

JPS Health Network
Fort Worth, Texas

What's Your Number? Using the Enneagram to Build Culture and Understand Your Multigenerational Team

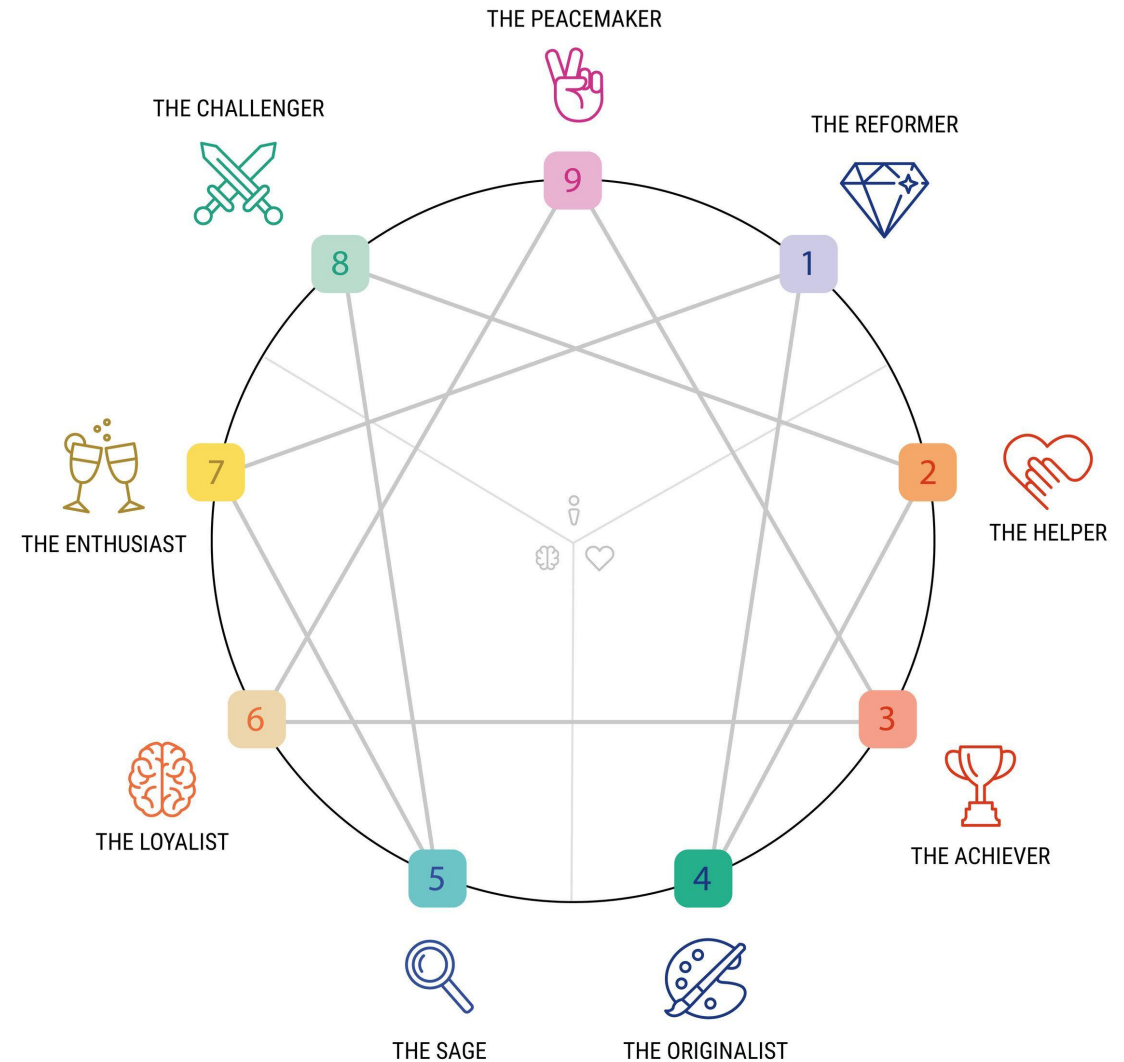


Introductions /Disclosure

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Manager, Graduate Medical Education
- None of the speakers for this educational activity have relevant financial relationship(s) to disclose.

Objectives

- Learn what the Enneagram is.
- Determine your personal Enneagram number.
- Appreciate specific characteristics of each Enneagram domain – through a discussion of each type's predicated behaviors, communication preferences, triggers, and misconceptions.
- Understand how the Enneagram journey changed our department's culture and learn how to expand this to your program and/or institution.





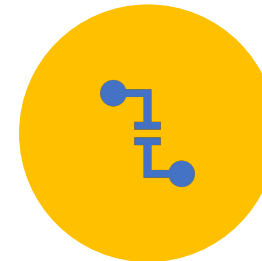
Why?



AUGUST 2021



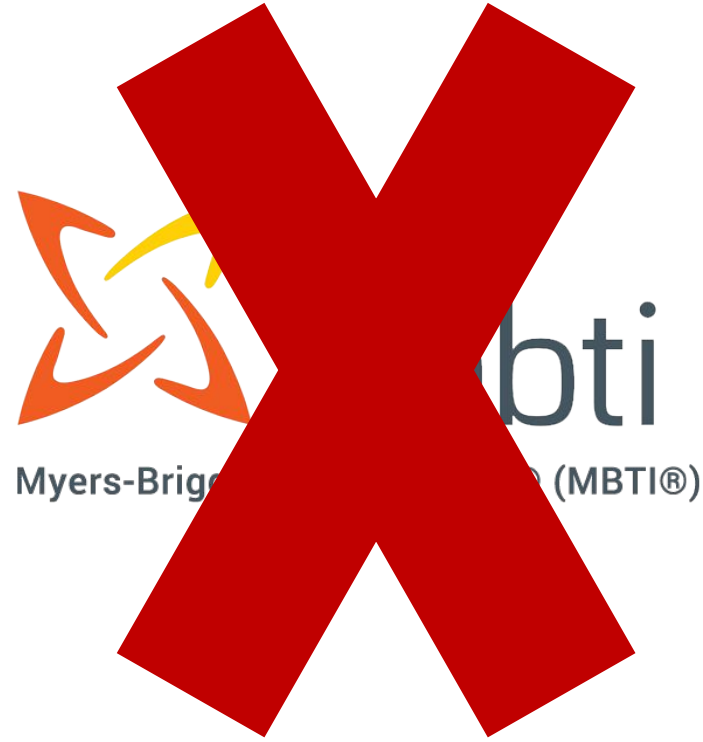
TEAM HAD BEEN
WORKING FROM
HOME



DISCONNECTED

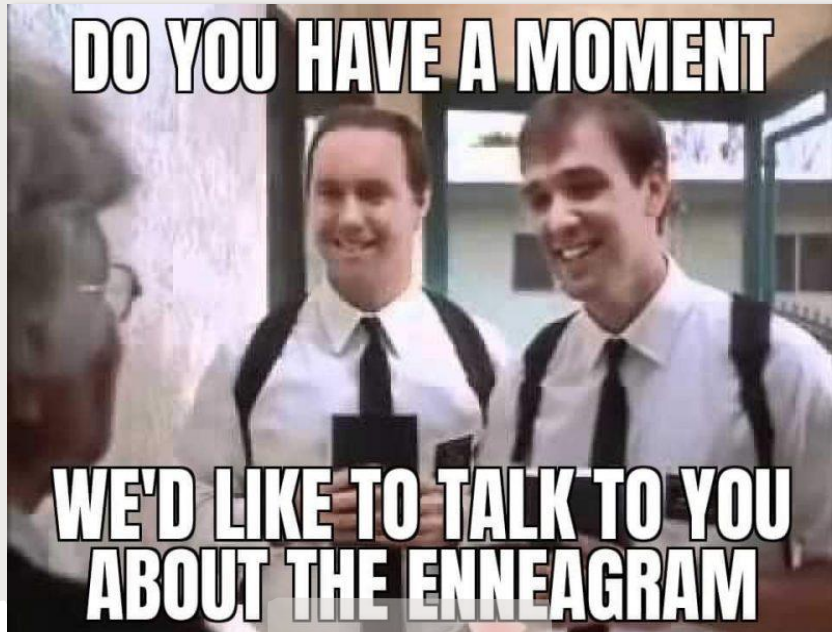


NEEDED TO
RE-CONNECT



Why the Enneagram?

What Does the *Enneagram* Tell Us?



9 Types of Personalities

Describes patterns in how people:

- Interpret the world
- Manage their emotions

Helps us to:

- See why they behave the way they do
- Understand how people react to stress

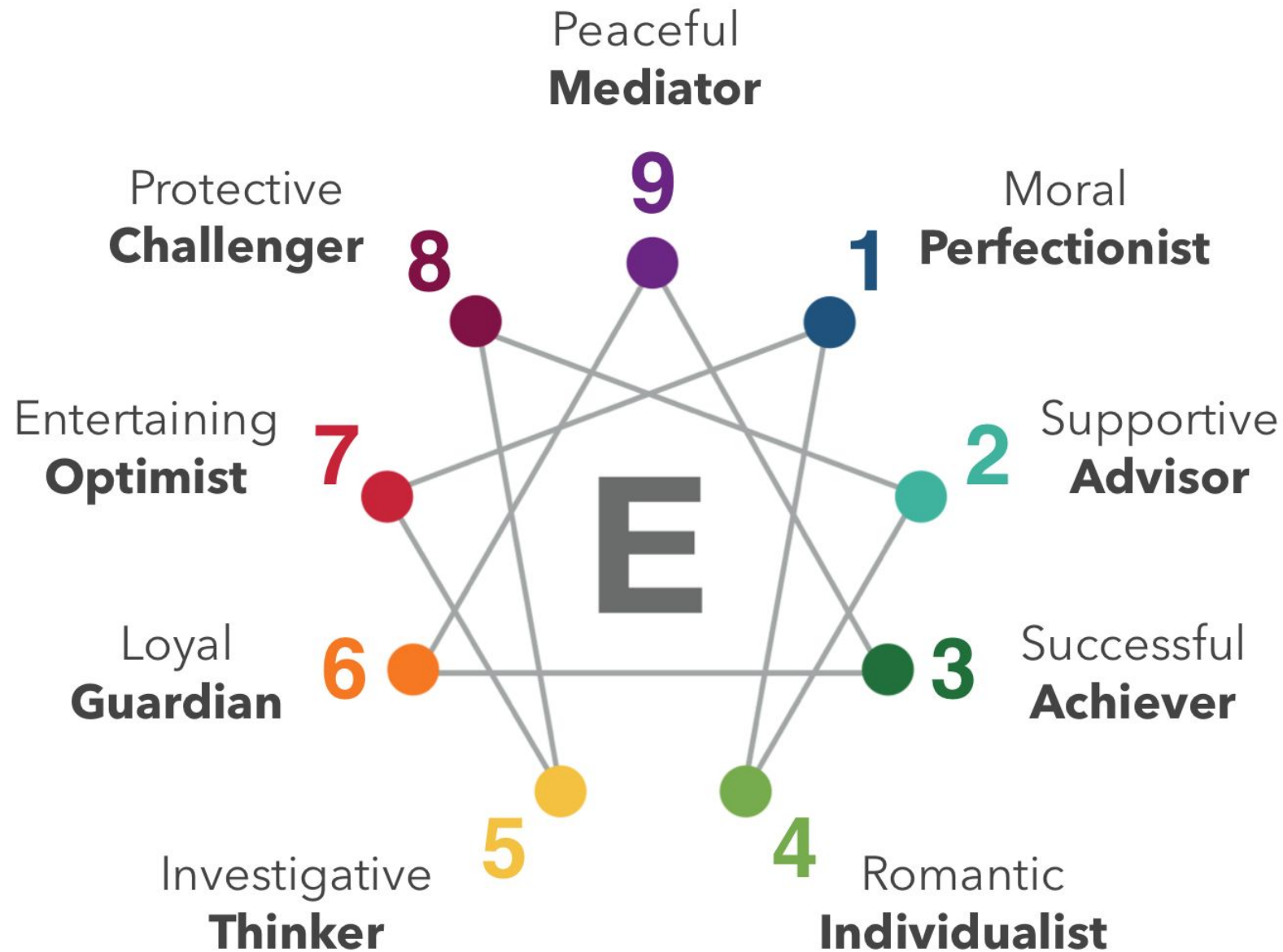
What's
YOUR
Number?



<https://www.truity.com/test/enneagram-personality-test>

WHO AM I AGAIN





Enneagram

Type 1: A LITTLE ABOUT ME

I TAKE MY JOB SERIOUSLY

I LOVE TO-DO LISTS

I ENJOY DETAILS

I LIKE TO SEE IMPROVEMENTS

I USE MY TALENTS TO HELP

WHAT IS IMPORTANT TO AN

ENNEAGRAM
ONE

- INTEGRITY
- PUNCTUALITY
- HONESTY
- IMPROVEMENT
- FAIRNESS
- RULES
- SCHEDULES

[AT]ENNEAGRAMASHTON



ENNEAGRAM 1 ICEBERG

What Others See

Rigid

Honest

Perfectionist

Has it all together

Judgmental

What They Feel

A raging inner critic

Lack of self-compassion

Responsibility for everything

Fear of making a mistake

Never good enough

@ellezimm

Enneagram

Type 2: A LITTLE ABOUT ME

I LOVE A GOOD GIFT GIVER

SEND ME A THOUGHTFUL NOTE

I DON'T MIND BEING NEEDED

I SOMETIMES STRUGGLE EXPRESSING
MY NEEDS

WHAT IS IMPORTANT TO AN

ENNEAGRAM
TWO

- EMPATHY
- COMPASSION
- RELATIONSHIPS
- CONNECTION
- LISTENING
- PEOPLE
- UNDERSTANDING

[AT] ENNEAGRAMASHTON

Enneagram

Type 3: A LITTLE ABOUT ME

LOVE ME FOR ME

TELL ME THAT YOU ARE PROUD OF ME

I LIKE IT CLEAN AND TIDY

I AM AN ACHIEVER



Enneagram

Type 4: A LITTLE ABOUT ME

I LOVE A GOOD COMPLIMENT

I PREFER A LITTLE SPACE TO FEEL ALL
MY EMOTIONS

YES, I JOURNAL MY HEART OUT
REGULARLY

I LIKE TO LISTEN AND ENCOURAGE OTHERS

WHAT IS IMPORTANT TO AN

ENNEAGRAM
FOUR

- BEAUTY
- AUTHENTICITY
- INDIVIDUALITY
- SIGNIFICANCE
- HONESTY
- COMPASSION
- CONNECTION

[AT]ENNEAGRAMASHTON



ENNEAGRAM 4 ICEBERG



Enneagram

Type 5: A LITTLE ABOUT ME

I LOVE MY ALONE TIME

I'M INDEPENDENT AND I LIKE
INDEPENDENT PEOPLE

I CONSIDER MYSELF AN INNOVATOR
OF CHANGE

PEOPLE SHOULD FEEL SEEN
AND LOVED

WHAT IS IMPORTANT TO AN

ENNEAGRAM FIVE

- SILENCE
- STILLNESS
- KNOWLEDGE
- AUTONOMY
- LEARNING
- INDEPENDENCE

[AT] ENNEAGRAMASHTON



ENNEAGRAM 5 ICEBERG



@ellezimm

Enneagram

Type 6: A LITTLE ABOUT ME

I LOVE A GOOD LISTENER

TELL ME EVERYTHING WILL BE OK

I'LL BE YOUR LOYAL FRIEND

I APPRECIATE HARD WORK

WHAT IS IMPORTANT TO AN

ENNEAGRAM
SIX

- LOYALTY
- COMMUNITY
- SAFETY
- COURAGE
- STABILITY
- PREPAREDNESS
- CONSISTENCY

[AT] ENNEAGRAMASHTON

Enneagram

Type 7: A LITTLE ABOUT ME

LET'S SNUGGLE! I LOVE COMPANIONSHIP

I'M NOT A FAN OF CRITICISM

I LOVE TO ENJOY LIFE AND ADVENTURE

ACCEPT ME THE WAY I AM

WHAT IS IMPORTANT TO AN

ENNEAGRAM
SEVEN

- FREEDOM
- OPTIMISM
- RELATIONSHIPS
- EXPERIENCES
- FRIENDSHIP
- ADVENTURE
- LAUGHTER

[AT] ENNEAGRAMASHTON

NEEDS ENJOYABLE SITUATION MUCH
 FREEDOM RIGHT PAIN JUST
 ABLE PRIORITIES GOING LIFE HEALTHY
 POSITIVE GOOD THOUGHT
 CONTROL BAD LOT WANTS MAKE
 RESILIENT STRESS EVERYTHING
 CAN'T SOMETHING WORKING
 KNOW ONE FOUND HAPPY
 NOTHING NIGHT TAKE
 WHATEVER UNHAPPY DECISIONS
 READ UNSTRESS ACTUALLY
 ALWAYS PLEASURE BIG
 THERAPY STRUGGLE TIME
 HELPFUL LISTENED DAY
 LAST LIMITING
 CONSIDER WRONG LET
 UNDERSTAND KEEP MANY
 FUN EFFORT EVEN RELATIONSHIP
 FEELING REALLY GET
 WAY EASIER
 CAN PEOPLE

ENNEAGRAM 7 ICEBERG



Enneagram

Type 8: A LITTLE ABOUT ME

I LOVE IT WHEN PEOPLE STAND UP FOR ME

I CONSIDER MYSELF CONFIDENT

I AM A GO-GETTER

I'M LOOKING FOR PEOPLE I CAN TRUST

WHAT IS IMPORTANT TO AN

ENNEAGRAM
EIGHT

- PASSION
- BOLDNESS
- INDEPENDENCY
- ADVOCACY
- HONESTY
- AUTHENTICITY
- FAIRNESS

[AT] ENNEAGRAMASHTON



ENNEAGRAM 8 ICEBERG



Enneagram

Type 9: A LITTLE ABOUT ME

I ENJOY LISTENING TO OTHERS

I'M NOT A FAN OF CONFRONTATION

YOUR KIND WORDS FUEL MY HEART

PLEASE DON'T TAKE ADVANTAGE
OF MY KIND NATURE

WHAT IS IMPORTANT TO AN

ENNEAGRAM
NINE

- CONNECTION
- PEACE
- ACCEPTANCE
- COMMUNITY
- KINDNESS
- CONSIDERATION
- FEELING HEARD

[AT] ENNEAGRAMASHTON



Harmonious

Easygoing

Indecisive

Steady

Inclusive

What They Feel

Controlled by
others' agendas

Pressure to make everyone happy

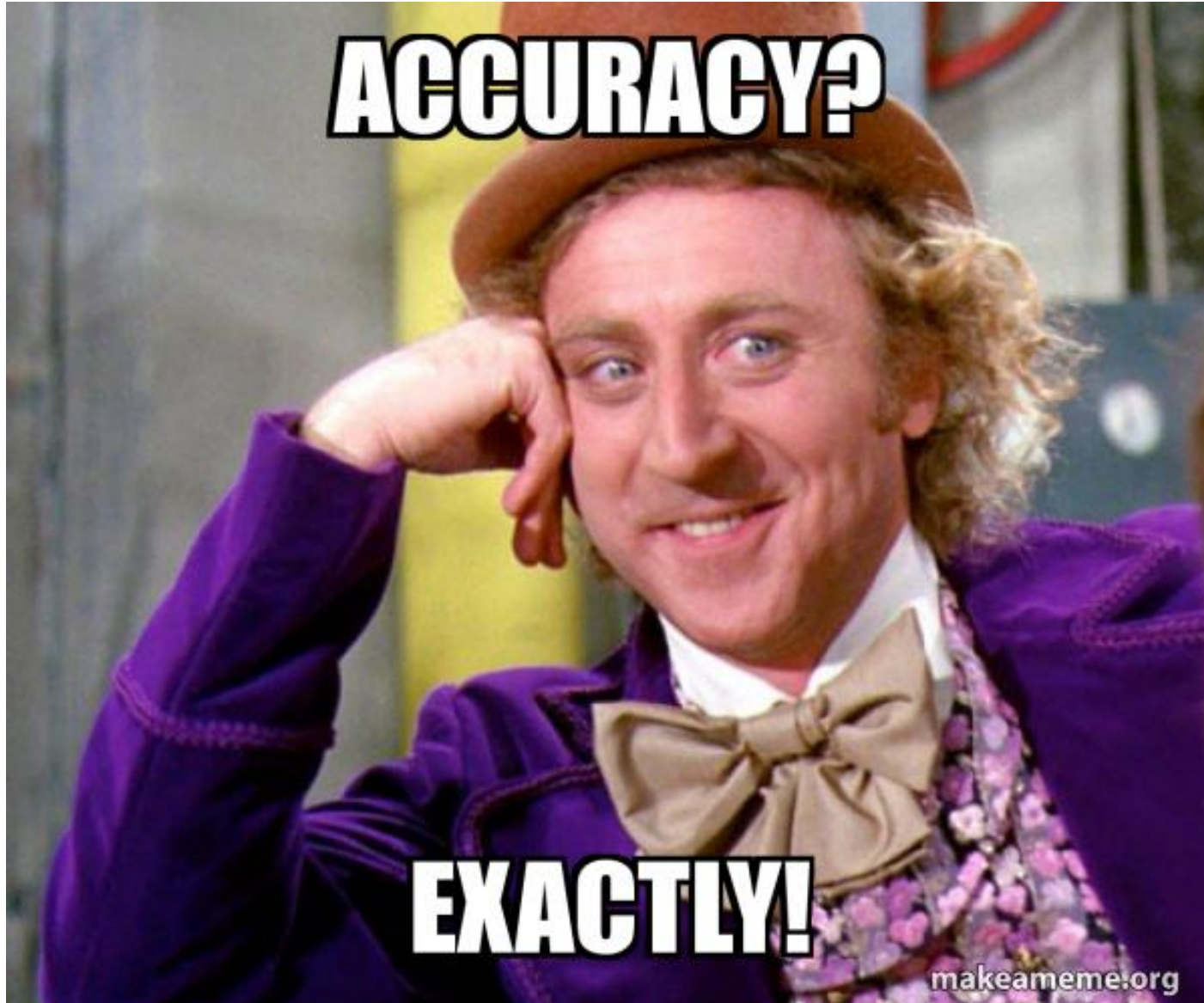
Disconnected from
own needs

Overlooked

Fear of conflict

@ellezimm

ACCURACY?



EXACTLY!

makeameme.org



LET'S TALK

"SHOULD" IS A
COMMON WORD
THEY USE

PREFERS
TALKING ABOUT
TASKS INSTEAD
OF FEELINGS

HOW AN ENNEAGRAM 1 COMMUNICATES

@ENNEAGRAMASHTON

EASY TO TELL HOW
THEY'RE FEELING BY
THEIR BODY LANGUAGE

DIRECT
AND
HONEST

Type 1

CLARIFY BY
REPEATING
WHAT YOU HEAR
THEM SAY

BE HONEST
(EVEN WHEN
IT'S HARD)

HONOR
YOUR WORD.

FOCUS ON
FACTS,
NOT FEELINGS

PROVIDE
STRUCTURE TO
CONVERSATIONS

AVOID HARSH CRITICISM .
THEY TAKE THIS HARD.

[AT]ENNEAGRAMWITHABBEY

OFFERS PRACTICAL
SUGGESTIONS AND
ADVICE

PREFERS
RECEIVING
COMMENTS OF
APPRECIATION

HOW AN ENNEAGRAM 2 COMMUNICATES

@ENNEAGRAMASHTON

ACKNOWLEDGES
OTHERS' FEELINGS
AND NEEDS

EASILY
ESTABLISHES
RAPPORT

Type 2

BE FULLY
PRESENT IN
THE CONVO

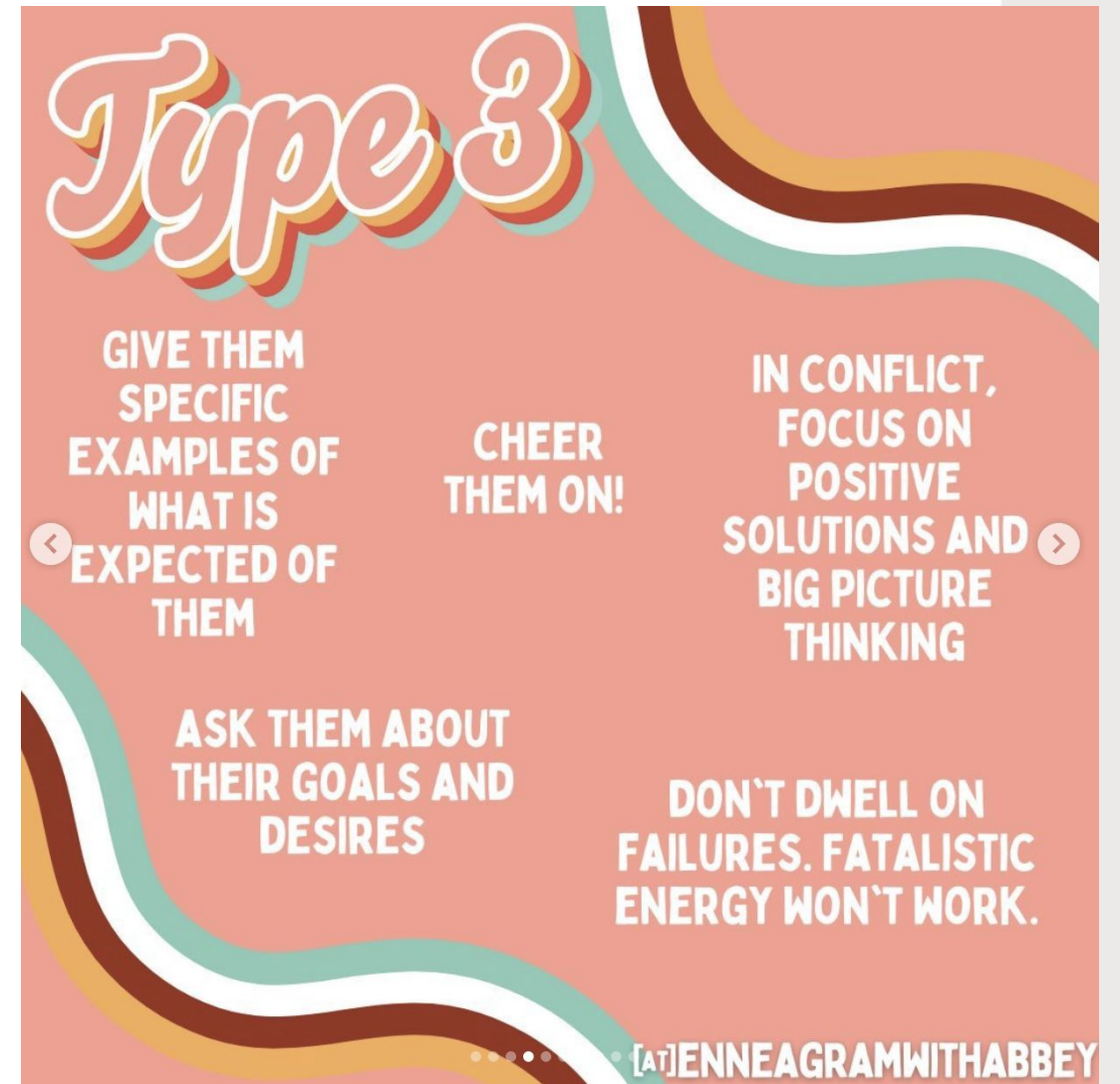
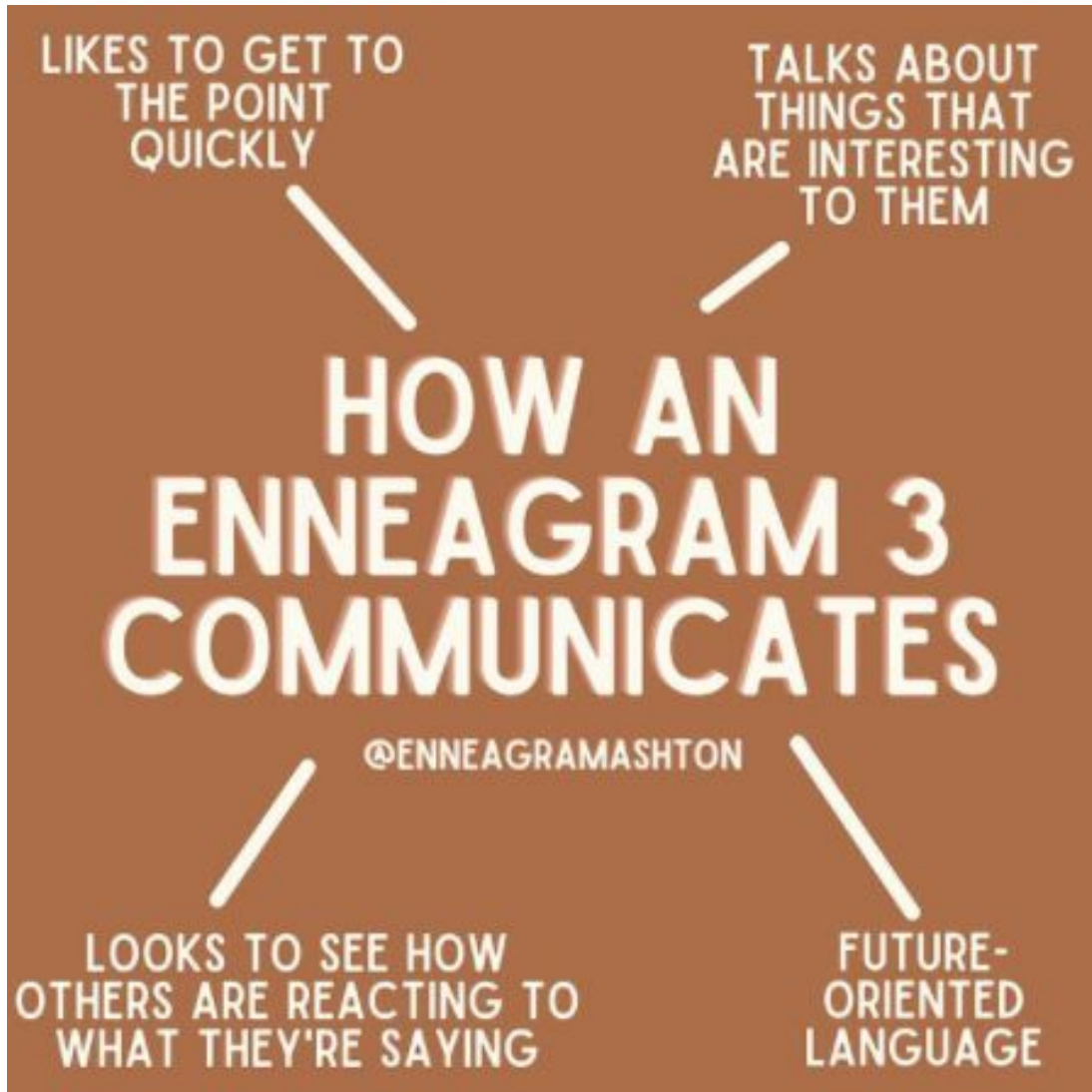
DON'T DISCUSS
CHALLENGING
THINGS IN
PUBLIC

USE POSITIVITY!!
HONEY WORKS
BEST FOR TWOS

ASK THEM,
"HOW CAN I BEST
SUPPORT YOU?"

IN CONFLICT,
USE THE
SANDWICH
METHOD
(AFFIRMATION-
ISSUE AT HAND-
ENCOURAGE)

[AT]ENNEAGRAMWITHABBEY



WARM
AND
EMPATHETIC

NOT AFRAID TO
TALK ABOUT
DARK AND
SERIOUS TOPICS

HOW AN ENNEAGRAM 4 COMMUNICATES

@ENNEAGRAMASHTON

VALUES DEEP
CONVERSATIONS

NEEDS TO PROCESS
BEFORE
RESPONDING

Type 4

MAKE IT CLEAR
THAT YOU HEAR
AND APPRECIATE
THEIR IDEAS
(EVEN IF THEY
DON'T GET USED)

DON'T BRUSH OVER
THE EMOTIONAL SIDE
OF ISSUES

TELL THEM WHAT YOU
GENUINELY APPRECIATE
ABOUT THEM

DON'T TRY TO
CHANGE THEM

GIVE THEM TIME AND
SPACE TO EXPRESS
THEMSELVES

[AT]ENNEAGRAMWITHABBEY

MENTALLY
PROCESSES
BEFORE THEY
SPEAK

SOMETIMES
SILENCE IS MORE
COMFORTABLE

HOW AN ENNEAGRAM 5 COMMUNICATES

@ENNEAGRAMASHTON

ASKS QUESTIONS
TO BETTER
UNDERSTAND

PRIVATE ABOUT
WHAT THEY SHARE

Type 5

DON'T MICROMANAGE THEM

ALLOW THEM TIME
TO PROCESS
THOUGHTS AND
FEELINGS ALONE!

TRY NOT TO SPRING
EVENTS, MEETINGS,
OR EXPECTATIONS
ON THEM WITHOUT
WARNING

RESPECT
THEIR STATED
BOUNDARIES

DON'T BEAT
AROUND THE BUSH

KEEP CONVOS
FOCUSED ON FACTS
AND DETAILS

[AT]ENNEAGRAMWITHABBEY

LOOKS
FOR
REASSURANCE

COMMUNICATES
BY USING
ANALOGIES

HOW AN ENNEAGRAM 6 COMMUNICATES

@ENNEAGRAMASHTON

ASKS QUESTIONS
TO BE FULLY
PREPARED

THEY CAREFULLY
CHOOSE THEIR WORDS

Type 6

DON'T BRUSH OFF
THEIR CONCERNS

AVOID BEING VAGUE...
THIS WILL LEAD TO
CATASTROPHIZING!

BRING ON THE
HUMOR AND
DAD JOKES!

REASSURE THEM OF
THEIR SAFETY AND
SECURITY AS A TEAM
MEMBER

IN CONFLICT,
ASK IF THEY
PREFER TO
DISCUSS THE ISSUE
NOW OR IF THEY
NEED TIME TO
PROCESS

[AT]ENNEAGRAMWITHABBEY

VALUES COMMUNICATION
AND WANTS TO DO IT
FREQUENTLY

COMMUNICATES
BY TELLING
STORIES

HOW AN ENNEAGRAM 7 COMMUNICATES

@ENNEAGRAMASHTON

MAKES JOKES
TO RELIEVE
TENSION

ENERGETIC
TONE

Type 7

KEEP IT FUN!

< WHEN GIVING FEEDBACK,
DON'T BE NEGATIVE.
CRITICISM CAN DEFLATE
THEM LIKE A BALLOON.

> BRING UP THAT
FUN THING YOU
DID OVER THE
WEEKEND!
TELL A JOKE!
LEAVE THE
OFFICE FOR A
SPONTANEOUS
LUNCH!

CELEBRATE THEIR IDEAS
AND INCORPORATE THEM
INTO PROBLEM-SOLVING

KEEP IT LIGHT!

[AT]ENNEAGRAMWITHABBEY

THEY GET RIGHT
TO THE POINT

ADJUSTS THEIR TONE
AND VOLUME TO
MAKE THEIR IMPACT

HOW AN ENNEAGRAM 8 COMMUNICATES

@ENNEAGRAMASHTON

DIRECT,
CLEAR, AND
CONCISE

CONFIDENT
AND SELF-
ASSURED

Type 8

BACK UP YOUR
WORDS WITH ACTION

DON'T GOSSIP ABOUT
THEM. THIS WILL BETRAY
THEIR TRUST (AND IT IS
ALMOST IMPOSSIBLE TO
WIN IT BACK)

RECOGNIZE THAT
BEING BLUNT DOES
NOT EQUAL BEING
MEAN

BE DIRECT
AND HONEST

GO THE EXTRA MILE
TO BACK THEM UP.
LOYALTY MATTERS.

• [AT]ENNEAGRAMWITHABBEY

EVEN-TEMPERED
AND DIPLOMATIC

WILL WANT THE
FOCUS TO BE ON
YOU

HOW AN ENNEAGRAM 9 COMMUNICATES

@ENNEAGRAMASHTON

WHEN THEY
SPEAK UP, IT'S
A BIG DEAL

PREFERS
LISTENING AT
TIMES

Type 9

ASK FOR THEIR INPUT

ALLOW TIME FOR
PROCESSING
(SOMETIMES EVEN DAYS!)

CHEER THEM ON
WHEN THEY
DIRECTLY EXPRESS
THEIR NEEDS

EXPLICITLY
RECOGNIZE THEIR
CONTRIBUTIONS TO
THE TEAM (IE. SLACK
MESSAGE
HIGHLIGHTING
ACHIEVEMENTS)

DON'T TAKE
ADVANTAGE OF THEM

@ENNEAGRAMWITHABBEY



A black and white illustration of a wooden signpost. The sign is a horizontal wooden plank with a pointed right end, mounted on a vertical wooden post. The text "TREAD LIGHTLY" is written in a bold, white, serif font across the center of the sign. The background is a simple white landscape with a small, dark, pointed structure in the distance.

TREAD LIGHTLY

WHAT BOTHERS

enneagram ones

LAZINESS

PEOPLE WHO
DON'T TAKE
RESPONSIBILITY
FOR THEIR
ACTIONS

WHEN PEOPLE
DON'T PAY
ATTENTION TO
DETAILS

WHEN THEIR
HARD WORK ISN'T
ACKNOWLEDGED

MESSY
ENVIRONMENTS

PEOPLE WHO
DON'T HAVE A
STRONG SENSE OF
PURPOSE

@ENNEAGRAMASHTON

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WHAT MAKES AN enneagram one ANGRY

When others
don't follow through

Plans changing

their
own
mistakes

When
people
are late

not
following
the
Rules

HOW A one DEALS WITH CONFLICT

PREFERS A
STRUCTURED
APPROACH

FAIRNESS

BRINGS
UP PAST
THINGS

CREATES
A LIST OF
POINTS
TO MAKE



WILL
DEAL
WITH IT
AND
MOVE
ON

@ENNEAGRAMASHTON

WHAT BOTHERS

enneagram twos

SELFISHNESS

PEOPLE WHO
TAKE
ADVANTAGE OF
OTHERS

WHEN PEOPLE
AREN'T KIND TO
THEM IN RETURN

WHEN PEOPLE
DON'T TAKE
THEIR ADVICE

NOT BEING
THANKED

WHEN PEOPLE
TELL THEM THAT
THEY'RE TOO
SENSITIVE

@ENNEAGRAMASHTON

@ENNEAGRAMASHTON

WHAT MAKES AN enneagram two ANGRY

not being
appreciated

feeling
taken
for
granted

feeling
unheard

unkind
people

unkept
promises

HOW A TWO DEALS WITH CONFLICT

WORRIED IT
WILL HURT
RELATIONSHIPS

DOESN'T
ENJOY IT

EMOTIONAL

FEELS
SHAME
BECAUSE
THEY TRY
SO HARD
NOT TO
HURT
OTHERS



TAKES A
BIT TO
RECOVER

@ENNEAGRAMASHTON

WHAT BOTHERS

enneagram threes

INACTION

ANYTHING THAT
FORCES THEM TO
SLOW DOWN

PEOPLE WHO
LACK AMBITION

WHEN PEOPLE
CRITICIZE THEM
PUBLICALLY

LACK OF
EFFICIENCY

BEING
INTERRUPTED
WHEN THEY ARE
FOCUSED ON
SOMETHING

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@ENNEAGRAMASHTON

WHAT MAKES AN
enneagram three
ANGRY

Failure

Incompetence

NOT
RECEIVING
CREDIT

ONE
UPPERS

Being
Blamed
FOR OTHERS'
actions

HOW A Three DEALS WITH CONFLICT

PROBLEM-SOLVING
APPROACH

AVOID IF
POSSIBLE

NO EMOTIONS

DEALS WITH
IT IF THEY
HAVE TO



WANTS
TO MOVE
ON ASAP

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WHAT BOTHERS

enneagram fours

BEING
MISUNDERSTOOD

PEOPLE WHO ARE
FAKE OR
SUPERFICIAL

SURFACE-LEVEL
CONVERSATIONS

WHEN THEY ARE
MADE TO FEEL
ORDINARY

WHEN PEOPLE
TRY TO "FIX"
THEM

WHEN PEOPLE
TRY TO
INVALIDATE
THEIR FEELINGS

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@ENNEAGRAMASHTON

WHAT MAKES AN enneagram four ANGRY

Feeling
misunderstood

Being told
to "get over it"

Copy
cats

Being
called
"emotional"

Being
ignored

HOW A Four DEALS WITH CONFLICT

SENSITIVE TO
REJECTION

FEELS
EVERYTHING
ABOUT IT

SENSITIVITY

NEEDS
TIME TO
PROCESS
IT



OFTEN
RUNS
AWAY

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WHAT BOTHERS

enneagram fives

INTRUSIVE
PEOPLE

BEING FORCED
INTO SOCIAL
SITUATIONS

WHEN PEOPLE
BEAT AROUND
THE BUSH

WHEN PEOPLE
TRY TO "FACT-
CHECK" THEIR
KNOWLEDGE

SURPRISES

WHEN PEOPLE
ACT LIKE
THEY'RE
EXPERTS (WHEN
THEY AREN'T)

@ENNEAGRAMASHTON

@ENNEAGRAMASHTON

WHAT MAKES AN enneagram five ANGRY

Being
surprised

When my
boundaries
are crossed

dishonesty

Know-it-alls

When people
don't give me
space

HOW A Five DEALS WITH CONFLICT

EMOTIONALLY
CHARGED
CONVOS

FEELS IT'S
UNNECESSARY

SILENCE

GETS MAD
WHEN
SOMEONE
VIOLATES
PRIVACY

SHUTS
DOWN AND
WITHDRAWS



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WHAT BOTHERS

enneagram sixes

LAST MINUTE
PLANS

PEOPLE WHO
ARE
UNRELIABLE

WHEN PEOPLE
AREN'T
TRUTHFUL TO
THEM

WHEN PEOPLE
LOOK AT THEIR
ANXIETY AS A
WEAKNESS

UNCERTAINTY

WHEN PEOPLE
DISMISS THEIR
FEELINGS

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@ENNEAGRAMASHTON

WHAT MAKES AN enneagram six ANGRY

when
things
don't
go as
planned

Lack of genuineness

not
being
prepared

Lack of
loyalty

when people
think i'm always
anxious

HOW A SIX DEALS WITH CONFLICT

CONSIDERS
WORST CASE
SCENARIOS

CONSIDERS ALL
RESOLUTION
STRATEGIES

LOGICALLY

DOESN'T
ENJOY
IT

RECEIVES
ADVICE
FROM
OTHERS



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WHAT BOTHERS

enneagram sevens

NEGATIVITY

WHEN PEOPLE
ASSUME THEY
ARE SHALLOW

WHEN PEOPLE
TREAT THEM
LIKE THEY DON'T
HAVE FEELINGS

BEING TIED
DOWN OR
HELD BACK

BOREDOM

HAVING TO MISS
OUT ON
SOMETHING

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@ENNEAGRAMASHTON

WHAT MAKES AN enneagram seven ANGRY

repetitive
tasks

not having
ideas heard

criticism

negativity

cancelled
plans

HOW A Seven DEALS WITH CONFLICT

THINKS
THAT IT'S
TOO MUCH
NEGATIVITY

WANTS THE
NEGATIVITY
OVER WITH
ASAP

AVOIDS

PUTS A
POSITIVE
SPIN ON
IT

DEPENDS
ON
YOUR
WING



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WHAT BOTHERS

enneagram eights

WHEN PEOPLE
ARE PASSIVE-
AGGRESSIVE

PEOPLE WHO
TRY TO
CONTROL
THEM

FORCED INTO
A POSITION
WHERE THEY
ARE NOT IN
CHARGE

WHEN
PEOPLE TRY
TO MAKE
DECISIONS
FOR THEM

INDECISIVENESS

WHEN PEOPLE
MAKE
ASSUMPTIONS
ABOUT THEM

@ENNEAGRAMASHTON

@ENNEAGRAMASHTON

WHAT MAKES AN enneagram eight **ANGRY**

Indecisiveness

not feeling
in control

Laziness

When people
don't follow
through

Injustice

HOW AN Eight DEALS WITH **Conflict**

STRAIGHT
TO THE
POINT

EMBRACES
IT

READY FOR IT

PROVIDES
EVIDENCE
TO PROVE
THEIR
POINT

ADDRESS
IT AND
MOVE ON



@ENNEAGRAMASHTON

WHAT BOTHERS

enneagram nines

WHEN PEOPLE
PUSH THEM TO
MAKE A
DECISION

PEOPLE WHO
TRY TO
SILENCE THEM

WHEN THEY
ARE FORCED
INTO DEALING
WITH
CONFLICT

WHEN
PEOPLE
TAKE
ADVANTAGE
OF THEIR
PATIENCE

JUDGMENTAL
PEOPLE

WHEN PEOPLE
ASK TOO MANY
QUESTIONS

@ENNEAGRAMASHTON

@ENNEAGRAMASHTON

WHAT MAKES AN enneagram nine ANGRY

not feeling
heard

feeling
pressured
to do
something

rudeness

complainers

conflict

HOW A nine DEALS WITH CONFLICT

FEEL A LOT
OF STRESS
ABOUT IT

CAN BE
PASSIVE-
AGGRESSIVE

THEY DON'T

AVOID
IT AT
ALL
COST



JUST
WANTS
EVERYONE
TO GET
ALONG

@ENNEAGRAMASHTON



the enneagram at work

Strengths In the Workplace for The *Type One*:

You are organized, detailed, ethical, practical, wise, and highly responsible. You respect authority and hierarchies and will work hard for a company or leader you believe in. You truly enjoy a job well done and find joy in detailed work. You accomplish a great deal because of your work ethic, and your coworkers can always count on you.

No matter your career choice, you work to make the world around you a better, more ideal place.



Weaknesses In the Workplace for The *Type One*:

You can find it difficult to forget others' mistakes, making it hard to delegate tasks because you fear they won't be done well. This can cause you to work overtime to meet your deadlines, which leads to resentment and burnout. You can also be too hard on yourself, focusing on your weaknesses and forgetting your strengths. Because of your relentless inner critic, it is painful when someone in authority over you criticizes you or points out your mistakes.



Strengths In the Workplace for The *Type Two*:

You are helpful, encouraging, aware of others' needs, and willing to go the extra mile. You take on the role of nurturer, gravitating toward helping professions or assignments that allow you to care for and serve others. You are often the social point person, bringing much-needed warmth and connection to the workplace. You help balance task-focused offices by introducing the human element. When coworkers are struggling, you notice and rally the team to provide needed support.



Weaknesses In the Workplace for The *Type Two*:

You often feel pulled between your responsibilities and pleasing others and may take on more than your fair share.

Because you want others to acknowledge and appreciate your helpfulness, you can feel crushed by negative feedback. You can struggle with pride, believing that your motives are always pure. When your contributions are unrecognized, you may manipulate coworkers by withdrawing your support or blaming them for the problem.



Strengths In the Workplace for The *Type Three*:

You are optimistic, hardworking, decisive, and a good provider. You can reach ambitious goals with ease and confidence. When you hit a roadblock, you quickly adapt to find another way to reach your goals. You excel in leadership roles because you enjoy helping others become the best version of themselves. Your upbeat personality gives coworkers the confidence to try new things, and your enthusiasm and determination help propel your team forward to meet and surpass goals.



Weaknesses In the Workplace for The *Type Three*:

You get frustrated when others are not as energetic and efficient as you are, causing you to forge ahead before the rest of your team is ready. You struggle with detail work, often cutting corners to reach your goals. You can become overly competitive or shapeshift to maintain your status. You may choose a career that pays well or has recognition but doesn't represent your true self. You are prone to overworking and letting your identity become your job.



Strengths In the Workplace for The *Type Four*:

You are creative, authentic, and inspire others with your depth and search for beauty. You help others connect with their emotions and true feelings, which is often neglected in the workplace. You care about quality and intentions, encouraging business authenticity and accountability. You bring a unique perspective to the team and help others pause and see what's below the surface. You're good at maintaining a work/life balance because you value your own creative pursuits.



Weaknesses In the Workplace for The *Type Four*:

Your energy and efficiency are tied to your current emotions, which can cause you to procrastinate or abandon projects. When your emotions are out of balance, it can affect the mood and productivity of the entire team. You struggle with envy and often compare yourself to your coworkers, which causes you to lose sight of your strengths. You need to have a special role or project to feel understood and valued, and you struggle when your unique contributions are not used or recognized.



Strengths In the Workplace for The *Type Five*:

You are insightful, innovative, and intellectual. Using your research skills, you can bring together a wide range of knowledge and resources. You are a great problem solver, observing things that most people overlook. You have an amazing ability to stay focused, and you enjoy in-depth, solitary projects. Your coworkers can count on you to make wise, practical decisions because your emotions and circumstances do not sway you.



Weaknesses In the Workplace for The *Type Five*:

To protect your limited energy reserves, you are more isolated and can come across as distant and not wanting to be bothered. You fear that you will be depleted, which can cause you to be stingy with your time, talents, and resources. Your insatiable quest for knowledge can lead to intellectual arrogance, especially if you don't show interest in others' thoughts and contributions. You struggle in seasons of unpredictability and have difficulty moving out of your head and into action.



Strengths In the Workplace for The *Type Six*:

You are loyal, responsible, and like being part of a team. You move fast and are hardworking, which allows you to accomplish a lot in a day. You scan the horizon, looking for future problems and suggesting ways to avoid them, which brings your team more stability and security. In times of uncertainty, you are prepared and act courageously. Your sense of humor and comradery lightens moods and helps others laugh more.



Weaknesses In the Workplace for The *Type Six*:

You can struggle with blind loyalty to a person or organization, or you can rebel if you feel your loyalty isn't fully reciprocated. When you feel overworked, you find it difficult to step back or delegate responsibilities. Because you prioritize loyalty, you may "tough it out" for too long and not know when to move on. You diminish your successes because too much attention feels dangerous, and your inner committee is always telling you all the ways you could fail.



Strengths In the Workplace for The *Type Seven*:

You are joyful, enthusiastic, and positive. You thrive in challenging careers that offer variety and allow you to utilize your quick mind. People love working with you because you can rally a team and make the day more fun. You are creative and innovative and are always up to trying new ideas and processes. Failures are never final because every disappointment is a chance for you to try something new. You inspire your team to see that possibilities are all around them.



Weaknesses In the Workplace for The *Type Seven*:

You love thinking up new ideas but can struggle to put them into action. You can have a hard time focusing on the task at hand because you imagine more fun things you could be doing. This causes you to procrastinate on routine and mundane tasks. You can too quickly jump into a new project without thinking through all the consequences. You have a hard time accepting negative feedback and may reframe objections instead of taking ownership of your mistakes.



Strengths In the Workplace for The *Type Eight*:

You engage in your work with a confident intensity, strength, and determination to make things happen. You are a natural leader who thrives in management roles or the autonomy of self-employment. Your coworkers always know where you stand because you are direct and rarely have a hidden agenda or hold a grudge. You care deeply about justice and make sure those under your leadership are protected and treated fairly.



Weaknesses In the Workplace for The *Type Eight*:

You struggle with making compromises and can come across to others as "my way or the highway." Coworkers may feel intimidated by your direct, assertive communication style and may not feel comfortable sharing their concerns or ideas. In your impatience, you may push others aside to reach your goals. You worry about hidden agendas or being taken advantage of, which can cause you to look out for your personal interests over the team's interest.



Strengths In the Workplace for The *Type Nine*:

You are thoughtful, easy-going, adaptable, and a great listener. Your patience and non-judgmental presence puts your coworkers at ease and makes them feel at home. You're an excellent mediator, helping your team members understand one another and get along. You enjoy following routines, and when you are comfortable in your role, you accomplish a great deal. You help your team stay grounded in the moment, which creates a more harmonious and efficient work environment.



Weaknesses In the Workplace for The *Type Nine*:

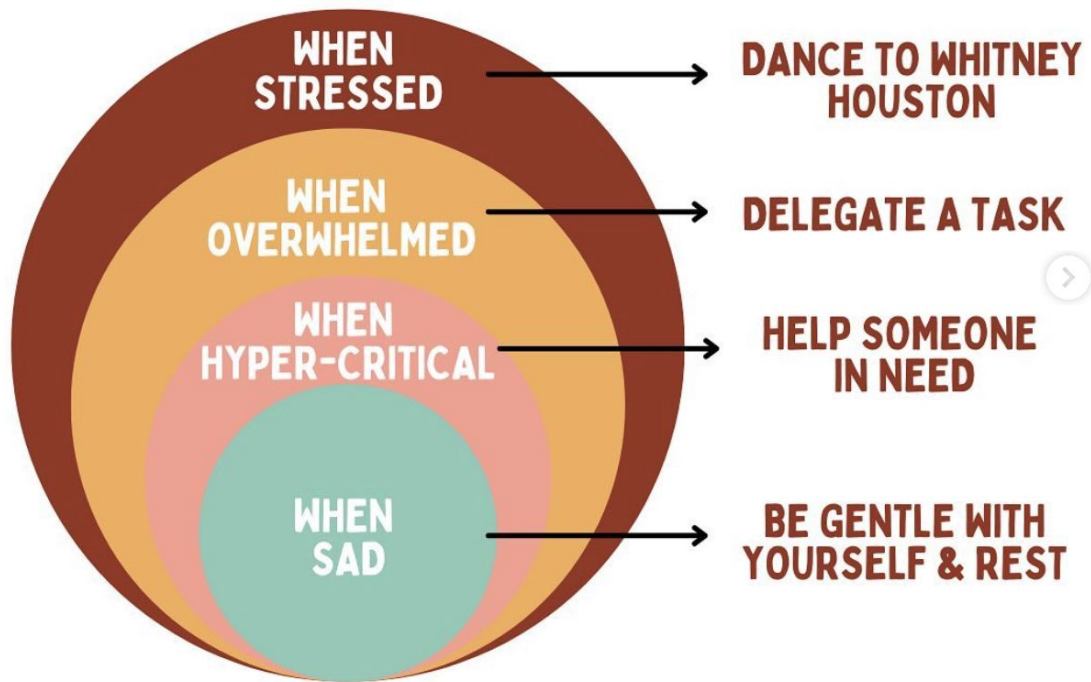
You struggle when conflicts, tension, or surprises occur because you don't want your peaceful, predictable environment disrupted. You can procrastinate when you are overwhelmed, focusing on nonessential, comfortable tasks. When you feel overlooked, you can become stubborn, passive-aggressive, or withdraw from the team. You merge with others and forget your passions, opinions, gifts, and voice because you believe your presence doesn't matter.



TAKE TIME
FOR
YOURSELF

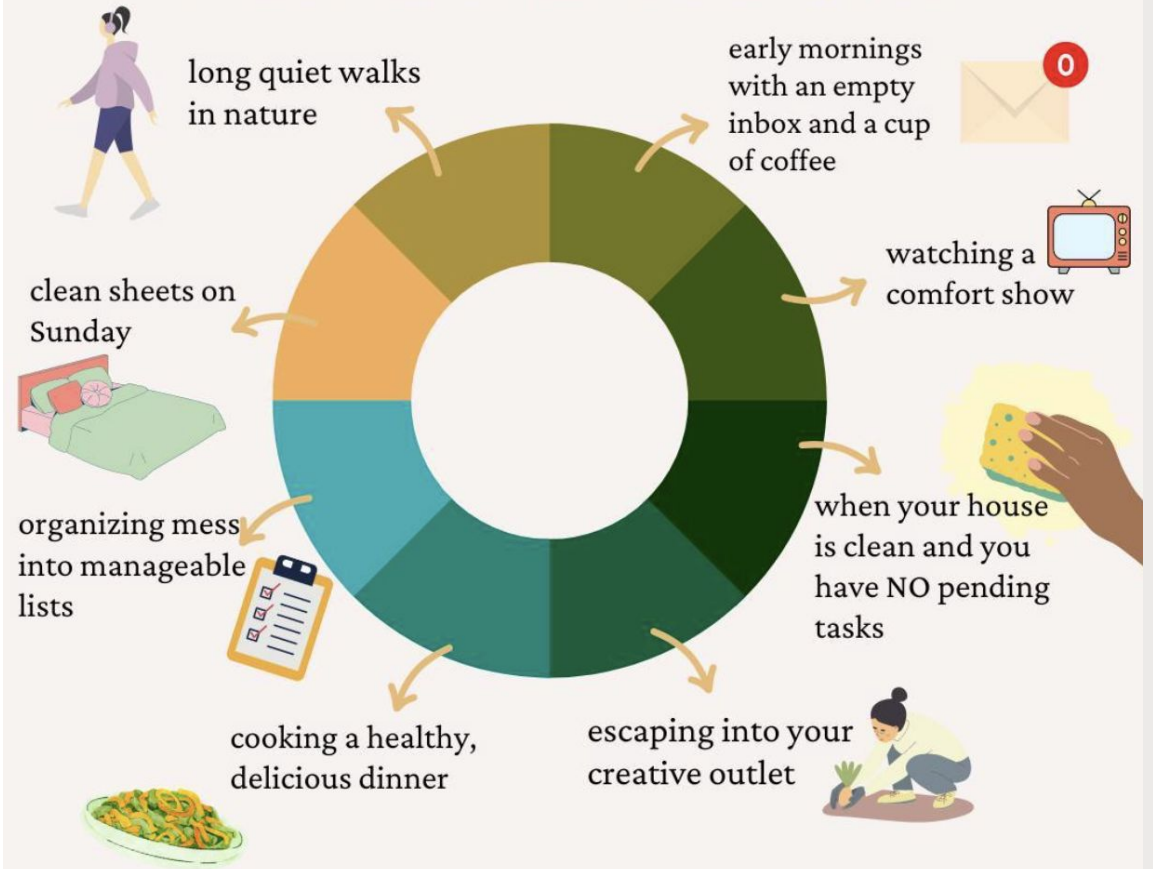


SELF-LOVE FOR *Type 1*



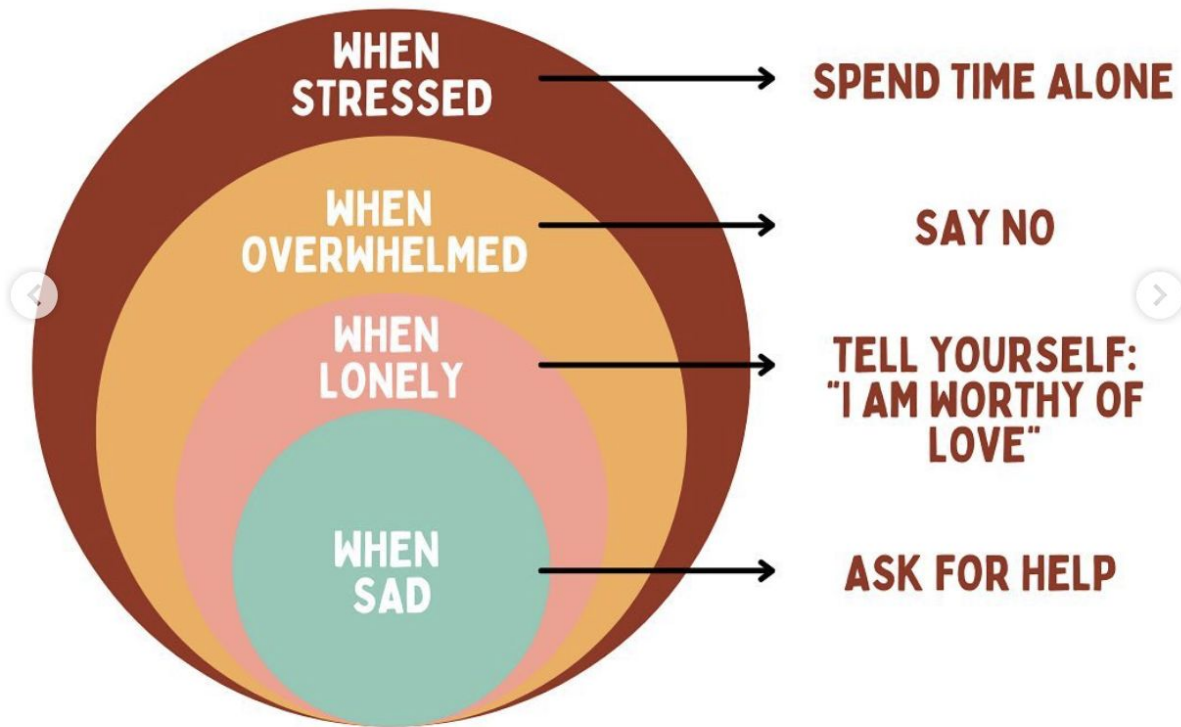
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POCKETS OF PEACE FOR ENNEAGRAM 1s



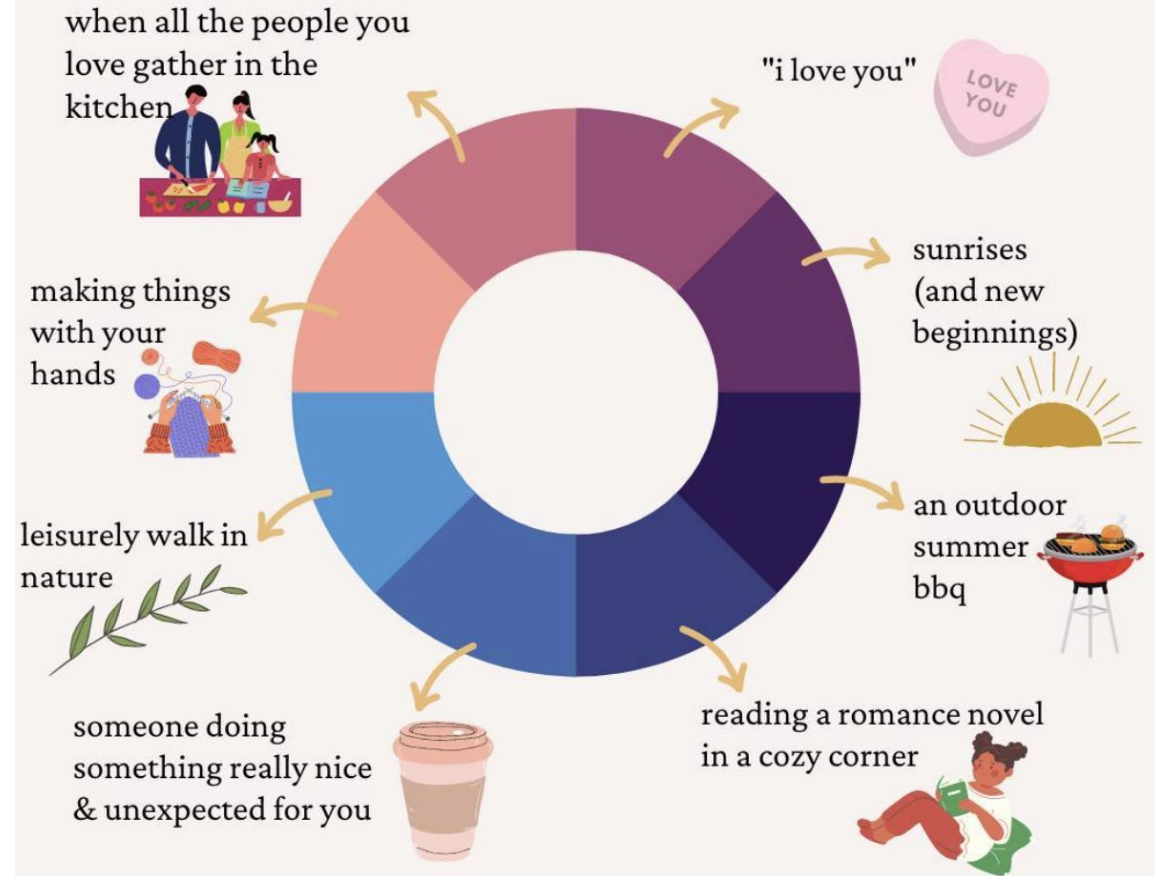
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SELF-LOVE FOR *Type 2*



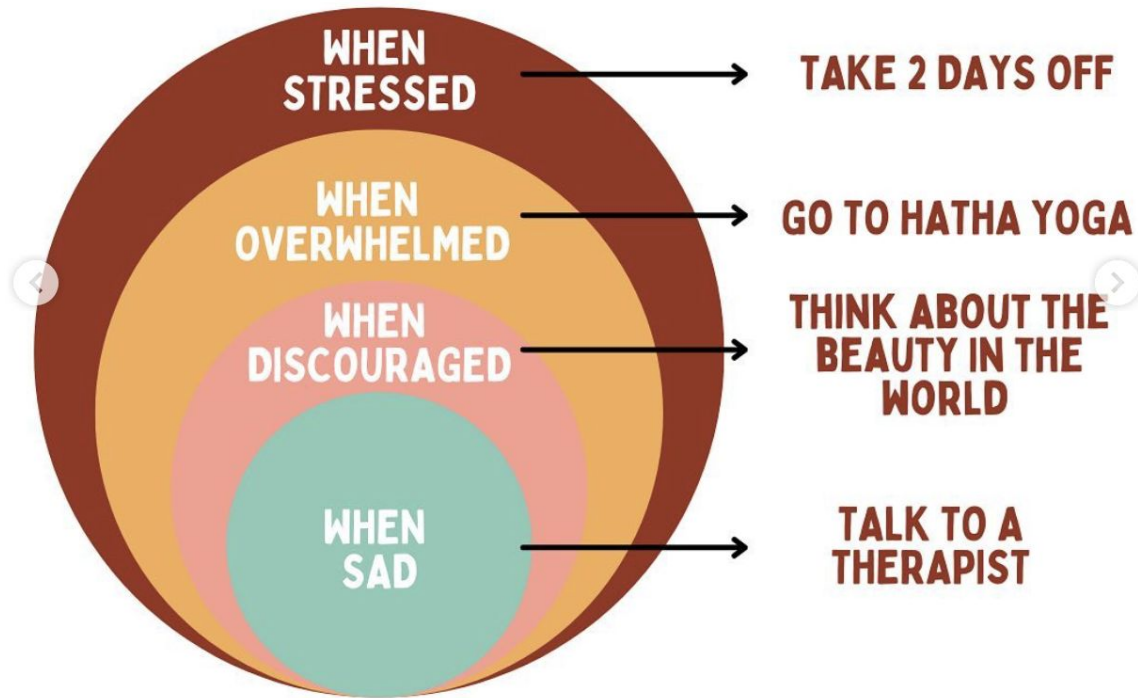
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POCKETS OF PEACE FOR ENNEAGRAM 2s



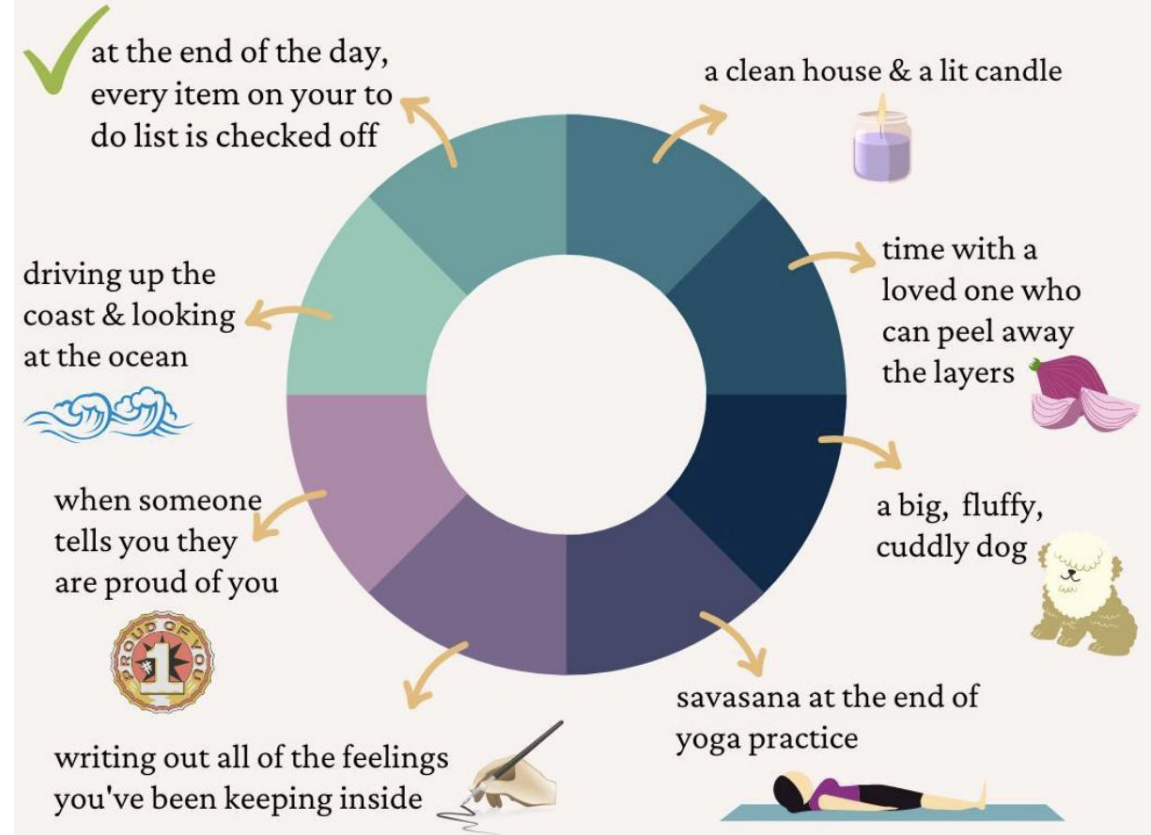
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SELF-LOVE FOR *Type 3*



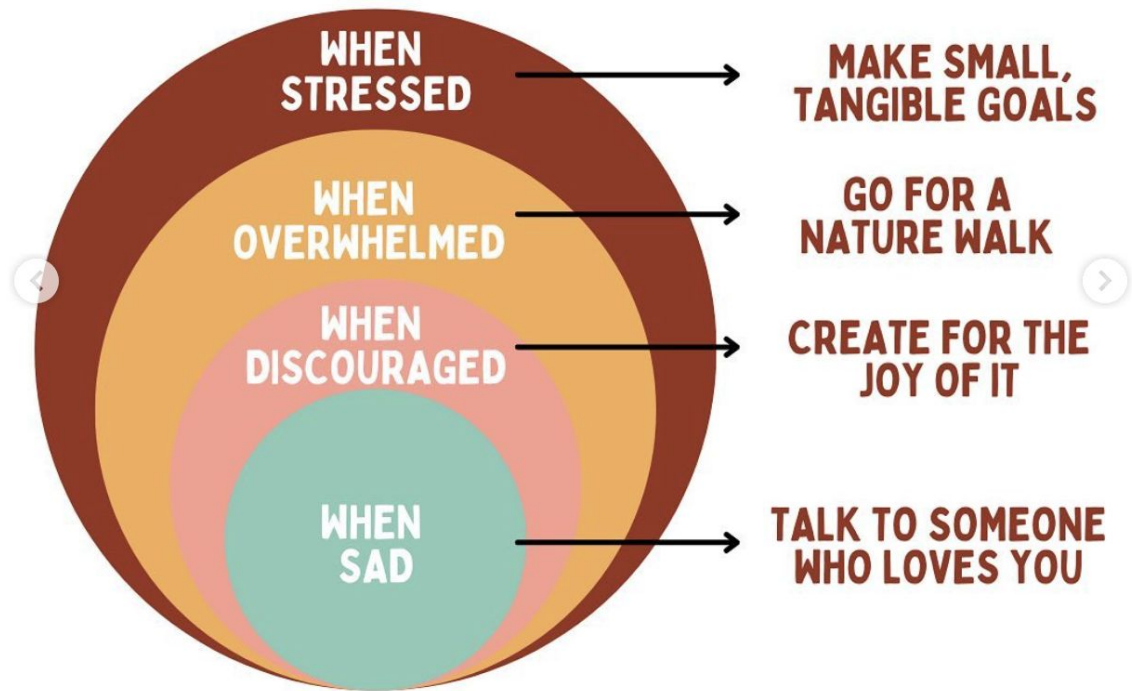
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POCKETS OF PEACE FOR ENNEAGRAM 3s



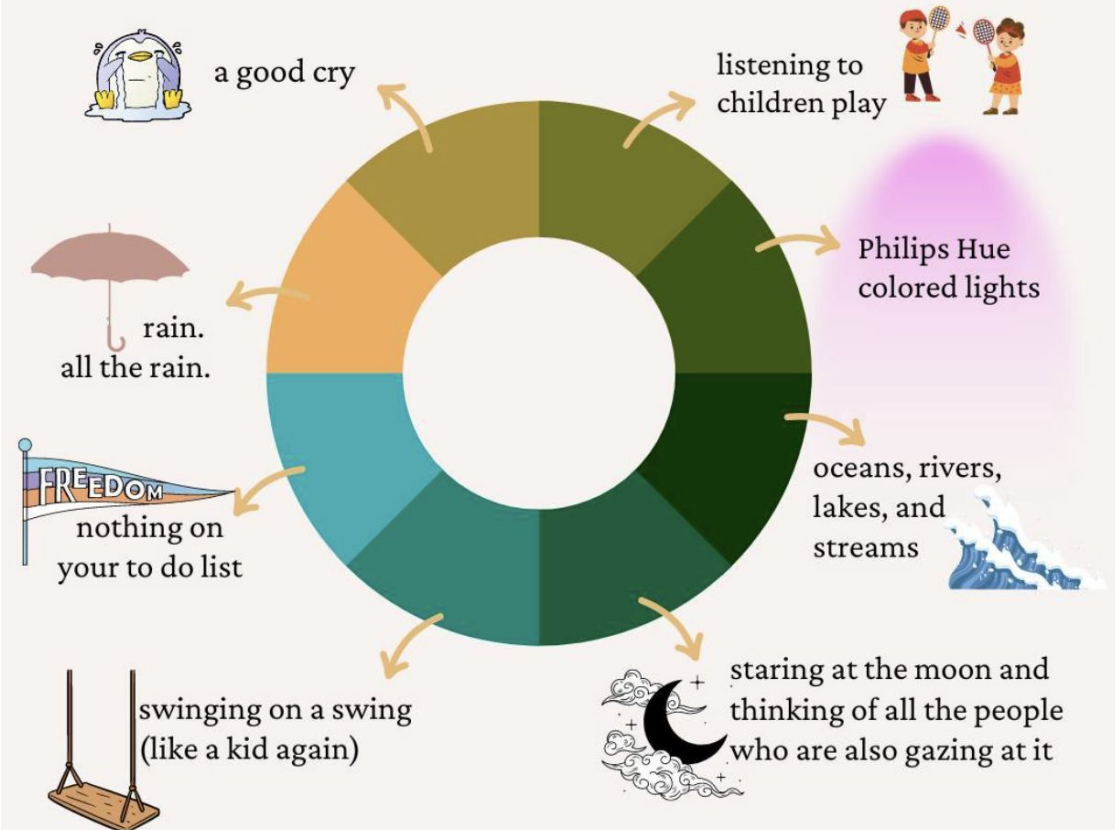
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SELF-LOVE FOR *Type 4*



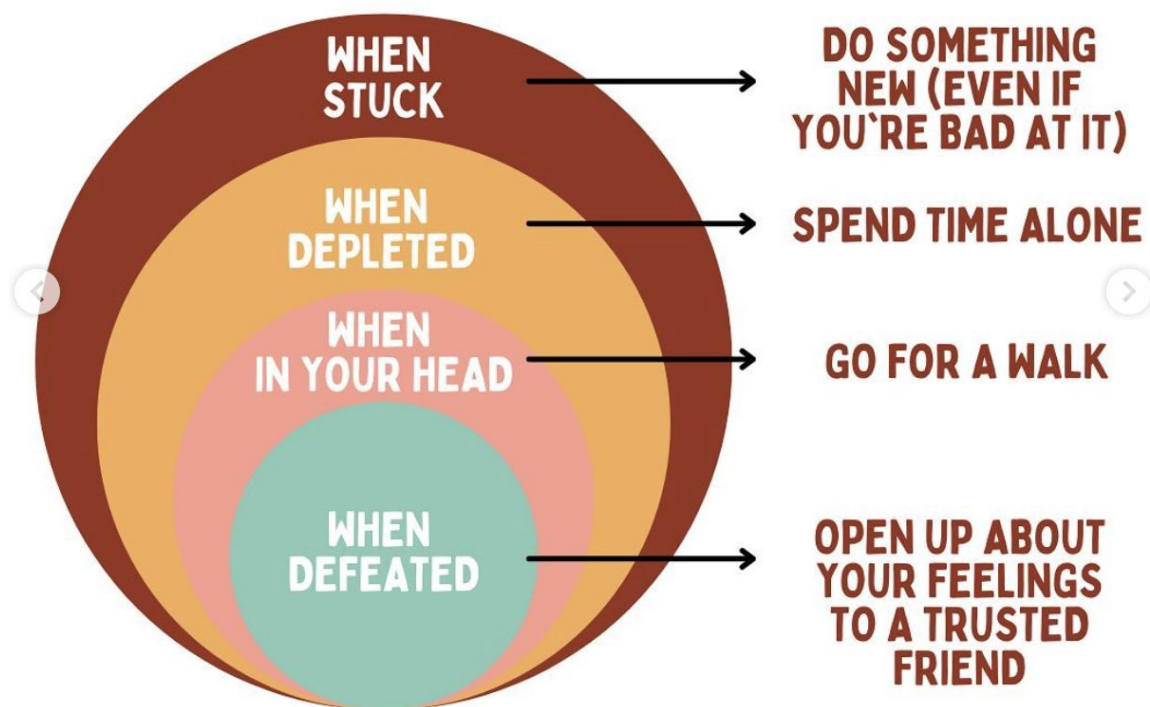
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POCKETS OF PEACE FOR ENNEAGRAM 4s



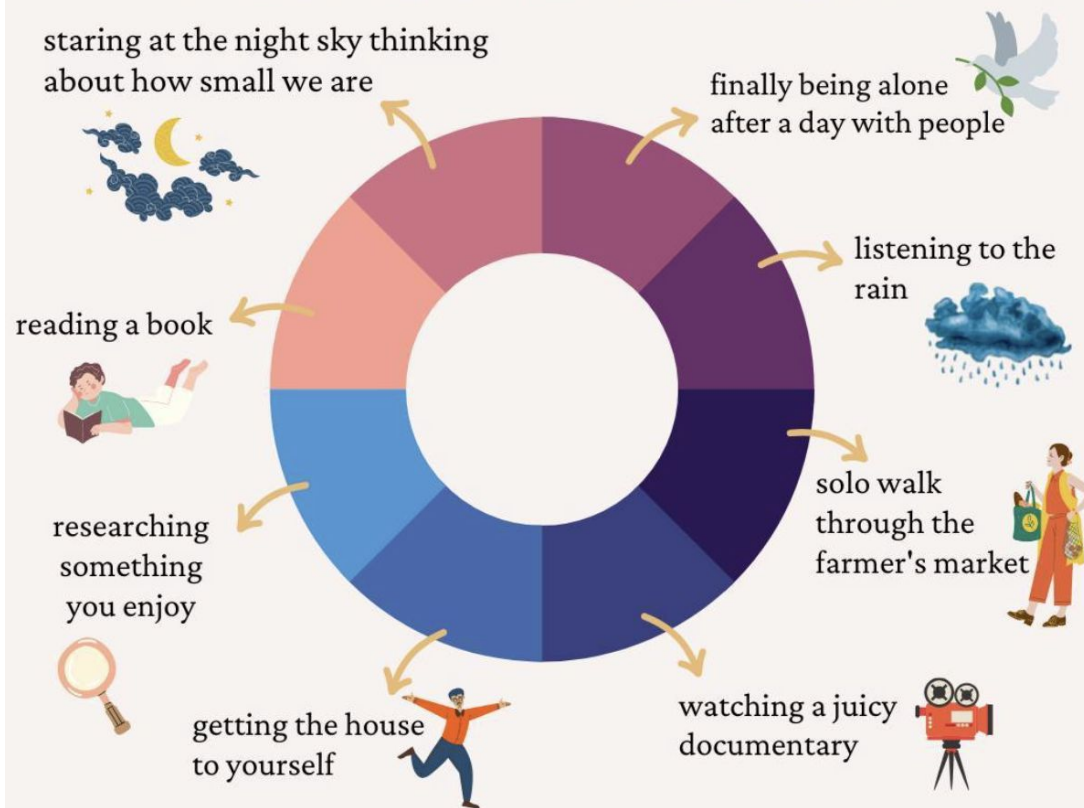
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SELF-LOVE FOR *Type 5*



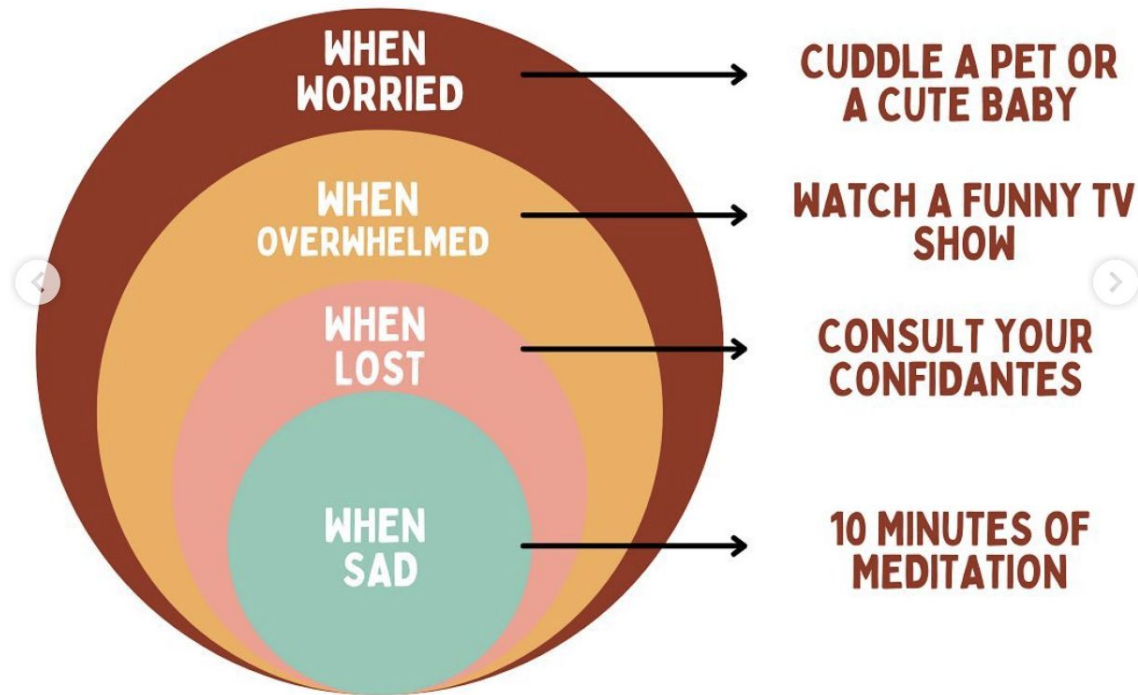
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POCKETS OF PEACE FOR ENNEAGRAM 5s



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SELF-LOVE FOR *Type 6*



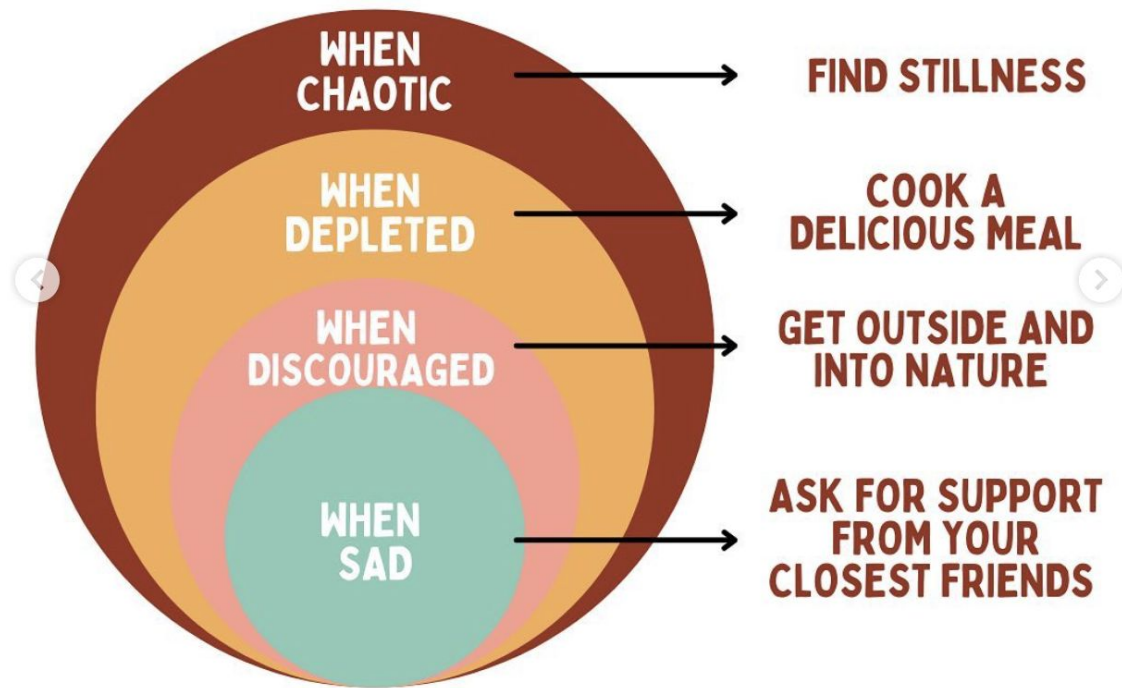
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POCKETS OF PEACE FOR ENNEAGRAM 6s



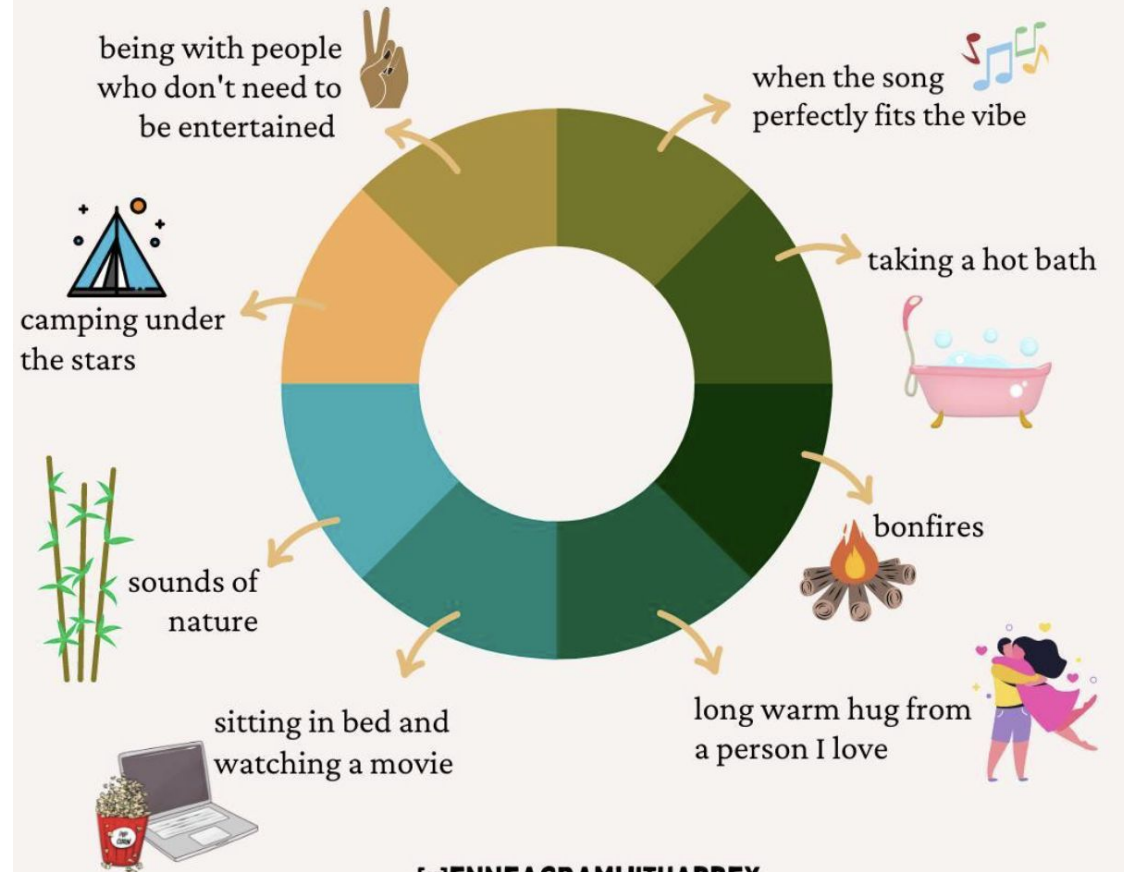
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SELF-LOVE FOR *Type 7*



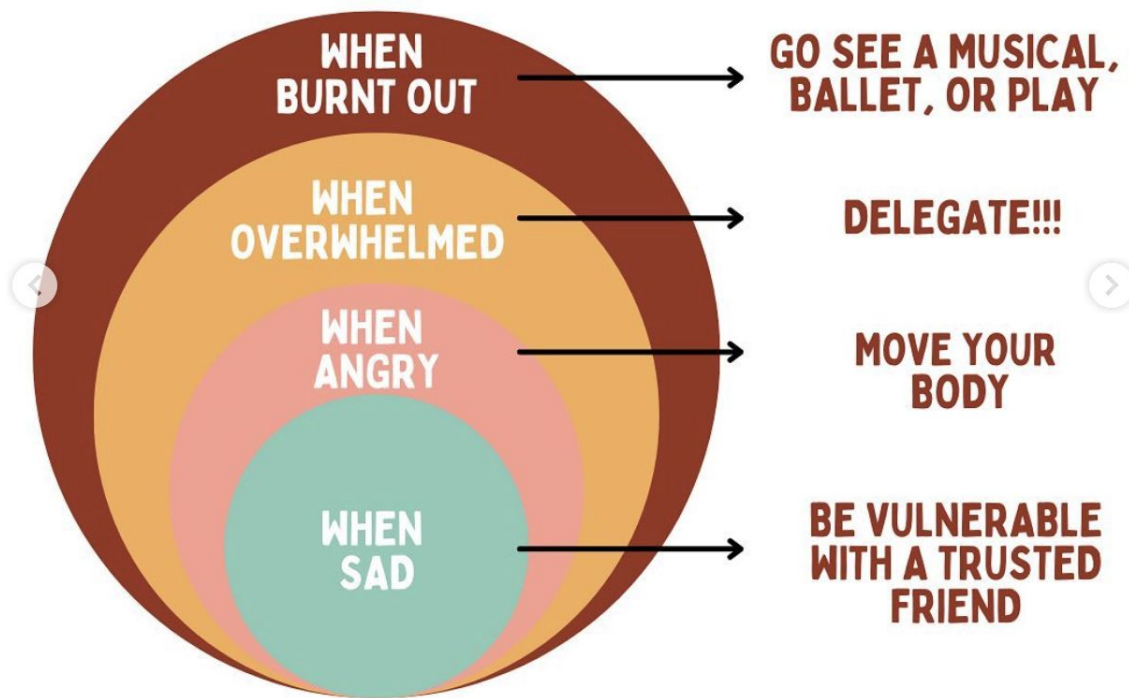
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POCKETS OF PEACE FOR ENNEAGRAM 7s



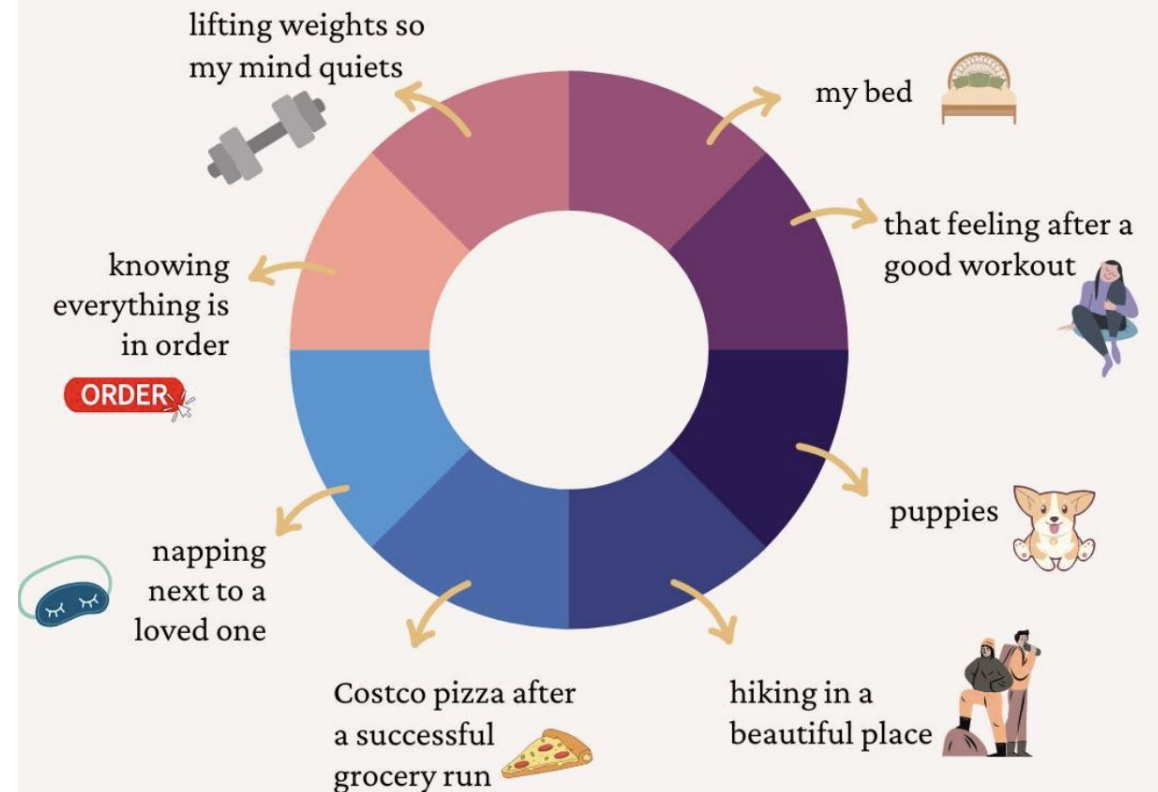
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SELF-LOVE FOR *Type 8*



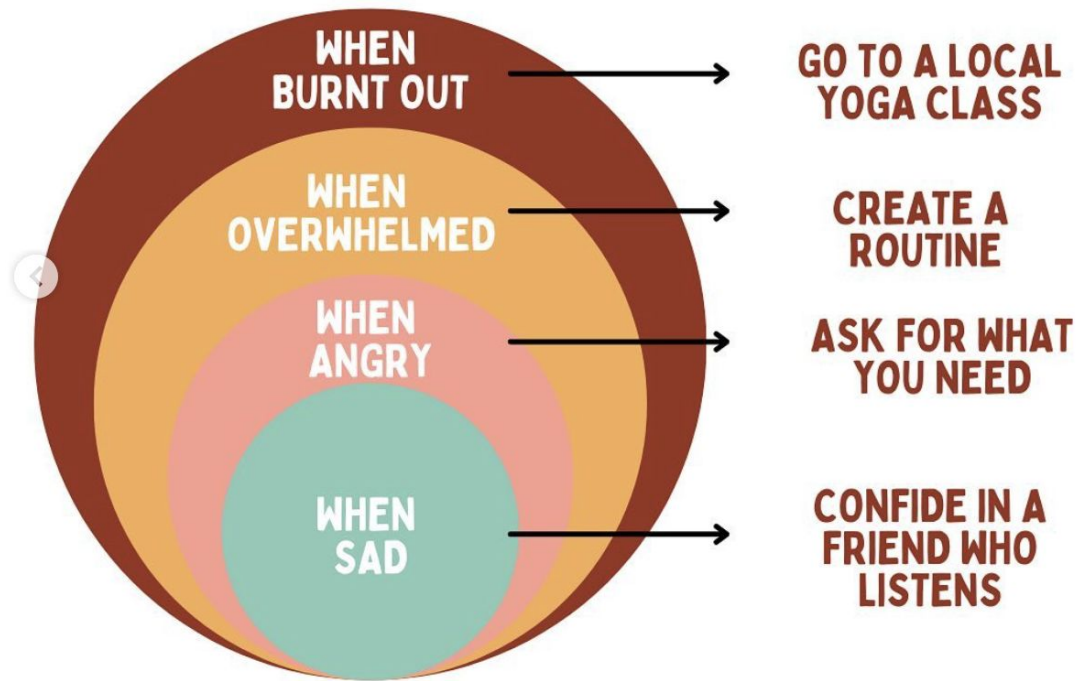
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POCKETS OF PEACE FOR ENNEAGRAM 8s



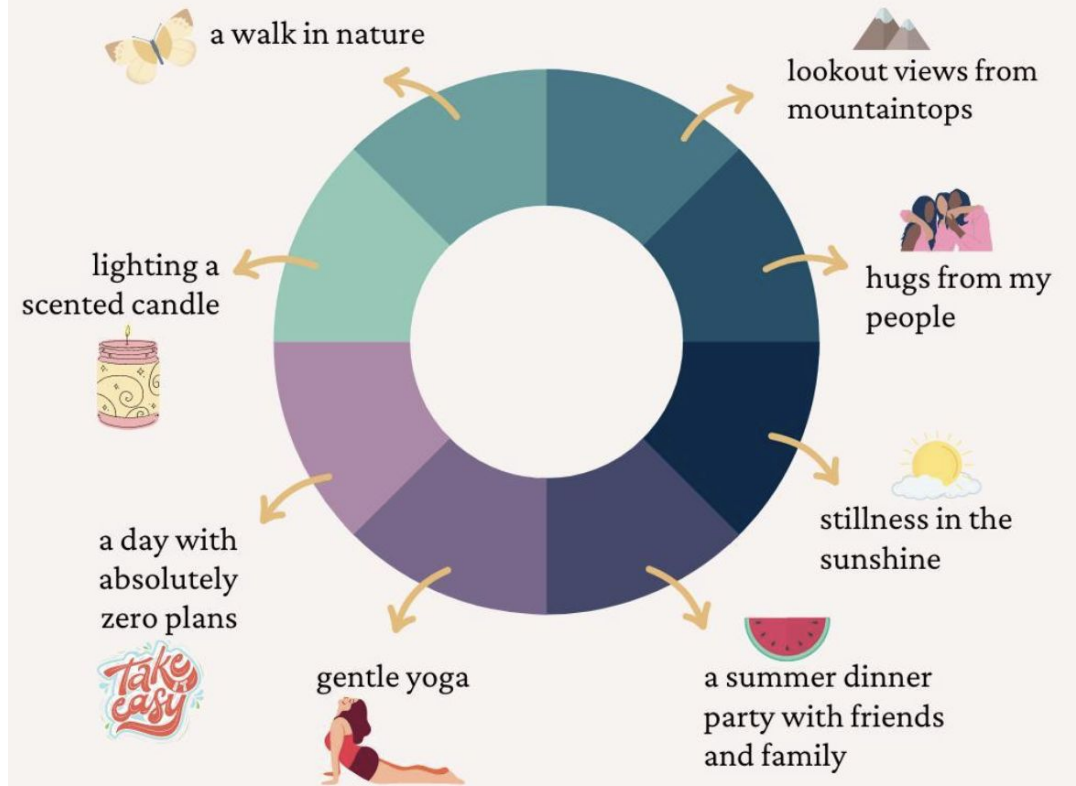
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SELF-LOVE FOR *Type 9*



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POCKETS OF PEACE FOR ENNEAGRAM 9s



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-CHAOS
-INATTENTION TO
DETAIL
-MESSY

A WORLD WITHOUT TYPE ONE



WHAT WE LOVE ABOUT ENNEAGRAM 1

- THEY KEEP US ORGANIZED
- THEY WILL ALWAYS BE HONEST
WITH US
- THEIR DEDICATION TO DOING
WHAT'S RIGHT
- THEY ARE RELIABLE AND
DEPENDABLE
- THEY ARE STRONG IN THEIR
VALUES AND BELIEFS



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-SELFISHNESS
-APATHY
-THOUGHTLESSNESS



WHAT WE LOVE ABOUT ENNEAGRAM 2

- THE WAY THEY LOVE THEIR PEOPLE
- THEY ARE NATURALLY EMPATHETIC
- THEY ARE ALWAYS THERE FOR US
 - THEY ARE A SAFE SPACE FOR VULNERABILITY
- THEY KNOW WHEN WE NEED SOMETHING



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-PROCRASTINATION
-INEFFICIENCY
-NO ENCOURAGEMENT



WHAT WE LOVE ABOUT ENNEAGRAM 3

- HOW HARDWORKING AND DETERMINED THEY ARE
- THEY PUSH US TO BE OUR BEST
- THEY ARE OUR BIGGEST CHEERLEADERS
- THEY HAVE A DRIVE TO BE BETTER
- THEIR CHARISMATIC PERSONALITY



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-SURFACE-LEVEL
RELATIONSHIPS
-INAUTHENTICITY
-DISCONNECTION

A WORLD WITHOUT TYPE FOUR



WHAT WE LOVE ABOUT ENNEAGRAM 4

- THEY HELP US IDENTIFY OUR FEELINGS
 - THEY ARE DEEPLY IN-TUNE WITH OTHERS
- THEY VALUE AUTHENTICITY AND SELF-EXPRESSION
 - THEY ARE DEEP THINKERS
 - THEY ARE NOT AFRAID TO SHOW THEIR EMOTIONS



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-IGNORANCE
-A LOT OF NOISE
-INCOMPETENCE



WHAT WE LOVE ABOUT ENNEAGRAM 5

- THEY KNOW A LOT OF THINGS
- THEY ARE CRITICAL THINKERS
- THEY ARE ALWAYS DOWN FOR A NIGHT IN
- THEY TEACH US THINGS WE DON'T KNOW
- THEIR DESIRE TO LEARN



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-UNPREPAREDNESS
-DISLOYALTY
-IRRESPONSIBILITY



WHAT WE LOVE ABOUT ENNEAGRAM 6

- THEY HELP US BE MORE PREPARED
 - THEIR FIERCE LOYALTY
- THEY MAKE US FEEL SAFE AND SECURE
- THEY ARE STRONG IN THEIR VALUES AND BELIEFS
- THEY CONSISTENTLY PLAN FOR ALL SCENARIOS (GOOD AND BAD)



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-BORING
-NEGATIVITY
-GLASS HALF EMPTY



WHAT WE LOVE ABOUT ENNEAGRAM 7

- THEY PUSH US OUT OF OUR COMFORT ZONE
- THEY ARE ALWAYS THERE TO CHEER US UP
- THEIR POSITIVE OUTLOOK ON LIFE
- THEIR THIRST FOR ADVENTURE
- THEY ARE ALWAYS DOWN TO HANG OUT AND SPEND TIME TOGETHER



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-INJUSTICE
-LAZINESS
-INDECISIVENESS



WHAT WE LOVE ABOUT ENNEAGRAM 8

- THEY STICK UP FOR US
- THEY ARE SUPER PASSIONATE ABOUT EVERYTHING
- THEIR ABILITY TO SET BOUNDARIES AND SAY "NO"
- WE NEVER HAVE TO WONDER WHAT THEY'RE THINKING
- THEY HELP ME BE MY BEST



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-MORE CONFLICT
-LESS PEACE
-MORE JUDGMENT



WHAT WE LOVE ABOUT ENNEAGRAM 9

- ABILITY TO OFFER FRESH PERSPECTIVES
- IT'S EASY TO GET ALONG WITH THEM
 - THEY ARE GREAT LISTENERS
- THEY BRING A SENSE OF PEACE AND CALMING TO EVERY SITUATION
 - THEY ARE OPEN-MINDED AND NONJUDGMENTAL



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We can't change our motivations, but we can change our behaviors. That's what the Enneagram is all about.

Our Outcomes

Improved Communication



Increased Engagement



Stronger Teamwork



Increased Self-Awareness



Re-Connection



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