

CAREER
GOSSIPS

Enneagram Assessment

PERSONALITY TYPE A

Score the statements according to how true or applicable they are to you.

1	2	3	4	5
Almost Never	Rarely	Sometimes	Frequently	Almost Always

- ___ Creative and have an artistic view of life.
- ___ Feel different from others, as if "on the outside looking in."
- ___ Tend to experience more melancholy than most people I know.
- ___ Tend to be overly sensitive.
- ___ Feel that something is missing in my life.
- ___ Feel envious of other people's relationships, lifestyles, and accomplishments.
- ___ Thrive in environments where I can express my creativity.
- ___ When misunderstood, can become withdrawn, self-conscious, and/or rebellious.
- ___ Tend to be romantic and long for the great love of my life to come along.
- ___ Can be caught in a fantasy world of romance and imagination.
- ___ Enjoy having elegant, refined, unique things that no one else has.
- ___ Attracted to what is intense and out of the ordinary.
- ___ Tend to be moody, withdrawn, and self-absorbed when stressed.
- ___ Tend to be compassionate, expressive, and supportive when not stressed.
- ___ Can be deeply hurt by the slightest criticism.
- ___ Tend to be reflective and to search for the meaning of my life.
- ___ Strive to be unique and have done things to avoid being ordinary.
- ___ Manners and good taste are extremely important to me.
- ___ People have seen me as overly dramatic.
- ___ Believe it is important to understand my own and other people's feelings.

Total Score ___

PERSONALITY TYPE B

Score the statements according to how true or applicable they are to you.

1	2	3	4	5
Almost Never	Rarely	Sometimes	Frequently	Almost Always

- ___ Have a strong sense of responsibility and am a hard worker.
- ___ Try to prepare for every contingency.
- ___ Suspicious of others and wonder about their motives.
- ___ Making decisions on my own may cause me anxiety.
- ___ Safety and security are priorities in my life.
- ___ Doubt my own decisions and opinions about myself.
- ___ Believe it is important for people to be with other people or to belong to a group or an organization.
- ___ Value the belief that everything is going to be all right yet often lack faith in this belief.
- ___ Friends and family provide the support I feel is necessary in life.
- ___ Tend to take things too seriously and overreact to small issues.
- ___ Don't really trust anybody I haven't known for a long time.
- ___ Look for danger, unsafe people, or unsafe situations.
- ___ Tend to be suspicious, anxious, and defensive when stressed.
- ___ Tend to be caring, warm, and loyal when not stressed.
- ___ When feeling anxious I can be overly vigilant and controlling.
- ___ When feeling relaxed I tend to be friendly and responsive to people.
- ___ In a relationship, it has been difficult for me to trust the commitment of the other person.
- ___ When afraid of something, I've done what was necessary to overcome my fear.
- ___ Tend to worry more than other people.
- ___ Motivated by the need to acquire security and social support.

Total Score ___

PERSONALITY TYPE C

Score the statements according to how true or applicable they are to you.

1	2	3	4	5
Almost Never	Rarely	Sometimes	Frequently	Almost Always

- ___ Dislike confrontation and try to keep the peace.
 - ___ Easygoing, "laid back," and optimistic.
 - ___ Listen patiently and can be very understanding and comforting to friends.
 - ___ Tend to procrastinate and ignore problems or brush them under the rug.
 - ___ Attracted to habits and routines, can relax easily and tune out reality through TV, daydreaming, a good book, etc.
 - ___ Have difficulty making decisions because "everything looks good."
 - ___ Routine and structure help me stay focused and accomplish things.
 - ___ Can be forgetful, neglectful, and "fuzzy" about details.
 - ___ Can feel angry even though I might look peaceful.
 - ___ Get tired easily and would love to take time during the day to relax and renew my energy.
 - ___ Can be a "homebody" and enjoy the comfort and peace of home.
 - ___ In relationships, I seek harmony and peace through a sense of belonging and/or by bonding with the other person.
 - ___ Dislike people nagging me; this makes me quite stubborn.
 - ___ May do routine and unimportant things before I tackle an important job.
 - ___ Tend to be withdrawn, forgetful, stubborn, and passive-aggressive when stressed.
 - ___ Tend to be open-minded, receptive, and very patient when not stressed.
 - ___ Tend to go along with what people say just to get them off my back.
 - ___ Too much to do or too many decisions to make can make me angry, anxious, and/or depressed.
 - ___ Am told I'm a "nice guy" and dislike putting myself first.
 - ___ Motivated by the need to maintain peace of mind and harmony in my life.
- Total Score ___

PERSONALITY TYPE D

Score the statements according to how true or applicable they are to you.

1	2	3	4	5
Almost Never	Rarely	Sometimes	Frequently	Almost Always

- ___ Tend to be more emotional than most people I know.
- ___ Consider relationships the most important part of my life.
- ___ See myself as caring and helpful and like to make people feel special and loved.
- ___ Have trouble saying no to requests.
- ___ Giving feels more comfortable than receiving.
- ___ Need to feel close to people and feel rejected and hurt if I don't experience that closeness.
- ___ Like feeling indispensable and helping others become successful.
- ___ Like to be gracious, outgoing, and connected with people.
- ___ Avoid expressing negative feelings and like to compliment and flatter people.
- ___ Have a strong need to be noticed, liked, and appreciated for what I do for others.
- ___ Like people to depend on me and deliver on my promises.
- ___ In intimate relationships, I value being told that I'm loved and wanted.
- ___ People feel comfortable telling me their problems.
- ___ Work very hard at maintaining relationships.
- ___ Tend to be possessive and demanding when stressed.
- ___ Tend to be loving, caring, and supportive when not stressed.
- ___ Know how to get people to like me.
- ___ Can act like a martyr when not appreciated.
- ___ Believe that my motives for helping others are noble and helpful.
- ___ Motivated by the need to be appreciated, loved, and connected to people.

Total Score ___

PERSONALITY TYPE E

Score the statements according to how true or applicable they are to you.

1	2	3	4	5
Almost Never	Rarely	Sometimes	Frequently	Almost Always

- ___ Good at marketing and selling myself and my ideas.
- ___ Like doing more than one or two things at a time; enjoy "multitasking."
- ___ Want to be "number one" and am confident in my abilities.
- ___ Love to work and be productive, and work has tended to be a top priority in my life.
- ___ Have been goal-oriented for as long as I can remember.
- ___ Value looking good, presenting a good first impression, and "dressing for success."
- ___ Getting a product to market before the competition is more important than holding it back until it is "perfect."
- ___ Prefer being with people to being alone.
- ___ Value finding the most practical, effective way to do a job.
- ___ To impress, I may take on too much and make promises I can't keep.
- ___ Have been told I am not in touch with my emotions.
- ___ Believe that competition is a good thing and tend to be very competitive.
- ___ Value exceeding standards and rising to the top of my profession.
- ___ Tend to "spin" the facts and be overly self-promoting when stressed.
- ___ Tend to be honest, competent, and charming when not stressed.
- ___ Believe that negative feelings are an obstacle to getting the job done.
- ___ Find it easy to adapt to different people and situations.
- ___ Enjoy supporting the careers of people whom I care about and who deserve it.
- ___ Have difficulty understanding why people settle for second best.
- ___ Motivated by being outstanding and being recognized for my personal success and achievements.

Total Score___

PERSONALITY TYPE F

Score the statements according to how true or applicable they are to you.

1	2	3	4	5
Almost Never	Rarely	Sometimes	Frequently	Almost Always

- ___ Uncomfortable around loud, emotional people.
- ___ Enjoy analyzing things, gathering data, and figuring out what makes things tick.
- ___ Tend to be shy and withdrawn, especially at social events.
- ___ Tend to be more comfortable expressing ideas than emotions, especially spontaneously.
- ___ May hesitate while I try to organize my thoughts and may not speak at all if I'm not comfortable with what I want to say.
- ___ Try to avoid confrontations.
- ___ Enjoy spending time alone pursuing my personal interests.
- ___ Sensitive to criticism but try to hide that sensitivity.
- ___ Enjoy the sense of independence that comes from living frugally.
- ___ Prefer people not to know how I feel or what I think unless I tell them.
- ___ People may find it difficult to follow my train of thought.
- ___ Enjoy having control of my own time and private space.
- ___ Easily annoyed by people who act unintelligent or uninformed.
- ___ Have ideas, theories, and opinions about almost everything.
- ___ Tend to socialize with people who are interested in the same things I am.
- ___ Tend to be distant, stubborn, and pessimistic when stressed.
- ___ Tend to be insightful, objective, and sensitive when not stressed.
- ___ Can be critical, cynical, and argumentative and can act intellectually superior.
- ___ Don't mind working alone and enjoy being self-sufficient.
- ___ Rely on facts rather than emotions to make decisions.

Total Score___

PERSONALITY TYPE G

Score the statements according to how true or applicable they are to you.

1	2	3	4	5
Almost Never	Rarely	Sometimes	Frequently	Almost Always

- ___ Feel that life is to be enjoyed and am optimistic about the future.
- ___ Talkative, playful, and at times uninhibited.
- ___ Like to leave my options open; "don't hem me in" describes me well.
- ___ Have lots of friends and acquaintances and support them by cheering them up.
- ___ Need to feel stimulated and like new, fun, exciting, and different things.
- ___ Tend to be idealistic and ambitious and want to contribute something positive to the world.
- ___ Like to entertain and enjoy telling stories and getting laughs.
- ___ Like to be "on the go" and may appear hyperactive to people.
- ___ Enjoy trying many things and can do many different things fairly well.
- ___ Hate to be bored and avoid doing boring, mundane things.
- ___ Tend to do things in excess and to always want more.
- ___ I'm supersensitive to possessive people; they make me feel uncomfortable.
- ___ Have acted inappropriately, undisciplined, and/or rebellious when stressed.
- ___ Tend to be fun-loving, imaginative, and optimistic when not stressed.
- ___ When I find work that I like, I can be very productive and enthusiastic.
- ___ See no value in enduring suffering and pain and try to avoid it.
- ___ Become frustrated if there is not enough time to do all the fun things I want to do.
- ___ Dislike being around pessimistic, negative people.
- ___ Tend to be excited and impatient about accomplishing plans.
- ___ Motivated to feel excited, satisfied, and happy and to do and experience more.

Total Score ___

PERSONALITY TYPE H

Score the statements according to how true or applicable they are to you.

1	2	3	4	5
Almost Never	Rarely	Sometimes	Frequently	Almost Always

- ___ Stand up for what I want and need in life.
- ___ People see me as courageous and look to me as a natural leader.
- ___ Value, strength and autonomy take pride in taking care of my own needs and expect others to do the same for themselves.
- ___ Impatient with people who are indirect or indecisive.
- ___ Am assertive and like to compete and win.
- ___ Am extremely protective of my loved ones and feel good about helping the underdog.
- ___ Like expressing my power and being the boss and/or being in charge.
- ___ I am not gullible; you must earn my trust, and I will challenge your loyalty.
- ___ Like taking risks and the excitement of competition.
- ___ Work hard and know how to get things done.
- ___ Love to be challenged and enjoy a good fight.
- ___ Would rather be respected than liked.
- ___ Feel I must take charge because I am the strongest and most decisive person in the group.
- ___ Proud about being direct, telling it "like it is," and expressing "tough love."
- ___ Tend to be rebellious, controlling, and insensitive when stressed.
- ___ Tend to be energetic, self-confident, and helpful when not stressed.
- ___ Am uncomfortable expressing emotions other than anger.
- ___ When I trust people, I can let down my guard and be more sensitive.
- ___ Tend to go overboard in the pursuit of fun and pleasure.
- ___ Motivated by the need to protect myself and my loved ones and to be powerful and in control of my life.

Total Score ____

PERSONALITY TYPE I

Score the statements according to how true or applicable they are to you.

1	2	3	4	5
Almost Never	Rarely	Sometimes	Frequently	Almost Always

- ___ Have a strong sense of right and wrong and strive for perfection.
- ___ Take pride in being self-disciplined, moderate, and fair.
- ___ Personal integrity is extremely important to me.
- ___ Tend to be more logical than emotional.
- ___ Can be too serious and lack spontaneity.
- ___ Critical of myself (my own worst critic) and find it easy to be judgmental and critical of other people as well.
- ___ Easily discern what is wrong in a situation and how it could be done better.
- ___ Tend to be a workaholic and a perfectionist.
- ___ Value being well organized and punctual in myself and others.
- ___ Morals and ethics are more important than compassion and tolerance.
- ___ Tend to see the glass as "half empty" and to look for what needs fixing.
- ___ Do not consider being a perfectionist a negative thing and like to make sure all the details are just right.
- ___ Tend to be intolerant, inflexible, and demanding when stressed.
- ___ Tend to be rational, reasonable, and accepting when not stressed.
- ___ Fear being criticized or judged as being improper by other people.
- ___ Find it difficult to forgive and can carry a grudge for a long time.
- ___ Have difficulty seeing the "gray" areas of an issue and tend to see things in black and white.
- ___ Have difficulty admitting I'm wrong.
- ___ Believe that rules, regulations, policies, and procedures have a purpose and should be followed and am frustrated when others break rules.
- ___ Motivated by the need to be correct, fair, and self-disciplined.

Total Score ___

WHAT IT'S LIKE TO BE A ONE



Type 1

The Moral Perfectionist

1. People have told me that I can be overly critical and judgmental.
2. I beat myself up when I make mistakes.
3. I don't feel comfortable when I try to relax. There is too much to be done.
4. I don't like it when people ignore or break the rules, like when the person in the fast lane at the grocery store has more items than allowed.
5. Details are important to me.
6. I often find that I'm comparing myself to others.
7. If I say I'll do it, I'll do it.
8. It is hard for me to let go of resentment.
9. I think it is my responsibility to leave the world better than I found it.
10. I have a lot of self-discipline.
11. I try to be careful and thoughtful about how I spend money.
12. It seems to me that things are either right or wrong.
13. I spend a lot of time thinking about how I could be a better person.
14. Forgiveness is hard for me.
15. I notice immediately when things are wrong or out of place.
16. I worry a lot.
17. I am really disappointed when other people don't do their part.
18. I like routine and don't readily embrace change.
19. I do my best when working on a project, and I wish others would do the same, so I wouldn't have to redo their work.
20. I often feel like I try harder than others to do thing.

WHAT IT'S LIKE TO BE A TWO



Type 2

The Supportive Advisor

1. When it comes to taking care of others, I don't know how or when to say no.
2. I am a great listener, and I remember the stories that make up people's lives.
3. I am anxious to overcome misunderstandings in a relationship.
4. I feel drawn to influential or powerful people.
5. People think I'm psychic because I usually know what other people need or want.
6. Even people I don't know well share deep stuff about their lives with me.
7. It seems like people who love me should already know what I need.
8. I need to be acknowledged and appreciated for my contributions.
9. I'm more comfortable giving than receiving.
10. I like my home to feel like a safe and welcoming place for family and others.
11. I care a great deal about what people think of me.
12. I want other people to think I love everyone, even though I don't.
13. I like it when the people who love me do something unexpected for me.
14. Lots of people ask me for help, and it makes me feel valuable.
15. When people ask me what I need, I have no idea how to answer.
16. When I'm tired, I often feel like people take me for granted.
17. People say my emotions can feel over-the-top.
18. I feel angry and conflicted when my needs conflict with others'.
19. Sometimes it is hard for me to watch movies because I find it almost unbearable to see people suffer.
20. I worry a lot about being forgiven when I make mistakes.

WHAT IT'S LIKE TO BE A THREE



Type 3

The Successful Achiever

1. It's important for me to come across as a winner.
2. I love walking in a room and knowing I'm making a great first impression on the crowd.
3. I could persuade Bill Gates to buy a Mac.
4. The keys to my happiness are efficiency, productivity, and being acknowledged as the best.
5. I don't like it when people slow me down.
6. I know how to airbrush failure so it looks like success.
7. I'd rather lead than follow any day.
8. I am competitive to a fault.
9. I can find a way to win over and connect with just about anyone.
10. I'm a world-champion multitasker.
11. I keep a close watch on how people are responding to me in the moment.
12. It's hard for me to not take work along on vacation.
13. It's hard for me to name or access my feelings.
14. I'm not one to talk much about my personal life.
15. Sometimes I feel like a phony.
16. I love setting and accomplishing measurable goals.
17. I like other people to know about my accomplishments.
18. I like to be seen in the company of successful people.
19. I don't mind cutting corners if it gets the job done more efficiently.
20. People say I don't know how or when to stop working.

WHAT IT'S LIKE TO BE A FOUR



Type 4

The Romantic Individualist

1. I like things that are unconventional, dramatic, refined. I'm definitely not a fan of the ordinary.
2. I never really felt like I belonged.
3. I have so many feelings in a day it's hard to know which ones to pay attention to first.
4. Some people think I am aloof, but I'm really just unique.
5. In social situations I tend to hang back and wait for others to approach me.
6. Melancholy is comfortable for me, so it's annoying when people try to cheer me up.
7. I'm not like everyone else ... phew.
8. I'm very sensitive to criticism, and it takes me a while to get over it.
9. I spend a lot of time trying to explain myself.
10. When people tell me what to do I'm often tempted to do the opposite.
11. Sometimes I just disappear and go radio silent for a few days.
12. I'm okay with sad songs, sad stories and sad movies. Overly happy people give me a headache.
13. I feel there is something essential lacking in me.
14. It's really hard for me to settle into a relationship because I'm always looking for my ideal soul mate.
15. I'm self-conscious. It's hard for me to find my place in a room full of people.
16. People say I'm too intense and my feelings overwhelm them.
17. I'm either an artist or highly creative. I come up with one amazing, creative idea after another. It's executing them that's hard.
18. Lots of people misunderstand me, and it makes me frustrated.
19. I pull people in, but then I get nervous and push them away.
20. I worry a lot about abandonment.

WHAT IT'S LIKE TO BE A FIVE



Type 5

The Intellectual Thinker

1. I can take care of myself, and I think others could do the same.
2. I don't always say things out loud, but in my head, I am pretty sarcastic and cynical.
3. I often feel awkward around other people.
4. I'm okay if people ask me a few specific questions about myself, but I don't like it when people want too much information.
5. I need time alone.
6. If I want people to know how I feel I will tell them. I generally wish they wouldn't ask.
7. I think thoughts are more reliable than feelings.
8. I need a couple of days to process an experience or know how I feel about something.
9. People are wasteful. I hold on to what I have.
10. Often, I find that I would rather observe than participate.
11. I trust myself. That means I think about things for a while then I make my own decisions.
12. I can't understand why people get together to "just hangout."
13. I'm a listener.
14. I have to be very careful with my time and energy.
15. I get tired when I have to be with people for too long.
16. I often felt invisible as a child. Sometimes as an adult I choose to be invisible.
17. Sometimes I think I should be more generous. It's hard for me.
18. In groups, being uninformed makes me very uncomfortable.
19. I don't like big social gatherings. I'd rather be with a few people.
20. Material possessions don't make me happy.

WHAT IT'S LIKE TO BE A SIX



Type 6

The Loyal Guardian

1. I'm always imagining and planning for the worst.
2. I often don't trust people who are in authority.
3. People say I am loyal, understanding, funny and compassionate.
4. Most of my friends don't have as much anxiety as I do.
5. I act quickly in a crisis, but when things settle down I fall apart.
6. When my partner and I are doing really well in our relationship, I find myself wondering what will happen to spoil it.
7. Being sure I've made the right decision is almost impossible.
8. I'm aware that fear has dictated many of my choices in life.
9. I don't like to find myself in unpredictable situations.
10. I find it hard to stop thinking about the things I'm worried about.
11. I'm generally not comfortable with extremes.
12. I usually have so much to do it's hard for me to finish tasks.
13. I'm most comfortable when I'm around people who are pretty much like me.
14. People tell me I can be overly pessimistic.
15. I am slow to start, and once I do get started, I find myself continuing to think about what could go wrong.
16. I don't trust people who give me too many compliments.
17. It helps me to have things in some kind of order.
18. I like to be told I am good at my job, but I get very nervous when my boss wants to add to my responsibilities.
19. I have to know people for a long time before I can really trust them.
20. I am skeptical of things that are new and unknown.

WHAT IT'S LIKE TO BE A SEVEN

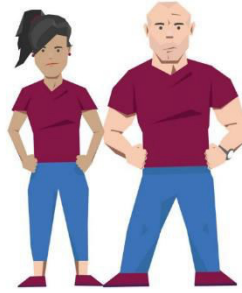


Type 7

The Entertaining Optimist

1. I'm always the first person up for a last-minute adventure.
2. I am an optimist to a fault.
3. I don't like making hard and fast commitments to things.
4. I suffer from FOMO – fear of missing out.
5. Anticipation is the best part of life.
6. People close to me say I can be argumentative and act superior.
7. Variety and spontaneity are the spice of life.
8. Sometimes I get so eager for the future I can hardly wait for it to get here.
9. It's hard for me to finish things. When I get close to the end of a project I start thinking about the next thing, and then I get so excited I sometimes just move on.
10. I usually avoid heavy conversations and confrontations.
11. When people I care about are having a hard time, I help them look at the bright side of the situation.
12. Other people think I am sure of myself, but I have lots of doubts.
13. I'm popular and have lots of friends.
14. When things get too serious for too long, I usually find a way to get people to lighten up, often by telling jokes and funny stories.
15. I don't like endings, so I usually wait for people to break up with me.
16. I quickly get bored with the same routines and like to try new things.
17. Almost everything can be more fun and entertaining with a little effort.
18. I think people worry more than they should.
19. Life is better than people imagine. It's all about how you explain things to yourself.
20. I don't like it when people have expectations of me.

WHAT IT'S LIKE TO BE AN EIGHT



Type 8

The Protective Challenger

1. I have been told that I'm too blunt and aggressive.
2. Doing things halfway is not my spiritual gift.
3. I enjoy a good verbal skirmish, just to see what others are made of.
4. In relationships, that matter to me I insist on being honest about conflicts and staying in the fight until things are worked out.
5. It's hard for me to trust people.
6. Justice is worth fighting for.
7. I can sniff out other people's weakness the first time I meet them.
8. Saying no isn't a problem for me.
9. I welcome opposition. Bring it.
10. I make decisions fast and from the gut.
11. I don't like it when people beat around the bush.
12. I'm wary of people who are super nice.
13. When I walk into a room, I know immediately who has the most power.
14. I don't have much respect for people who don't stand up for themselves.
15. One of my mottos is "A good offense is better than a good defense."
16. Don't mess with the people I love.
17. I know I'm respected. But sometimes I want to be loved.
18. I have no problem confronting a bully.
19. If God wanted people to wear their hearts on their sleeve, he would have put it there.
20. Under my tough exterior is a tender, loving heart.

WHAT IT'S LIKE TO BE A NINE



Type 9

The Peaceful Mediator

1. I'll do almost anything to avoid conflict.
2. I'm not a self-starter.
3. Sometimes I get lost in doing trivial tasks, while things that really need to get done get put off.
4. I'm happy to go along with what others want to do.
5. I tend to procrastinate.
6. People seem to want me to be more decisive.
7. When I get distracted and go off task, I give my attention to whatever is happening right in front of me.
8. I often choose the path of least resistance.
9. I find routines at work and home comforting, and I feel unsettled when something throws them off.
10. Others see me as more peaceful than I really am.
11. I have a hard time getting started, but once I do, I really get things done.
12. I'm a "what you see is what you get" person.
13. I don't think of myself as being very important.
14. People think I'm a good listener even though I find it hard to pay attention in a long conversation.
15. I don't like to take work home with me.
16. Sometimes I tune out and think about the past.
17. I don't enjoy big social gatherings as much as a quiet evening at home with the ones I love.
18. Being outdoors is very soothing for me.
19. I am often quietly stubborn when people put demands on me.
20. It would feel selfish to spend the whole day doing whatever I want to do.

IDENTIFYING YOUR PERSONALITY TYPE

Scoring Instructions

1. Transfer your scores from the Total Scores line at the bottom of each section to the appropriate lines below. For example, the score from *Personality Type A* should be recorded on the line directly below A. The numbers beneath the lines on this page correspond to the Enneagram personality types. Your highest score usually, but not always, indicates your type.

A B C D E F G H I

Score

— — — — — — — — —

Corresponding Type

4 6 9 2 3 5 7 8 1

