

## APPENDIX - I (b)



ज्ञानदीप विद्यापीठ

To Whom It May Concern:

This is to certify that the project of "***Developing an Enneagram Educational Programme to Enhance the Emotional Intelligence of Teachers***" proposed as a doctoral dissertation by Sr. Eva Justina appears to be a very worthwhile research project which when completed would provide a valuable tool for the development of teachers. I am happy to recommend the proposed study and wish Sr. Justina all the best in her endeavours.

*Abraham*  
12/09/04

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judgment. Their tense body language – clenched jaw, stiff neck, rigidity around the shoulders – broadcasts their discontent, resentment, judging thoughts and comparisons.

Perfectionists don't often see themselves as being critical or preachy; they are simply trying to help to make life as perfect for others as it can be. They report the burden they feel of this sense of responsibility, this great feeling of keeping the world on the right track.

The rage of ONEs doesn't look like rage. At first blush it strikes us as idealism or zeal – as a virtue. And this rage is not only hidden from others, but from ONEs as well. They are always quite surprised when they discover that their sin is anger. Deep down in ONEs lies a deep current of vexation that they don't recognize or admit. This current leads them to snap judgments. It all happens so quickly that they themselves don't notice that they've already passed judgment. And this ultimately leads to a continual state of resentment.

ONEs can be good conversationalists and charming companions but their obsession with perfection can make others feel uncomfortable in their presence. They feel they have to be right and to put others straight. In doing so, they are often intolerant, self-righteous and frequently make mountains out of molehills. They are often very tense and it is difficult for them to relax. They are compulsive about trying to meet all the demands others make on them, because only then do they feel they are loved.

Integrity and authenticity are important to ONEs. The world is viewed in terms of right and wrong, with no middle ground. Self-criticism is a constant feature in their lives, and they expect other people's feedback to continue criticism. Despite their energetic activity, ONEs often procrastinate or get caught up in details for fear of getting something wrong. They want high ethics and clear guidelines so they can measure themselves against the correct standard.

Unaware ONEs can be cynical, punitive, self-righteous, cold, bigoted, controlling, anxious or angry, obsessive-compulsive, sarcastic and dogmatic. While Aware ONEs can be inspiring, caring, wise and ethical, self-disciplined, productive, discriminating and serene. They are able to celebrate and encourage excellence everywhere.

#### THE CHILDHOOD SCENARIO –

ONEs became aware in infancy that they were not considered perfect and their attention focused on becoming worthy of love. They lived all their childhood with the expectations of others. The central message they received as children is to work hard, be perfect and not be a "bad" little child. They report having felt themselves continually under critical gazes, never acknowledged for doing anything good but told to do better. They may have had overtly angry or critical parents or have interpreted lack of love as disapproval. They quickly have learnt all the rules and tried hard to put them into practice. By doing so they thought their parents and other significant adults would love them. With these rules they had a standard by which to judge others and know where they stand in any relationships they make. Possibility is there that criticism from parents has led them to develop a negative self-image, become resentful and humorless, finding fault with everything.

Sometimes they were the oldest child, expected to take responsibility and the blame for all their siblings. In the childhood they became preoccupied with trying to

be what was considered “good”. Emotions became dangerous. They learned to see them as bad and even pleasant emotions could trigger an impulsive and incorrect action.

**THE PERFECTIONIST STRATEGY**

Strengths

Moral Compass  
Analytic Ability  
Detail-Oriented  
Honourable  
Continual Self-improvement  
Help others to see error  
Take on causes-uphold justice,  
Ethics and principles  
Strive for excellence  
Can envision perfection

Weaknesses

Right/Wrong mind set  
One-track thinking  
Criticality and moral superiority  
Inflexible and rigid  
Over prepare  
Inner critic measures performance  
indirect anger  
  
Burdened by self-criticism  
Procrastination from fear of error.

**ENNEAGRAM TYPE TWO: THE HELPER**

IDENTITY CARD	
NAME	Helper, the Giver
IDENTITY	I'm Caring
CNETER	Heart
COMPULSION	Service
PASSION	Pride
OUTLET	Flattery
FEAR	Being useless
REJECTION	Own needs
DEFENSE MECHANISM	Repression
FOCUS	Empathy and Adapting
STANCE	Bigger / Dependent
NEED	To accept real worth
HEALING	Gift / Grace
VIRTUE	Humility

Story I – A Biology teacher wanted to demonstrate to her students, the process of Caterpillar turning into a butterfly. She brought a cocoon and placed it on the table and asked the students to observe it carefully. Mean while she left the class-room for her other assignment.

In due time cocoon came to its form and started breaking. Children saw a caterpillar struggling to come out of the cocoon. One of the students saw this struggle and could not control himself. He ran forward to help the caterpillar, come out of the cocoon and become a butterfly. In a short time caterpillar was out of the cocoon in the form of chrysalis, which turned into a butterfly. But soon the children saw this butterfly dead, lying on the table.

When the teacher came back to the classroom, the children reported, what had happened. And the teacher explained that the butterfly died because it did not get the opportunity to strengthen its wings and therefore it could not fly. By the law of the nature the caterpillar has to struggle to come out of the cocoon, turn into a chrysalis and a chrysalis into a butterfly.

The student who helped is like type TWO of Enneagram typology.

#### GENERAL DESCRIPTION:

Point TWO, Helpers seeks connection so that they can gain approval from others under the guise of helping them. They look for attention by responding to the real or imagined needs of others. To get this they can be manipulative. They rarely ask for favours directly but they expect others to notice what they need without having to be asked. When they are rejected in any way they adopt their martyr complex and become victims. Since their greatest need is to be loved, they are also prone to infatuation. They are warm, caring people who love to touch and reach out to others. But they are so busy meeting the needs of others that they become out of touch with their own. Although their attention and warmth promise friendship, they find closeness and intimacy difficult. Their seductiveness and charm are meant not for real intimacy but for admiration and approval.

Helpers are the most outer-directed of the Attacher triad. For them life is not real unless there is connection “out there” with someone. Part of the Helper’s gift is an ability to bring to fruition the potential in others. But this is a trap for Helpers, too, a door through which a false sense of pride can enter. They feel that without their help others wouldn’t have achieved that. Their attitude is “you couldn’t have done that without me.”

Pride also takes another form for TWOs in forgetfulness around their own emotional needs or often a denial to themselves that they have any emotional needs. Pride is a two-sided coin. Helpers feel pride in meeting the needs of others and pride in avoiding their own needs. It’s difficult for TWOs to take risks – that’s why they haven’t handed in their own thoughts and responses in the first place. They feel that if they hand in a paper that’s not going to be what the boss or teacher likes, they are not going to get approval and they’re not going to be liked. Disapproval and dislike are devastating to TWOs. So part of the Helpers’ self defense mechanism is an ability to give and to keep giving and giving and giving – a feedback loop to ensure that they are loved, have approval, are liked and validated. When a TWO is heavily fixated, he/she becomes immersed in the loved one’s life. Convinced that others couldn’t make it without them, and unaware of taking control, TWOs can become intrusive. Other people feel railroaded into filling the TWO’s agenda, while Helpers think they are responding to needs.

Image is crucial. TWOs align with power and success. TWOs who are corporate leaders will be ambitious about achieving a prestigious record and will support that image by seductively or aggressively aligning themselves with key figures in the field.

Early steps on the growth path for TWOs are to move from the false pride about not having their own needs, into acknowledging with humility that they are human like everyone else and have needs. These steps are a way to grow into a sense of freedom and will to be themselves and not to live with the obligation that they exist for others.

Helpers TWOs who can work with their fixation and begin their personal growth process are outstanding educators. For the gift of the TWO, is true giving, true altruism, true allowing. They are warm, sensitive and helpful people. They are capable of empathizing very well with the feelings of others, and of expressing emotion easily.

#### THE CHILDHOOD SCENARIO:

TWOs have learned that to be loved they must meet the needs of others and so have discounted their personal needs and in a sense themselves in favour of giving what will gain approval. They may have had a needy parent, demanding to be looked after or they may have needed to disarm a domineering or critical figure, or their parents may have been distant and absorbed in other things. In childhood they were always ready to help their parents with little tasks about the house. They were thoughtful and conscientious and see what needs to be done. They lighted up when praised for this and were ready to do more. They were sensitive to other's feelings and are prepared to sacrifice their own to please others. Consequently they were always welcomed and well liked. This had always been the central demand made on them – to please others, to put others before self, not to contradict or disagree with whoever is in charge. As children TWOs quickly sense what others need, adapt themselves to meet these needs, and so gain approval and notice. As heart types, TWOs are naturally sensitive to other's feelings. In early childhood they learned to become acutely aware of the emotional and physical cues of important adults and respond to those cues by presenting, himself/herself which would gain the adult's attention and approval.

#### THE HELPER STRATEGY

##### Strengths

On-the-job support  
Effective Service Giver  
Potentiator  
True altruist  
Care giver  
Capable of real connection  
Emotional support  
Empathic  
Nurturer

##### Weaknesses

Emotionally needy  
Flatterer  
Constant need for approval  
Constant need for acceptance  
plays it safe/not a risk taker  
Manipulative  
Non-objective approach  
Selective about whom to help  
Can become resentful & angry

## ENNEAGRAM TYPE THREE: THE PERFORMER

IDENTITY CARD	
NAME	Achiever/Performer
IDENTITY	I'm successful
CENTER	Heart
COMPULSION	Efficiency
PASSION	Deceit
OUTLET	Vanity
FEAR	Failure
REJECTION	Lying
DEFENSE MACHANISM	Identification
FOCUS	Image and Performance
STANCE	Adjust / Aggressive
NEED	Examine the image
HEALING	Depend on God's will
VIRTUE	Truth

Story – A young executive having low self-esteem was promoted to a higher position. He always presented to be very busy. One day he was in his new office and a man knocked his door. Immediately the young executive picked up the phone receiver and started talking and made a gesture to the man saying 'wait'. After talking on the phone for a while he asked the man, what he could do for him. The man replied saying, "Sir, I am here to connect your new phone. The old phone is already disconnected last week."

Type THREEs are like the young executive showing false image to others.

### GENERAL DESCRIPTION:

The name Performer arises from the fact that THREEs get the job done – they perform on the job. Image and 'how I look' are of essential importance for THREEs. For performers, identification with what they do is so strong that they run the risk of imagining they are the role models of whatever they undertake. Performance is tied into image and the right image is projected to ensure approval by getting the job done.

The enthusiasm of the THREEs makes them very attractive and the fact that they get things done means they are very much in demand. They are full of energy, creative, competitive and very productive. They are frequently referred to as being "bright-eyed and bush-tailed." But their need to be successful and to be seen as such can lead them to neglect their feelings, become exploitative and opportunistic, and to bend the truth to their own needs. They are "image makers" who prefer to dwell on the successful elements of their projects rather than on their drawbacks or even failures.

THREEs are frequently workaholics. They revel in activity and can become hard taskmasters, being particularly dismissive of inefficiency, time wasting and incompetence. They like to be in charge of projects but do not acknowledge other people's contributions to their success. They wear a mask without knowing it is there. This extends to their feelings, which they have learned to turn on to order. They are not comfortable revealing their feelings and avoid it by diverting attention to some

interesting activity. Real intimacy is a problem for them and to avoid difficulties they give it a low priority. Action takes precedence over emotion for them, so they often seem distant and superficial.

THREEs are good conversationalists; regularly telling people what will please them or impress them. Since their image is all important, they dress well and for success. They have a very busy social life. They court popularity and love being in the public eye. They have to experience success somewhere because success gives them the certainty, "I am valuable and good". On the other hand, they have a very hard time living through failure. In the Enneagram lexicon THREES are often named the deceit type, but it is not so much a case of overt lying – THREEs are actually quite truthful. They reframe reality to their advantage because it is so hard for them to admit failure.

Performers don't listen very well; they filter out negative criticism as well as what they regard as extraneous information. In a classroom setting or departmental meeting, if Performers are not the ones talking then they're not particularly interested in what anyone else is saying. They line up in their heads the most efficient way to do something and if they are not given opportunities, they look down their noses at boss, teachers other authorities under whom they are working.

The gift of the THREE is leadership and on-the-job performance on behalf of others. If THREEs realize their self-deception, they learn more than all the others to love truth and integrity. Then they search for this uprightness with their whole heart. They strive for honesty with all the goal-oriented energy of a THREE. They know that their temptation is appearance, so they yearn to really be.

#### CHILDHOOD SCENARIO:

At some point in their childhood THREEs have been taken in by the lie that, "I'll be loved by you, if I deliver a product to you. You'll love me, if I'm successful." Perhaps they have had the experience of coming home and hearing Mom say, "You're good because you got an 'A' grade."

THREEs are busy and competitive little bees as children. They need to be because all too often what they do is just not good enough for the significant adults in their lives. Performance is everything they are told, so they try to make their parents proud of them by doing whatever it takes. Success and achievement are vital to them, because otherwise they feel they can neither be loved nor accepted. These they pursue, often to the neglect of their feelings and emotions. If not careful they can lose their sense of personal identity through over-identification with their role. As children, most of the time, they remember being asked what they had achieved today, and what they were going to achieve tonight, next week, next month. For some THREEs the desire to succeed was driven by the need to escape from, be better than, an 'unlovable' family or social group.

## THE PERFORMER STRATEGY

### Strengths

Efficiency  
Reliability  
Self – Confidence  
Focus on tasks  
Natural Leader  
Goal – oriented  
Competitive  
Active thinker / doer  
Drive to succeed

### Weaknesses

Can brush aside feelings  
Impatience  
End-product by any means  
Manipulates facts  
Can be deceitful  
Believes on propaganda  
“Watch my tracks on your back” style  
switches tracks in midstride  
Avoids failure

## ENNEAGRAM TYPE FOUR: THE ROYAL FAMILY

IDENTITY CARD	
NAME	Royal family/Artist/The romantic
IDENTITY	I'm unique and intuitive
CENTER	Heart
COMPULSION	Authenticity
PASSION	Envy
OUTLET	Melancholy
FEAR	Ordinary
REJECTION	Mundane
DEFENSE MECHANISM	Introjections
FOCUS	Intense and Unavailable
STANCE	Smaller / Withdrawing
NEED	Sense of present reality
HEALING	Union with God
VIRTUE	Equanimity

Story – Three people were laying bricks at a distance from each other and a passerby asked the first one, what he was doing. He replied, “Don’t you see, I am laying the bricks,” The passerby went ahead and asked the same question to the second one. He replied, “I am doing some construction work.” Passerby went ahead and asked the same question to the third worker. And his reply was. “I am building a great monument.

Type FOURs are like the third worker, who sees even a very ordinary thin, in an extra ordinary and special way.

### GENERAL DESCRIPTION:

The FOURs see themselves as special and are very sensitive to beauty in all its manifestations. They bring an intense and dramatic quality to life. They can be quite artistic and rely on imagery and symbols to describe their feelings and experiences. Nothing is ordinary in their lives. Highly creative, and from other types’ point of view



almost over-emotional, FOURS can be exhilarating to be around, but they can also be depressing or frustrating. They often seem attracted to the sad side of life and a subtle sense of deficiency is coupled with their air of special ness. They bypass ordinary feelings by setting up goals that are more or less impossible.

FOURs focus on relationship and feelings so, although they are idealistic about their work – the search for the ideal partner takes priority. Work can be rapidly, if temporarily, set aside if a new relationship appears or an existing one is in trouble. They see their attraction to beauty and their artistic good sense as compensating for their lack of self-esteem. They have style and dress accordingly.

Their imagination is very active and they like ritual and drama. They are often theoretical in their responses, frequently rehearsing conversations in their head before having them. In this sense, even though they desire spontaneity, they never achieve it. They imagine that if they were simple, down-to-earth, people would no longer love them or relate to them. Their fear that others will not understand them and so will leave them alone means that they get melancholic and sad. Indeed they often seem to need to be mournful in order to feel alive. They analyze things to death, continually dwell on the past, and are subject to moodiness and depression. They are always attracted to what is outside their grasp, and never satisfied when it is theirs. They envy the fact that other people seem to possess what they lack. Manners etiquette and good taste are important to them.

The important area to highlight in the Royal family profile is the energetic charge around envy. Often it's not envy for another's material possessions but a comparison between one's life and the lives of others and most often a feeling of diminishment arises. Envy often takes the form of competition and can manifest itself as full-fledged competitiveness. There is a profound interiority to FOURS, and in the educational sector, many FOURS, who are in the counseling professions do excellent work with the most troubled teens and adults because at a deep level they can empathize with the other's anguish.

For the Royal family life is connection; do I have it, is it missing? These are the parameters of life's possibilities and everything else is secondary. FOURS yearn for connection because they are acutely aware from childhood that they feel a sense of something missing. This perception is tied to feelings of loss, abandonment, and an inability to feel they fit in, not belonging. The feeling that energizes them the most is longing, or melancholy sadness. Yearning for a lovelier world somehow provides them with the capacity for creating beauty.

FOURs' path to redemption begins when they lose their fascination with being different from everybody else, and when they learn to use their creativity to see and elicit special qualities in other people. FOURS are good at 'animating' or 'empowering'. This step towards making other people important redeems FOURS from self-centeredness.

#### CHILDHOOD SCENARIO:

The FOURS see themselves as tragic figures, very different from everybody else. Their underlying feeling is that they were abandoned or somehow separated from the original source of unconditional love and their attention focuses on seeking out the perfect love, which will make them complete again. As children they may have lost a parent, been abandoned or felt abandoned. The joy in their lives is therefore brief, because they expect to be let down, disappointed and hurt. This

personal sadness makes them so special that they think nobody else can understand their pain or loneliness. They learned the hard way that they couldn't count on their parents or other significant adults to be there when needed, either to comfort or support them. So they adopt the policy of rejecting others before they are rejected. They try to avoid emotional involvement, making up for it with a rich, symbolic fantasy life. The common thread in FOURS is the depth and range of emotion they felt in compensation. Some FOURS grew up feeling their emotions were part of what was wrong with them, and lost contact with them. For the majority of young FOURS, feeling deep emotions is just the way it is and yet they know they are different.

#### THE ROYAL FAMILY STRATEGY

##### Strengths

Connectivity  
Creativity  
Empathy  
Passion  
Compassion  
Intensity  
Understanding  
Authenticity  
Intuition

##### Weaknesses

Feeling special  
Melodramatic  
Aloofness  
Egocentricity  
Needing to be different  
Inflating emotions  
Feeling unworthy  
Finding balance  
Romanticizing emotions

#### ENNEAGRAM TYPE FIVE: THE OBSERVER

##### IDENTITY CARD

NAME	Observer
IDENTITY	I'm perceptive
CENTER	Head
COMPULSION	Knowledge
PASSION	Avarice
OUTLET	Stinginess
FEAR	Emptiness
REJECTION	Meaninglessness
DEFENSE MECHANISM	Withdrawal
FOCUS	Observation and Theories
STANCE	Bigger / Withdrawing
NEED	To get involved
HEALING	Divine Providence
VIRTUE	Detachment

Story – A rich farmer was once offered all the land he could walk on in twelve hours provided he returned to the starting point in that time. Next day he started early morning covering ground quickly because he wanted to get as much land as possible. He started back after six hours. He was exhausted and was breathing heavily but he could not take any rest for the fear of being late. So he ran and pushed himself beyond

the point of endurance. He collapsed and died on reaching the starting point. He was buried and all the land he needed was a small plot.

Type FIVEs are like this rich farmer who feels an intense need – a sort of greed – for private space and time, both for safety's sake and for nourishment

#### GENERAL DESCRIPTION:

FIVEs are characterized by a deep experience of emptiness, a bottomless abyss that seeks to be filled. They would like to find fulfillment through intelligence. They have a great gift for getting to the heart of the matter and seeing the overall picture. The problem is that they find it very difficult to commit themselves and get involved. They are observers rather than participants. It is difficult to get to know them because they only give so much of themselves. They compartmentalize their lives. They are private and do not like their physical or mental space invaded.

This is the most internalized, retracted point on the enneagram; defense mechanisms are built around avoiding connection. Observers are like citadels surrounded by moats of rationality. For one to enter they have to raise the draw-bridge to let you in. There is a fear of a loss of self, of a draining away of one's essential energies by the demands of the intrusive, outside world. Observers are guardians of the self. They overvalue the self and because they are afraid of emotions, they control them. They also guard their privacy, time and energy, in order to conserve themselves. One conservation strategy is going knowledge. The focus of attention goes to gaining knowledge to avoid an inner sense of emptiness. The need to fill this internal space is achieved by creating a rich inner world. From the point of view of Enneagram intelligence, for FIVEs, the safest place to be in is the head. Their avoidance is connection; whatever the connection is in terms of people, situation, and emotions. As long as observers feel they can detach safely into their heads, they can operate on two levels well in relationship, both personal and professional.

The FIVEs' energy is cerebral. FIVEs will hardly ever articulate a full sentence – it first has to be formed in the head before it is spoken. Of course they get fast and skilled at this mental preparation. This is often the root of verbal communication problems for the FIVE. FIVEs do not display facial or physical expression. Observer teachers usually say that they need not only to respond more quickly to students but also to bring some excitement and inflection to their voice.

Emotions are secondary to the FIVE. They isolate their feelings in order to give them time to come to a decision. They are uncomfortable and sometimes embarrassed at parties and gatherings. They frequently forget names and give the impression of being stingy with their time and money. But when they are interested, they can be very good listeners and since they are eager to know everything they can, they are usually open, receptive and non-judgmental. They never tell others everything they know, in case it drains their resources.

Moreover, they rarely think they have much, they have enough knowledge and they avoid getting involved in the nuts and bolts of day-to-day activity. FIVEs gather their energy through their eyes. They have to be observing all the time. They take in life through their eyes – but what they're going to do with it, nobody knows. If their logic has breadth and a solid foundation, they can in fact become very well-balanced and wise men and women.

## CHILDHOOD SCENARIO:

FIVE learnt in their childhood that it was possible to be safe in an intrusive world where their very survival felt threatened, by withdrawing into their minds and becoming self-sufficient. As children they may have had intrusive, domineering or violent parents. They may have had a separate single room for themselves. There fore some FIVES, rather than feeling threatened by people, felt their survival threatened because they were left to fend for themselves. These children are generally as quiet as mice. They retreat into them selves and keep their own counsel. But they also keep a close eye on what is going on around them. They are not encouraged by the adults to become emotionally close. The family may have moved house often. These children learn to cope by pursuing privacy and living in the world of the mind. They read a lot from the beginning but don't share their thoughts with others unless they have to. They know what is happening but project themselves from involvement by getting lost in the crowd.

## THE OBSERVER STRATEGY

### Strengths

Rationality  
Calmness and balance  
Objectivity  
Creative synthesizers of ideas  
Non-judgmental  
Person of few-words  
Predictable  
Independent

### Weaknesses

Private  
Detached from emotions  
Guard time and energy  
Control emotions  
Compartmentalizing  
Non-communicative  
Lack spontaneity  
Overvalue the self.

## ENNEAGRAM TYPE SIX: THE QUESTIONER

### IDENTITY CARD

NAME	Supporter/Questioner/Trooper
IDENTITY	I'm Loyal
CENTER	Head
CMPULSION	Security
PASSION	Fear/doubt
OUTLET	Cowardice
FEAR	Fear
REJECTION	Originality
DEFENSE MECHANISM	Projection
FOCUS	Danger and Authority
STANCE	Adjust/Dependent
NEED	Faith/Courage
HEALING	Trust in god
VIRTUE	Courage

Story – Once someone asked a farmer if he had planted wheat in his field for the season. The farmer replied, “No, I was afraid it wouldn’t rain.” “Did you plant corn?” the farmer was asked and he said, “No, I was afraid of insects eating the corn.” Then the question was asked, “What did you plant then in your field?” And the reply was, “Nothing, I played it safe.”

#### GENERAL DESCRIPTION:

Because of their early experiences, SIXES are plagued by both fear and doubt about themselves and others. They are so cautious that they have great difficulty in making decisions. They see all the possible snags and these inhibit their action. The SIX personality manifests in many ways, from the timid to the confrontational. They can be difficult to recognize as ‘fear’ types and often do not see themselves as fearful. The hallmark of their type is a doubling frame of mind that questions their own decisions, others’ motives and the safety of any situation. They much prefer to be told what they do by someone in a position of authority rather than risk making decisions themselves. They are, therefore, very good party people, loyal to whatever group they have joined, obeying the rules and regulations. They are loyal, hard-working, dependable, cautious and imaginative thinkers.

SIXES distrust authority and avoid being subject to authority figures, though they may hope, unconsciously, to find a trustworthy leader, and some actively seek the security of an authority they need not question. Their attention focus goes to scanning, to seek certainty. They are the best troubleshooters on any team and will define the problem so that everyone gets clear and logical conclusions.

Point SIX is among the most difficult points on the Enneagram to understand because there are two variants of the questioner – phobic and counter phobic – although most SIXES have elements of both variants to some degree. The phobic SIX is easier to understand, they know that the world is a fearful place and the way to cope with fear is to figure out what is the worst that can happen; there is a degree of safety in knowing. None of this fear is pathological. SIXES are as normal and high – functioning as anyone else, they are friendly and warm towards people but their Enneagram type intelligence tells them to keep up their guard & look for the possibilities of what can go wrong. Counter phobic SIXES go against their fear and they can look a lot like type EIGHT of Enneagram. The intense discomfort of being trapped in fear is so disturbing that they go into whatever is frightening them, in order to alleviate the discomfort.

The avoidance of the SIX is being seen as different. This seems strange in terms of a counter phobic six who goes against his/her fear, doing outrageous exploits, so that others can’t help but notice him/her. But this avoidance is much more a sense of an internal misalignment around authority. The world is seen in terms of ‘me’ and the ‘authority’. SIXES give away their power to the authority, far more power than the authority has over them, then they get resentful and the oscillation picks ups.

It is important for SIXES to know who belongs and who does not. Equally important is their precise rank and power within the group. They do not like it when others question their opinions and sometimes resort to aggressive behaviour to counter what they see as essentially a threat. Basically they are insecure. They are frequently secretive and rather tense people, for whom life is very serious. Whenever they do a good job they find it difficult to accept the credit.

A redeemed SIX is the most reliable and trustworthy friend. Sometimes they are called the “glue” of the world. They are the world’s working masses. They have no ambition; they’re content to be ordinary laborers. They are loyal servants of the cause they believe in. They don’t demand any special recognition. They’re the silent, industrious servants who do what they’re told.

#### CHILDHOOD SCENARIO:

SIXES go through childhood with antennae on permanent alert. They have a highly developed sense of danger and grow up experiencing a great deal of fear. The rules & regulations, commandments may have been drummed into them, with the emphasis on all the Don’ts. They may even have been threatened with the ghost or like wise and as a result, they quickly learn to be cautious, careful, wary and suspicious. Not having received much encouragement to succeed they develop a low self-esteem.

Early in life they have decided that the world is threatening and potentially damaging. Wanting to be safe, their focus turned to scanning for clues to potential threat, vigilance, doubting the obvious and a strong imagination. Most commonly, SIXES report a genuinely threatening environment as children – for example, violence in the family or a mentally unstable or addictive parent who might change from love to anger at any moment. Sometimes they learn fear from the environment. For example, family as refugees living in a kind of ghetto, or as racial minority, very poor family and so on.

SIXES children respond to the threat of danger in two basic ways. The first is to avoid it by becoming very obedient, conformist and conscientious. The second is to face and attempt to defuse it. This can sometimes lead to anger which expresses itself in delinquent behaviour.

#### THE QUESTIONER STRATEGY

##### Strengths

Questions incisively  
Logical  
Rationality  
Skeptical  
Clear thinking  
Troubleshooter  
Loyalty  
Protects the weak  
Responsible

##### Weaknesses

Defensive  
Self-doubting  
Self-sabotaging  
Struggles with authority issues  
Suspicious  
Distrustful  
Thinking replaces doing  
Fearful  
Procrastinating

## ENNEAGAM TYPE SEVEN: THE OPTIMIST

IDENTITY CARD	
NAME	Optimist / Epicure
IDENTITY	I'm happy
CENTER	Head
COMPULSION	Optimism
PASSION	Gluttony
OUTLET	Planning
FEAR	Pain
REJECTION	Pain
DEFENSE MECHANISM	Rationalization
FOCUS	Fun & Plans
STANCE	Smaller / Dependant
NEED	Balance
HEALING	God's creative helpers
VIRTUE	Temperance

Story – In the year 1914, Thomas Edison's factory, which was worth a few million dollars, was burnt down. Edison, then 67 years old, watched his lifetime effort go up in smoke and said to his friends, "There is a great value in disaster. All our mistakes are burnt up. Thank God, we can start now anew." And three weeks later he invented the phonograph.

Type SEVEN is like Thomas Edison, who sees always the positive side of any event.

### GENERAL DESCRIPTION:

SEVENS are gregarious, cheerful, optimistic and full of energy. The domain of SEVENS is the head but at first glance they don't look at all cerebral. The disguise is perfect. They are called planners. They plan the whole day and they plan their entire future, taking care to maximize joy and minimize pain. The self-image of SEVEN is, 'I'm a happy and cheerful person.' But in saying this they don't acknowledge that their deeper motive is fear of pain. This holds for mental as well as physical pain. This holds for mental as well as physical pain. They're afraid of the dark and painful side of reality. They do anything they can to avoid pain in all its forms. Living is meant to be enjoyable, so they make sure they are always on the go and have a full programme of activities lined up. They want to see, do and experience everything. Consequently they don't pursue things with the kind of single-mindedness often needed to rise to the top. That's why they are known as monkey-minded jumping from one branch to the other. Having a multitude of friends and activities means that the loss of one does not create an empty hole, which cannot be filled.

The variety of interests and speed with which they move about burns up their energies, giving them an excuse for not dealing with deeper and more complex personal, social and spiritual issues. SEVENS are free spirits who hate to be tied down or to make priority choices. They are superficial rather than deep and can be addicted to excitement and change. They dislike confrontation and generally run away from it

by involving themselves in more pleasant activities or even in addictive behaviour. They tend to be dreamers and future orientated but wants instant gratification and can become very aggressive indeed when others try to set limits to their self-indulgence, forcing them to exercise restraint and self-control.

SEVEN teachers love to plan lessons; they sit for hours planning all the possible ways to come at the material or a particular course. This educational application of the SEVEN energy makes good sense. The passion for options plans, and escape into the world of the imagination plays out as a desire to never teach a course the same way twice, the joy is in planning how to frame change and opportunities that change presents. The SEVEN energy is mental, the mind races on so many divergent tracks that it is often difficult for students, in case of SEVEN-teacher, to prioritize an understanding of what's important.

SEVENs can split attention instinctively. Sometimes they seem to be present and concentrating on what others are saying but in fact their multitrack mind is split and other fantasy world is unfolding for them. Commitment is difficult for them, for they keep their options open until the last moment.

The SEVEN's gift is optimism and an ability to enliven the lives of others, through storytelling, putting over a great story. SEVENs attract people to them, they have many friends, and even those people they've met recently are friend, but once out of sight, out of mind. Another notable trait of SEVENs is terms of a hierarchy; everyone is on the same level. This can cause problems in their lives when it comes to fulfilling authority roles.

SEVENs often look younger than they really are. They look at life with the eyes of children. Deep down they feel more at home with adolescents than with grownups. They are the great gifts to humanity.

#### CHILDHOOD SCENARIO:

As children SEVENs are cheerful, enthusiastic, little extroverts, attractive, amusing, and full of charm and fun, forever on the go. But this masks the fact that deep down they are frightened and afraid. In an attempt to diffuse their pain and divert their attention to other more pleasant things, they move out toward people. As children they were often afraid of the dark and they often develop a lifelong love of things that are light and gaily coloured. They also learnt to glamorize the present when it was good and remember the past selectively. SEVENs do not usually report an unhappy childhood. They remember only the good times of their early days and shutting out the bad. There may be many reasons for their feeling fearful – parents who don't ever want their children to grow up, the loss of someone or something, parental unemployment or family poverty. Whatever it is, the child makes up for it with an over-active imagination and lifestyle, which concentrates on the positive and superficial, allowing no time to come to terms with the negative and unpleasant realities of life. Narcissism and pleasure became unconscious system of hiding their fear of being judged, rejected on humiliated and as adults of having their self-image punctured.



**THE OPTIMIST STRATEGY**

<u>Strengths</u>	<u>Weaknesses</u>
Optimism	Finding excuses escaping
Plans, visions, dreams	Entitled
Conceptualizing processes	Feels superior
Upbeat energy	Charm to disarm
Entertaining story teller	Trouble with commitment
Renaissance thinker (interconnections)	Tends to live in a fantasy world.
Multioptional thinker	Lives in the future
Egalitarian	Avoids (emotional & mental) pain
Creative Imagination	Addicted to excitement and change

**ENNEAGRAM TYPE EIGHT: THE BOSS**

IDENTITY CARD	
NAME	Leader / Boss
IDENTITY	I'm powerful
CENTER	Gut
COMPULSION	Control
PASSION	Lust
OUTLET	Vengeance
FEAR	Weakness
REJECTION	Weakness
DEFENSE MECHANISM	Denial
FOCUS	Power and Justice
STANCE	Bigger / Aggressive
NEED	Tenderness
HEALING	Compassion
VIRTUE	Simplicity / Childlikeness

Story – Once a Samurai warrior came to a Zen monk and asked him to explain to him, the difference between heaven and hell. Zen Monk in his calm posture said to him, “why should I waste my time on a violent criminal like you?” Immediately the warrior took out his sword to strike at the monk and said, “Do you know the consequence of insulting me?” The monk replied, “That is hell.” Realizing his folly, the warrior put his sword back and then the monk told him, “That is heaven.”

Type EIGHTs of Enneagram are like this samurai warrior whose aggression is instantaneous and anger is their way of getting the truth.

**GENERAL DESCRIPTION:**

Type EIGHTs are usually energetic, intense, bossy, rebellious, protective, dogmatic, play hard and take charge of any enterprise they are involved in. They are the most aggressive of all the types and love to confront, intimidate and dominate

others. They see life as a struggle to become “top dog” and in the process can ruthlessly put other people down, especially by attacking them at their weakest point. They can be very harsh in their criticisms and coarse in their use of language. They are self-assertive attention-getters and bulldoze their way through others if given half a chance. They despise weakness and only respect those who are ready to stand up for themselves.

However, they are also willing to take risks and stand up for the weak and oppressed, particularly when they are the victims of injustice or oppression. At their best they see justice as an important value. They work with zeal and intensity when they are involved in a project. They love a challenge and don’t count the cost. They are very protective of their friends and of those in their care, but their relationships are generally based on possessiveness and submission.

EIGHTS’ vulnerability is hidden from themselves as well as others. Trusting their gut feelings, they can be natural in their behaviour, and deeply hurt by betrayal. They test people’s trustworthiness, usually unconsciously, by raising painful issues or making cutting remarks. Being strong, they do not allow themselves to admit what they need and also they don’t admit their mistakes easily. Denial is the defense mechanism that they use often.

In the context of the classroom, EIGHT teachers can often come across as abusive, because, confrontation is not frightening to them but they use it as a way of stirring up their students. There’s an excess of energy, all that belly energy is available to them in a split second and they can devastate a whole room with their anger. Like type ONE, they have also a moral sense of right and wrong, but it’s based on what is fair, not on avoiding error situations, decisions, issues are either just or unjust, there is no middle ground. Fairness for what is right is a passion.

EIGHTS’ gift is harnessing his/her force to empower others. There can be few more empowering personalities than someone who has control of their energetic strength. EIGHTS’ inner world is flat. The goalposts of life are clearly marked. The Bosses’ energy moves forward like a bulldozer, unstoppable, surmounting whatever is in the path. In organizations if EIGHTs don’t feel appreciated, if they sense they are not being heard, their energy can go underground in a way that is political, undermining or damaging. All of their energy goes into bringing down the authority. They do not like surprises, especially in dealing with people. They like to get things out in the open and are highly confrontational. They do not like pretense, deception or underhanded methods and constantly seek to expose and unmask these in others.

Unaware EIGHTS can be cynics, bullies, law-breakers, strong-arm people, unaware of others’ feelings and using force, lies, manipulation or violence to get their own way. Aware EIGHTS can be deeply loving, protective and empowering others.

#### CHILDHOOD SCENARIO:

In their childhood Eights decided that to survive in an unjust, threatening and often violent world they needed to be stronger than anyone else. They quickly intuit that they can become the boss by denying their fear and vulnerability and using their power. They learn that if they assert themselves aggressively enough they can dictate the rules of the game and always get their way. Shouting, getting angry, destroying things and other such tactics allow them to dominate parents and others without any really painful comeback. Since we all imagine that other people are no different from ourselves, EIGHTS think that others also enjoy standing up for themselves.

Consequently, they pay little attention to the feelings of others, refuse to say they are sorry and never ask for forgiveness. They learn to deny their feelings of guilt, and are quick to exploit any weakness they see.

They got the impression in their childhood that the strong were valued, got what they wanted and remained unhurt, while the weak were despised and damaged. Many EIGHTS remember that they themselves were dominated mentally or physically. Often being eldest among the siblings, they had taken on the role of protector of sibling and become boss for them, or sometimes become one of their parents to look after them.

To stay strong they adopted a habit of internal denial, which protected them from awareness of their own vulnerability, and the needs, which strong people do not have. Denial is a facet of self-forgetting, in which EIGHT replace their essential goals with the energetic pursuit of enjoyment, helping friends or goals which are not their own.

**THE BOSS STRATEGY**

Strengths

Take – charge leadership qualities  
 Forge a part for others to follow  
 Ability to confront  
 Being direct  
 Protective of weak and poor  
 Passionate about beliefs  
 Seek justice and uphold truth  
 Loyal to those they trust  
 Empowering others

Weaknesses

Excessive behavior  
 Can be authoritarian.  
 Blaming others.  
 Denial of limitations.  
 Lag time in acknowledging feelings.  
 Damaging direct anger  
 Keep a lid on vulnerability.  
 Extreme – no middle ground.  
 Revengeful.

**ENNEAGRAM TYPE NINE: THE PEACEKEEPER**

IDENTITY CARD	
NAME	Mediator / Peacekeeper
IDENTITY	I'm easy-going
CENTER	Gut
COMPULSION	Inaction
PASSION	Laziness
OUTLET	Indolence
FEAR	Conflict
REJECTION	Conflict
DEFENSE MECHANISM	Narcotization
FOCUS	Peace and Conflict
STANCE	Adjust / withdrawing
NEED	Action
HEALING	Love
VIRTUE	Diligence

Story – Once, it had been raining heavily and a small town was flooded. Everyone in that town was leaving for a dry place and save their lives, but one man said, “God will save me, I have faith in him.” As the water level rose, a jeep came to rescue him but he refused to go in a jeep saying, God will save him. Flood water entered his house and he climbed a top of a tree. Some people came in a boat to rescue him but in vain. As the flood water rose he climbed on the top of the tree. A helicopter came to rescue him but he did not move from there. Finally he was drowned. When he reached heaven, he asked God, “I had complete faith in you. Why did you ignore my faith?” God replied, “Who do you think, sent a jeep, a boat and a helicopter to rescue you?”

Type NINEs of Enneagram are like this man for whom, it is so difficult to take the initiative and move out. The biggest problem for them is inaction.

#### GENERAL DESCRIPTION:

NINEs are very easy-going and prone to indecision and indolence. Yet they expend a great deal of energy trying to avoid conflict. They are the great ‘peacemakers’. They want harmony and are willing to resign themselves to difficult situations and play down problems rather than face the aggravation of dealing with them. They are usually warm, friendly, tolerant, accommodating, uncompetitive and talking. They prefer a peaceful, structured, predictable and comfortable life and like to fit in. NINEs are ‘self-forgetting’ and lose awareness of what is really important to them. They are easily distracted even when alone and leave high priorities till last. This looks like procrastination, but is not intentional. Unimportant tasks, new interests, other people, all seem more immediate than the essential work. They meet deadlines at the last minute and often rely on other people to remind them.

Since nothing matters all that much and nobody is more important than anyone else, NINEs are generally unshockable. They are very tolerant and accepting of people, no matter how awkward or difficult it may be. They are non-judgmental and non-threatening, always willing to balance one view with another. They are unassuming and receptive and are, therefore very comfortable and calming to be with. They daydream a lot.

They are sometimes surprising busy people, but they concern themselves with doing non-essential things since they find it hard to distinguish between these and what is really important. They find it difficult to decide on priorities or to keep focused. Since they try not to get excited about things, time just passes them by. Being late doesn’t bother them and they are often forgetful. They don’t trust themselves. Though they have undoubted talents, they are uneasy with compliments. They prefer to remain out of the limelight in case people begin to expect too much from them.

NINEs are the peacekeepers of the Enneagram, but on another level they are angry and resentful, their anger takes a diffuse form that can drain the energy out of many interactions. A major blind spot for NINEs is that they deny they are angry. They become angry and respond by digging in their heels, becoming stubborn and being passive aggressive.

In the dynamic of a classroom, NINEs have the ability to sense intuitively where there is resistance and they can get everybody working together to create harmony, so that there is no conflict. Peacekeepers can easily take on the position and perspective of each student in the class, see a problem from many points of view. This helps in mediation, but it can be a handicap in decision-making. They have a gift of

universal love given unconditionally, of universal acceptance of others. They act on behalf of others without much concern for their own sense of achievement or success. They like to do things for people, but they don't like to be told what to do, they like to be asked. This is the key in interactions with NINE. The first approach is important. Otherwise passive-aggressive pattern takes hold. But this also means that NINEs can achieve a great deal if they manage to concentrate their energy. As persons they are nice and peaceable, but pay attention to their wings, EIGHT and ONE. Each has an acute sense of value and a great deal of emotion. And so sometimes it may happen that NINEs will suddenly say something that contains a tremendous truth and is profoundly convincing. In this way NINEs can strike deep into someone's heart.

**CHILDHOOD SCENARIO:**

NINEs report that in childhood they were not heard. This is because they seem to be continually overlooked by parents or other significant adults. They are not really listened to and cannot even get attention by becoming angry. To take a stance, positive or negative and so draw attention to them selves would have been to risk further separation. It seemed preferable to forget them selves and be what other people seemed to expect. Some of NINEs were actively told by elders not to express their emotions. It was very clear, they say, "Don't talk about what you're feeling" or even seeing. Since it was not acknowledged they just decided that they had no opinion. They also learnt to 'forget' their anger at not being seen, ad to displace their considerable natural energy into inessentials lest it force tem to act. Their anger was expressed in ways that seemed not to involve a stance on their part.

Most of the time, being youngest among the brothers and sisters, they preferred less than them. Or most of the time their needs were taken care by the elders and they never got any responsibility and prove their talents. They interpret all this by saying that they are not important enough to be loved and they cope with it by denying their own worth. And they compensate for an apparent lack of affection by turning to substitutes – excessive eating, reading and watching television, sleeping for longer hours. They are often placed, easy-going children, whose colourless appearance and voice indicate that they don't have much self-esteem. They learn not to bother, not to make an effort and not to show their anger.

**THE PEACEKEEPER STRATEGY**

Strengths

Unconditional Love  
Accepting of others  
Supportive  
Predictable  
Good Listeners  
Fair-see all points of view  
Slow to express anger  
Energy on behalf of others

Weaknesses

Asleep to oneself  
Contain energy by inertia  
Lose own position  
Obstinacy  
Passive aggressive behaviour  
Procrastination  
Inability to prioritize  
Difficulty in coming to personal decisions