

Dive into the Enneagram:

What makes you shine in your role as presidential spouse/partner?

Designed for 2023 Presidents Institute

Council of Independent Colleges

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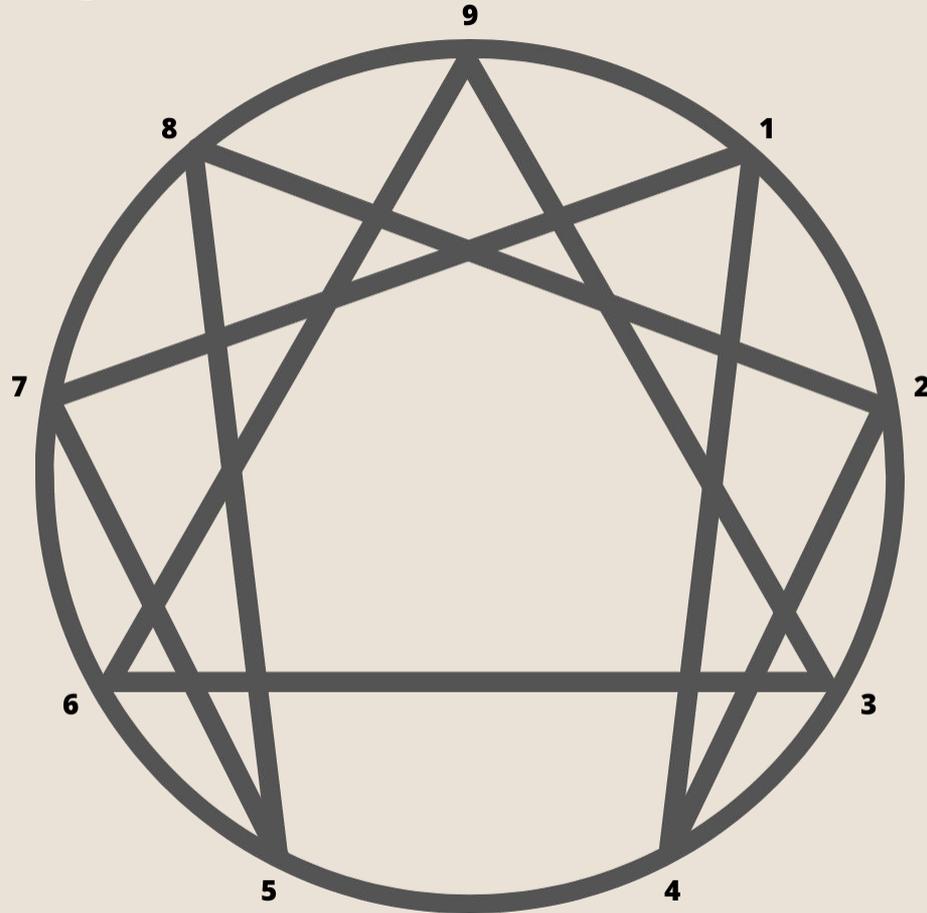


“[The Enneagram] reveals major patterns that exist in life –some of which are fundamental expressions of a creative universe, and some of which become troublesome in our lives.”

-Roxanne Howe-Murphy



The Enneagram Symbol





Focus of Attention

**Riso-Hudson Type Names*

Continual Movement Towards Expansion or Constriction



Expansion, Freedom, Openness

Always accessible core:
Inherently whole, creative, worthy

Constriction, Reaction, Obsession

Social/Interactive Styles

- ❖ All of three styles can be useful and effective. Each style is used predominantly by three different Enneagram Types
 - ❖ No one style is better than another; we each have the capacity for all three
 - ❖ Individuals have a tendency to overuse one; it is their habitual response pattern
 - ❖ Learning Purpose: To have flexibility and choice in using most effective style no matter your Type in a given situation
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Assertive Style (Types 3, 7, 8)

At My Best

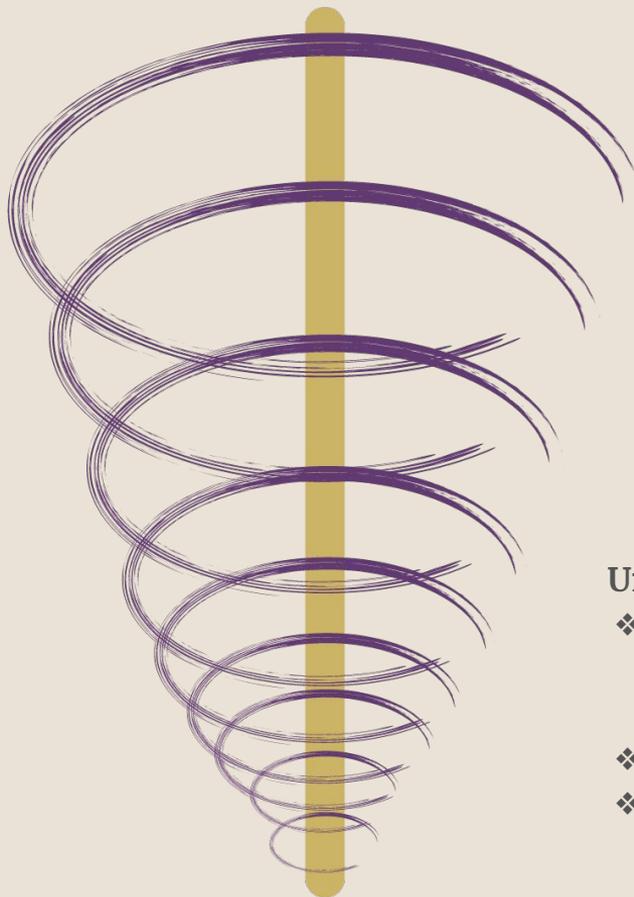
- ❖ Direct, bold communicator
- ❖ Collaborative
- ❖ Inclusive
- ❖ Egalitarian

Average

- ❖ Competitive (I-focused)
- ❖ “Working” personal agenda
- ❖ Confrontational

At My Worst

- ❖ Driven to “get” needs met
- ❖ Bullheaded
- ❖ Heartless



Strengths

- ❖ Clear on what they want (you know where they stand)
- ❖ Initiating energy, learn as you go
- ❖ Confident

Unintended Impact:

- ❖ Separates rather than unifies, competitive vs. collaborative
- ❖ Style “disappears” others agenda
- ❖ Can be aggressive; steps on toes

Underlying Strategy

- ❖ Assert one’s influence and agenda into conversations, projects, partnerships etc.
- ❖ Get my needs and wants met first
- ❖ Horney “moving against”

Responsible Style (Types 1, 2, 6)

At My Best

- ❖ Service oriented
- ❖ Steadfast advocate
- ❖ Discerning communicator

Average

- ❖ Thoughtful, attuned
- ❖ Responsible, dutiful
- ❖ Measured activist

At My Worst

- ❖ Self-sacrificing/Self-righteous
- ❖ Rigid and conforming
- ❖ Misinterpreting reality



Strengths

- ❖ Interacts with great care
- ❖ Takes responsibility
- ❖ Service-oriented
- ❖ Clarifies expectations/rules

Unintended Impact:

- ❖ People feel frustrated by need for rules and guidelines
- ❖ Take on too much responsibility; anxious and need to keep busy
- ❖ Rigidity in rules and behavior

Underlying Strategy:

- ❖ Need to take care of responsibilities first before able to get needs met
- ❖ Figuring out rules of engagement so can be of service
- ❖ Horney “moving towards”

Reflective Style (Types 4, 5, 9)

At My Best

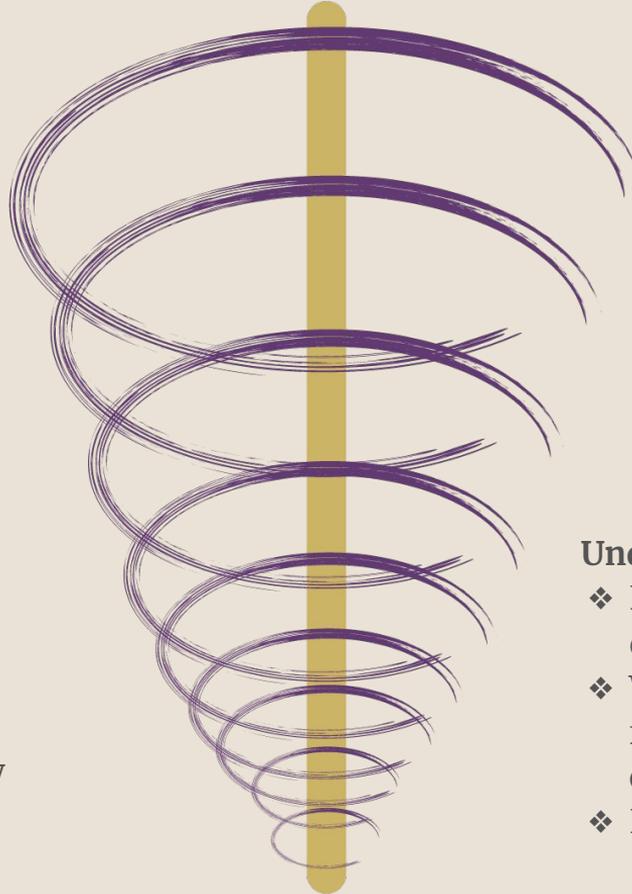
- ❖ Participatory observer
- ❖ Sincere engager
- ❖ Deep listener

Average

- ❖ Partial contributor
- ❖ Aloof/ Detached emotionally
- ❖ Overwhelmed

At My Worst

- ❖ Fearful of external demands
- ❖ Remote, unreachable
- ❖ Disengaged, stagnant energy



Strengths:

- ❖ Ability to be alone, enjoy solitude
- ❖ Reflect before blurting
- ❖ Broad, inclusive perspective

Unintended Impact:

- ❖ Creating uncertainty from lack of engagement
- ❖ Leaving people uninspired
- ❖ Not enough energy to accomplish goals

Underlying Strategy:

- ❖ Find inner space to feel comfortable, safe, disappear rather than engage
- ❖ World feels too demanding, I don't belong or fit in. Lose touch with ability to move forward consistently, purposefully
- ❖ Horney "moving away"

Finding Flexibility and Balance

within Assertive Style

Heart Intelligence: Authentic Connectedness

- ❖ Learning to listen to others' viewpoints
 - ❖ Relate to people, not just goals
 - ❖ Create alignment by soliciting input from others; ask, don't tell
 - ❖ Speak from we (team/company) agenda, not just personal agenda
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Type Three: Achiever

- ❖ Focus on appearing successful, competent, and efficient
- ❖ Being the best at obtaining their goal
- ❖ Failure is not an option

Growth: Learn that how others perceive you is none of your business, attend to own authentic truth. You are worthy and valuable regardless of what you accomplish.

Type Eight: Challenger

- ❖ Focus on being strong and boldly pushing forward
- ❖ Wants autonomy and respect
- ❖ Being weak, vulnerable is not an option, protector of the weak

Growth: Learn that true strength requires being able to experience vulnerability. Acknowledge that autonomy is not about being in control and independent (I need others at times).

Type Seven: Enthusiast

- ❖ Focus on what's next; having freedom to enthusiastically explore future possibilities: 'glass half full'
- ❖ Fear of missing out
- ❖ Commitment is seen as limiting options

Growth: Learn to enjoy each moment, each engagement.
Acknowledge the darker side of life and its value .



Finding Flexibility and Balance

within Responsible Style

Head Intelligence: Innovation and Clarity

- ❖ Learn to quiet and focus the mind
- ❖ Confirm “truth” of situation with others
- ❖ Be honest about expectations and needs
- ❖ Be conscious of “inner directives” as basis for decisions/actions

Type Six: Loyalist

- ❖ Focus on being prepared for any and all possible problems
- ❖ Lack of certainty about situations brings vigilance and anxiety
- ❖ Ambivalent with authority, either denying or believing, “who can I trust?”

Growth: Learn to trust own inner authority and direct experience. Question projections. Find courage in embracing the unknown (which is always present).



Type One: Reformer

- ❖ Focus on being right and making things right
- ❖ I'm objective and reasonable. "My standards and rules for living everyone should follow, they just make sense"
- ❖ Black and white thinking.

Growth: Learn to see the perfection in life as it is. Relax more and smell the roses. Question the internal directive to keep improving yourself and others. Perfectionism kills excellence.



Type Two: Giver

- ❖ Focus on appearing generous, loving and most attuned to others needs
- ❖ Making sure in a given situation they are liked and needed
- ❖ Unattuned to own needs, seen as selfish (a dirty word)

Growth: Learn to get in touch with own needs. Practice asking others for help. Appreciate and receive the differing ways you are shown love by others.



Finding Flexibility and Balance

within Reflective Style

Gut Intelligence: Confidence and Sustained Action

- ❖ Learn to get out of mental abstractions and be actively engaged with colleagues and the project at hand.
 - ❖ Move into sustained purposeful action towards prioritized objectives.
 - ❖ Experience the value of your contributions by reaching out to a trusted colleague and asking for feedback.
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Type Nine: Mediator

- ❖ Focus on “peace” and “comfort” inside and out
- ❖ Making sure everyone is feeling okay and life is harmonious at expense of self.
- ❖ Avoiding conflict, creates more conflict.

Growth: Learn to embrace your own desires and engage in conflict. Take steps toward your own priorities. Your engagement with life matters.



Type Four: Individualist

- ❖ Wanting to be seen as special, unique, out of the ordinary
- ❖ Focus on feelings, they are what makes me real, defines me
- ❖ Having a sense that something is missing—in yourself, relationships, work etc. Fantasize what could be better

Growth: Learn to appreciate ordinary moments of life.

Acknowledge your unique abilities and take concrete steps to offer your skills to the world.



Type Five: Investigator

- ❖ Focus on analyzing and ideas, having a depth of knowledge on a given subject as a strategy to feel secure and belong
- ❖ Likes own space; protective of one's resources, time and feelings.
- ❖ “Think through feelings”

Growth: Learn to put ideas into sustained action. When is the research complete? Experiment with giving time, resources, and expressing your feelings for another.



Thank You

Wishing you the best in your
Enneagram Journey.

We'd love to hear from you:

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