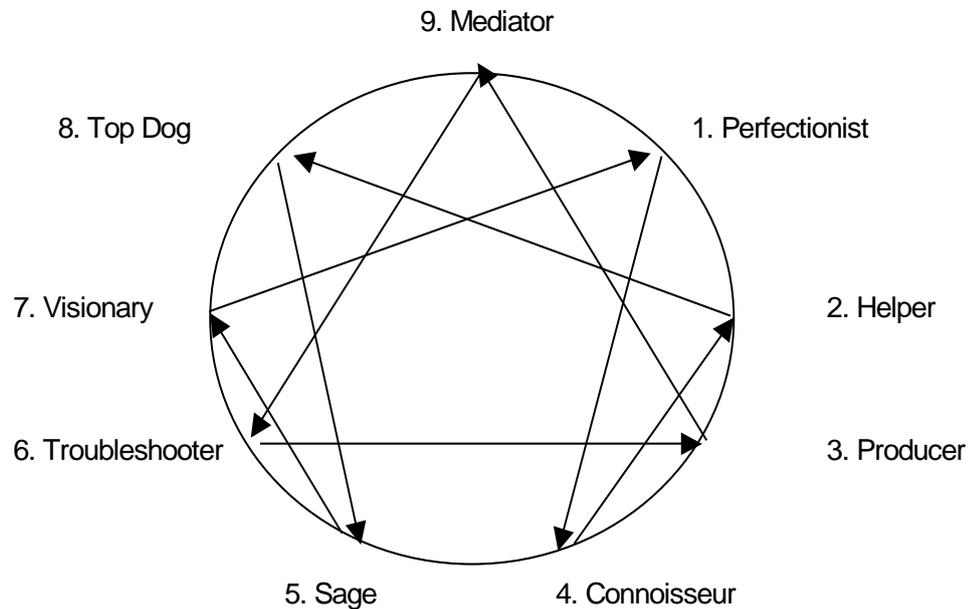


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THE ENNEAGRAM – Part 3

(A quick guide to understanding and getting on with people)

Working around the Enneagram

In Part two I listed the 5 key points that you need to be aware of on the diagram. For convenience they are listed again below.

1. Your Home-base point i.e. your actual type
2. Your High Performance point
3. Your Stress Point
4. Your Forward Wing
5. Your Rear Wing

In Part 1 I outlined the Home-base point, and in Part 2 I described the High Performance and the Stress Point.

I will now outline the final 2 key points for you to learn so that you can effectively understand and use this model.

The Wings:

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Coming out on each side of our Home-base point are our “wings”. The point forward (clockwise) of our Home-base point is called the Ally Point, and the point backwards (anti-clockwise) from our Home-base point is called the Shadow Point. The wings around a persons Home-base point can be used to give an indication of what they are running from, and what they are running towards.

The Forward (clockwise) Wing – the Ally Point

Essentially, this is what the person actually yearns for. It is what draws one forward, what excites or motivates a person.

This point is what we really want to be and how we really want to act and react.

It is useful to look ahead to one point ahead of your own Home-base point to see what you are seeking at your Ally Point. It gives you an indication of who you really are deep down, as opposed to what your socialisation conditioned you to be.

Of course, this is the same for everyone else and you need to keep this in mind. That single-minded perfectionist One in your office is really yearning at some level to be a Helper at 2.

The Rear (anti-clockwise) Wing – the Shadow Point

This could be seen as the shadow following in the wake of every person, and is actually what the psychologist Carl Jung called the shadow personality. It is the rejected part of a person’s personality.

It is the part of us that we do not want to acknowledge. When you hear a person defending their actions with such comments as “You know me, I would never do that deliberately”, then you are hearing them talking about their actions when they moved into their Shadow Point.

Interestingly, when we analyse those people that we most disdain or get annoyed about, it turns out that their Home-base Point is the same as our Shadow Point! Because we are subconsciously running from or rejecting our own Shadow Point, we will naturally feel negative in some way when we interact with a person whose Home-base characteristics contain those that we refuse to recognise in ourselves.

So, the key here is to study the point one back from your own Home-base Point and determine what “negative” (if there are such things) aspects this point holds – these are your shadows and what you are running from.

As an example, the helpful Two is running from her perfectionist Shadow Point, a One! Knowing this can be quite liberating.

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By the same token, it is useful to apply this same understanding to those people that you interact with in your home or professional life.

Continuing to use the Enneagram

Over the next few weeks try to become more conscious of the people who you work with, live with, play with...

- 1. Become automatic at determining their Home-base personality type**
- 2. Learn to use your knowledge to manage a situation when they are at their Stress Point**
- 3. Become efficient at helping them move to their High performance Point**
- 4. Be aware that their basic personality at their Home-base Point is a balance between their Shadow and Ally Points**
- 5. Most importantly, apply this knowledge to yourself!**

Summary & Conclusion

The Enneagram is a profound model to illustrate and understand human personalities. Despite the amount of information that is contained within the model, it is quite simple to learn and apply.

Remember that all you really need to do to get immediate benefit from the model is to keep the diagram close at hand, and learn off the basics of each Type. Then you can follow the arrows to predict with some accuracy how people might react under certain circumstances, and why they are reacting that way. Knowing this allows you to tip the scales in your favour to remedy a situation that may otherwise drift out of control.

More importantly, it can allow you have so much more flexibility over your own actions and reactions.

Even having the basic knowledge that for example, a brash Top Dog is actually running scared at being seen as a flowery indecisive Visionary (in their minds), but really yearns to be seen as a powerful Mediator is of the highest value when working with people.

Knowing where each Type will typically go when in their flow-state or when under pressure offers you so many options to work with that person as opposed to just accepting the situation as it is.

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Obviously, as with any model, it is only as good or as useful as the user makes it. My recommendation is that the diagram be taped to the inside of your diary etc. and glanced at as appropriate to remind you of its usefulness.

Above all, have fun with it!

More on the Types (based upon the work of Michael Goldberg)

	Perfectionist	Helper	Producer	Connoisseur	Sage	Troubleshooter	Visionary	Top Dog	Mediator
Character type / area	1	2	3	4	5	6	7	8	9
Worldview	There is a right way and I will show your	I empower others, I am needed	Life is a contest – win	My work is uplifting	I am the master of my world	Things always go wrong	To go where no one has gone before	I am the strong	Lets just stay together & all will be well
Hi Side	Principled	Generous	Goal orientated	Refined	Wise, Perceptive	Fighting the good fight	Inspirational	Powerful “doer”	Salt of the earth
Lo Side	Ruthless	Martyrs	Workaholic	Arrogant	Cold	Suspicious & Blaming	Poor follow through	Bossy, Bully	Indecisive, boring
Leadership Style	By the book, TQM	Cheerleaders, Behind the scenes	Task, autocratic	Intuitive or Diva	Remote control	Always on the lookout for trouble – what have you done now?	Networking, Walkabout	Autocratic	Inclusive, Sharing, maybe passive or stubborn
Credo	Zero defects	I am needed	Just do it	Beauty is truth, truth beauty	I think there-fore I am	Be prepared	Lets take a flyer	My way or the highway	Let it be – go with the flow
Appeal to	Standards	Relations hips	Efficiency	Creative ideas	Science, Intelligence	What’s really going on in the background	Novelty, Adventure	Power, Influence	Harmony. The Team
Don’t appeal to	Short cuts	Evidence & Science	Feelings	The fast buck	Emotions, Impulses	Thins will work out on their own	Norms, Standards	Sympathy	Competitio n, Only one way
Talk Style	Preaching	Charm, Compliments	Abrupt	Soulful, Dramatic	Treatises, Theses	Ummm, are you really sure about that	Brainstorm, Stories	Blunt, Implied threats	Sagas, Epics, Meanderin g
Makes you feel	Purpose OR Judged	Appreciated OR Manipulated	Inspired OR Slow	Special OR Trivial	Awed OR Foolish	Cross-examined OR Part of the team	Inspired OR Unimaginative	Protected OR Assaulted	Accepted OR Frustrated
Appearance	Stiff upper lip	Chameleon like changer	Dress for success	Classy or Outrageous	Varies – Nerdy or Patrician	Worried, On the lookout	Big and bright	Commandin g	Homely
Workplace likes	Ordered & Planned	Person orientated	Fast moving, results orientated	Expression allowed	Closed Doors	Clear roles & responsibilities	Informal, not part of the direct line	Risk, Impact, Fast	Low conflict, Slow
Workplace dislikes	Change, Chaos, Feelings	Science or evidence, research	Waiting for decisions, slowness	Routine, Bureaucracy	No time to think and talk	Change	Bureaucracie s, Routines	Formal, Quiet	Authoritari an
Sayings	Nothing of value comes easily	Where you go so will I	Life is short – play hard	I could have been a contender	Knowledge is power	Only the paranoid survive	Look at the sunny side; Make your luck	I came, I saw, I conquered	Live and let live
Who	Margaret Thatcher, Ross Perot	Desmond Tutu	Donald Trump, McDonalds	Oscar Wilde, France	Bill Gates, Thomas Edison	Sigmund Freud, Hamlet	JF Kennedy, Richard Branson	Don Vito Corleone	Prince Charles