

ENNEAGRAM REPORT

SALLY SAMPLE | FEBRUARY 2023

INTRODUCTION TO THIS REPORT AND WHERE IT WILL BE USEFUL TO YOU

Welcome to your Enneagram report. The Enneagram is a framework that supports your self-awareness and development. It is both a mirror and a map.

A mirror is useful because it can tell you about yourself, particularly the areas that you don't always see. It can also make suggestions about how others experience you. Sometimes how you think you show up in the world is very different from how you really come across. It may be useful for you to understand this difference and then to adapt your behaviour to be more effective in relationships.

A map is useful as it can show you possible development paths that lead from the place in which you find yourself. The Enneagram framework as a whole is such a map and there are many styles to embrace. The purpose of the Enneagram is not to box you. It aims to open you up to different ways of seeing and responding to people and situations.

Read through this report with a reflective mindset. What does the report help you see, think and feel? Mark areas that you wish to discuss with your coach during your feedback meeting.

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YOUR OVERALL RESULTS

Enneagram Main Style

7

ENNEAGRAM 7 THE POSITIVE DREAMER

I am an optimistic person who knows how to have fun. I focus on having many options and variety. I avoid being limited. My life is not tough, it's great.

Enneagram Trifix



7 - 2 - 1 THE TEACHER

Engaging, fun loving and outgoing, I want to be with people. I seek fun with a purpose, needing goals as well as time to play and celebrate. I love discovering new things and sharing what I learn with others.

Enneagram Instinct



SOCIAL INSTINCT

I value belonging and my relationship to the group (which could mean organisation, community, family unit, team etc.). I also have an understanding of how power and status show up in social settings.



WHAT IS THE ENNEAGRAM?

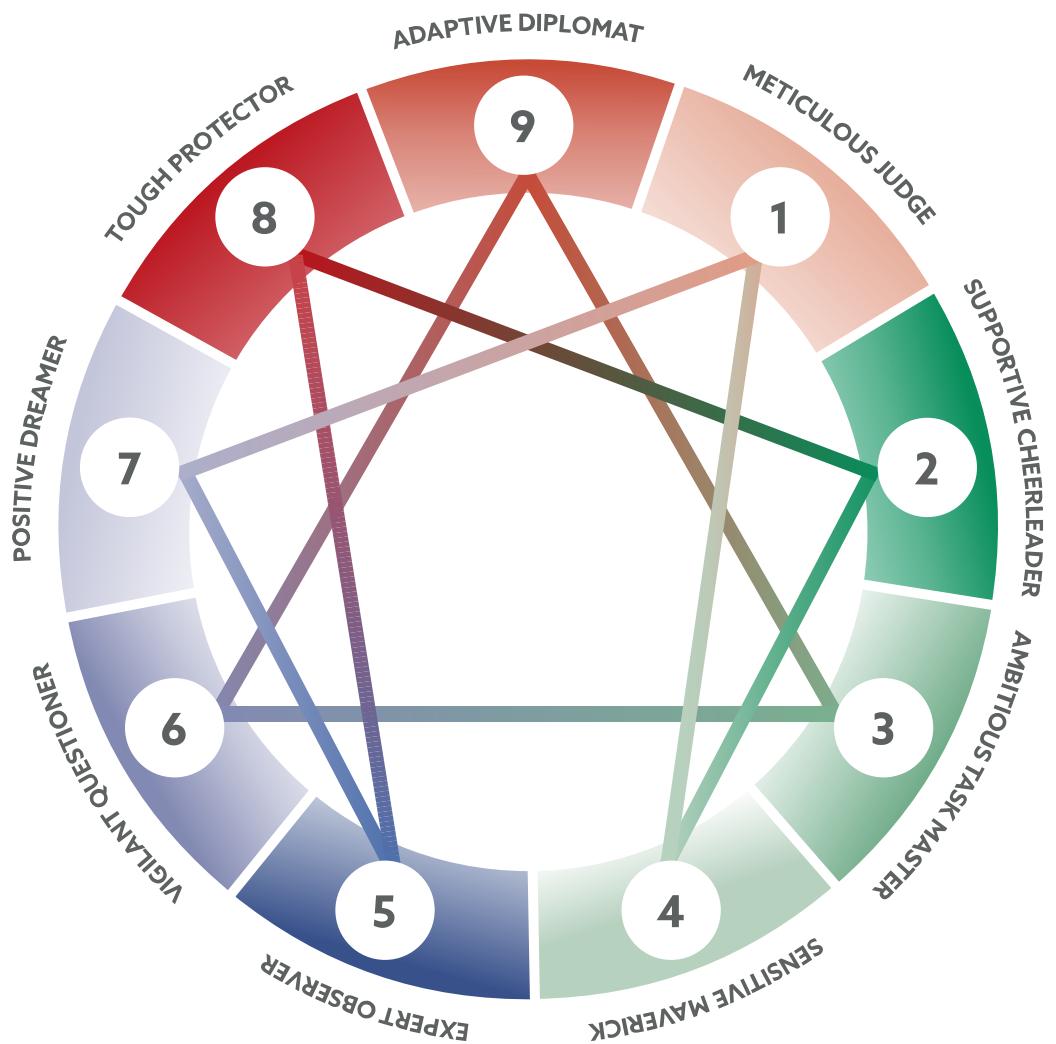
The Enneagram is a model of nine personality styles used for personal and team development. Each style represents a core motivation that has a significant impact on what you see, think, feel and do at work and more broadly in life. As a mirror, the Enneagram not only shows you what you like and know about yourself, it also challenges you to reflect on some uncomfortable or unexplored aspects of your personality.

All nine Enneagram styles are equal and they all have positive and negative aspects to them. The model provides deeper insight into

the core motivations and fears driving your behaviour and your needs. It explores the deeper layers of personality and identity. These insights help people and teams understand why they behave as they do and to change these patterns if they want to.

All nine styles are explained in more detail in Appendix A at the end of this report.

The Enneagram allows us to see multiple perspectives clearly



YOU AND THE ENNEAGRAM

Your Enneagram Style

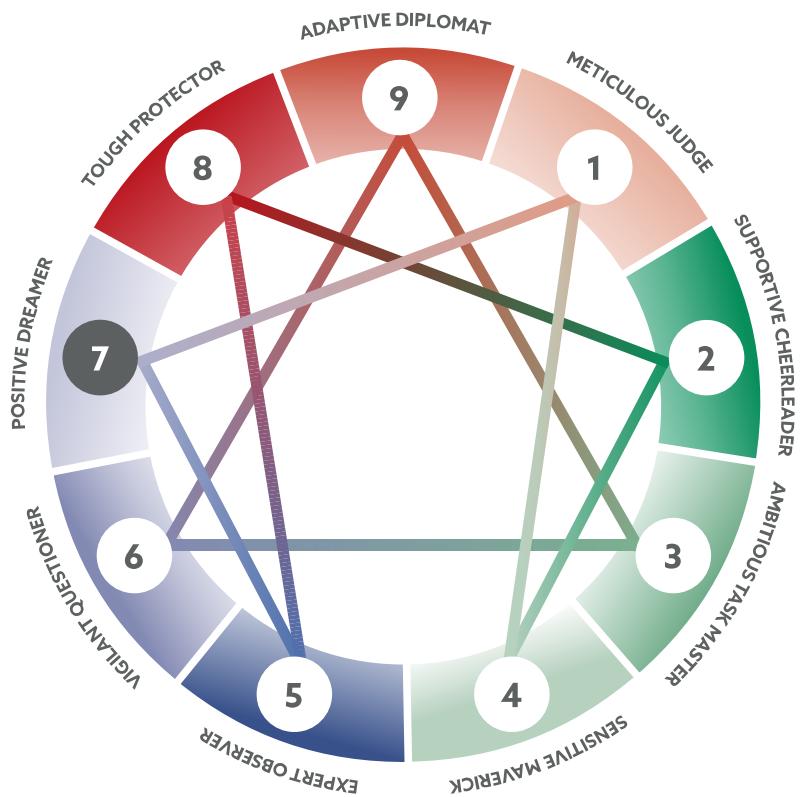
THE POSITIVE DREAMER

Sevens are typically positive, future-oriented, spontaneous and energetic. They love options and freedom, they crave anything new and exciting and they may have multiple projects or jobs running concurrently (many of which they may not finish). Sevens enjoy positive people and sit with dozens of ideas in their heads. Brain and body are in constant motion, which is generally a strategy to help them avoid their greatest fears - boredom and pain. The fixation on outrunning pain sometimes causes Sevens to take on too much and to overpromise and then underdeliver. They can thus become distracted, scattered and exhausted. At their best, more mature Sevens are focused, sincere and inspirational finishers. At their worst, less mature Sevens can be fragmented, unreliable, uncommitted and superficial.



*I have to
experience it all
and avoid pain*

7



UNDERSTANDING YOUR ENNEAGRAM STYLE

Once you find your main Enneagram style, the journey of self-discovery starts with exploring your inner world and patterns in the world for greater self-awareness. How does the motivation of your style impact how you see and show up in the world? Sometimes meeting yourself through this lens feels affirming and liberating, sometimes it can feel uncomfortable and anxiety-provoking. Whatever comes up for you from reading this, pay attention and take your insights into the conversation with your coach or someone you trust.

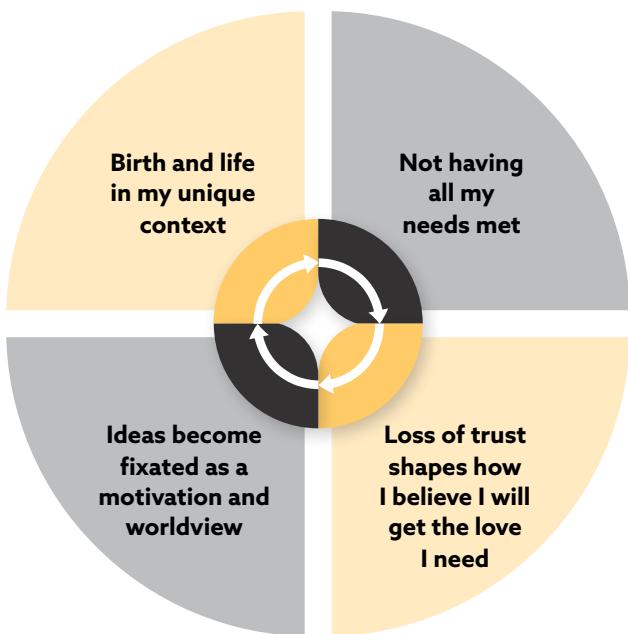
Motivation	Motivation is the factor that drives or stimulates behaviour. The Seven motivation is to avoid boredom by focusing on exciting options.
Strengths	<ul style="list-style-type: none"> • Spontaneous • Adventurous • Optimistic • Imaginative
Worldview	Our worldview influences how we perceive, interpret and act in the world. The Seven worldview is that the world was meant to be free in. Life is too short to be trapped in pain and suffering. The best is yet to come.
Message to the world	Bring on the good stuff! Join me, but don't bore me. Let's keep our options open and dream together. The future looks positive and full of possibility.
Message to the self	Pain is scary, and I may get stuck there so I must keep moving. I will regret it if I miss out on something awesome. I need to focus on the future, as it is full of possibilities.
How I feel inside	Life is great! My inner world is full of ideas, possibilities and options. If I slow down I feel anxious, especially if I can see pain or boredom ahead. I also get anxious in anticipation of my needs not being met.
Defence mechanisms	Our defences help us cope with stress and anxiety. They are helpful when triggered appropriately, but less helpful when they keep us from engaging with the world. Sevens often use the defence of Rationalisation . To avoid pain and feeling bad, I turn unacceptable or negative thoughts, feelings, behaviours and situations into positive ones. This means I don't need to engage with anything negative and/or painful.
Key patterns	<ul style="list-style-type: none"> • Having and exercising options to avoid feeling limited or stuck • Focusing on pleasure by prioritising what brings happiness • Avoiding difficult situations, pain, problems and boredom • Fear of missing out and need for instant gratification • Rationalising to focus on the positive and disregarding negative data
Reflection	How do I avoid anxiety and pain?

SOCIALISATION AND YOUR ENNEAGRAM STYLE

Your Enneagram style is the product of the traits you are born with (nature) and your socialisation (nurture). As a child, you are taught the 'right' way to respond to events and people by your parents, caregivers, other authority figures, your siblings and your overall environment.

The socialisation process creates a story in your unconscious that leads to you believing that some patterns of action, feeling and thinking will get your needs met, and that some actions, feelings and thoughts are to be avoided as they may impact negatively on your life and wellbeing. This establishes a pattern of behaviour in which you can get stuck, continuing to act according to this childhood pattern long into adulthood.

This process can be described in the following way:



To make sense of how your **Enneagram 7** patterns formed, you may want to reflect on the following questions to help you understand your upbringing and socialisation:

- Did I experience a lot of freedom or lenient parenting as I was growing up?
- Did I experience too little freedom through a very strict upbringing?
- Were there times or circumstances that left me feeling like I was stuck in pain?
- What happened to me / the family system when needs were not being met?
- Were there particular points in my childhood where I consciously chose not to let pain or lack get me down, choosing to focus on the positive instead?
- Are there ways in which my relationship with my nurturing parent left me wanting more of them and what they represent in my life?
- What idealised versions of myself and my family do I carry with me today?

Reflecting on the patterns of our upbringing and socialisation helps us make sense of the ways we may be unconsciously repeating ways of seeing and being in the world. This can increase our awareness and ability to choose new responses to situations, helping us grow, evolve and be more effective as leaders.

YOUR ENNEAGRAM STYLE IN RELATIONSHIPS

Your Enneagram style has an impact on how you show up in relationships and how you interact with the people in your life. When people meet our expectations through how they show up, we may find that we have more energy and enjoy the environment more.

Some of the expectations we have of others may not be mutually agreed upon and may not be contextually appropriate. As we mature, we become more adaptive and interested in the conversation between our own feelings and needs and those of the people around us.

HOW TO GET ALONG WITH ME IN GENERAL	HOW TO MANAGE ME AS YOUR EMPLOYEE	LEADERSHIP BLINDSPOTS TO SUPPORT ME WITH
<ul style="list-style-type: none"> • Give me companionship, affection and freedom • Engage with me in stimulating conversation and laughter • Appreciate my grand visions and listen to my stories • Don't try to change my style, accept me the way I am • Be responsible for yourself, I dislike clingy or needy people • Don't tell me what to do 	<ul style="list-style-type: none"> • Help me plan and keep to my plan - work in a structured way • Allow me some freedom • Don't lock me up in a place without people or new ideas • Help me see where I need to grow and develop • Help me follow through on tasks or projects • Don't be so negative, loosen up and have fun 	<ul style="list-style-type: none"> • Don't let me get away with avoiding problems by focusing on more fun things • Help me to be structured and systematic so I can finish more jobs (even when I get bored) • Stop me when I am disregarding pain and negative information • Help me anchor my big picture thinking in reality • Support me to show up to my adult responsibilities and be accountable • Let me know when I am delegating too much or if you are unsure of my commitment

As you think about your relationships with others, reflect on the following questions:

- How might the need for freedom and avoidance of pain and boredom be impacting my relationships?

- What do others really need from me to be their best selves?
- Where and how might my ability to reframe be blocking feedback I am receiving from others?

INSTINCTS

The three instincts describe the three possible ways humans can engage with the world to get what they want from it. You have all three instincts stacked in order of preference, but one is dominant and merges with your Enneagram style to make a difference in how you show up in the world.

This merging of your Enneagram style with your instinct creates your instinctual subtype. The lowest or neglected instinct also gets you into trouble and needs your conscious attention. The three instincts are Self-Preservation (SP), Social (SO) and One-to-One (SX).

SELF-PRESERVATION INSTINCT

The core focus of the Self-Preservation (SP) instinct is on being safe and secure in various domains, for example having sufficient resources (e.g. money, food), or comfort, or general health and wellbeing. When SP is dominant, it is likely to show up differently according to the main Enneagram style.

SOCIAL INSTINCT

The central focus for people with a Social (SO) instinct is around belonging and relationship to the group (which could mean organisation, community, family unit, team etc.). 'Social' also relates to an understanding of how power and status show up in social settings.

ONE-TO-ONE INSTINCT

The main goal of the One-to-One (SX) instinct is to find intensity; in one-on-one relationships and in life experiences. How a person seeks out intensity through connections and experiences is likely to be different according to the main Enneagram style.

Your instinct is Social (SO)

SELF-PRESERVATION (SP)

SOCIAL (SO)

ONE-TO-ONE (SX)

Social (SO) Sevens are called 'Sacrifice' because they are able to live with pain as a service to their family or team. These are the more unusual Sevens, as they try to respond to their tendency towards gluttony by suppressing it. They connect with the opportunistic and exploitative drive within themselves and then work to dampen it through sacrifice. This enables SO Sevens to avoid feeling selfish in

relationships by being good people and self-sacrificing in the moment. They are often idealistic and imagine a better, more free and happier world for all. To develop themselves, SO Sevens must become more aware of their motivations, make peace with their selfishness and become less afraid of feelings like anxiety, disappointment and sadness, both in themselves and in their relationships.

YOUR ENNEAGRAM TRIFIX

You are definitely more than just a number! To understand some of the aspects of self you may not see reflected in your Enneagram motivation, you can look towards your trifix. The Enneagram trifix describes the gut style, heart style and head style that you lead from.

Your trifix is 7 - 2 - 1 THE TEACHER

Engaging, fun loving and outgoing, I want to be with people. I seek fun with a purpose, needing goals as well as time to play and celebrate. I love discovering new things and sharing what I learn with others.

YOUR GUT STYLE IS ENNEA 1

You may feel the need to control and double-check your gut, believing that it might get you into trouble. You prefer to move into action in a considered and structured way, rather than just jumping in. You probably bottle anger up. You may carry quite a bit of tension in your body. How can you relax and flow into action in a more easeful manner?

YOUR HEART STYLE IS ENNEA 2

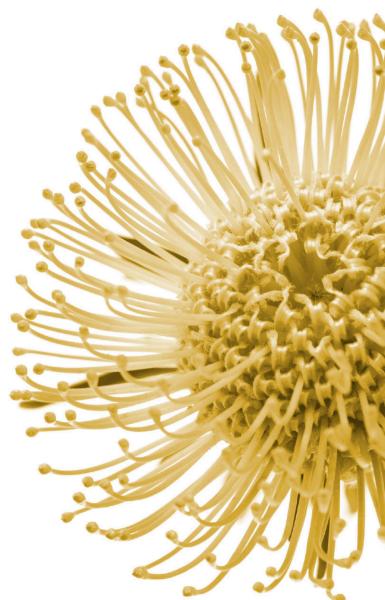
You are empathic and attuned to the feelings of others. You may find yourself feeling the feelings of others more than you attune to your own emotions. You want to be accepted and will go out of your way to be of service. Do you experience shame when taking care of your own needs? Do your own feelings surprise you?

YOUR HEAD STYLE IS ENNEA 7

You are quick thinking and take in new information easily. Your thinking energy is focused on what is possible, which allows you to quickly switch into solutions mode. You use your thinking to escape being stuck in anxiety and boredom. Your thoughts are mostly in the future. Do you use your thoughts to escape? Are others able to keep up?

Two of these styles indicate a compliant social style. You may want to consider what it looks like to push against and challenge some of the patterns in the system more.

Two of these styles indicate frustration in relationships. In different ways, you may be aware of or frustrated with the way in which reality does not match with the ideal. How might this be impacting your relationships?



DEVELOPMENT OPPORTUNITIES

Using the Enneagram Seven for development

ENNEAGRAM 7 THE POSITIVE DREAMER

7

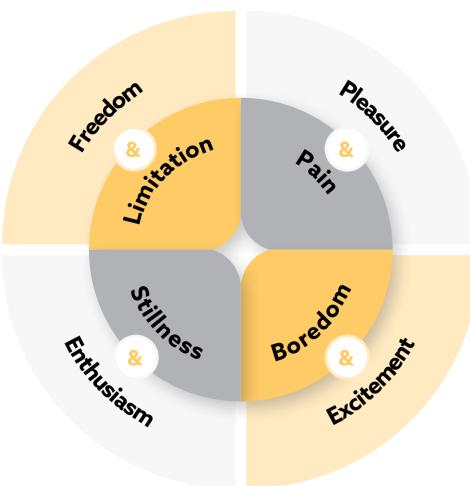
- Focus on listening to others
- Catch yourself when you move too fast from one project to the next
- Learn to face the negative side of life
- Focus on the present rather than on the future, and notice when you plan for the future without considering the present
- Move from head to heart
- Observe attraction to stimulation and new experiences
- Notice how substituting pleasant ideas for realistic action creates problems with completion
- Learn how opting for pleasure can also be a flight from pain
- Notice how fear arises when your self-worth is threatened
- Observe your tendencies to interpret as pessimism the realistic evaluation of others
- Try to close down possibilities and commit to a single course of action

Resolving the paradox of your Enneagram style

As your identity broadens, you begin to embody contradictory elements, for example, "I can be nice sometimes and mean at other times". The integration of these paradoxes happens when you move beyond the idea that only one side of a polarity holds value and meaning. As you own the opposite in you, both the good and the bad, your identity expands and matures.

When you are able to acknowledge negative parts of yourself that are difficult to accept, your shadow, the virtues and gifts of your Enneagram style become more accessible. As a Seven this enables you to move from gluttony for positive experiences to the sobriety that comes from a deep satisfaction with what is.

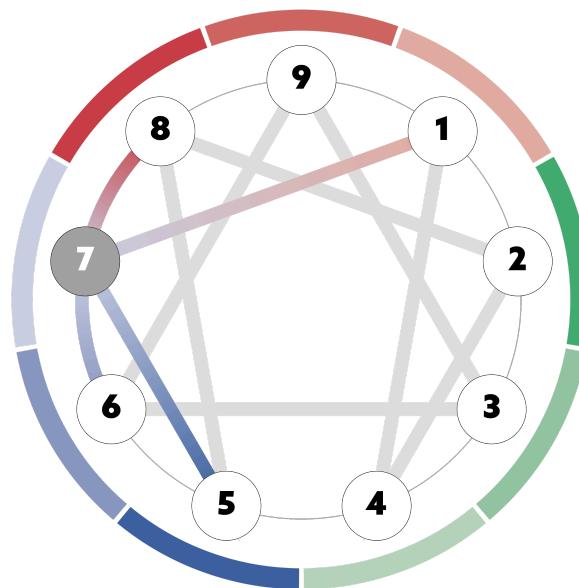
Polarity integration for Sevens



I am able to experience deep satisfaction in stillness

DEVELOPING THROUGH THE WHOLE OF THE ENNEAGRAM

The full human condition is expressed through the circle of all nine styles. In many ways, the purpose of the Enneagram is to help you incorporate more aspects of the full circle by inviting you to move beyond the programming and constraints of your main Enneagram style. Start by exploring the wings or next-door neighbours of your type. By incorporating the wisdom of these styles we can adapt to the demands of our everyday lives and make subtle changes that support our growth. Once you feel the wings are both being integrated into your identity, start working through the lines. These represent more radical shifts and transformation that serve your maturation journey through life.



Developing through the Wing at Ennea 6	<ul style="list-style-type: none"> Pay attention to risks you run when not following through Deepen relationships by demonstrating loyalty and being trustworthy Create certainty and consistency for self and others Have the difficult conversations you need to have
Developing through the Wing at Ennea 8	<ul style="list-style-type: none"> Get clear on priorities and get rid of unnecessary noise in your life Meet existing challenges fully instead of running after what is new Act in clear, practical, direct and decisive ways Take charge and move ahead without getting distracted
Transforming through the Line to Ennea 1	<ul style="list-style-type: none"> Develop your ability to focus on one thing at a time and to stay in detail Be mindful, grounded in the body and in the "here and now" Focus on process, quality and delivering on time Postpone short-term gratification for meaningful commitments
Transforming through the Line to Ennea 5	<ul style="list-style-type: none"> Pay more attention to inner processes and thoughts Balance the need to innovate with learning in more depth Conserve your energy by becoming quiet and calm inside Think before you speak; speak with consistency and thoughtfulness

APPENDIX A: ENNEAGRAM OVERVIEW

Understanding all nine Enneagram styles

The nine Enneagram styles each represent a core motivation. [Find out more here](#). There are three styles in each of the three centres. The three centres represent the gut, the heart and the head. The styles can be summarised as follows:



THE GUT OR BODY STYLES

8: THE TOUGH PROTECTOR

I have to be tough and assertive to avoid feeling weak and vulnerable. The world is a jungle where only the strong survive. I must protect myself and others who need my care.

I use my strength to make things happen. I tell it like it is.

9: THE ADAPTIVE DIPLOMAT

I have to create harmony and stability to avoid conflict and turmoil. The world would be great if we could be more tolerant and kind to each other. I go along with people to get along with them, which helps me not feel discomfort or separation.

1: THE METICULOUS JUDGE

I have to be a good, responsible person who gets things right. Being responsible helps me to avoid doing the wrong thing or being criticised. My self-control keeps me out of trouble. There is a recipe for being a good person and I must follow it.



THE HEART OR FEELING STYLES

2: THE SUPPORTIVE CHEERLEADER

I have to be helpful in order to be loved and accepted. Relationships matter and I don't want to be rejected. Being there for others is what makes me likeable and important. People rely on me. My needs make me selfish and unlovable.

3: THE AMBITIOUS TASKMASTER

I have to outshine the rest by working hard and avoiding failure. I have to keep proving my value. How I am seen in the world matters, so I have to uphold my image as a successful person. Once I set a goal, I will do whatever it takes to get there.

4: THE SENSITIVE MAVERICK

I have to be authentic and unique to express who I truly am. I avoid being like everyone else. My feelings tell me if I am being authentic, so I pay a lot of attention to them. Something is missing in my life. I often feel misunderstood and like an outsider.



THE HEAD OR THINKING STYLES

5: THE EXPERT OBSERVER

I have to understand and make sense of things. The world is overwhelming, and people can be tiring. It makes more sense in my head. I need to be independent and conserve my resources, so I have time, space and energy to think.

6: THE VIGILANT QUESTIONER

I long for a safe world in which I can trust myself and others. I crave certainty. I want good things to happen, which means I must plan and be prepared for the worst. There are risks everywhere. Bad things happen when I let my guard down.

7: THE POSITIVE DREAMER

I want to be free and experience it all. I don't want to be stuck in pain or boredom. My imagination offers me options. The future is exciting and filled with possibility. I want to be happy and have fun. I use my quick mind to escape anxiety and discomfort.

APPENDIX B: YOUR ENNEAGRAM SPREAD

This graph represents how much or how little each of the Enneagram styles are expressed in your approach at this point in time.

