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**INDIVIDUAL
STANDARD**

Enneagram Report



Quick reference to all 9 Enneagram styles

1

Strict Perfectionist - Ones are about improvement and 'right action', ensuring things are done correctly. They are principled, with a clear sense of right and wrong and may seem idealistic, self-righteous or judgemental. They organise their world and value facts, precision and clarity, working hard to avoid mistakes. Their gift is in discernment, evaluation and knowing what is right.

2

Considerate Helper - Twos want to meet others' needs in a helpful, supportive way. Warm, giving and people-oriented, they seek affirmation from their relationships and may be sensitive and angry if they feel unappreciated. They may over involve themselves in others' lives and risk being manipulative. Their development challenge is to give unconditionally and to nurture themselves as well as others.

3

Competitive Achiever - Threes are "doers" and tend to be practical, task-oriented and project a polished persona or image. They are competitive and will make sacrifices to achieve their goals and appear successful. They risk becoming overstretched or workaholic and may resort to deception or expediency to win. At higher integration, they work towards self-acceptance and authentic influence, connecting heart and hands.

4

Intense Creative - Fours search for meaning, depth and authenticity. They are emotionally sensitive and attuned to their environment, creative and expressive as individuals. They may seem emotionally moody, dramatic, focusing on what is lacking in their lives. As they integrate, Fours get in touch with their inner creative voice but able to separate their identity and their emotions.

5

Quiet Specialist - Fives are private individuals with an active mental life, observing and exploring how the world works. They struggle to share thoughts and feelings and may seem socially awkward or disinterested. At lower integration, Fives may be withdrawn, antagonistic and aggressively defend their isolation. At higher integration, they are intellectual pioneers, bringing their perceptive wisdom unselfconsciously.

6

Loyal Sceptic - Sixes easily tune into potential danger and risks, acting on a sense of anxiety, and think in sceptical ways. They value trust, responsibility and loyalty and need to feel they are safe and belong. At lower integration they may be paranoid, reactive and insecure as loyalty turns into dependency and oversensitivity. At higher integration, self-reliant and grounded Sixes give confidence to those around them, resiliently coping with risk.

7

Enthusiastic Visionary - Sevens seek variety, stimulation and fun, tackling challenges with optimism and engaging with life in a future-orientated way. As team members, they bring creativity, energy and optimism. They may seem distracted, hedonistic, insensitive or irresponsible to others. Sevens are often unhappy but deny this, escaping into hyperactivity and impulsive pleasure-seeking. At higher integration they are present, finding joy within.

8

Active Controller - Eights are forces of nature, with a strong presence and personality that values being in control. They are guarded but caring and protective of those around them. As they mask any vulnerability with a tough, no-nonsense exterior, they may seem intimidating and confrontational. At higher integration they combine their directness with compassion, collaborating with others while serving the greater good.

9

Adaptive Peacemaker - Nines are diplomatic and attuned to the ideas of others, often as facilitators or mediators in groups. They form the glue between people with their friendly, grounding and stable demeanour. They struggle to connect to their own point of view, say no, and often avoid all conflict. At high integration, they are independent and self-respecting, acting with self-awareness and autonomy.

What is the Enneagram?

The word Enneagram comes from the Greek words ennea (nine) and gram (what is written or drawn).

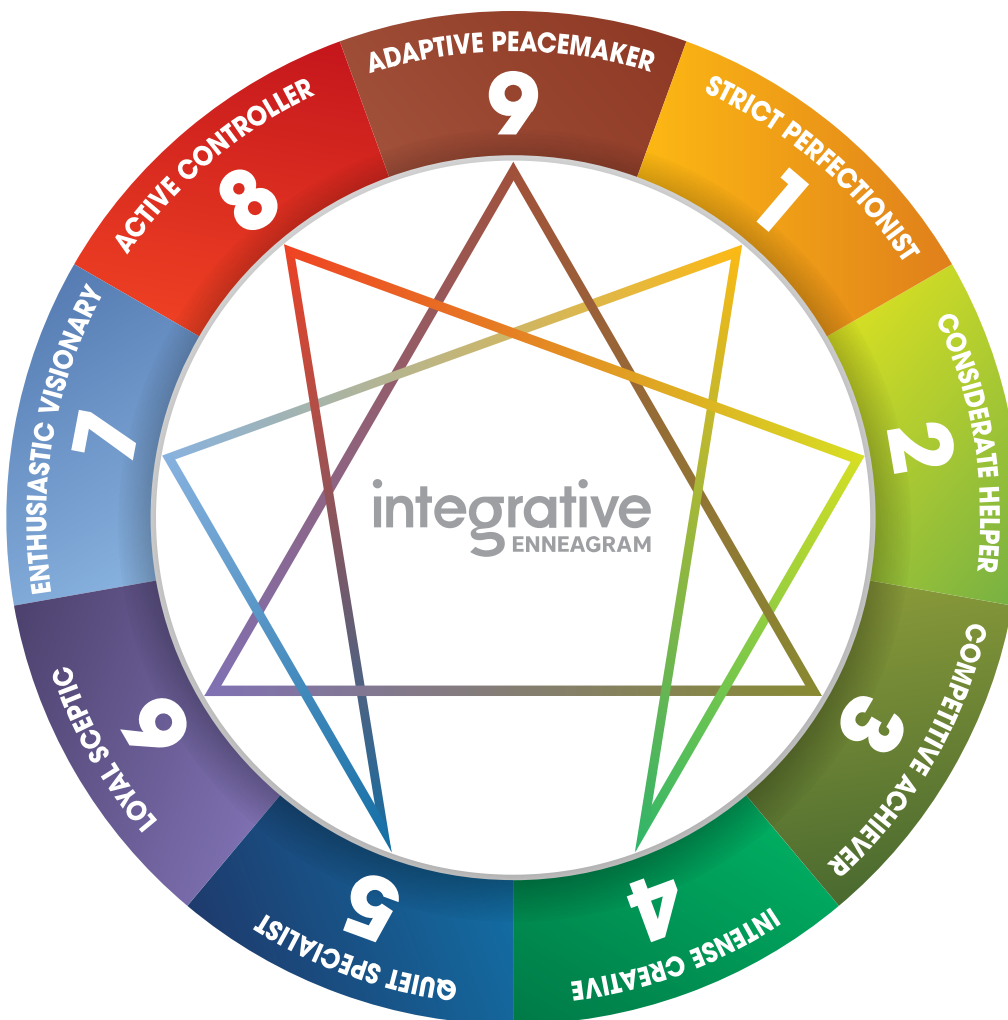
It refers to the nine different Enneagram styles, identified as numbers 1-9.

Each number represents a worldview and archetype that resonates with your core motivations. This impacts on personality as well as thinking, feeling and actions.

The Enneagram is a useful guide on your journey towards self-development, relationship building, conflict resolution and the improvement of team dynamics. It is however not aimed at "boxing", limiting or categorising you. As an individual you are more complex, unique and distinct than your Enneagram style reflects.

While your Enneagram style remains the same throughout your life, the characteristics of your style may either soften or become more pronounced as you grow and develop.

The Enneagram is an archetypal map. It is powerful, practical and rich in the content and insight it offers. You may find that at different times, different aspects of this report will resonate with you and that certain aspects of your style may be more prominent at certain times in your life, or in particular circumstances.





Introduction

This report is aimed at supporting you in the process of self-discovery and development with the Enneagram. If you are new to the Enneagram, it offers you a tool to help you find your place of resonance on the Enneagram. If you are already familiar with the Enneagram, you can use this report as a personal guide to your journey from fixated behaviours to a more liberated, actualised and integrated expression of your purpose and full potential. We highly recommend discussing this report with an accredited Integrative Enneagram practitioner to support you in your understanding the beauty and power of the Enneagram and the application of the report.

The Enneagram and Self-Awareness

The Enneagram helps you to do the hardest part of consciousness work. It helps you to realise, own and accept your strengths and weaknesses. You may therefore find that some of the aspects of this report really challenge you to look deep inside yourself and interrogate the motivations that drive your personality and behaviours. As is the case with reflection and deep self-awareness work, this may lead you to confront and access some aspects of yourself that you love and draw strength from. It may also bring you in touch with some aspects that are more uncomfortable or still need to be explored. When you read something that stirs some discomfort in you, pay close attention as it is likely to hold the seeds for the next step in your development journey.

Using the Enneagram to Develop Yourself

There are many keys to personal development within the Enneagram. Based on your current development questions and personal circumstances, different development paths within the Enneagram may be more or less helpful. On this journey of development, it is often useful to focus on the next step, rather than trying to do everything at once.

Keys to unlocking the potential of this report:

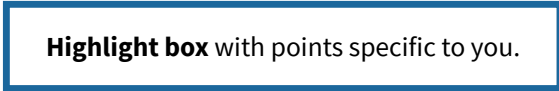
- All development through the Enneagram starts with the journey of self-discovery that enables you to find your type. This report supports you in the process of finding your type, but you will need to take the time to internalise and discover more about yourself for this to be meaningful.
- From within your type, reflect and process the insights that come from a deeper understanding of your motivations, strengths, weaknesses, defences and potential. This is the journey that allows the subconscious to become conscious.
- Once you have greater awareness around your ego-fixations, explore alternative behaviours that are more aligned with your highest intentions and potential. This is called the pathway to integration.
- Work with the insights and development guidelines of your instinctual subtype.
- Develop greater Center balance and intelligence by being present and practising mindfulness.
- If you are currently under a lot of strain and close to burn-out, explore the alternatives and lessons from the line of release for your type and take action to change aspects of your environment that are within your sphere of influence.
- If you are currently bored or in a rut due to a lack of motivation or too much routine, explore the alternatives and lessons from the line of stress for your type.

What you will find in the report

This report contains the following information that will help you understand yourself and your reasons for doing, thinking and feeling things better:

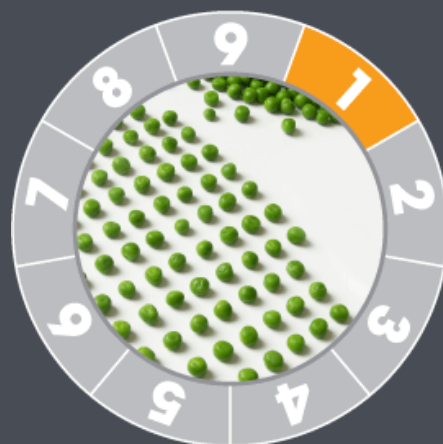
Core Enneagram Type	This section tells you more about the Enneagram style you most resonate with and the likely strengths, weaknesses and worldview associated with this style.
27 Subtypes	This section helps you understand the impact of biological drives on your personality and defines your behaviour more deeply.
Centers of Expression	This section reflects the balance of how you express patterns of thinking, feeling and action.
Wing Influence	The wing refers to the way in which one of the adjacent Enneagram styles influences and complements the expression of your main Enneagram style.
Self-Awareness and Integration	This measure indicates the extent to which you have been able to free yourself from the ego-fixations of your type. It also measures how aware you are of your blind spots.
Strain Levels	This section provides you with a high level view of your subjective experience of your current circumstances and the stress you may be experiencing.
Lines of Tension and Release	The lines connected to your main Enneagram style open pathways for working with the strain you may be experiencing and support your development journey.

Also look out for:



Detailed Enneagram Description

Your main Enneagram style is not the product of your behaviour, thoughts or feelings. It is determined by the subconscious pattern of motivation that drives your personality, values and vices. Depending on your level of self-awareness, it may be easy or difficult for you to connect to this motivation which often remains largely subconscious until you start exploring it and paying attention to the reasons why you think, act and feel in a certain way.



1

**STRICT
PERFECTIONIST**

Fredrick, you resonate with the Enneagram type 1 which is also known as the Strict Perfectionist

Principled: You want to lead by example and value your integrity. You stand for what is right and good.
Objective: You are able to see and judge details, people and situations objectively, without getting emotional.
Conscientious: You are reliable and responsible. You stick to your word and see things through to the end.
Structured: You enjoy opportunities to structure your world and are naturally adept at organising.
Quality-minded: You have a knack for detail and pay attention to quality and the application of standards.

Motivation

This style stems from the **motivational need to be good or right**. As an Ennea 1 you are likely to value being a good person and as a result self-control, integrity and quality are important to you. You strive for perfection and appreciate standards and structure.

At your best others experience you as inspiring and idealistic. You offer the gift of **dignity** to yourself and the world around you. At your worst others may experience you as judgemental, critical, uncompromising and pedantic. This stems from an acute awareness of imperfections and a sense of not being good enough.

Typical Action Patterns:

- Self-control is important to you. You are likely to be adept at organising, and prefer to work in a structured and systematic way, enabling you to plan and complete tasks reliably.
- Others tend to experience you as responsible, organised, quality-oriented and critical. You work hard and may overwork to meet your own standards. You tend to be thorough and rigorous in everything you do, believing that if something is worth doing, it is worth doing correctly.
- You are likely to be hardworking and conscientious, focussing your efforts on achieving excellence or perfection. These high standards make you take on too much, believing that others will not meet the required level of quality.

Typical Thinking Patterns:

- A desire to live according to the rules may have led you to develop an internal scorecard against which you measure yourself and others. You have a strong sense of right and wrong, set high standards for yourself, and hold yourself and others accountable to these standards.
- Your inner critic is well-developed and you may constantly focus on whether things are right, have been done well enough, and how you can improve them. Your internal dialogue may include a lot of “I should”, “I must” and “I ought to”. This list of what you should or should not do may both stretch and restrict you – once you believe you should do something, you find it quite easy to do so in a disciplined way.
- You may seek out groups that validate and allow you to express less correct needs as a result of that group’s unique rules, using others to justify things that you would otherwise not be able to.

Typical Feeling Patterns:

- You work hard to keep your emotions under control and although you may experience a lot of anger, you rarely express it. You are more likely to express momentary irritation.
- Your anger may be triggered when you consider how things should be and you may find it difficult to accept the way things are now.
- Your feelings of frustration and resentment are likely to centre on others and the ways they seem irresponsible, and unconcerned with quality or unethical.
- Even though you strive for perfection and are highly self-critical, you intensely dislike it when others point out your imperfections and tend to react defensively.
- When you choose to express anger, it is well thought-through and you are able to justify your objections with a list of grievances and details about past disappointments.

Blind Spots

- You might feel surprised when others interpret your comments as criticism, suggesting a blind spot for the ways you appear critical or impatient, even when trying to be constructive.
- Many Ennea 1s believe they know how things should be and that they have an obligation to fix the flaws they see. As a result, you may overstep your authority or intrude on others' turf.
- You may be unaware of how irritation, anger and resentment show up in body language despite your efforts to control and repress these emotions.
- When you feel certain about an issue, your self-critical nature is silenced and you may become self-righteous and stubborn, struggling to see or accept that others might also have a valid perspective or response.

Worldview

The world is imperfect and you can work towards improving it and improving yourself.

Focus of Attention

You focus attention on distinguishing between right and wrong, good and bad, correct and incorrect.

Core Fear

That there is something intrinsically wrong with you; being defective and "not good enough"

Self-Talk

I must be perfect, I must avoid mistakes.

Gifts

Goodness, Dignity, Wholeness

Vices

Anger expressed as irritation, frustration, resentment and self-righteousness. Hurtful Criticism of self and others for not being perfect.

DEVELOPMENT EXERCISE



C You will benefit from recognising, getting to know and finding healthy ways of working with your repressed or unexpressed anger. How easy is it for you to recognise and express your anger in a healthy way?

C As your self-mastery grows, you will become more flexible and adaptive; both essential capabilities in a complex world. Can you see and appreciate that everything cannot be judged as black or white; right or wrong?

C To be more integrated, learn to let go of the need to control, contain and maintain all the details all the time. What needs to shift in you, in order for you to believe that others are also responsible and conscientious?

C Relax the strong voice of your inner-critic. Put some effort into noticing and appreciating what is positive or right about each situation, project or person you encounter. Think of a challenging situation or project - how would you change your approach if you were to leverage more off what is already working or going well?

C Notice how your need to be good and right creates physical tension in your body. Learn to listen to the messages from your body. What can you do to let go, relax and connect to the playful and open aspects of your body today?

The Ennea 1 has the following strengths and positive qualities



This section helps you tap into and appreciate the strengths and positive aspects of your Enneagram style. These strengths, when harnessed in a healthy and balanced way will support your wellbeing, goals and relationships. To help you harness these strengths, ask yourself the following questions:

- How can I use this strength to assist me in overcoming my current challenges?
- What habits and behaviours support me in my capacity to harness these strengths?
- How easy or difficult is it for me to acknowledge and appreciate my good, true and beautiful qualities?
- What does each strength look like when over-utilised or applied in an unhealthy way?

+ The Ennea 1 seeks to live as a model of integrity and to behave in an exemplary manner. This can set the tone for others in terms of quality, responsibility and ethics.

+ You are very conscientious and when you say yes to a task or take responsibility for something, you see it through to the end.

+ You probably enjoy and excel when given the opportunity to structure and organise work. Being given disorder and chaos with the opportunity to create practical order and structure are therefore stimulating to you.

+ Your ability to monitor and regulate your own behaviour is probably well developed. In monitoring how you act and express yourself enables you to distinguish yourself as controlled and particular.

+ Even though you find it difficult to delegate, when you do so you will be precise and detailed in your instructions; you provide clear goals and guidelines for others.

+ You are likely to be known as someone with a highly discerning mind. Your alert and observant ability should enable you to zoom in on mistakes, inaccuracies and quality problems.

+ Your need for perfection may even manifest as an immaculate appearance (clothes, hair etc.) or a particular interest in maintaining your fitness and physique. This drive towards self-improvement may serve you in some aspects of your life.

+ Even though you are very critical, you will respond positively when you find others who are able to meet your exacting standards. This positive assessment will enable you to trust the person in question with tasks and responsibility that may seem slightly unlike you to people who don't understand your criteria of measurement.

+ You desire integrity and will uphold ethics and policy in decision making. You may resonate with the need to find an ethical platform on which to construct your life.

+ Your focus on methodology enables you to emphasise the action aspects of tasks and put emotions aside when necessary. This also facilitates consistency and quality.

+ Your meticulous approach makes it easy for you to justify and explain your decisions to others.

+ You are likely to be adept at controlling your emotions.

+ When you show your emotions openly, you will be able to justify and explain your reasons for these feelings in a lot of details.

The Ennea 1 has the following weaknesses and challenges



This section helps you to recognise the challenges and weaknesses of your Enneagram style. Some of these challenges relate to times when your strengths are over-utilised or applied in an unhealthy and excessive manner. Others may stem from the expression of your deeper fears and fixations.

- ! **Taking on a huge workload may be one way of** keeping busy and disconnecting from your feelings.
- ! **You may struggle to delegate and pass** responsibility on to others as you believe that they will rarely do it right or as well as you do.
- ! **Your need to get it right may also lead to very** slow decision making or an avoidance of decisions, in case it turns out to be the “wrong” decision.
- ! **Because you prefer self-control to anger and** want to act in a manner that is beyond reproach, you may struggle to read the cues of anger effectively. This self-denial may lead to your anger “sneaking up” on you, leading to reactive behaviours.
- ! **Relaxing when there is work to be done may be** very difficult, if not impossible, for you to do. This inability to relax impacts on you as well as the people around you. It can lead to you being over-serious as well as to compulsive behaviour such as compulsive cleaning, ordering, sorting and planning.
- ! **Others can experience your need to get it right** as rigid and moralistic. This critical stance in relation to others often impacts on the extent to which people are willing to be proactive and show initiative. Critical energy quickly extinguishes the creative spark in others and does the same thing to your own creativity.
- ! **By constantly monitoring your expression and** action, you may end up struggling with spontaneity and may end up worrying excessively about details and aspects of yourself that others don’t notice and appreciate.
- ! **Despite generally being critical, you will very** rarely be able to access this if you believe that you are doing the right thing. This may make it difficult for others to discuss a problem with you that you don’t see; and can lead to a ‘moral high ground’ which others fear to tread.
- ! **Ennea 1’s may have a subconscious belief that** love should be earned and that you can only earn love by not making mistakes and being “perfect”. This may lead to you also holding your significant others to very high standards which may lead to them feeling judged by you.
- ! **Your need to avoid mistakes and get things right** can lead to “Analysis Paralysis” and procrastination. In an attempt to perfect things, you may miss deadlines or opportunities to act. It can lead to things taking you longer to complete which in turn may lead to long working hours and work encroaching on other responsibilities.
- ! **Your sense of responsibility and desire not to** disappoint others is so deeply entrenched that it leads to you pushing through with tasks and commitments you don’t want to follow through on, merely because you said “yes” in the past and refuse to go back on your commitment. This can lead to resentment and may act as an undercurrent in tone to significant relationships but will most likely not be expressed.
- ! **The Ennea 1 suppresses and denies “bad”** emotions. Despite working hard at controlling irritation, resentment and anger in particular, it may be showing up in your body language more than you are aware of. Your sense of self-control may therefore be unrealistic as others are likely to pick up on these emotions anyway. It will therefore still impact on group dynamics, despite your efforts to control these emotions.
- ! **The Ennea 1 is quite adept at making others feel** judged and found wanting despite having a constructive intent with their feedback – whether this is about lack of responsibility in others or the extent of quality and commitment you show. This may impact on team dynamics in an unhealthy way as well as on people’s confidence levels.

27 Subtypes & Instincts

We have three basic instinctual drives that are essential for human experience, all three residing in us as necessary body-based primal forces. They are separate from personality and are behind our life strategies, often unconscious, yet powerfully directing our fundamental way of being. While these instincts are always there, one of the three becomes dominant and is more easily accessed and therefore more easily used than the others.



The dominant instinct merges with the main Enneagram type and is then a style called the Subtype. The three basic instinctual drives, namely Self-Preservation (physical survival), One-to-One (relationships) and Social (communal hierarchy) are ways in which we express ourselves in the world and in human interactions.

All three are important for growth and the transformation process. Since the instincts can also affect each other's functions it is important to work towards attaining maturity and balance of all three the instincts, as each plays an important role in all spheres of life (work, home and family).

Fredrick, you are an Enneagram type 1 with a SP Instinct

Definitions of the three instinctual goals



Self-Preservation - SP

The primary concern for the Self-Preservation instinct is survival, physical safety, material security, wellbeing and comfort. Behaviour is shaped to focus on safety and security concerns, on avoiding danger, maintaining a basic sense of structure, and on having enough resources. Beyond these basic concerns, the self-preservation instinct may place emphasis on other areas of security in terms of whatever that means for a person of a specific Enneagram type.



Social - SO

The primary concern for the Social instinct is about belonging, recognition, and relationships in social groups. Behaviour is shaped to "get along with the herd" - with family, community and groups of importance. This instinct focuses on how much power or standing one has relative to other members of "the group" in terms of whatever that might mean for a person of a specific Enneagram type.



One-On-One - SX

The primary concern for the One-to-One instinct is with intensity of experience, focusing attention on the quality and status of relationships with specific people. The energy is aimed at achieving and maintaining one-to-one connections, attracting particularly intense contacts and associates. This instinct seeks a sense of well-being through one-to-one connections with people in terms of whatever that means for a person of a specific Enneagram type

A deeper understanding of the SP - 1

Your gift to the world is your focus on what is right and proper and the self-discipline you bring to ensuring your own conduct meets these standards. Others see your good intentions, patience, decency and reliability shine through in everything that you do and experience you as warm, friendly and kind. You are disciplined, organised and will work tirelessly to meet your commitments.

Despite this, worry is a natural companion in your life. You have difficulty with ambiguity and uncertainty and you feel the need to plan, predict and control the future. In particular, you worry about how your own failings and mistakes might impact on the future and this makes it hard to let go and be carefree. You assume that the world isn't a forgiving place for your mistakes or shortcomings.

You believe that your survival depends on getting things right, and you constantly work towards perfecting yourself and your actions. You may engage in ritualized or obsessive activities and thoughts in an effort to keep your anxiety at bay and to feel you have control over your environment.

You may be described as a perfectionist. With your heightened sense of responsibility and awareness of what the 'ideal' should be, you are very hard on yourself. Your fierce inner critic finds fault or sees the need for improvement, creating feelings of anger and frustration with yourself and others. However, your inner critic also tells you that anger is inappropriate behaviour, which leads you to repress angry emotions and instead work hard to be tolerant, patient and calm with others.

When focused on tasks, you can be seen as a 'micromanager:' controlling and a stickler for detail, with a tendency to check and double check to make sure that everything is perfect.

You see yourself as the custodian for the 'right way' to do things and you may have taken on responsibility from an early age. As a leader, you take on a lot of responsibility but also can see clearly how to proceed. At your best, you share this with wisdom, support and appreciation for the efforts of others. In less healthy expressions, strictly or rigidly enforcing this 'right way' can lead to conflict as others feel that their view or perspective is not included or that they are being excessively criticised.

You are a tireless worker and may put your personal desires and well-being on hold for the sake of doing what needs to be done. You place a much higher value on being right than on being happy and this can lead to inner tension.

In relationships you may believe that people do not willingly share, so that love and support are not freely given and must be earned with good behaviour. Your belief is that everyone must look after themselves, and you start worrying when you have to support someone else.

DEVELOPMENT EXERCISE: Balancing and Developing as SP 1



🔄 Your growth and development journey lies in the relationship with your internal critic and the underlying anger that simmers beneath your high expectations and frustrations.

🔄 Consciously intervene with presencing and mindfulness practices that grow awareness of your mindset, relationships and your view of reality. Practices that encourage serene awareness of how feelings show up in your body are particularly helpful, such as meditation, breathing, yoga, tai chi or martial arts.

🔄 Create a discipline around making time and space for self-care and your own well-being – through exercise, play, spending time in nature or any other activity that brings you joy.

🔄 Rather than judging and suppressing your emotions as 'bad,' seek to reveal and understand the thought patterns and triggers that default to anxiety-provoking future scenarios, past happenings, judgement of self, others, events and contexts.

🔄 Paradoxically, by working to embrace your imperfections and limitations as part of your unique gifts, you invite serenity and the ability to express your best self. Reducing anxiety creates space for your talents of focus and determination, perseverance and principles to be felt more fully in the world.

Centers of Expression

The Center of Expression is at the core of how individuals predominantly show up in the world. Some people project and connect to their emotions, whereas others are more connected to their thoughts and others their bodies.

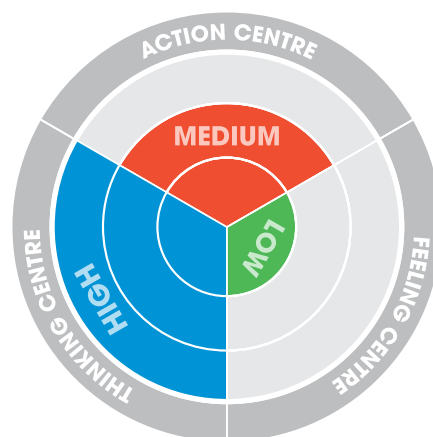


The Dominant Center you express and project into your environment is Thinking Center
The Weakest Center you express and project into your environment is Feeling Center

The Head-Heart-Hands analogy is another way of thinking about the Centers. We have all three Centers present, but use them differently and in a different order. Your dominant Center of Expression shapes your way of interacting with others and how they experience your energy and your approach to things. Depending on the balance between your internal experiences, intentions and your behaviour, there may or may not be consistency between your internal perception of your centers and what others experience.

It takes mindfulness, presence and using all three Centers in a healthy way, for higher Intelligent Centers to emerge. This balanced and present way of being in the world is sometimes referred to as the “fourth way”.

When confronted with an unusual or surprising situation, your sequence of expression into the world is likely to be **Thinking Center first, Action Center second and Feeling Center last.**



Thinking Center of Expression: HIGH



- Thinking Energy is COOL.
- It relates to logic, analysis and rational processing of information as well as criticism and mental chatter.
- It corresponds with the area of your brain known as the prefrontal cortex which is sometimes referred to as the executive function of the brain because of its capacity for prioritisation, judgement, goals-setting and analysis.
- Unhealthy expression of this Center is like the busy, “monkey mind”.
- Healthy expression of this Center is quiet and spacious.

As your Thinking Center is highly expressed, others are likely to experience you as:

- Relying on logic and intellect as a means of solving problems and responding to the world
- Objective and analytical
- Contributing clarity and deep knowing to problem solving and planning
- Interested in detail and observing the functioning of the world.

At your worst, others may experience you as:

- Struggling to respond appropriately in situations where a more emotional or gut-instinct response is required
- Overly analytical and inclined to intellectualise problems
- Having a busy mind that is constantly processing and evaluating information
- Fixated ideas and beliefs about the world, yourself and others that distorts what you pay attention to.

Action Center of Expression: MEDIUM



- Action Energy is *HOT*.
- It impatiently drives action and results and is mostly experienced as gut instinct and bodily presence.
- It corresponds with the area of your brain known as the brainstem which plays an important role in conducting sensory information and the basic bodily functions that keep you alive.
- Unhealthy expression of this Center is unfocused and manic.
- Healthy expression of this Center is grounded and alive.

Feeling Center of Expression: LOW



- Feeling Energy is *WARM*.
- It relates to a range of emotions that we express, coupled with our experience and reaction to the world we inhabit.
- It corresponds with the area of your brain known as the limbic system which plays an important role in emotions and motivation.
- Unhealthy expression of this Center is reactive.
- Healthy expression of this Center is receptive and authentic.

As your Feeling Center is low in its expression, others are likely to experience you as:

- Emotionally protected or more difficult to reach at a feeling level
- Unsentimental and less interested in relating or connecting to others for its own sake
- Less authentic and receptive in your expression than you may intend.

DEVELOPMENT EXERCISE: The Center of Intelligence



Here are some ideas on practices and approaches that support the expression of all The Centers in an intelligent, present and mindful way.



As your Thinking Center is most likely to be over-expressed, you can support a more balanced and healthy expression of this Center through the following exercises:

- Build self-awareness regarding the distinction between thinking energy that is spacious and quiet vs. thinking energy that is expressed as busy, “monkey mind”.
- Tune into the quiet mind as a regular practice by practicing mindfulness meditation or other forms of presencing.
- Focus on becoming more awake and attuned to The Centers of expression that are not as dominant, namely Action and Feeling. This entails connecting to your gut knowing as well as relating to others and your own heart.
- Deliberately tune into the self-talk, beliefs and assumptions that are guiding your focus of attention that may mostly be playing out at a subconscious level. Ask yourself from a space of curious acceptance: “Why am I paying attention to this and not that? / Why do I value this? / Where is my attention going? / Do I really know this to be true?”
- Shift the attention in meeting preparation from what needs to be done, to how things could be done. This is the shift from content into process. Practice making deliberate process choices to support desired outcomes as opposed to getting lost in content.
- Tune into the impact of your contributions on the people around you. Ask for feedback from those you trust on how to maximise your contribution to the group through greater self-awareness and new patterns of participation.



As your Feeling Center is the least expressed of The Centers, you can support a more balanced and healthy expression of this Center through the following exercises:

- Breathe deeply and connect to your body sensations first. Now focus your attention on your heart space. Notice the sensations you experience. Whatever is there, breathe into it, stay with it and allow the heart connection to strengthen.
- Get in touch with your feelings and share them with others by naming them. If you struggle to name your emotions, practise this making use of an emotion chart if necessary. Notice which emotions you are able to recognise and name easily and which are more difficult.
- Heart work is tender work and requires that you approach it, and yourself, in a gentle and non-judgemental way. The heart is a sacred space and needs to be respected as such. If you feel overwhelmed by your emotions, speak to a practitioner that can support your journey.

Your Center-Specific Styles

Even though your dominant Center of Expression is the Thinking Center, you also have a specific Triadic Style. There is a particular way in which you engage with your feelings, actions and thoughts, which is flavoured by your Enneagram Profile. You may be most aware of this when you are triggered, confused or when you realise that your instinct says one thing, your head another, and your heart something else.

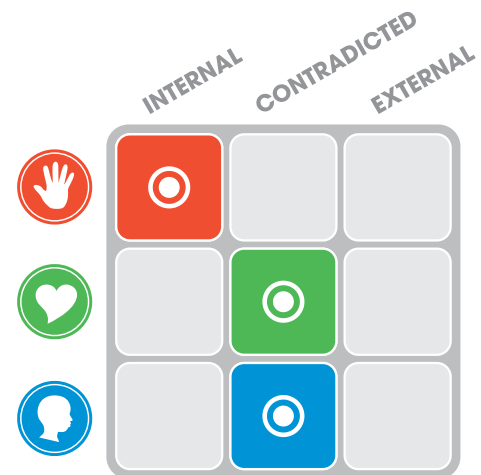
Each of your Centers can be operating in a specific mode: Internalised(Inwards), Contradicted(Locked), Externalised(Outwards). The combination of these three gives your personality a different way of expression to other people. Observing and becoming aware of how your center modes operate can benefit your development and growth.

Your Center-Specific Styles

- Internalised Action Center
- Contradicted Feeling Center
- Contradicted Thinking Center

As a result you are likely to internalise or practice self-control in the face of gut impulses, suppress or mask emotions in order to get the job done and apply your thinking energy to uncertainties, risks and creating stability.

This blend of energies combines traits of being principled, efficient and devoted. It is likely to intensify the value you place on tasks, responsibilities and outcomes. It will also exacerbate your tendency to get caught up in a constant stream of tasks and goals. At your best it will enable you to match structured application and input efforts with results and goal achievement.



Wing Influence

The wings refer to the way in which the two adjacent enneagram styles influence and complement the expression of your main enneagram style. An important pathway to development lies through understanding the wings and using them effectively. While both wings are useful and necessary for our self-development, most individuals are more reliant on one of the wings and neglect the other. It is also possible for your wings to switch during significant changes in your life. Balanced individuals who have done a lot of psychological and self-development work may consciously access both wings.



Integration levels for Wing 9

9

HIGH	<ul style="list-style-type: none"> • Soften your internal tension, making it slightly easier for you to relax and loosen up without having to get away from all your responsibilities • Make it easier for you to not take your judgements too seriously • Make it easier for you to explore and ask for inputs from other people rather than only depending on your own opinions and judgements
MODERATE	<ul style="list-style-type: none"> • Improve your ability to relax about things that aren't perfect • Enable you to take small breaks to get away from your responsibilities for a moment before continuing with work • At times lead to others experiencing you as detached and disconnected from human aspects involved in matters
LOW	<ul style="list-style-type: none"> • Lead to an over-control of feelings which could result in physical inflexibility • Make decision making more difficult for you and can lead to slow decisions or indecision • Potentially lead to you "sweating the small stuff" as it may contribute to compulsive tendencies

1

2

Integration levels for Wing 2

HIGH	<ul style="list-style-type: none"> • Balance your task-orientation with a greater degree of people-orientation, thereby tempering your standards with concern for people • Enable you to be more consistently generous, giving and kind by focusing your sense of justice and fairness on other people as much as on what is right or wrong for you • Make it easier for you to display warmth and affection towards other people by engaging them in social conversation
MODERATE	<ul style="list-style-type: none"> • At times lead to others experiencing you as somewhat hypocritical due to your tendency to claim the moral high ground • Make you more sensitive to criticism than someone with a wing 9 • Enable you to hold an awareness of standards and quality while also being sensitive to the implications of this on people
LOW	<ul style="list-style-type: none"> • Potentially lead to dependency and jealousy in intimate relationships • Lead to self-punishment and increasing expectations that you are unable to measure up to • Create an impression with others that you are self-righteous

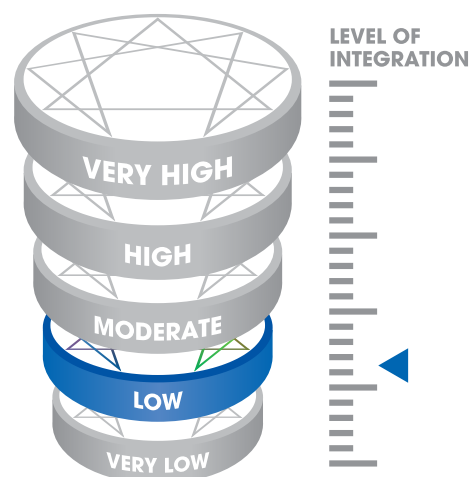
Self-Awareness and Integration

The level of Self-Awareness, self-mastery and integration indicates the extent to which you have been able to consciously free yourself from the ego-fixations of your type. It also measures how aware you are of your blind spots. Integration is a subtle and powerful journey of personal awareness development in life. This is a temporal measure and will fluctuate and change as you invest in your personal growth but also as your circumstances become more or less challenging. At a lower level of self-mastery, a lot of behaviour is driven by core fears or reactivity that relates to your main Ennea Type. At moderate levels this may have “eased” to core concerns that are less reactive, but that still drives and motivates behaviour to a large extent. At a higher level, there is often a component of “letting go” of your core concerns as you come to understand and move beyond the limitations of your main Ennea Type.



Some Enneagram models make use of nine levels of integration from a development perspective. This test aims to broadly measure your self-mastery according to five levels rather than nine. Even though we all may, at our best, be able to access a high level of self-mastery and a low level of self-mastery at our worst, there is likely to be a concentration of energy and behaviour at a particular level of self-mastery at this point in time. The description offered in this report, taps into this while acknowledging that this is not the only set of behaviours you may have access to at this point in time.

It is important to note that, at a higher levels it becomes more difficult to accurately type through a static test. At a high level of integration one moves towards the centre of the Enneagram, which may moderate the core motivations, behaviours, themes and fears of your main Ennea type significantly. At a high level of integration, working with an Enneagram coach can help you identify your type should a test be unable to do so.



Fredrick, you are an Ennea 1 who operates at a LOW level of Enneagram awareness and mastery.

At a LOW level of self-mastery, the following applies:

- ★ **The more reactive and unproductive** behaviours associated with Ennea 1 are likely to manifest most frequently in your behaviour and reactions.
- ★ **A very punitive stance is likely to surface.** This will be both in relation to yourself and others. You may find it easier to punish than forgive when mistakes are made.
- ★ **Your inflexibility may be experienced as** rigidity, stubbornness and stuckness.
- ★ **Even though you are strongly connected to** your core fears, you may also be working actively to avoid facing these fully.

- ★ **Others may experience you as very judgemental** and intolerant as you become the prosecutor, judge and jury all rolled into one.
- ★ **You may find the self-development journey** particularly difficult and challenging. It may not be easy for you to commit to and embrace the vulnerability that comes with the territory of personal growth.
- ★ **You are likely to have a very high level of internal** tension. Being this uptight is likely to impact on your wellbeing, ability to show self-restraint when triggered and the amount of worry and anxiety you experience from day to day. This is likely to make it very difficult for you to relax.

★ **You are likely to be extremely sensitive to** criticism and will become defensive and attacking when criticised.

★ **You may struggle to connect clearly to your** thoughts, feelings and behaviours without projecting or defending them. Being self-reflective and congruent between The Centers of intelligence, is not a natural or easy place for you to be in.

DEVELOPMENT EXERCISE: Key challenges towards self-mastery and integration



🔄 **Start noticing your black/white, right/wrong** thinking with curiosity without trying to change it. How does this impact on others? How is this manifesting in your language, actions, approach to work, response to feedback and relationships?

🔄 **Don't respond immediately to feedback.** Give yourself space to make a conscious decision about how you'd like to respond, paying particular attention to not falling into the trap of becoming aggressive or defensive.

🔄 **Work on appreciation. Balance criticism with** positive feedback. Work at first noticing and then also at speaking about what you like and what is working for you more.

🔄 **Pay attention to irritation, resentment and** feelings of frustration. When these feelings come up, they offer you an opportunity to connect to and understand deeper patterns of anger. Is there a higher value that is being violated here? Is there a reason why I may feel vulnerable or threatened here? Explore your anger rather than judging it and trying to keep it under wraps as much as possible.

🔄 **You can also work at integration through the** expansion of your wings. Through Ennea 1 wing 9, this enables you to learn to relax. Through Ennea 1 wing 2, you learn to soften your task orientation by focusing more on other people. This requires you to be more open, empathic and engaging.

🔄 **Another strategy for growth is through the** connecting lines on the Enneagram. Ennea 1 links to Ennea 4 which urges you to tune into your deep personal needs and what has meaning to you more. Ennea 1 links to Ennea 7 which urges you to have big, bold visions and to explore possibilities rather than focusing so much on limitations and problems.

Strain Profile

Your strain profile provides you with your subjective experience of the amount of stress you are experiencing in your present environment. It is measured separately from your Enneagram Profile in the test. It therefore gives you a view of the context within which you are operating at the moment.



This aspect of your profile is linked to the way in which you are experiencing your life circumstances right now. It is therefore a more time bound measure than the rest of your Enneagram profile. It is also a subjective measure based on how much pressure you're currently experiencing. Remember that what may cause a lot of strain for one person, may cause much less strain for another. You should therefore not use this score as an objective or comparative measure of strain in relation to someone else's profile.

Your Overall Strain Level

This indicator provides you with an aggregate, big picture view of how much strain you are experiencing at present. It combines all the different types of strain you are experiencing. Even though you may not be feeling like this right now, it does give you an indicator of where your strain level lies at present, given your current circumstances. If your life circumstances drastically change, this score will be affected.

Fredrick your perceived level of Overall strain is LOW.

This indicates that you are not experiencing a huge amount of pressure and strain in your life right now. Even though some areas of your strain profile may be causing you challenges, they are not affecting your wellbeing excessively. You may still find yourself being very stressed out or anxious in particular circumstances but this is not affecting your overall wellbeing in an unhealthy manner.

If you have some significant stressors in your life at present and your strain profile is still indicated as low, this may be indicative of well developed coping mechanisms, being in denial about the stress you have in your life or a tendency to under-report or downplay the pressure you are under. It could be meaningful to consider your strain profile in relation to your main Enneagram type, your level of integration and your happiness rating to help you understand this better.

If your strain profile is extremely low, it may be that you are not sufficiently challenged within your current environment. This phenomenon, known as "Rust Out" lies at the opposite end of the spectrum to "Burn Out". If you feel particularly unchallenged in your life right now, this may be creating complacency. This is a potentially difficult starting point for further growth and development, as there may be very little pressure on you to change things in your life.





If you are experiencing “Rust-Out” the following development activities may be helpful:

🔄 **Set goals - Identify an area of your life you** would like to grow and develop in and set yourself a challenging goal. Once you’ve set yourself this goal, it is of critical importance that you pursue it!

🔄 **Get active movement creates energy and momentum.** Connect to your Action Center and make things happen.

🔄 **Get involved Embrace active citizenship** within your community, organisation or any group you belong to.

🔄 **Start talking It is amazing what ideas, power and energy can be unlocked through meaningful conversation.**

🔄 **Be honest Make sure you have courageous** conversations where needed about the space you are in.

If things are great in your life right now and your strain profile is accurate Consider the following development activities:

🔄 **Celebrate - Enjoy the positive and enabling** environment you find yourself in.

🔄 **Gratitude - Appreciate the individuals** around you that are contributing to a low pressure environment.

🔄 **Support others - You may have energy** available to give to others seeing as you are in a good place in your life.

🔄 **Guard against complacency - Getting stuck** in the status quo or not anticipating a major problem are risks you run when things are going really well. Pay attention to any warning signs that things may be changing

🔄 **Make the most of it - If things are going well, it** is a great time to undertake some of the personal development work, hobbies or challenges that require your attention and input.

🔄 **Reflect - Check in with yourself to get in touch** with what it is that you are doing that is working so well right now. This may come in handy should things go less well in future.

If there are some big stressors in your life that are not showing up in your profile, or if there is a big difference between your overall strain and level of happiness, consider the following development activities:

🔄 **Reflect There may be something you are** doing that is helping you cope that is particularly effective, healthy and useful. If you can become more conscious of what this is, you may be able to use it even more in future.

🔄 **Be honest Do the people around you really** know what is going on in your life? Identify opportunities to open up to people close to you. It often helps one cope if others understand and know where you are at.

🔄 **Check your coping mechanisms and defences Is** your way of coping a defence mechanism that is unhealthy or a coping mechanism that is healthy? Is this a pattern in your life? If you are in denial or have strong defence mechanisms, especially if this is a pattern in your life, you may want to consider working with a professional to work through these. Your main Enneagram profile may give you some strong clues as to what your defence mechanisms are.

Environmental Strain



This indicator measures how you feel about your environment. It relates to how safe, satisfied and connected you feel to your community and neighbourhood. It also measures whether you experience your home and neighbourhood to be conducive to the quality of your life. The extent to which you live your life indoors will impact on your strain score in this area. This is a subjective measure and does not indicate that you are safe or unsafe; it merely taps into whether you feel safe or unsafe. It therefore does not provide an objective measure of the quality of your environment.

Fredrick your perceived level of Environmental strain is LOW.

- You feel connected and quite positive about your environment and community despite your collective challenges
- You feel safe in your neighbourhood and home
- You are satisfied with how much time you spend outdoors or in your broader community
- Experience your home environment as comfortable and conducive to getting things done
- You are not distracted from your core focus by environmental and service delivery issues in your community



Vocational Strain



This indicator measures how you are feeling about your career choices and work. It relates to how passionate you are about your work and how enjoyable it is to you at present. Your score will also be impacted by the amount of stress you experience at work and the quality of your relationships at work. If you are unemployed or have made alternative vocational choices at present, this will also impact on your strain score in this area. This is a subjective measure and does not indicate performance at work. It merely taps into your perceptions about your current vocational reality.

Fredrick your perceived level of Vocational strain is LOW.

- You are satisfied with where you are at in your career
- You are happy at work and enjoy what you are doing most of the time
- You get along well with your colleagues and feel supported by them
- You feel able to cope with the amount of stress and responsibility you carry
- You may potentially feel ready to take on more challenges



Physical Strain



This indicator measures how you are feeling about your connection to your body and physicality. It relates to how healthy, energised and fit you feel. This is a subjective measure and may not indicate that you are healthy or unhealthy, it merely taps into whether you feel healthy or unhealthy.

Fredrick your perceived level of Physical strain is LOW.

- You feel good about your health at present
- You are comfortable with your body and weight
- You are satisfied with your fitness levels and the amount of time you spend exercising
- You don't get ill that often
- You wake up energised in the mornings and feel physically ready to tackle your challenges
- You are able to sustain your energy throughout your average day



Interpersonal Strain



This indicator measures how you are feeling about your intimate relationships with family and friends. It relates to the quality of these relationships and whether you are able to invest in them. Perceived lack of support and high levels of conflict in close relationships will impact on your strain score in this area. This is a subjective measure and may not indicate whether these relationships are healthy or unhealthy. It merely taps into your experience of the quality of your intimate relationships.

Fredrick your perceived level of Interpersonal strain is LOW.

- You are satisfied with the amount of time you get to spend with friends and family
- You have a social life that meets your needs
- You experience a low or normal amount of conflict in your close relationships
- You are satisfied with the level of intimacy in your closest relationships
- You feel supported by the people close to you



Psychological Strain



This indicator measures your perception of how well you are coping with your present circumstances on a psychological level. This is definitely not a tool aimed at any clinical diagnosis whatsoever. It is not an indicator of psychological problems but a high score may warrant further professional investigation and support into the impact of your circumstances on your emotional wellbeing

This is a subjective measure and may not indicate that you are actually coping or not coping, it merely taps into whether you perceive yourself as able to cope with your challenges on a psychological and emotional level and the extent to which you feel overwhelmed.

Fredrick your perceived level of Psychological strain is LOW.

- You experience yourself as able to cope with your present circumstances
- You don't feel so emotionally overwhelmed or affected by your circumstances that it is negatively impacting on your wellbeing
- Your anxiety levels feel under control
- You don't feel the need to "tune out" from reality to help you cope
- Regardless of your current circumstances you feel resilient enough to process and deal with all aspects of your life on an emotional level



Happiness



This indicator approaches strain from a more generalised and positive perspective. It measures whether you feel optimistic, joyful and happy about your life at present. It therefore relates to your subjective experience of fulfilment and joy in your life but other people may not experience that way in which you project yourself in quite the same way. This merely taps into how you feel about your life and not how others perceive you.

Fredrick your perceived level of Happiness strain is LOW.

- General circumstances in your life are detracting from your ability to feel happy, excited and hopeful about things
- You are more of a realist or pessimist than an optimist
- You would like to experience more joy and fulfilment from day-to-day
- There are a lot of things you wish you could change about your life
- You have more stress than joy in your life at present



The Enneagram Lines of Release and Stretch

This section of the report draws on the two connecting lines in the Enneagram model of each Enneagram type. There are different views on the directionality of these lines. It is however generally accepted that there is a pathway towards integration and development through both of these connected Enneagram types.



The lines connecting to your Enneagram Type also impacts on the way you process and deal with the strain that you experience. For most individuals, the pathway to releasing strain lies in a certain direction but this may be also be counter-indicated in a smaller number of individuals.

7

Release Point: Relax, Spontaneity, Exploration

Fredrick as an Ennea 1, the Strict Perfectionist, your point of release is likely to be at Ennea 7 which is the Enthusiastic Visionary. You don't often allow yourself the luxury of relaxation or letting go. However, when you allow yourself the opportunity to relax, you take a lot of pleasure from the sheer enjoyment of experiences and the world around you.

Ennea 7 is also one of the points on the Enneagram that is strongly connected to possibility and spontaneity. As an Ennea 1, others may experience you as very judgemental. When you feel yourself holding yourself and others accountable to a wrong or right way of doing things, connecting to alternative ways of organising or doing things may free up energy and allow you to release strain by opening up to alternatives to your way ("the right way"). Letting go of judgement and experiencing spontaneity is therefore a pathway to development.

Try to remember events in your life where you worked through an area causing you strain by connection to possibility, relaxing about it, experimenting with alternatives or through appreciation of other ways or perspectives to the issue at hand. Not seeing playfulness and responsibility as opposites or as an either/or choice will enable you to release a lot of inherent strain you may be carrying with you like a suitcase full of heavy stones.

4

Stretch Point: Expressive, Creative, Self Care

Fredrick as an Ennea 1, the Strict Perfectionist, your point of stress is likely to be at Ennea 4 which is the Intense Creative. This means that under pressure you may start experiencing your responsibilities as burdens, feel disillusioned or deeply disappointed. Early warning signs of strain is when you feel yourself becoming more rigid, compulsive, judgemental or defensive. At this point, your inner-critic may become more punitive than normal. When this happens, your strain may deepen and affect you as psychological or emotional strain that manifests as depression, which links strongly to Ennea 4. This may even linger over time and can lead to feelings of worthlessness that are deepened by a tendency to compare yourself with others that are able to do the right thing.

As an Ennea 1, this may lead to an intense emotional experience. You may become very aware of your personal flaws or may become very disillusioned as you realise that being "good" or doing the "right thing" does not guarantee success. This may awaken your anger with an intensity that may be either liberating or debilitating, depending on whether you are able to use this anger to connect to your suppressed needs or not.

To work through this stress point may require you to connect to the things that have deeper meaning or value for you in your life. In connecting to what has meaning to you, you may be able to free some energy up that is trapped by your strong sense of responsibility. Moving from "ought" to "want" may enable you to unleash your creativity.