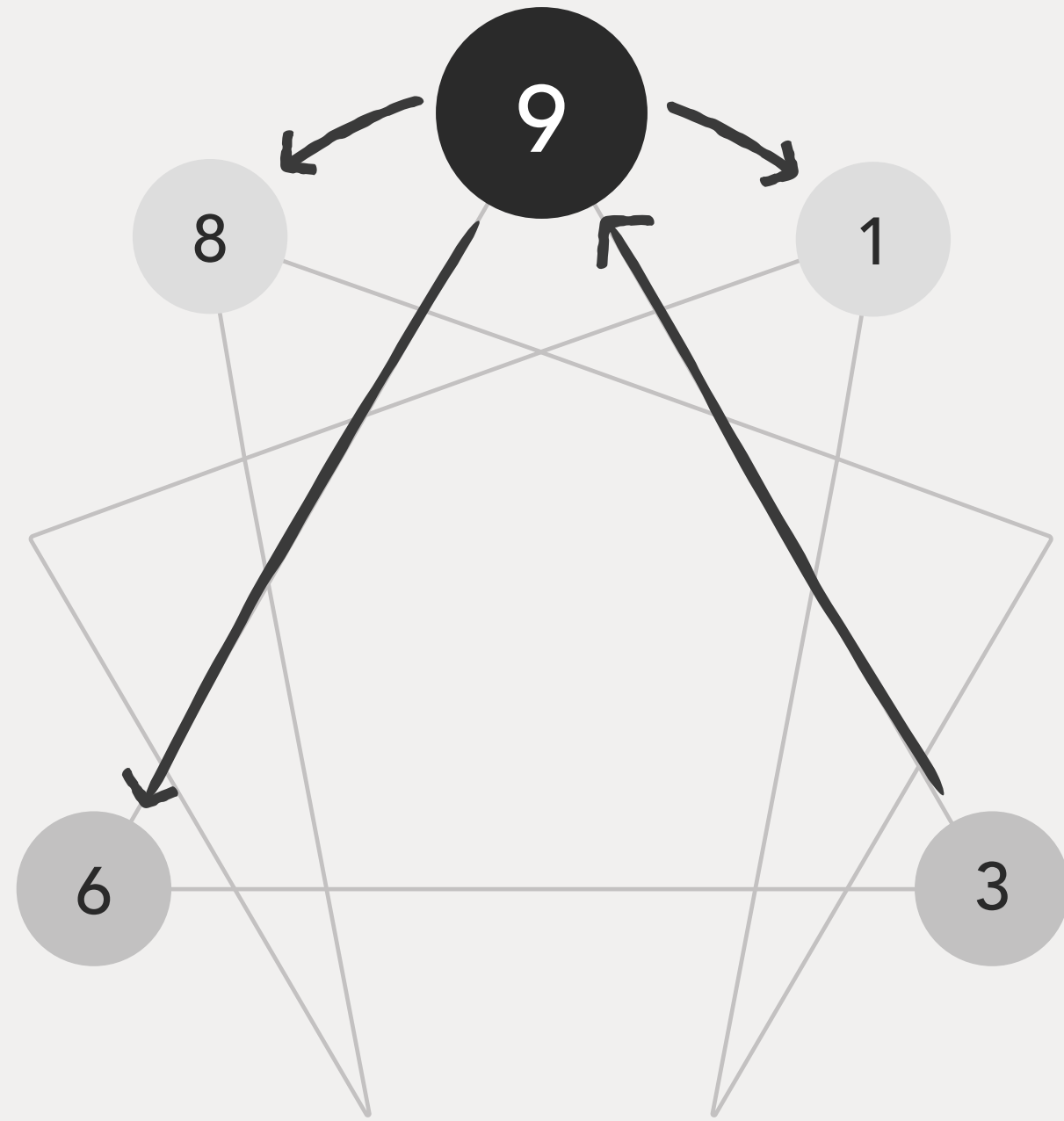
Being the cause of discord or disconnection; their own anger; creating relational separation

## STRENGTHS

Diligent, easy-going, fair, attentive to others, supportive and inclusive



# TYPE Nine



## COMMUNICATION

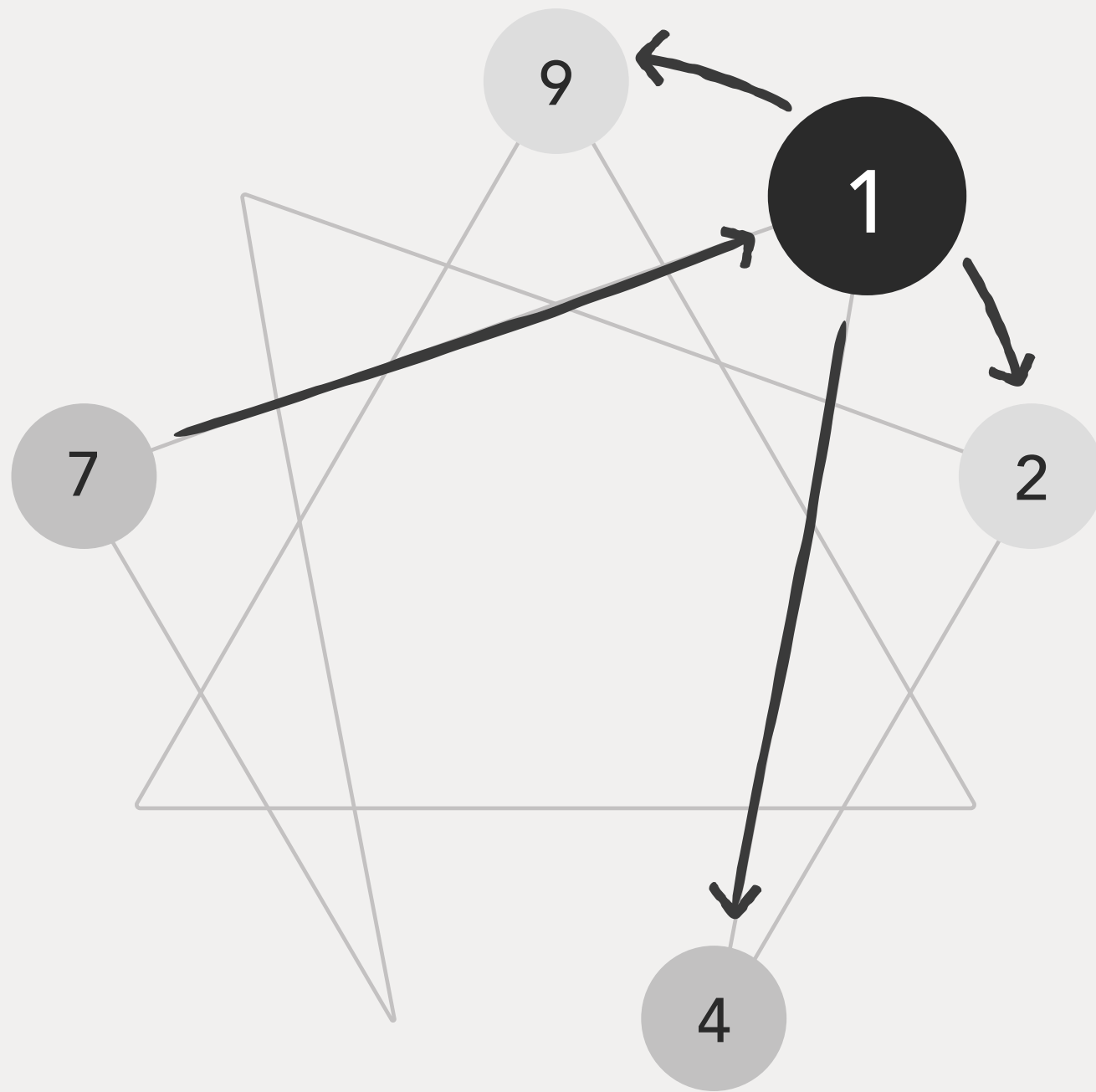
Excellent mediators; "Where do we agree?"

## HOW TO COMMUNICATE

- For others: Don't assume smile & nod = "I agree"
- For Nines: Work on being more clear on what you truly think



# TYPE One



## FOCUSED ON

High ideals; improvement; the "right" way; being a good person; conducting themselves in an appropriate, correct manner

## TEND TO AVOID

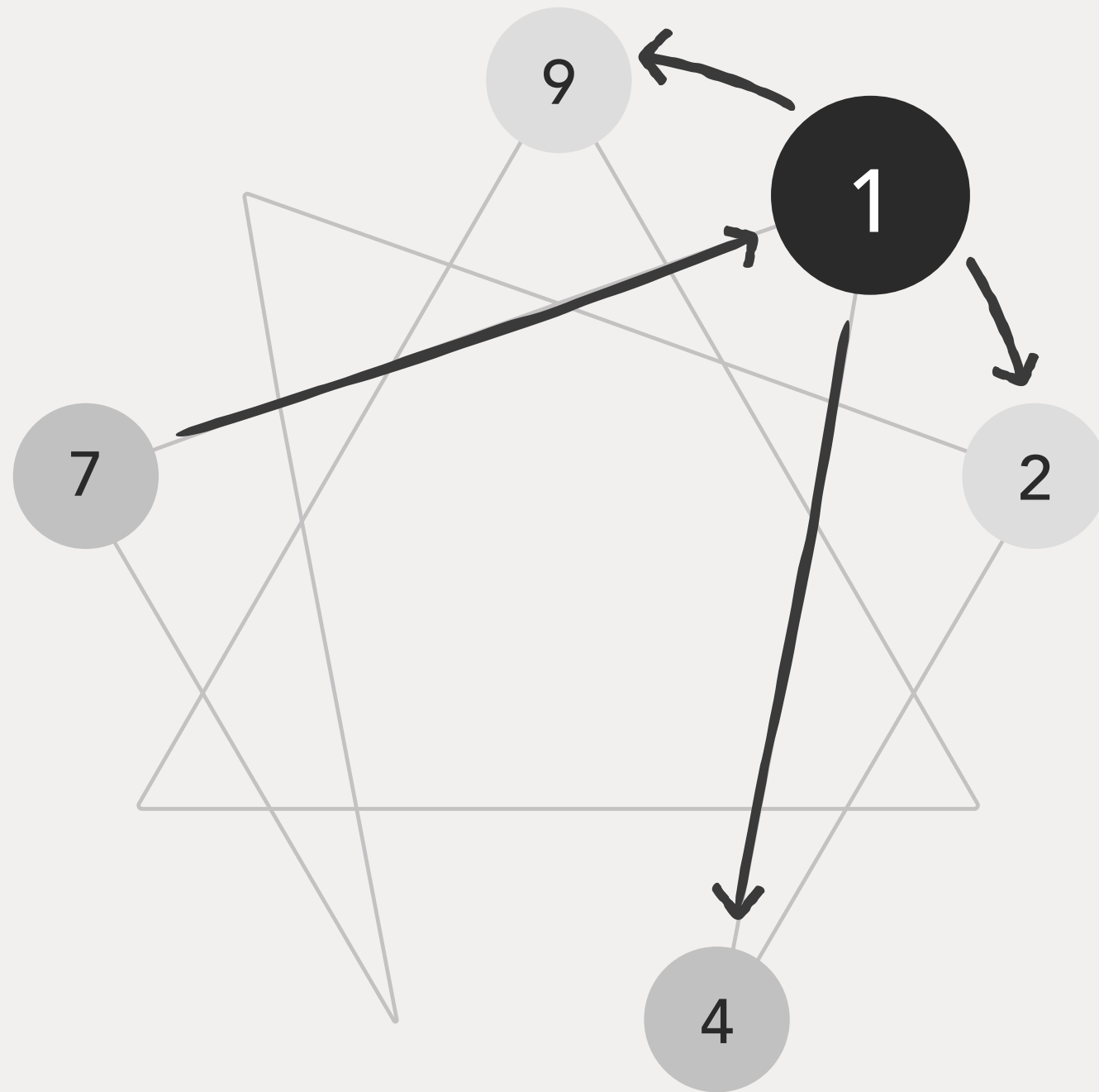
Being bad or corrupt; being wrong; making a mistake and being the last to know they've made a mistake

## STRENGTHS

Industrious, responsible, often very detail-oriented, enforce quality controls, guided by their code of ethics



# TYPE One



## COMMUNICATION

Black-and-white; consider the weight and meaning of their words to convey accuracy

## HOW TO COMMUNICATE

- For others: Stay on topic, be clear and thoughtful
- For Ones: Ask questions to gain clarity; Give more compliments

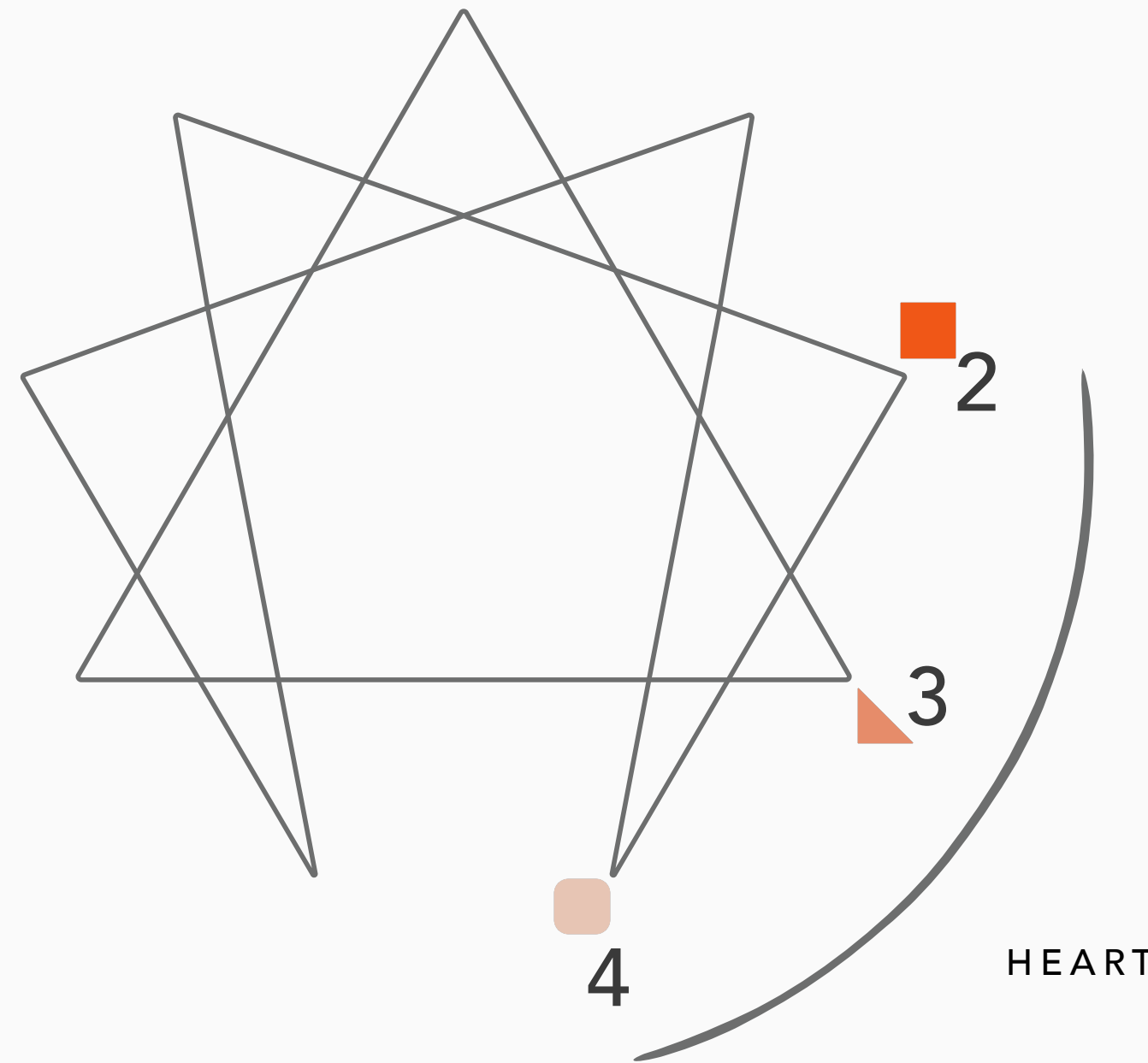
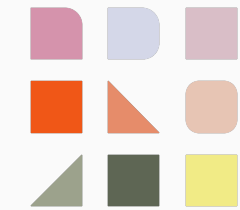
# HEART TYPES

UNDERLYING EMOTIONS

Sadness, shame

FOCUSED ON

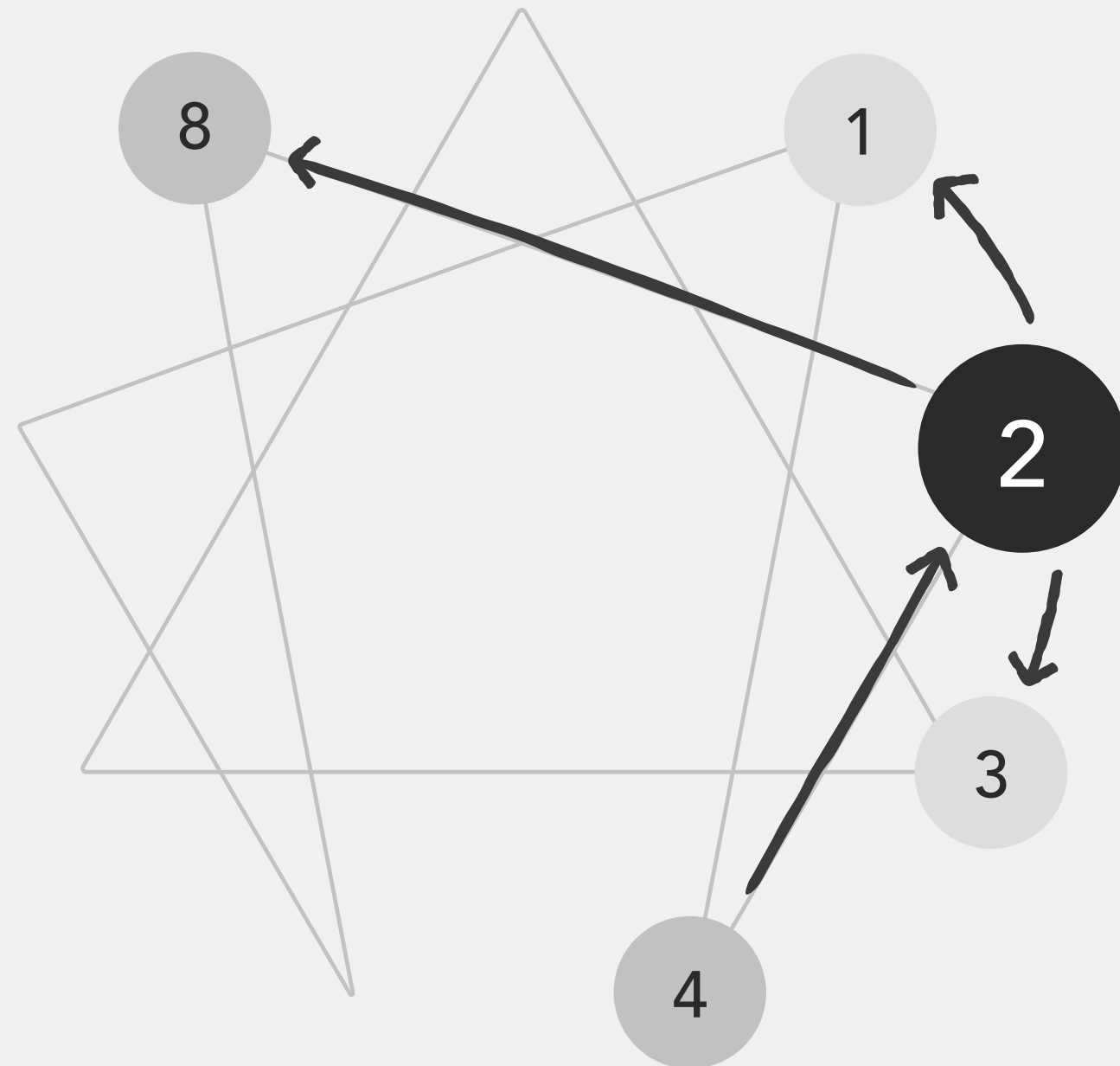
Image, identity, & emotional attunement





# TYPE Two

STRATEGIC SUPPORTER



## FOCUSED ON

Building positive rapport; helping & empowering others; feeling good; meeting others' needs; feeling love and approval

## TEND TO AVOID

Being dismissed, discarded, or rejected; feeling replaceable

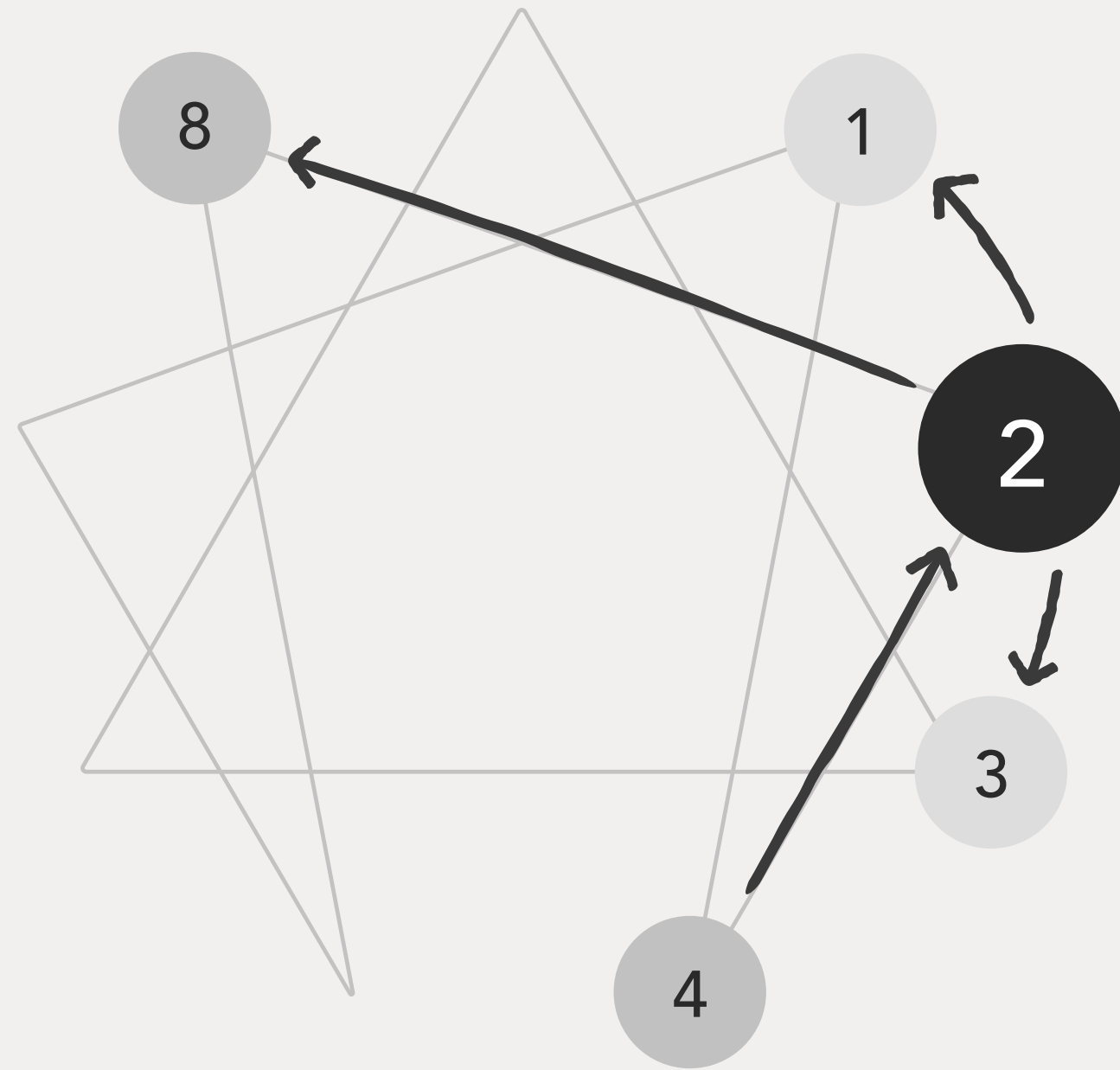
## STRENGTHS

Emotionally aware, conscientious, relational, encouraging others, making others feel loved and welcomed





# TYPE Two

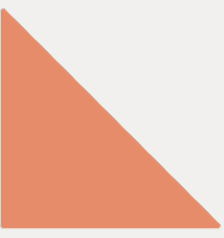


## COMMUNICATION

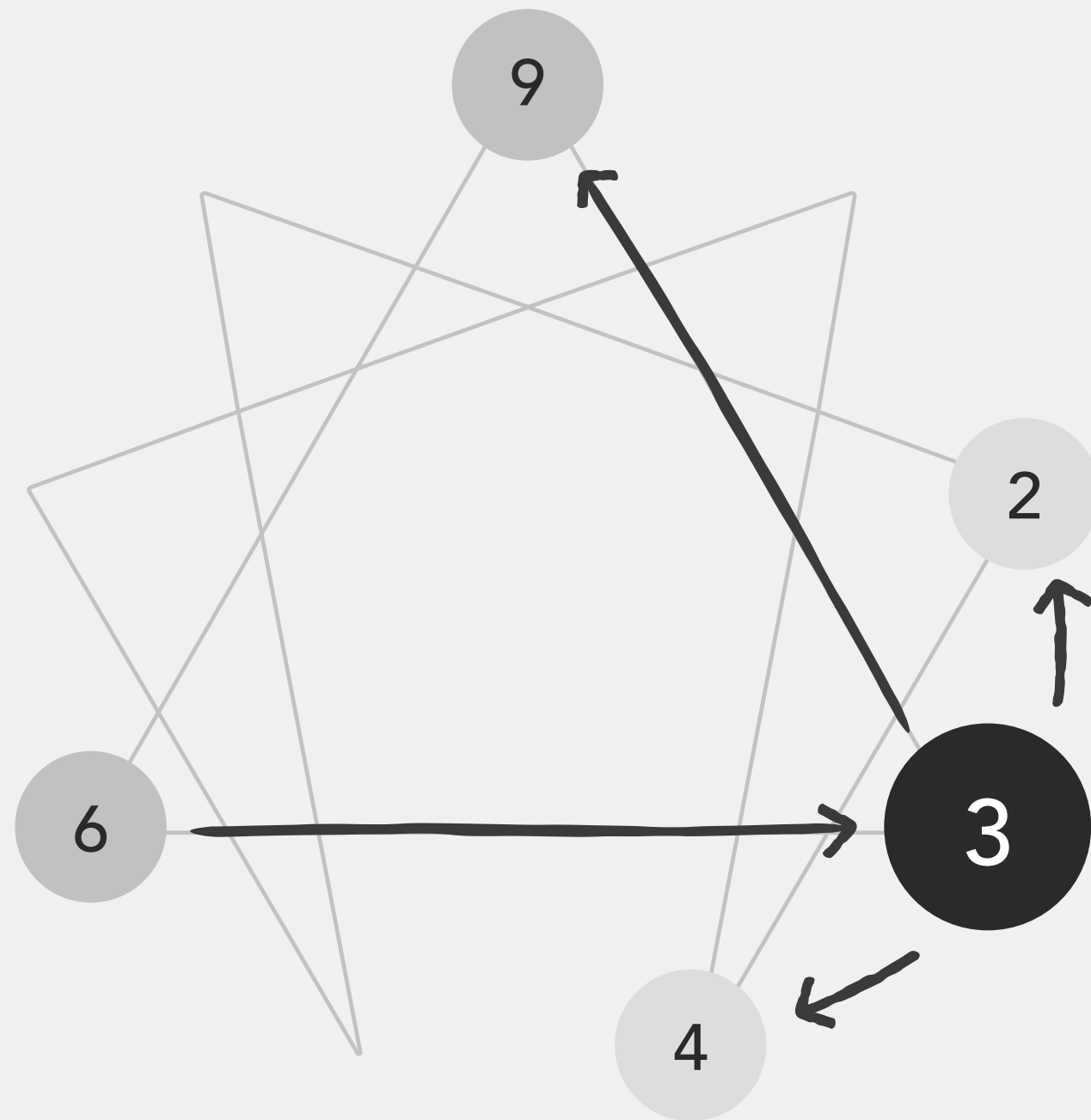
Offer frequent advice and encouragement; connect well with others

## HOW TO COMMUNICATE

- For others: Show empathy and care
- For Twos: Work on giving direct feedback



# TYPE Three



## FOCUSED ON

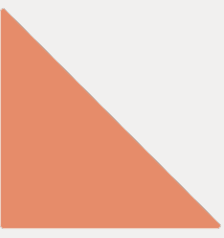
Getting results; effectiveness; efficiency; reading the room & adapting; connecting with specific others

## TEND TO AVOID

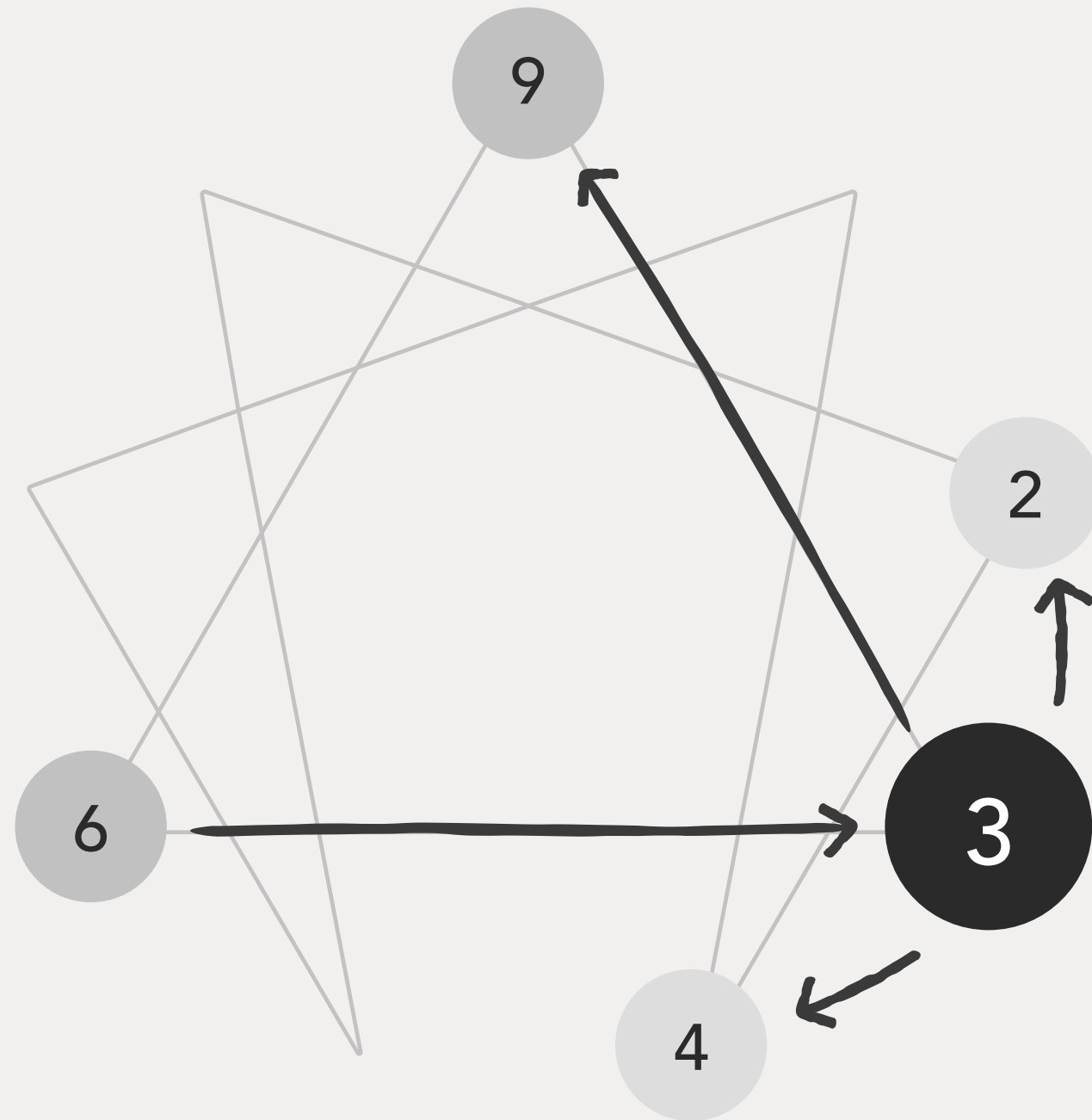
Being worthless; being a failure & falling short of their full potential

## STRENGTHS

Highly motivated, excelling, pushing to the "next level," skilled at optimizing



# TYPE Three



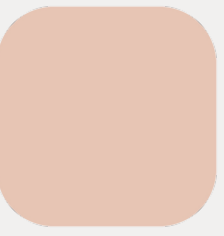
## COMMUNICATION

"What's the bottom line?"

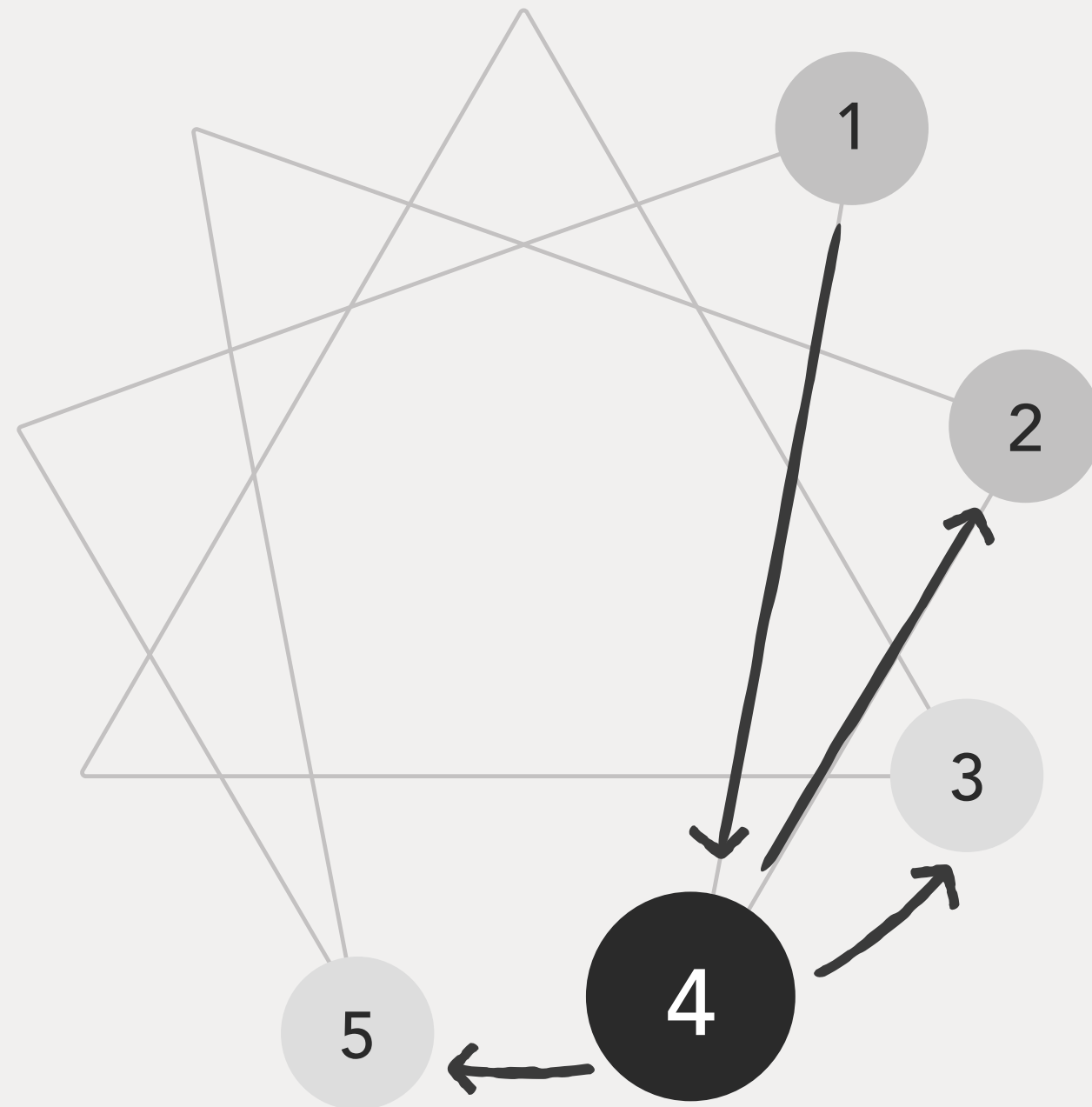
"Tell me the time, don't build me the clock"

## HOW TO COMMUNICATE

- For others: Communicate expectations clearly, give the bottom line
- For Threes: Practice patience



# TYPE Four



## FOCUSED ON

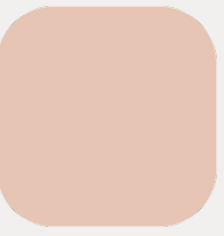
What's missing; looking inward; comparison; finding and recognizing depth and nuance; creating understanding

## TEND TO AVOID

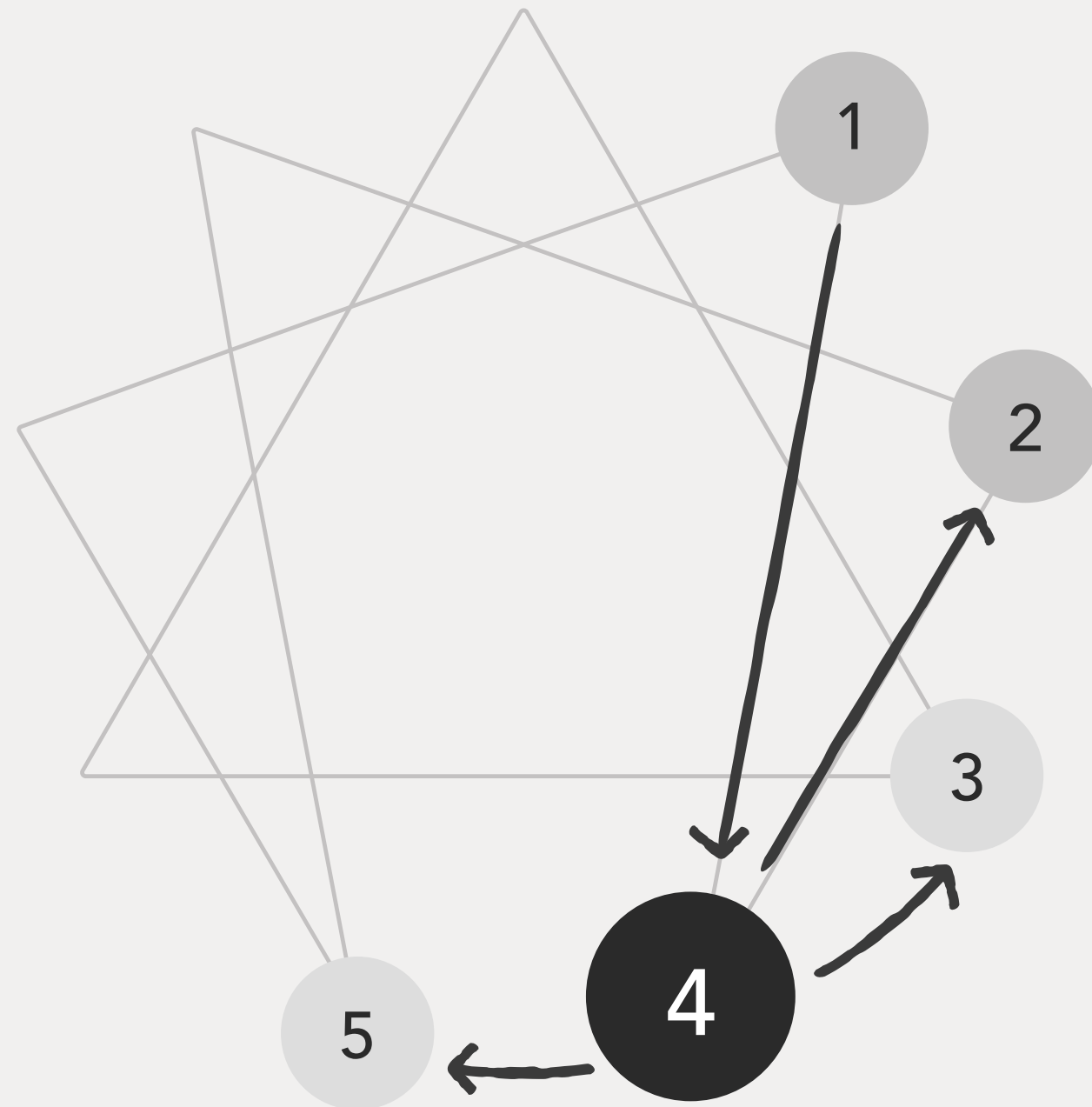
Being inauthentic or insignificant; feeling ordinary

## STRENGTHS

Idealistic, creative problem-solvers, emotional depth and strength, creativity, create containers for freedom and meaning



# TYPE Four



## COMMUNICATION

Say the truest, most authentic thing; good at surfacing difficult truths

## HOW TO COMMUNICATE

- For others: Call attention to their contribution
- For Fours: Practice patience when you feel misunderstood

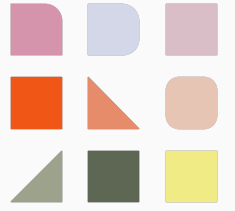
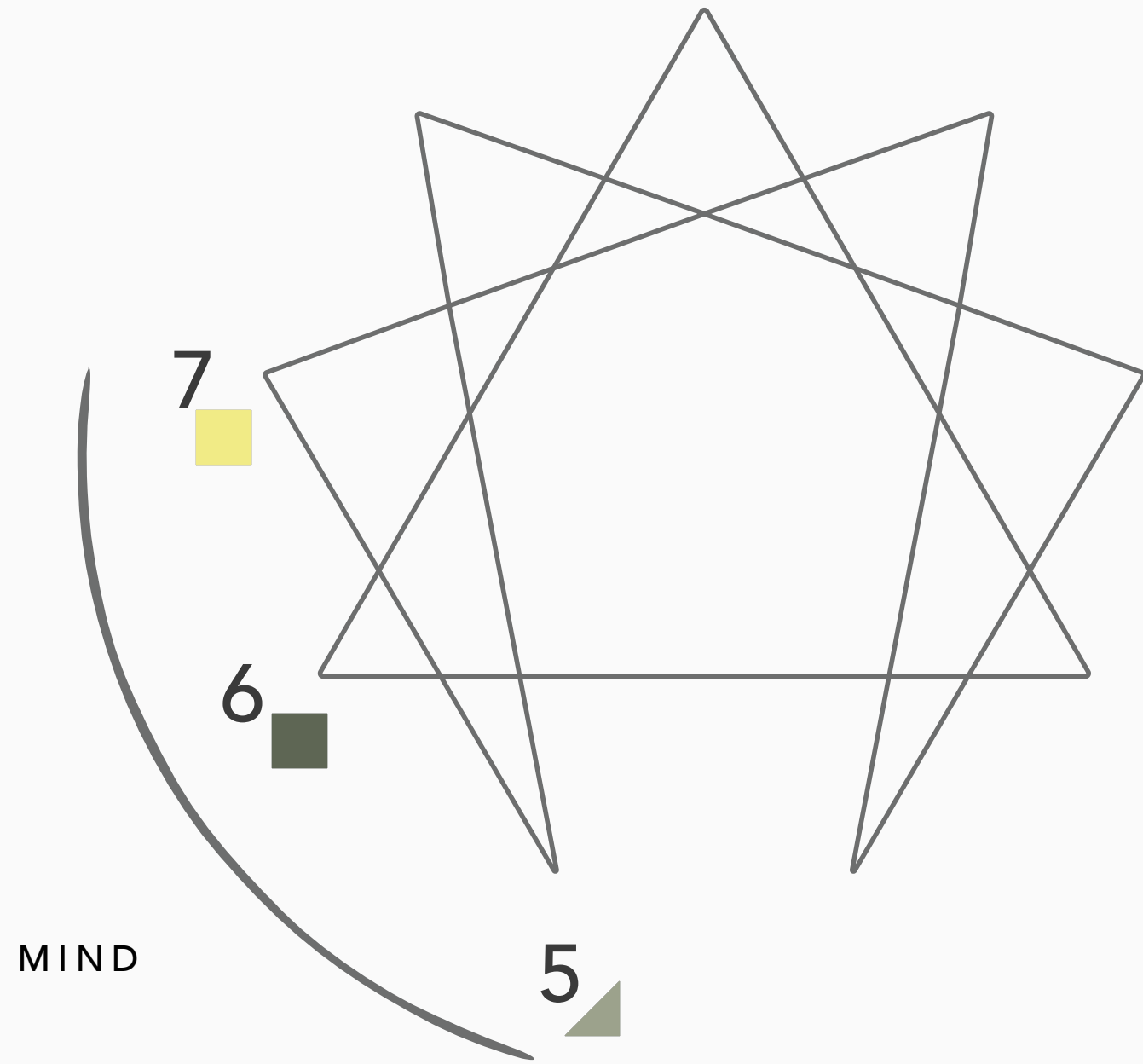
# MIND TYPES

UNDERLYING EMOTIONS

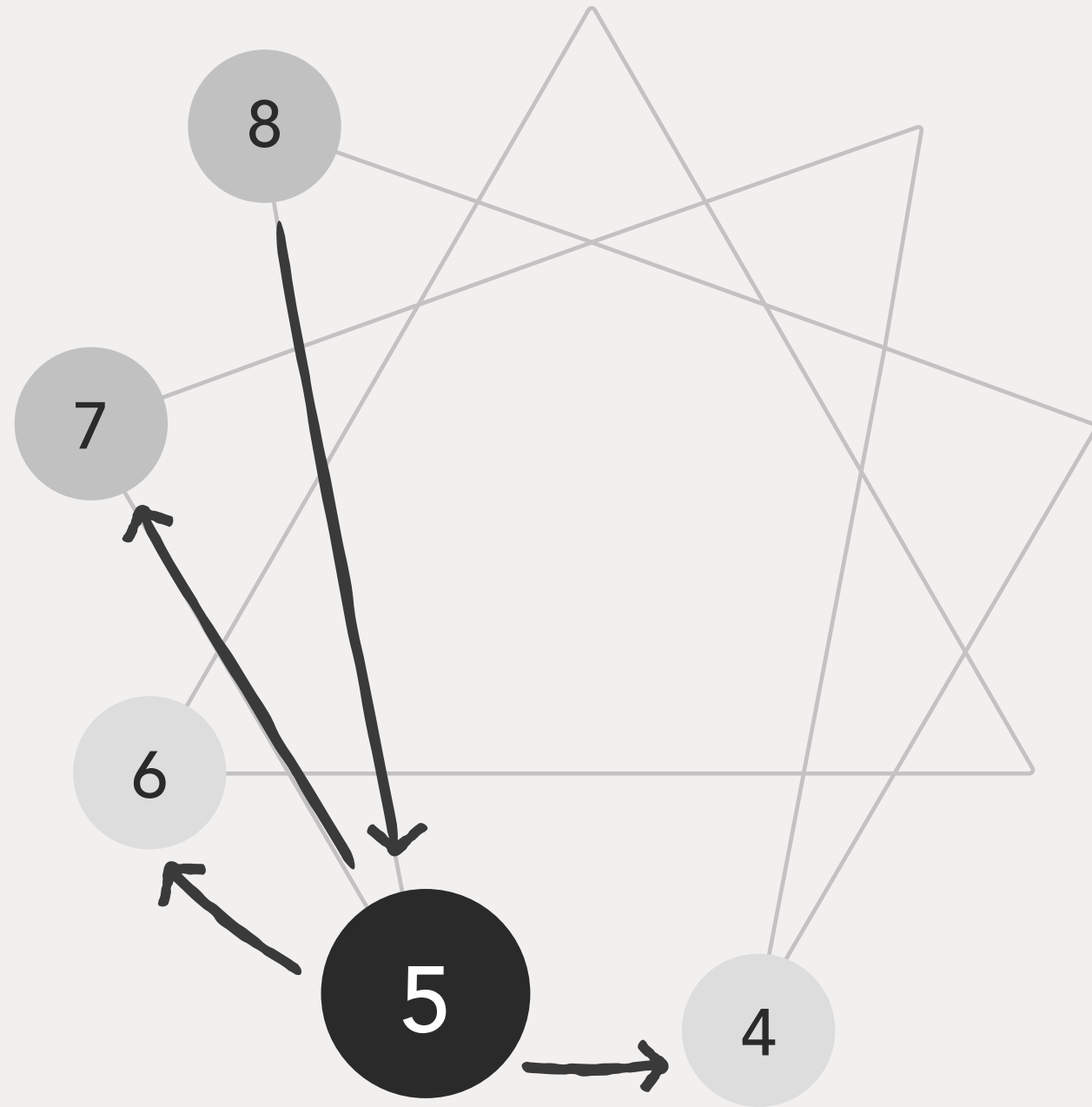
Fear, anxiety

FOCUSED ON

Security, strategy, & analysis



# TYPE Five



## FOCUSED ON

Gathering information; creating margin in their lives; data; knowledge; maintaining privacy and boundaries

## TEND TO AVOID

Being depleted and without resources (especially energy and emotional resources)

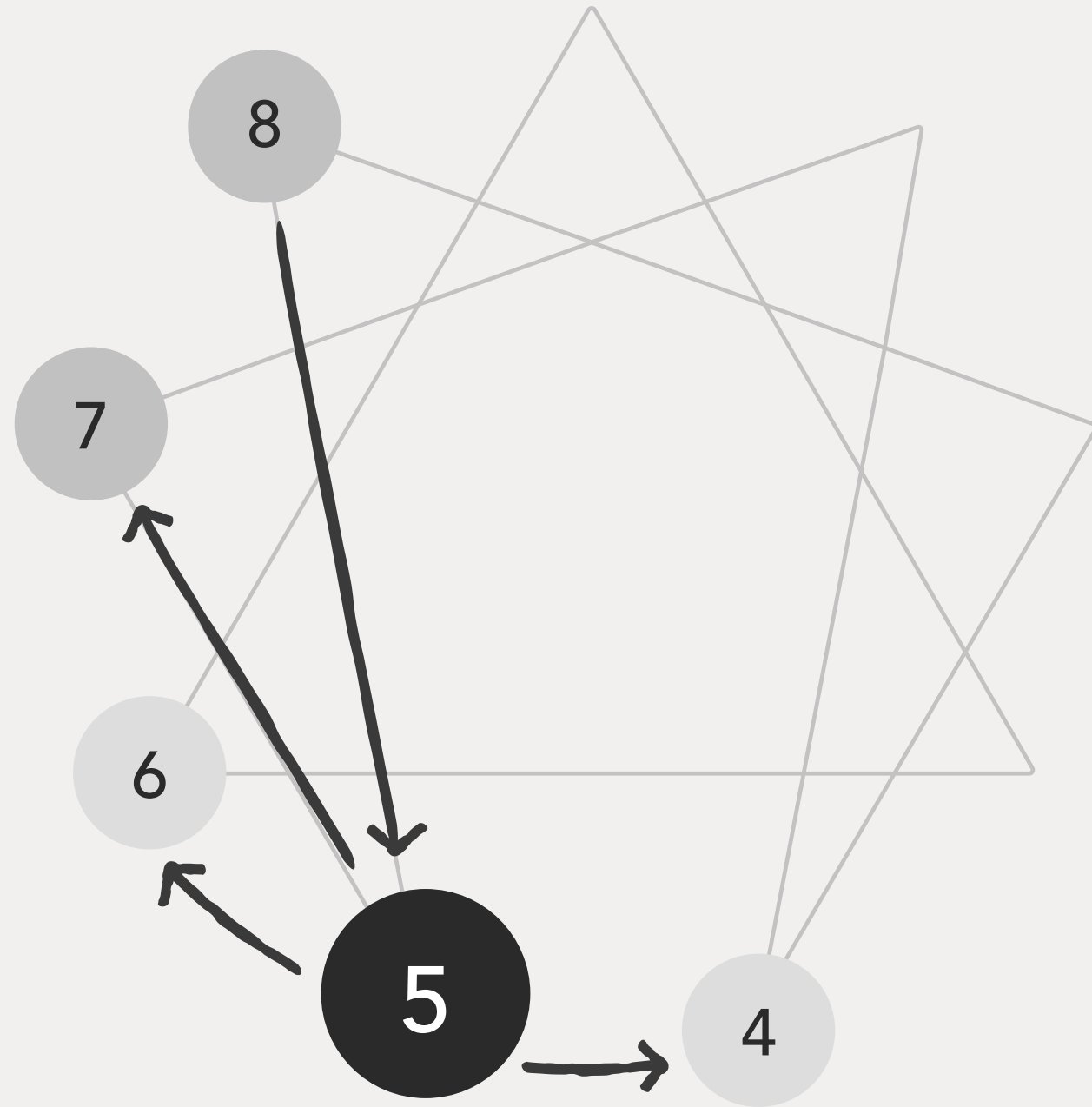
## STRENGTHS

Thorough, specific, research-oriented, unemotional evaluation, systematic, skillful at making sharp, clear observations about the way things operate





# TYPE Five



## COMMUNICATION

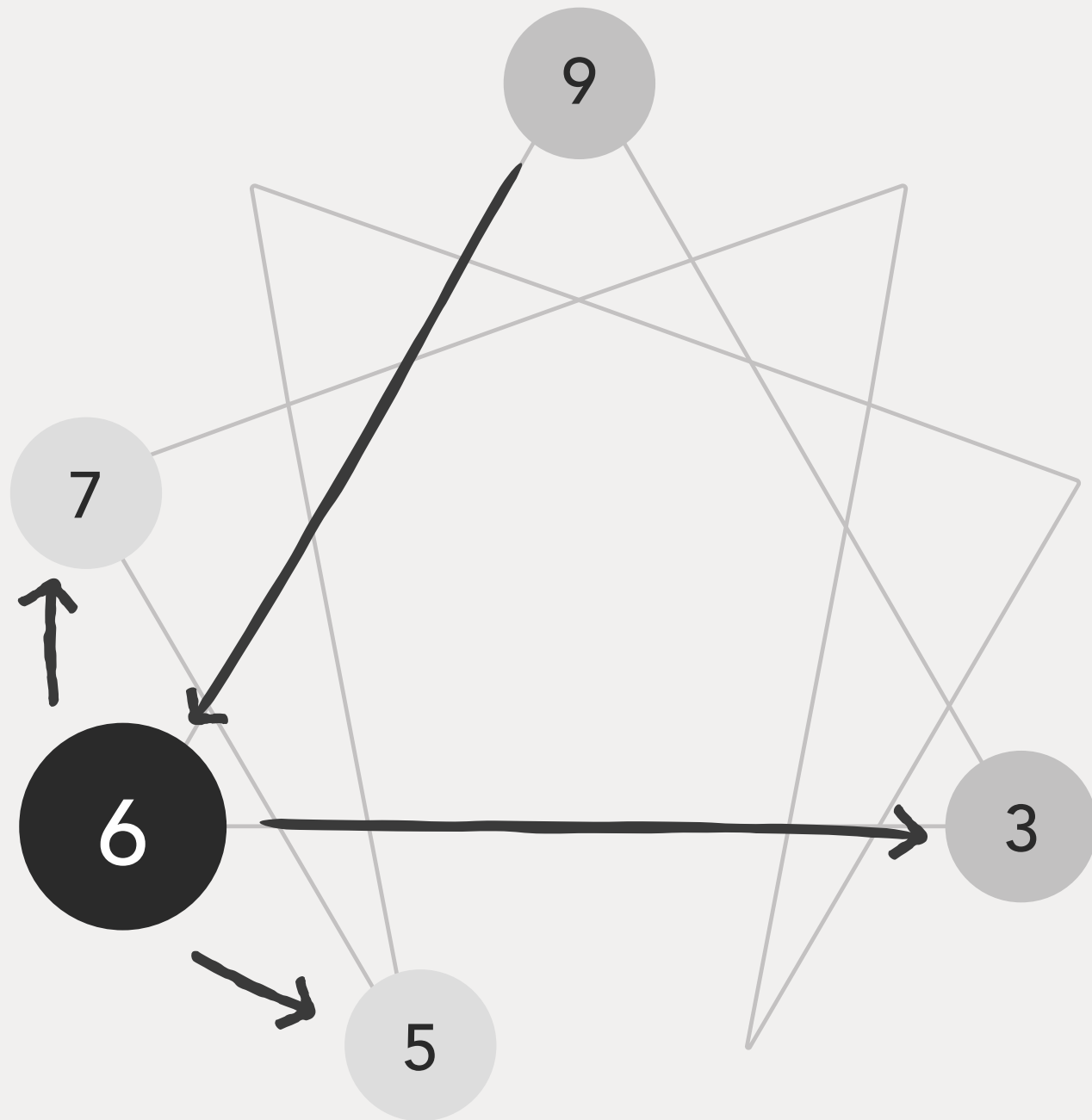
Speak in paragraph-form; communicate steadiness & objectivity

## HOW TO COMMUNICATE

- For others: Give them time to process; ask them for feedback
- For Fives: Communicate when you need space



# TYPE Six



## FOCUSED ON

Testing, questioning & verifying; assessing risks; building or testing trust, especially with authorities; seeking reassurance

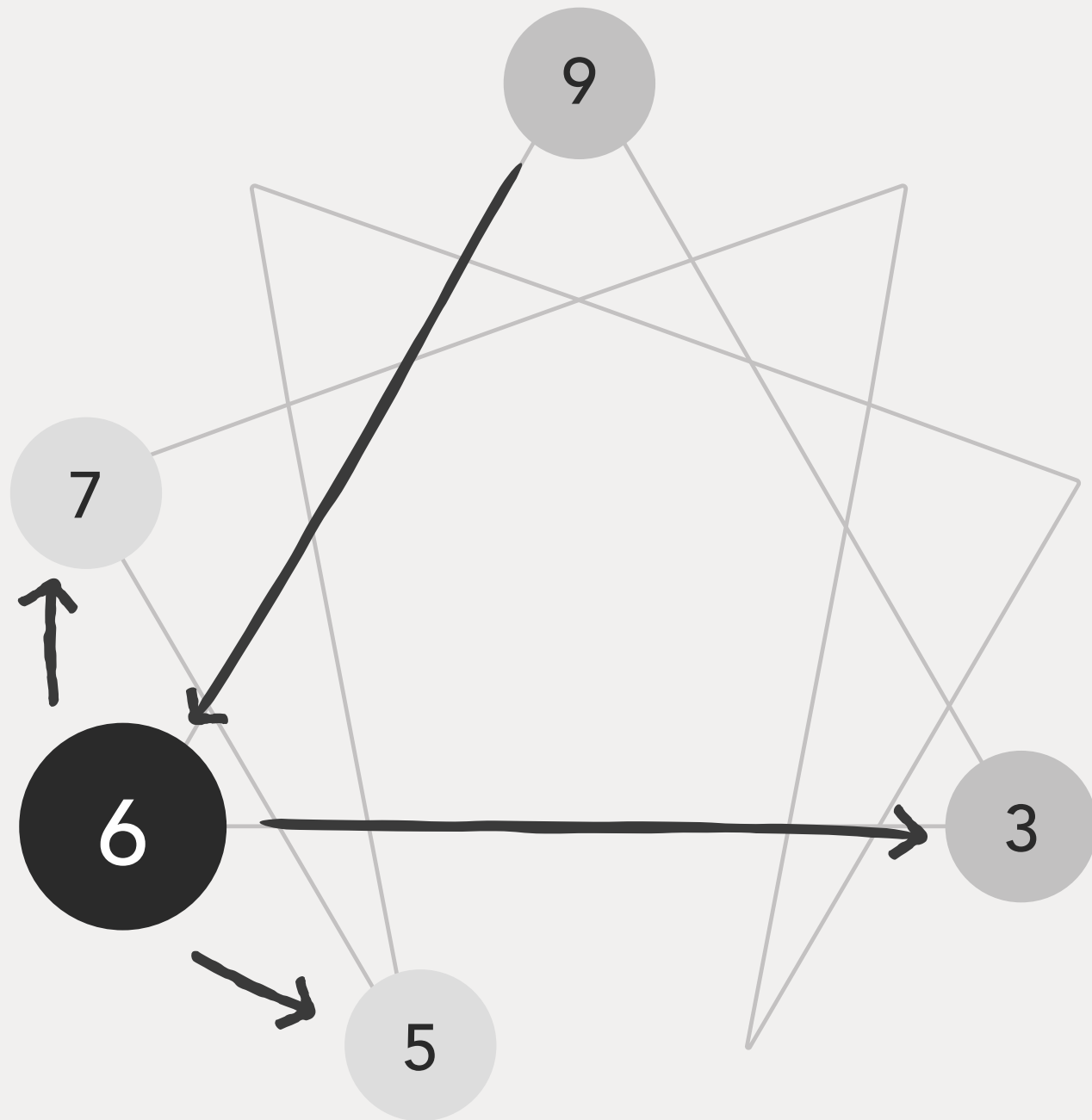
## TEND TO AVOID

Being stranded & without backup; threats materializing; the worst-case scenario

## STRENGTHS

Analytical, process-oriented, highly intuitive, skillful problem solvers, easily recognize risks and possibilities

# TYPE Six



## COMMUNICATION

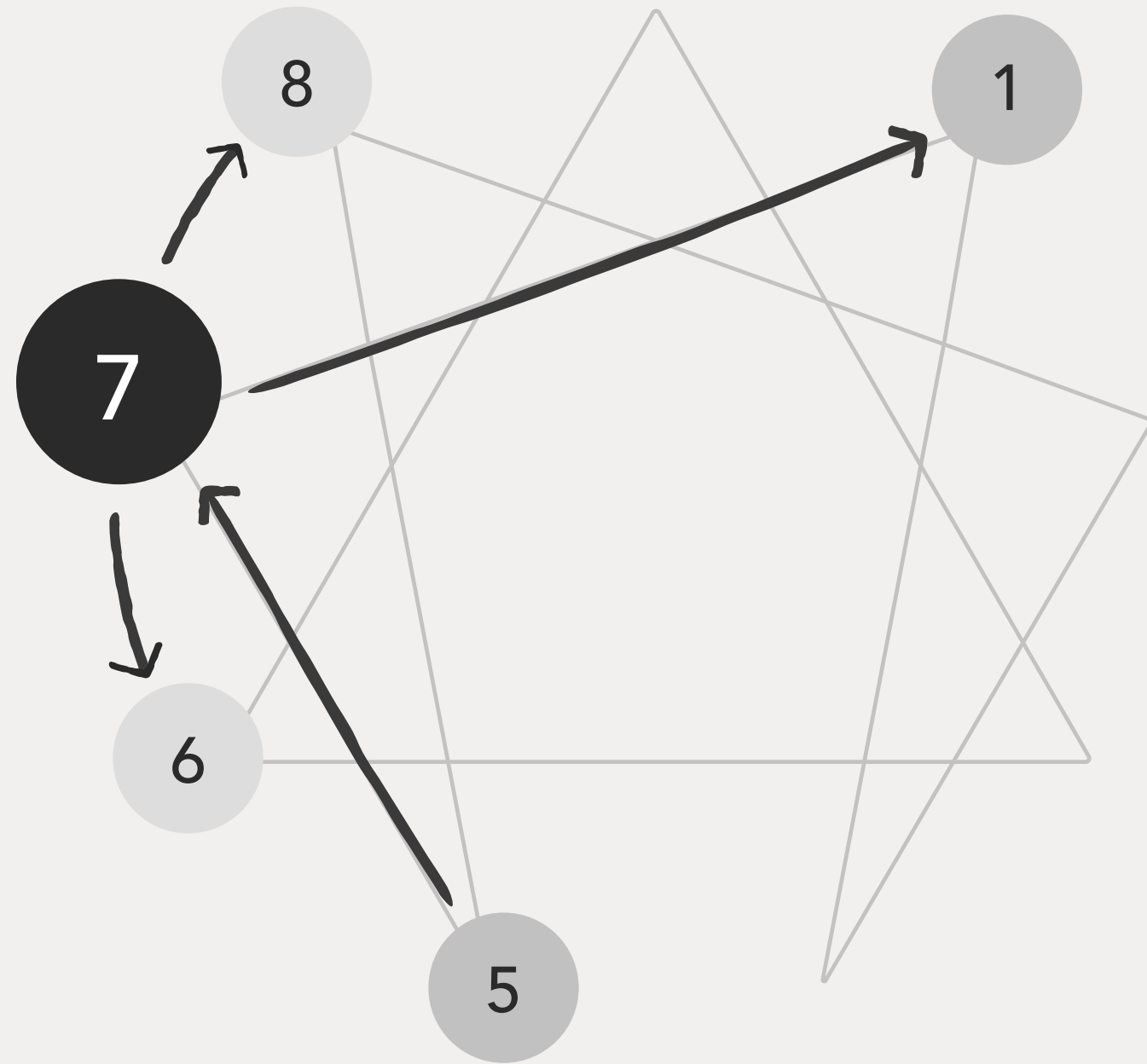
"Opposite-case-scenario"  
"Have you thought about..."

## HOW TO COMMUNICATE

- For others: Consider their questions; be honest
- For Sixes: Work on finding trust (rather than looking for reasons not to trust)



# TYPE Seven



## FOCUSED ON

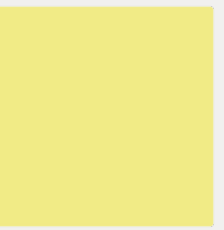
Endless possibilities; positive outcomes; seeking mental stimulation; future intrigue; keeping the mood elevated; having a good time

## TEND TO AVOID

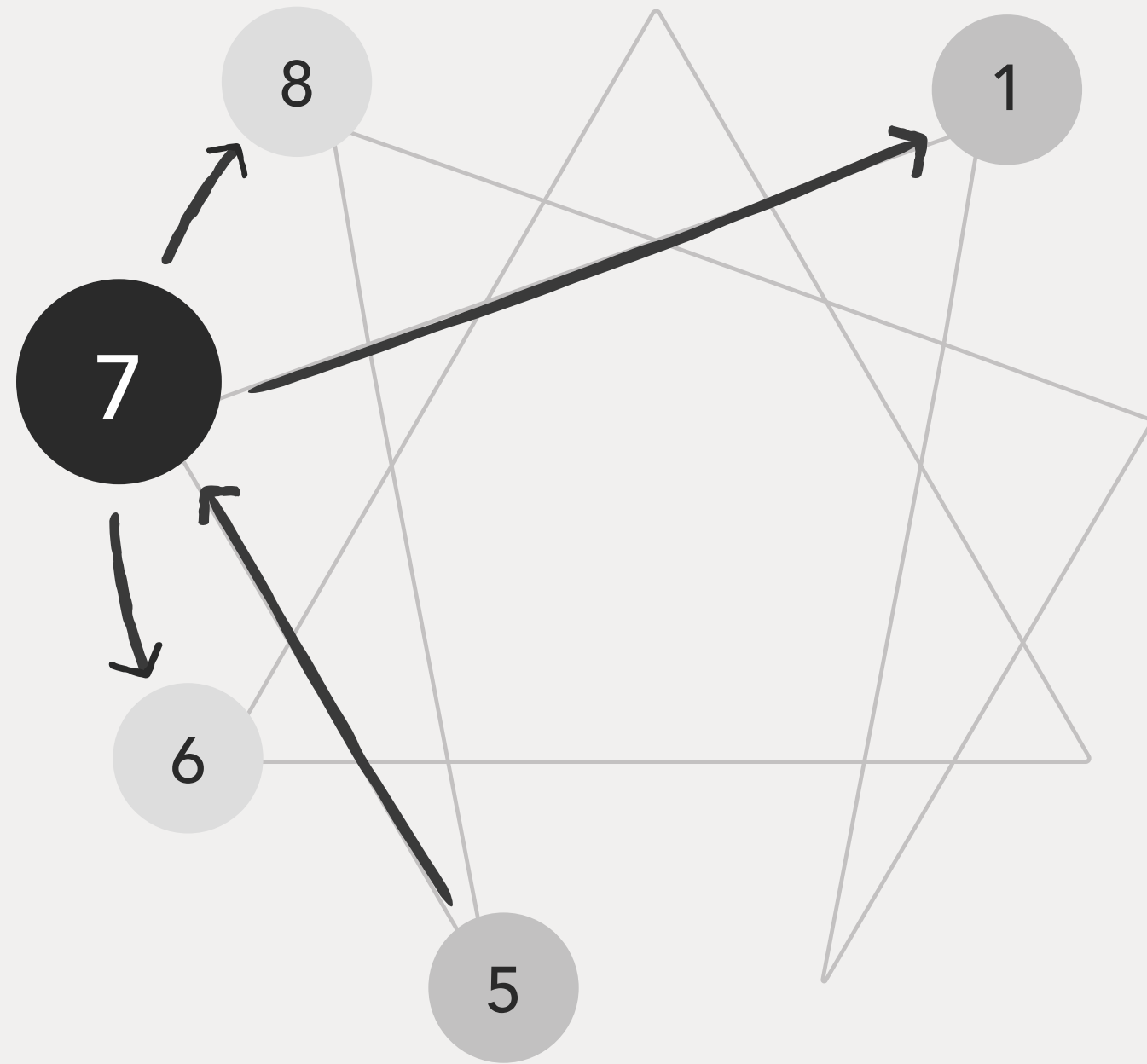
Being trapped in pain or boredom

## STRENGTHS

Quick-minded, visionary, idea-oriented, innovative, genuinely believe everything will work out (and they're often right!), adventurous



# TYPE Seven



## COMMUNICATION

Highlighting the bright side; brainstorming  
“At least...”

## HOW TO COMMUNICATE

- For others: Don't immediately go to practicality
- For Sevens: Communicate when you're in brainstorming mode

## ACTIVITY

## Defining Communication Styles

**Review your type in your communication handout.**

Consider what resonates, what doesn't, and how you'd describe your communication style.

**Answer these three questions for the group.**

- What would make communication with you seamless?
- What are the biggest sticking points or misunderstandings in your communication with others?
- What do you wish others knew about your type?

# Thank you!

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NINE TYPES CO.

