

## ENNEAGRAM TRIADS WORKSHEET ©

This WorkSheet is not a test. It is a sheet with information to work with that can potentially assist you on your journey of self-discovery. The content is intended to guide you as you explore your personal growth, helping you gain insights and understanding about yourself. It is a beginning; not an ending.

The nine Enneagram Types can be sorted into various groupings called Triads; each Triad is subdivided into groups of three zones. This worksheet covers four Triads: one across the top row of the worksheet and three down the left-hand column. Originally these Triads were developed by individuals at different periods in time; some long before the Types were developed. Today various authors utilize different labels and wordings for the Triad descriptions and definitions. Here is a brief history of the original triadic theories.

George **Gurdjieff** (1866-1949) was born in the Russian Empire and died in Paris. He was a philosopher, mystic, and spiritual teacher who is credited with bringing the Enneagram symbol to the West and is thought to be the first person to coin the term “Enneagram.” He developed the model for conscious awakening through the three **Centers** of Body, Heart, and Head. Russ Hudson attended the Gurdjieff Foundation in New York City years before he studied the Enneagram. (Oscar Ochoza (1932-2020) conceptualized the nine Enneagram Types, inspired by the work of Gurdjieff and the Kabbalah’s ten Sefirot and Tree of Life.)

Melanie **Klein** (1882-1960) was an Austrian-British psychoanalyst who developed the concept of **Object Relations**, the theory of how children relate to their caregivers, the nurturer “object” versus the protector “object.” Her work is widely studied in psychology. Early Enneagram Object Relations theorists were Claudio Naranjo (1932-2019) and Enneagram authors Don Riso (1946-2012) and Russ Hudson.

Karen **Horney** (1885-1952) was a German psychoanalyst who developed categories for the way children move in relationship with their caregivers to cope with anxiety and get what they want. Her work is also widely studied in psychology. Riso & Hudson later adapted Horney’s theory of social styles into their Enneagram system of the **Hornevian – Social Styles**.

After meeting and working alongside Riso on the Enneagram, **Hudson** developed the concept of the **Harmonics – Coping Styles**. It involves coping styles for conflict, stress, disappointment, and unmet needs, revealing how we defend ourselves against loss when we don’t get what we want. “When we are having a conflict, there tends to be two phases: in phase 1 we use our harmonic style to try to overt things getting worse. In phase 2, if that doesn’t work, we get angry and we act out our anger in the style of our Enneagram type!” Hudson

### Worksheet Instructions

In working through page 1 of the worksheet, start with what spontaneously pops into your mind as you’re reading the words. Do not be overly critical or focused on the definitions or meanings. See if you can grasp the overarching meanings suggested by them as a group. Circle or highlight the ones that speak to you for whatever reason. If you do not understand a particular word, skip it. You may find that the words you circle fall into a particular pattern. For instance, all your circles may be in just one zone or in all the zones. There is no correct way to fill out the worksheet. It’s about opening your heart and mind. Enjoy your journey!

1. First read through all these Steps and review page one to get familiar with the information presented and how to fill out page one.
2. Now, on page one, read through the **top row**, marked **Centers**: Body, Heart, and Head. Circle the words that jump out at you. It doesn’t matter how many you circle. However, if you have circled quite a few, go back a second time and narrow it down to possibly 4 or 5. Even though each of us has a body, a heart, and a mind, you may find that most of your circles end up in one of the Centers. If possible, narrow your final selection down to just one of the Centers.
3. Next move to the **left-hand column**, the first Triad being the **Hornevian – Social Styles**. Read through the short definition and the three boxes of zones below it. Circle the one that speaks to you. The goal is to circle only one, but if you circle two or don’t circle any, let it stand.
4. Move to the **Harmonics**, and repeat the process of reading the definition and the three boxes below it. Circle the one that most speaks to you.
5. Lastly, move to the **Object Relations**, and repeat the reading and selection process again, circling one.
6. When you feel comfortable completing Steps 2 to 5, you will need to mark X’s in the small boxes in blank area in the middle of the worksheet. For each of the three Triads in the left-hand column, mark an X in the small box that is an intersection with the column you circled and the Center you circled in the top row.
  - a. For example, if you circled words in the row of Centers indicating “**Body**,” and you circled “**Assertive Initiators**” under Hornevian, place an X in the small box that intersects that row and that column.
  - b. Proceed through the rest of the chart in the same manner, marking X’s in each intersection.
  - c. You should end up with only one X in each of the three Triads: one for Hornevian, one for Harmonics, and one for Object Relations. If you end up with more than one X, let it stand.
7. When you have completed Step 6, turn to page two of the worksheet. Here you will see that a Type is filled in for each of the intersections of all the rows and all the columns. Looking at page one of your worksheet that you just completed, go through page two to find out which Type is indicated for the X’s you marked in the small boxes on page one.
  - a. Using the example from Step 6.a. regarding the row indicating “**Body**” and the column indicating “**Assertive**,” on page two of the worksheet you see that the intersection of that row and that column indicates Type 8, meaning you resonate with Type 8.
  - b. If you end up with more than one Type indicated in any of the Triads, that’s not incorrect. See if there may be any similarities in the Triads; for example, two Type 3s and one 7. Humans are complex beings who change constantly. Use the information you receive today as a starting point in learning more about yourself and about the Enneagram.
  - c. After a few months, come back and redo the worksheet to see what has changed, if anything. No test or worksheet can ever give definitive, be-all, end-all answers to who we are. The aim is to gather information and insights into our patterns of behavior so we can make changes that lead to better outcomes – no matter which type we resonate with the most. For more information, see Riso & Hudson’s *The Wisdom of the Enneagram* (1999); *Understanding the Enneagram* (2000); and *Personality Types – Using the Enneagram for Self-Discovery – Revised* (1996).

**Note:** While different authors use different labels and wording in their descriptions of the Triads, authors stick to the same groupings of Types identified on page two of the worksheet; for example, under the Hornevian – Social Styles, 8, 3 and 7 are always grouped together; 1, 2 and 6 are always grouped together, etc., all the way down the chart.



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Step 1: Circle one of the 3 **Centers** with which you resonate the most: Body, Heart or Head.

Step 2: Circle one of the 3 **Hornevian – Social Styles** with which you resonate the most.

Step 3: Circle one of the 3 **Harmonic – Coping Styles** with which you resonate the most.

Step 4: Circle one of the 3 **Object Relations** with which you resonate the most.

Step 5: Indicate which rows and columns intersect by marking an X in the small box. Then refer to page 2 for which Type is indicated for your X's.

<u>Centers</u> →	<u>Body/Gut</u> Down to earth, fiery, vivacious, intuitive; physical boundaries; non-emotional; ethics; the past; anger; <i>presence &amp; grounding</i>	<u>Heart</u> Flowing, warm, relational, expressive, imaginative; self-image; beauty/art; others' presence; sadness, shame; <i>openness &amp; connection</i>	<u>Head/Mind</u> Airy, cool, intellectual, objective, non-reactive; science; the future; fear; <i>clarity &amp; curiosity</i>
↓ <b>Hornevian – Social Styles</b> * <i>How each type tries to get what it wants.</i>			
<b>Assertive Initiators</b> – moving against; energetic; processes out loud; demanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Compliant Cooperators</b> – moving towards or with type's superego; bounces things off others; tries to earn	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Withdrawn Soloists</b> – moving away; reflective; processes internally; withdraws	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

↓ <b>Harmonics – Coping Styles</b> * <i>What each type does when it does not get what it wants.</i>			
<b>Emotional Realness/Reactive</b> –we need to be honest to move and we expect honesty from others too.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Rational Competency</b> – first impulse is to understand and solve the problem rationally.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Positive</b> – first impulse is to reassure others and to bring a positive orientation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

↓ <b>Object Relations</b> * <i>Emotional state that sustains each type's sense of self; "You don't see me so I..."</i>			
<b>Rejection</b> – rejected by others and myself; I'd rather self-amputate than risk not being seen again	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Frustration</b> – always disillusioned so I have to do it myself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Attachment</b> – adapt so I can attach in order to be seen	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Types indicated according to Triad

<b>Centers →</b>	<b>Body/Gut</b> Down to earth, fiery, vivacious, intuitive; physical boundaries; non-emotional; ethics; the past; anger; <i>presence &amp; grounding</i>	<b>Heart</b> Flowing, warm, relational, expressive, imaginative; self-image; beauty/art; others' presence; sadness, shame; <i>openness &amp; connection</i>	<b>Head/Mind</b> Airy, cool, intellectual, objective, non-reactive; science; the future; fear; <i>clarity &amp; curiosity</i>
↓ <b>Hornevian – Social Styles *</b> <i>How each type tries to get what it wants</i>			
<b>Assertive initiators</b> – moving against; energetic; processes out loud; demanding	8 demands autonomy	3 demands attention	7 demands security
<b>Compliant cooperators</b> – moving towards or with type's superego; bounces things off others; tries to earn	1 tries to earn autonomy	2 tries to earn attention	6 tries to earn security
<b>Withdrawn soloists</b> – moving away; reflective; processes internally; withdraws	9 withdraws to gain autonomy	4 withdraws to gain attention	5 withdraws to be secure

↓ <b>Harmonics – Coping Styles *</b> <i>What each type does when it does not get what it wants</i>	“When we are having a conflict, there tends to be two phases: in <b>phase 1</b> we use our harmonic style to try to overt things getting worse. In <b>phase 2</b> , if that doesn't work, we get angry and we act out our anger in the style of our Enneagram type!” Hudson		
<b>Emotional Realness/Reactive</b> –we need to be honest and expect honesty from others too.	8	4	6
<b>Rational Competency</b> – we need to understand and solve the problem rationally.	1	3	5
<b>Positive</b> – we need to reassure others and bring a positive orientation.	9	2	7

↓ <b>Object Relations *</b> <i>The emotional state of nurturing versus protecting that sustains each type's sense of self; “You don't see me so I...”</i>			
<b>Rejection</b> – I am rejected by others and myself so I'd rather completely withdraw rather than risk the pain of not being seen again.	<b>8</b> is rejection of the nurturing function and identification with the protecting function; 8s offer the gifts of their male archetypal strength and willpower.**	<b>2</b> is rejection of the protective function and identifying with the nurturing function; 2s offer the gift of their female archetypal soft heart.	<b>5</b> is rejection of both; 5s don't know how to be in the world and are uncomfortable with seeing their own needs; 5s offer the gift of their mind. Double rejection. Bottom on the enneagram circle.
<b>Frustration</b> – I am always disillusioned so I have to do it myself.	<b>1</b> is frustration with the protective father figure. 1s want protection and guidance and attempt to create their own rules, structure and guidance for themselves, which only frustrates them.	<b>4</b> is frustration with both. Since 4s were neither seen nor shown how to function in the world, they search for themselves and lament they can't function. Double frustration. Bottom on the enneagram circle.	<b>7</b> is frustration with the nurturing mother figure. 7s look for nurturing but can't find it because they don't know what it really is.
<b>Attachment</b> – I adapt so I can attach to others in order to be seen.	<b>9</b> is attached to both, which speaks to how "absorbent" 9s are. Double attachment. Top of the enneagram circle.	<b>3</b> is attached to the nurturing mothering function of being seen.	<b>6</b> is attached to the protective fathering function of being protected and guided.

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\*\* All definitions listed here adapted from *Enneagram of Passions and Virtues*, by Sandra Maitri

