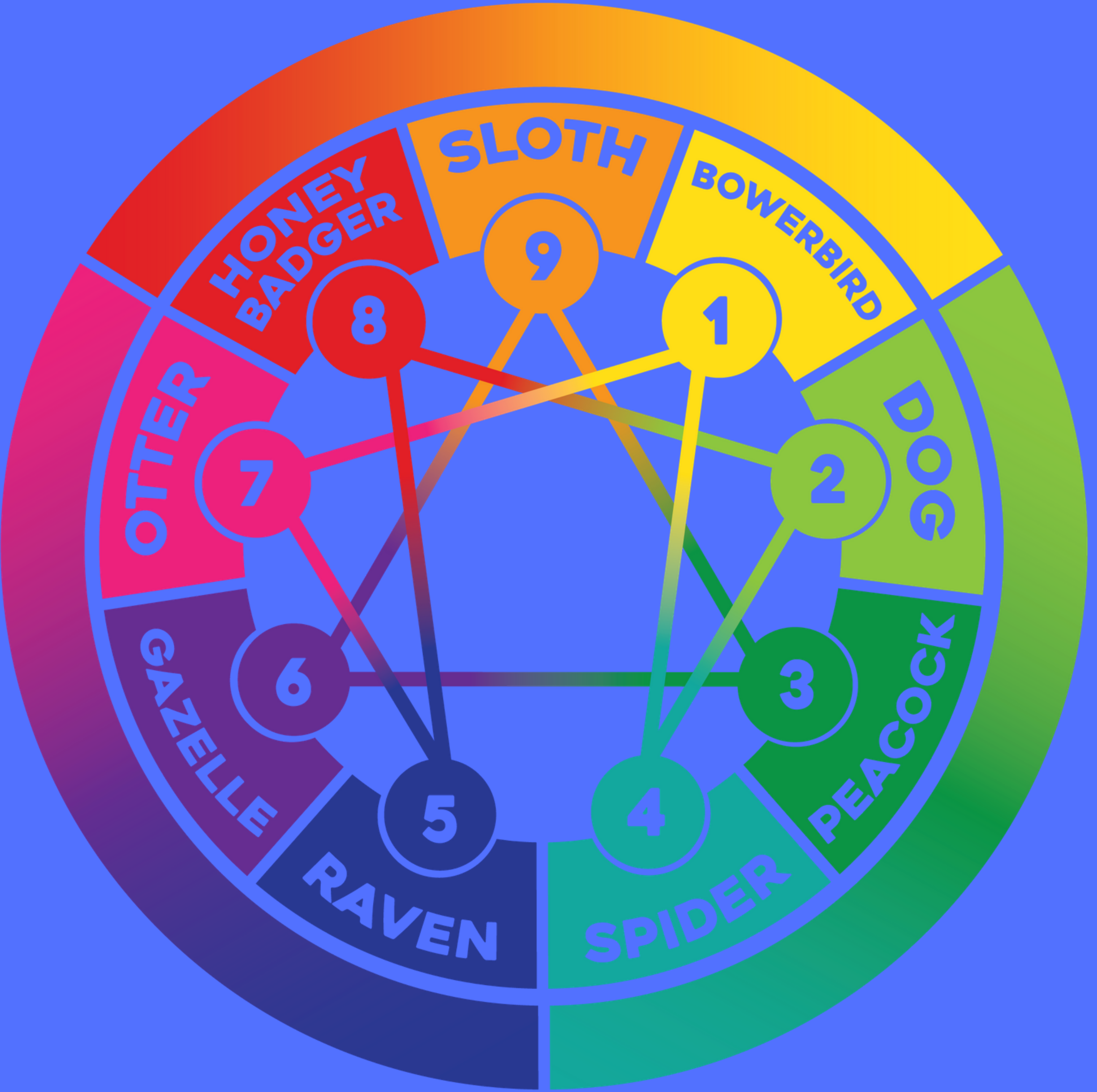


"When we accept people for who they are, we empower them to change."



The Enneagram

AMPLIFIED

Enneagram 1:

Bowerbirds describe the one perfectly. Tirelessly working to create the perfect surroundings. Watching them build their nests, you can almost hear the voice in their head saying, “No, that’s not quite right, you need a slightly different shade of grey for that rock.” Ones like things to be intricate, precise, and most importantly correct. They live with a critical voice in their head that constantly points out their imperfections and mistakes. This means they may be critical of others and often subscribe to the mindset, “If you want it done right, do it yourself.”

In times of stress:

Ones often feel their emotions as unacceptable, so instead of allowing those emotions to creep out, they will display the exact opposite emotion. This over-compensation for what they feel is inappropriate means they push down and bottle up a lot of their negative feelings.

If you’re a 1:

Cut yourself and everyone else some slack. While your attention to detail is important and admirable, recognize places where it’s okay to cut corners. Allow yourself the opportunity to feel and express anger, and conversely celebrate success with intensity.

If you’re managing or working with a 1:

Remember to proof-read reviews or meeting notes since mistakes in these will be distracting to ones. They may also lose respect for people they feel make numerous errors. Their attention to detail make them the perfect candidate to shift large carnivores, lead up nutrition projects, and assist with medical care.



Enneagram 2:

Twos are the service dogs of the human world. They spend all of their time and energy learning how to, and helping others. Just like service dogs are trained for intelligent disobedience, twos often know what's best for you even when you believe otherwise. They can be excellent teachers and will often bond tightly with the people and animals they care for. Their self worth is derived from helping, so they can feel lost and disconnected when theres no one in need.

In times of stress:

They become martyrs, sacrificing their own needs for the perceived needs of others. This can make them resentful and angry, and result in others moving away from them.

If you're a 2:

Make sure someone wants and needs your help before you offer it up. Learn how to help without expectations. Build your self-worth from the feeling you get inside when you are helping someone, not the feeling you get inside when they acknowledge your help.

If you're managing or working with a 2:

Put them to work training and teaching new staff. They'll likely notice when someone is falling through the cracks and be happy to assist in pulling them up. Acknowledge their hard work, their self-worth is often tied to people noticing their efforts. Challenge them to remember the fact that sometimes people must learn and do on their own.



Enneagram 3:

Appearance is important to peacocks and threes. They like to show their success on the outside and they want to be noticed. You may just find them standing in the middle of a pathway, blocking traffic, while people photograph and admire them. Threes thrive on achievement and progress. It's not only important they are successful but that they look successful too. They're excellent at reading a room and knowing what it takes to command the attention of that space. They're equally good at reading people and knowing what they need to do, or become, to be liked and well-received.

In times of stress:

Threes tend to lose or never develop their own sense of self, and instead take on characteristics of others around them. In extreme cases, they can abandon their beliefs and morals if it will get them where they need to go.

If you're a 3:

Remember that checking the boxes on the list isn't the only measure of a good and successful person. People can like you for who you are, not just what you achieve. Do not compromise your convictions for the sake of fitting in. Make a list of the lines you will not cross and post them somewhere so you can look at them daily.

If you're managing or working with a 3:

If you need a project completed, these are your go to people. Don't forget to notice and recognize their accomplishments but also appreciate who they are. Acknowledge and point out their unique traits and qualities beyond what they accomplish.



Enneagram 4:

Spiders weave a beautiful and artistic web. Fours are the artists and the creators of the enneagram. They are the weavers of beautiful stories, music, art, and more. Spiders' beautiful webs are a trap for death, and so it can be with the fours. They tend to focus more on the negative, sadness, and dark parts of the world and themselves. They feel deeper than other numbers and like to live in and experience those feelings. They often feel like something is missing and can be envious of others.

In times of stress:

Fours internalize negative information and reject positive information. Then they wallow it. Sad day, sad song, drawn shades, and ice cream.

If you're a 4:

Continually make a list of the positives about yourself and your situation. Work to spend more time on those things than the negatives. When people say nice things to you, allow yourself to believe it. Search for projects and work that you can put your own spin on. Remember when you're feeling like you don't have what someone else does, focus more on what you do have.

If you're managing or working with a 4:

Give them time to process and feel their emotions. Remember they can be easily overwhelmed by them and may need time to process and decompress. Focus on the positives and help them to do the same. They want their work to be distinctive and creative.



Enneagram 5:

Ravens are intelligent and often loners. Fives gather knowledge, like ravens collect baubles. Often it can be difficult to share the information that a five worked so hard to get, and they will cache it away, just like a raven. To share information is to give away power and little bits of themselves. It can be difficult for fives to trust others and they don't deal with feelings well. Fives prefer to work alone, and are often seen as introverts. Fives have a limited amount of energy for social situations. They'll often be the wallflowers at gatherings, if they even show up in the first place.

In times of stress:

Isolation is a safe place for fives to live and they will often go there when they feel the need to defend themselves. Being around people can be exhausting.

If you're a 5:

Give yourself the time you need to re-charge, so that you can be your best self around others. Since it's challenging to share personal information, share benign information with others to bring them into your world. Discuss projects you are working on, and if you're feeling really brave, collaborate.

If you're managing or working with a 5:

Understand their need for downtime and independent work. Give them projects that challenge them to share information but allow them to gather it. In times of conflict fives will often need time to process before resolving or weighing in, so let them sleep on it before pushing too hard.



Enneagram 6:

Gazelle's are sensitive to the slightest change in the environment that might spell danger for them. Sixes are also on high alert for anything that could be perceived as dangerous in any way. Often they become paralyzed, frozen in fear, before sprinting toward safety. Just as gazelles must constantly look over their shoulder, sixes often demonstrate the same level of paranoia, the difference being, that realistically, there isn't a lion waiting in the grass to attack the six. They are strict rule followers and loyal to those they trust and have faith in.

In times of stress:

They often displace their own feelings and emotions on to others. They will be quick to blame others if something goes south.

If you're a 6:

When you're feeling as if someone is upset with you, look closely and make sure that you aren't actually the one who is upset. Defend your thoughts and fears to yourself, and test the validity of your concerns. If you aren't sure you're able to be objective, find someone you can trust to walk through those worst case scenarios with you.

If you're managing or working with a 6:

Sixes are known to be loyal to those they trust and respect. It's important to remember the level of fear sixes live with on a daily basis, and work to soothe those fears. It's helpful to let them work through their fears and allow them to think through the true worst case scenario.



Enneagram 7:

Otters are playful, adventure-seekers. Just like sevens they don't take life too seriously and are bold and brazen in how they approach a challenge. Otters live in the moment and so do sevens. Sevens are excellent at launching new ideas, but have difficulty maintaining a trajectory. Sevens make great team building coordinators, and can be relied on to find the silver lining in all situations.

In times of stress:

Sevens can go to two different places in times of stress. When threatened or disappointed in their own decision, they'll put a positive spin on things and reframe the situation in a more positive light. When things are sad, scary, or incredibly serious, sevens tend to crack a joke at the most inappropriate times.

If you're a 7:

It can be difficult to take you serious, ensure that you're appropriate when the time comes. Since you're always looking at the sunny side, you tend to overestimate your abilities. Remind yourself the grass is not always greener on the other side.

If you're managing or working with a 7:

Use their zest for new ideas to your advantage and put them in charge of new projects and activities. Just make sure to set up a transition to another person to maintain the project once it's up and running. Cut them some slack for making light of certain circumstances, but remind them how they can be perceived by others because of their choices.



Enneagram 8:

Eights are the honey badgers of the Enneagram world. They are smart, stubborn, and command a presence. They tend to be difficult to approach and quick to resort to aggression in times of stress and sometimes, just for fun. Eights are motivated by control. Not necessarily to control others, but to avoid being controlled by others. People tend to show their hand when they're backed into a corner and eights need to know what that hand is. They expect honesty and deliver it as well, often without tact or thought for others' feelings.

In times of stress:

They tend to be dismissive of attacks on them. They will downplay issues and even deny them.

If you're an 8:

You tend to focus more on the big picture, challenge yourself to spend some time with the details. Remember that when you're pushing people, they're feeling intimidated. Take a chance and be vulnerable with someone, acknowledge your mistakes, and let other people take the reins at times. Ask yourself repeatedly, "Could I be wrong?"

If you're managing or working with an 8:

Meet them with the same level of intensity you feel from them. If they're going to follow you, they need to know you have the moxie to lead them. Be honest with them. If you're subtle or quiet, eights may view this as dishonesty so speak up. Remember that confrontation for an eight is a way to test and see if it's safe to get close to a person. A bored eight is like a bored primate, they will throw poop at you, just to get a reaction.



Enneagram 9:

Sloths must be nines. They're relaxed, deliberate, and enjoy life. Living in harmony with the world around them, nines take life as it comes and don't get riled by much. Nines are the most laid back number on the enneagram. They avoid conflict by seeing and truly believing both sides of things. They're great listeners, even though they may not always be "hearing" what the other person is saying.

In times of stress:

Nines will resort to repetitive and rhythmic tasks with clear completion goals. Rhythm and routine are therapeutic for 9's and in times of conflict they will shut-up, shut-down, or just walk away.

If you're a 9:

Realize the times you might be avoiding confrontation, or coping with stress by procrastinating, or allowing yourself to be distracted by other mundane tasks. Give yourself grace to think about what you want and need. In group discussions, challenge yourself to state your opinion on the matter from time to time.

If you're managing or working with a 9:

In meetings ask for their input on situations and before other people. Remember what looks like procrastination, forgetfulness, and even laziness may be a sign something is troubling a nine. When asking them for their opinion or goals don't ask open ended questions. Instead, present them with a list of options to choose from.

