

1

Strict Perfectionist

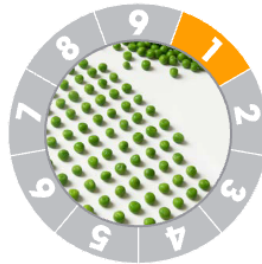
MOTIVATION: Need to be good or right

40-51

Order. Structure. Control

Strong sense of “right” and “wrong”, believing that things are not worth doing if not done correctly.

- Strong values
- Principled
- Careful
- Conscientious
- Perfectionist
- Idealising
- Self-control
- Integrity
- Critical



Doing the right thing, avoiding mistakes and working towards self-improvement and self-control.

PASSION: **Anger**

Idealised Self-Image

I am good.
I am right.
I am perfect.

Worldview

The world is imperfect and I can work towards improving it and improving myself.
I must make the world a better place.

integrative **9**
ENNEAGRAM
SOLUTIONS

1

Strict Perfectionist

MOTIVATION: Need to be good or right

40-51

Focus of Attention	Traits	How others experience you
<ul style="list-style-type: none"> • Distinguishing between right and wrong, good and bad, correct and incorrect. • Avoiding mistakes. 	<ul style="list-style-type: none"> • Improve and ensure things get done correctly and properly • Principled, with a clear distinction between right and wrong • Organise and structure the world • Strive to take 'right' action 	<ul style="list-style-type: none"> • Responsible, organized, quality-oriented and critical • Structured communication style • Project impatience • Tense, rigid and exacting in relationships

REFLECT: What should you look out for in the the body language, posture and non-verbal cues of a Type One during a coaching session?

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ENNEAGRAM
SOLUTIONS

2

Considerate Helper

MOTIVATION: Need to be liked and appreciated

52-63

Pleasing. Giving. Supporting. Complimenting

Self-worth invested in ability to be supportive and reliably available to people close to you.

- Generous
- Caring
- Concerned
- Friendly
- Interactive
- Warm hearted
- Seductive
- Give to get



Being helpful and dependable, providing for the needs of others, anticipating people's needs.

PASSION: **Pride**

Idealised Self-Image

I am giving.
I am helpful.
I am generous.

Worldview

People depend on me for help. I have worth because I am liked and needed. I only deserve to be loved because I am loving.

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ENNEAGRAM SOLUTIONS

2

Considerate Helper

MOTIVATION: Need to be liked and appreciated

52-63

Focus of Attention	Traits	How others experience you
<ul style="list-style-type: none"> • The needs of others • Providing support in a dependable way 	<ul style="list-style-type: none"> • Want to be liked – go to the extreme lengths to meet the needs of others • People oriented, helpful, supportive and empathetic • Build relationships that provide self-affirmation opportunities • May get involved in other's lives, without request or permission • Highly sensitive to not being appreciated for contributions 	<ul style="list-style-type: none"> • Others appreciate the support and care Twos give. But if help is unsolicited people may find Twos intrusive, manipulative and needy • Others may feel uplifted by the Two's attention and flattery • If unappreciated, they may seem upset and surprisingly hostile or aggressive to others

REFLECT: What do you believe Twos are trying to achieve by meeting others' needs?

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ENNEAGRAM SOLUTIONS

3

Competitive Achiever

64-75

MOTIVATION: Have to outshine the rest

Accomplish. Look Good

Their action-orientation and ambition combine to push them towards getting things done and achieving success in life.

- **Ambitious**
- **Busy**
- **Practical**
- **Focused**
- **Competitive**
- **Adaptive**
- **Task-oriented**



Achieving goals, presenting image that supports what success means to you, being productive, performance.

PASSION: **Deceit**

Idealised Self-Image

I am efficient and efficacious.
I am industrious.
I am successful.
I am a winner.
I am competent.

Worldview

Because the world values winners I must avoid failure at all costs and must organise the world to ensure my success.



3

Competitive Achiever

64-75

MOTIVATION: Have to outshine the rest

Focus of Attention	Traits	How others experience you
<ul style="list-style-type: none"> • Being successful • High regard and respect for others • Achievement, productivity, performance • Winning and succeeding 	<ul style="list-style-type: none"> • Competitive – only winners are valued • Practical, task-oriented, sacrifices to achieve goals • Physical stamina • Works to look successful • Projects a polished persona or image • Adapts persona to fit situational success requirements 	<ul style="list-style-type: none"> • Energetic and effective • Communication style and competitiveness may seem too assertive and self-focused • Constant persona adaptation – others may question their authenticity • Others intimidated by their effectiveness and professionalism, or feel unable to match the Three's tempo and energy

REFLECT: What does the work-life balance look like for the Threes that you know?



4

Intense Creative

MOTIVATION: Have to be unique, authentic

76-87

Authentic Connections

Deep connection to emotions with a desire to live a meaningful, authentic life of self-expression.

- Sensitive
- Aesthetic
- Intense
- Deep
- Creative
- Expressive
- Emotional



Being authentic and expressing individuality, being attuned and true to your emotions, making a difference.

PASSION: **Envy**

Idealised Self-Image

I am authentic. I am original.
I create beauty in the world.
I am special and sensitive.
I am set apart.

Worldview

Something is missing in my life while others seem to have this. I need to search for my true identity. I feel therefore I am.

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ENNEAGRAM SOLUTIONS

4

Intense Creative

MOTIVATION: Have to be unique, authentic

76-87

Focus of Attention	Traits	How others experience you
<ul style="list-style-type: none"> • Expressing self authentically • Highly tuned to emotions • Meaning and depth • Beauty and aesthetics 	<ul style="list-style-type: none"> • Search for meaning, depth and authenticity • Sensitive emotionally and aesthetically • Individualistic self-expression • Emotionally attuned to your environment, especially darker emotions • Can be dramatic, moody, impractical and depressed • Intense fantasy life • Rarely accepts anything at face value 	<ul style="list-style-type: none"> • Emotionally fearless, creative and often inspire others to be more in touch with their authentic selves • Can be self-absorbed or even 'drama queens' as the intensity of the Four's emotions can be exhausting for others who are less attuned to feelings

REFLECT: How do Fours express intensity?

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ENNEAGRAM SOLUTIONS

5

Quiet Specialist

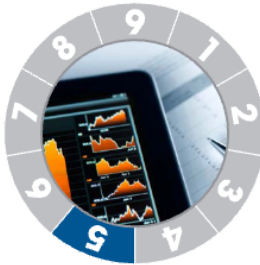
MOTIVATION: Have to understand

88-99

Think. Analyse. Solve

In trying to objectively understand the world they explore concepts and acquire in-depth knowledge.

- Shy
- Detached
- Curious
- Reflective
- Private
- Innovating
- Cerebral



Making sense of the world, conserving resources, avoiding dependence, pursuit of knowledge.

PASSION: **Avarice**

Idealised Self-Image

I must be self-sufficient.
I understand.
I am wise.

Worldview

The world invades my privacy; I need to protect my resources and energy from the world so I can think. The world needs enlightenment.

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ENNEAGRAM
SOLUTIONS

5

Quiet Specialist

MOTIVATION: Have to understand

88-99

Focus of Attention	Traits	How others experience you
<ul style="list-style-type: none"> • Conserving resources • Minimising demands made on energy and time • Building knowledge, understanding, making sense of things • Maintaining boundaries • Not looking foolish 	<ul style="list-style-type: none"> • Deeply private, live in a mental space, may seem disinterested • Enjoy exploring how the world works • Position yourself as an active mental observer • Often struggle to share and translate thoughts • Tend to compartmentalise and separate life and emotions 	<ul style="list-style-type: none"> • Others find Fives' ideas and intellectual thinking intriguing • Fives engage so intensely and intellectually that they struggle to communicate or listen clearly • Can be perceived as aloof or cold to people who do not know them well

REFLECT: How do Fives typically show themselves to the world and the people around them?

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ENNEAGRAM
SOLUTIONS

6**Loyal Sceptic**

MOTIVATION: Have to be safe and belong

100-111**Caution. Prevent.**

Very aware of threats and what can go wrong, you are careful about who you trust and work towards creating safety and stability.

- **Cautious**
- **Loyal**
- **Sceptical**
- **Sensing**
- **Anxious**
- **Alert**



Creating stability and safety, protecting yourself, avoiding threats and risk, being loyal and responsible.

PASSION: **Doubt****Idealised Self-Image**

I am loyal.
I am obedient.
I am cautious.
I do what I ought to do.

Worldview

The world is a threatening and unsafe place.

6**Loyal Sceptic**

MOTIVATION: Have to be safe and belong

100-111

Focus of Attention	Traits	How others experience you
<ul style="list-style-type: none"> • What can go wrong? Who can be trusted? • Constructs worse case scenarios • Vigilant, constantly looking out for threats • Paying attention to hidden intentions and dynamics in relationships 	<ul style="list-style-type: none"> • Easily tune in to potential hidden dangers and risks • Shifts from phobic to counter-phobic behaviour • Projects as sceptical • Attuned to responsibility, trust, and loyalty issues • Deep need to feel safe and belong • Mental processes of “yes but” and “what if?” 	<ul style="list-style-type: none"> • Guarded, yet loyal and dependable • In a trusted group they are pleasant and group-oriented, but may experience them as paranoid and anxious when less secure • Sixes display a range of behaviours from phobic (visibly fearful) to counter-phobic (outwardly brave), which may be confusing or even amusing to others

REFLECT: How do Sixes prepare for the worst?

7

Enthusiastic Visionary

MOTIVATION: Have to experience it all, avoid pain

112-123

Positive Outlook. Monkey Mind

Actively seeking enjoyment and stimulation you are future-focused, active and positive in your approach to life.

- **Optimistic**
- **Fun loving**
- **Spontaneous**
- **Restless**
- **Shifting**
- **Entrepreneurial**
- **Uninhibited**



Avoiding boredom and pain, experiencing the possibilities of life, pursuing interests and pleasure, freedom.

PASSION: **Gluttony**

Idealised Self-Image

I deserve what I want.
What's next?
I must move forward.

Worldview

Future is full of exciting possibilities and I make the world a more delightful place.

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ENNEAGRAM
SOLUTIONS

7

Enthusiastic Visionary

MOTIVATION: Have to experience it all, avoid pain

112-123

Focus of Attention	Traits	How others experience you
<ul style="list-style-type: none"> • Forward-looking • Future possibilities and ideas • Freedom and the pursuit of what they want and need as well as what interests them 	<ul style="list-style-type: none"> • Enthusiastically in motion – seek variety, stimulation • Future-oriented, enhance creativity and energy levels • Generally entertaining and charming • Multi-tasker – optimistically take on various challenges • Choices may seem insensitive or irresponsible to others • Inspirational, receptive, supportive team member 	<ul style="list-style-type: none"> • Others love Sevens' exciting ideas and positive energy • May find Sevens unfocused, impulsive, arrogant or irresponsible and difficult to keep up with or keep track of • Team colleagues become resentful as Sevens struggle to complete projects, ideas and activities they have started

REFLECT: What typical strategies do Sevens use to avoid feeling bored or trapped?

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ENNEAGRAM
SOLUTIONS

8

Active Controller

124-135

MOTIVATION: Have to be in control, be strong

Powerful. Direct

You expand your influence by firmly taking charge of situations and by focusing on results and not holding back.

- Strong
- Taking charge
- Decisive
- Self-assured
- Confrontational
- Frank
- Magnetic
- Power-oriented



Being strong and in control, avoiding weakness and vulnerability, making things happen, making decisions.

PASSION: Lust

Idealised Self-Image

I can do.
I am powerful.

Worldview

The world is a tough and unjust place in which only the strong survive. Good things happen to people who are able to take control. I can protect the innocent. I make the world a more just place.

8

Active Controller

124-135

MOTIVATION: Have to be in control, be strong

Focus of Attention	Traits	How others experience you
<ul style="list-style-type: none"> • Making sure nobody is controlling you • Paying attention to solutions and results • Expanding your influence 	<ul style="list-style-type: none"> • Force of nature – large in stature, reputation, presence and personality • Value being in control – may find following others difficult • Sensitive, caring and protective of their people • Relentlessly pursue truth • Mask vulnerability with a tough, certain, exterior • Difficult to let guard down 	<ul style="list-style-type: none"> • Intense and demanding and may seem controlling, pushy and insensitive, which provokes defensive reactions in others • Often seen as a ‘safe harbour during a storm’, someone who is protective of their people • Enthusiasm, confidence and passionate nature often attract others to follow their lead

REFLECT: What do you need to be aware of with regards to the vulnerability vs. strength dynamic that Eights experience?

9**Adaptive Peacemaker****136-147**

MOTIVATION: Have to keep the balance

Avoid Conflict. Comfort

You value being understanding, accommodating and accepting. You strive for a peaceful existence and stability, preferring to avoid conflict.

- **Easy-going**
- **Unassuming**
- **Patient**
- **Accommodating**
- **Accepting**
- **Fair**
- **Non-aggressive**



Promoting harmony and peace, getting input from others, creating comfort and routines, avoiding conflict.

PASSION: **Self-forgetting****Idealised Self-Image**

I am settled. I am agreeable.
I am peaceful.

Worldview

I will create harmony as the world isn't a place where I can fully assert myself; people need to listen to one another and treat each other with respect. If all could do this, life would be peaceful.

9**Adaptive Peacemaker****136-147**

MOTIVATION: Have to keep the balance

Focus of Attention	Traits	How others experience you
<ul style="list-style-type: none"> • Ensuring everybody is heard, respected and considered • Go with the flow • Awareness of other people's agendas and plans 	<ul style="list-style-type: none"> • Listens, understands and accepts other perspectives and ideas • Approachable, diplomatic – often acts as facilitator or mediator • May struggle to take sides or act decisively – says yes when they mean no • Enjoys harmony and simple living • Struggles with procrastination • When pressured, may become passive-aggressive to avoid being controlled 	<ul style="list-style-type: none"> • Pleasant, gentle and easy to be around • Others may not see the passive resistance or anger of Nines at all • Others do see the Nine's indecision and procrastination • In a group, the Nine's preferred role as a listener may lead to them not being seen or heard enough

REFLECT: Where might Nines go when they zone out?