

# Appendix A

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## Enneagram Assessment

This assessment originally appeared in *Awareness to Action: The Enneagram, Emotional Intelligence, and Change* by Robert Tallon and Mario Sikora. I have made a few minor changes to adapt it to this book. For more information about the Enneagram, visit [www.enneagramlearning.com](http://www.enneagramlearning.com).

### PERSONALITY TYPE A

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

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

- \_\_\_ Creative and have an artistic view of life.
- \_\_\_ Feel different from others, as if “on the outside looking in.”
- \_\_\_ Tend to experience more melancholy than most people I know.
- \_\_\_ Tend to be overly sensitive.
- \_\_\_ Feel that something is missing in my life.
- \_\_\_ Feel envious of other people’s relationships, lifestyles, and accomplishments.
- \_\_\_ Thrive in environments where I can express my creativity.
- \_\_\_ When misunderstood, can become withdrawn, self-conscious, and/or rebellious.

- \_\_\_ Tend to be romantic and long for the great love of my life to come along.
- \_\_\_ Can be caught in a fantasy world of romance and imagination.
- \_\_\_ Enjoy having elegant, refined, unique things that no one else has.
- \_\_\_ Attracted to what is intense and out of the ordinary.
- \_\_\_ Tend to be moody, withdrawn, and self-absorbed when stressed.
- \_\_\_ Tend to be compassionate, expressive, and supportive when not stressed.
- \_\_\_ Can be deeply hurt by the slightest criticism.
- \_\_\_ Tend to be reflective and to search for the meaning of my life.
- \_\_\_ Strive to be unique and have done things to avoid being ordinary.
- \_\_\_ Manners and good taste are extremely important to me.
- \_\_\_ People have seen me as overly dramatic.
- \_\_\_ Believe it is important to understand my own and other people's feelings.

**Total Score** \_\_\_\_\_

## PERSONALITY TYPE B

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

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Almost Never</b>	<b>Rarely</b>	<b>Sometimes</b>	<b>Frequently</b>	<b>Almost Always</b>

- \_\_\_ Have a strong sense of responsibility and am a hard worker.
- \_\_\_ Try to prepare for every contingency.
- \_\_\_ Suspicious of others and wonder about their motives.
- \_\_\_ Making decisions on my own may cause me anxiety.
- \_\_\_ Safety and security are priorities in my life.
- \_\_\_ Doubt my own decisions and opinions about myself.
- \_\_\_ Believe it is important for people to be with other people or to belong to a group or an organization.
- \_\_\_ Value the belief that everything is going to be all right yet often lack faith in this belief.

- \_\_\_ Friends and family provide the support I feel is necessary in life.
- \_\_\_ Tend to take things too seriously and overreact to small issues.
- \_\_\_ Don't really trust anybody I haven't known for a long time.
- \_\_\_ Look for danger, unsafe people, or unsafe situations.
- \_\_\_ Tend to be suspicious, anxious, and defensive when stressed.
- \_\_\_ Tend to be caring, warm, and loyal when not stressed.
- \_\_\_ When feeling anxious I can be overly vigilant and controlling.
- \_\_\_ When feeling relaxed I tend to be friendly and responsive to people.
- \_\_\_ In a relationship, it has been difficult for me to trust the commitment of the other person.
- \_\_\_ When afraid of something, I've done what was necessary to overcome my fear.
- \_\_\_ Tend to worry more than other people.
- \_\_\_ Motivated by the need to acquire security and social support.

Total Score \_\_\_\_\_

## PERSONALITY TYPE C

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

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Almost Never</b>	<b>Rarely</b>	<b>Sometimes</b>	<b>Frequently</b>	<b>Almost Always</b>

- \_\_\_ Dislike confrontation and try to keep the peace.
- \_\_\_ Easygoing, "laid back," and optimistic.
- \_\_\_ Listen patiently and can be very understanding and comforting to friends.
- \_\_\_ Tend to procrastinate and ignore problems or brush them under the rug.
- \_\_\_ Attracted to habits and routines, can relax easily and tune out reality through TV, daydreaming, a good book, etc.
- \_\_\_ Have difficulty making decisions because "everything looks good."
- \_\_\_ Routine and structure help me stay focused and accomplish things.

- \_\_\_ Can be forgetful, neglectful, and “fuzzy” about details.
- \_\_\_ Can feel angry even though I might look peaceful.
- \_\_\_ Get tired easily and would love to take time during the day to relax and renew my energy.
- \_\_\_ Can be a “homebody” and enjoy the comfort and peace of home.
- \_\_\_ In relationships, I seek harmony and peace through a sense of belonging and/or by bonding with the other person.
- \_\_\_ Dislike people nagging me; this makes me quite stubborn.
- \_\_\_ May do routine and unimportant things before I tackle an important job.
- \_\_\_ Tend to be withdrawn, forgetful, stubborn, and passive-aggressive when stressed.
- \_\_\_ Tend to be open-minded, receptive, and very patient when not stressed.
- \_\_\_ Tend to go along with what people say just to get them off my back.
- \_\_\_ Too much to do or too many decisions to make can make me angry, anxious, and/or depressed.
- \_\_\_ Am told I’m a “nice guy” and dislike putting myself first.
- \_\_\_ Motivated by the need to maintain peace of mind and harmony in my life.

Total Score \_\_\_\_\_

## PERSONALITY TYPE D

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

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

- \_\_\_ Tend to be more emotional than most people I know.
- \_\_\_ Consider relationships the most important part of my life.
- \_\_\_ See myself as caring and helpful and like to make people feel special and loved.
- \_\_\_ Have trouble saying no to requests.
- \_\_\_ Giving feels more comfortable than receiving.

- \_\_\_ Need to feel close to people and feel rejected and hurt if I don't experience that closeness.
- \_\_\_ Like feeling indispensable and helping others become successful.
- \_\_\_ Like to be gracious, outgoing, and connected with people.
- \_\_\_ Avoid expressing negative feelings and like to compliment and flatter people.
- \_\_\_ Have a strong need to be noticed, liked, and appreciated for what I do for others.
- \_\_\_ Like people to depend on me and deliver on my promises.
- \_\_\_ In intimate relationships, I value being told that I'm loved and wanted.
- \_\_\_ People feel comfortable telling me their problems.
- \_\_\_ Work very hard at maintaining relationships.
- \_\_\_ Tend to be possessive and demanding when stressed.
- \_\_\_ Tend to be loving, caring, and supportive when not stressed.
- \_\_\_ Know how to get people to like me.
- \_\_\_ Can act like a martyr when not appreciated.
- \_\_\_ Believe that my motives for helping others are noble and helpful.
- \_\_\_ Motivated by the need to be appreciated, loved, and connected to people.

**Total Score** \_\_\_\_\_

## PERSONALITY TYPE E

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

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Almost Never</b>	<b>Rarely</b>	<b>Sometimes</b>	<b>Frequently</b>	<b>Almost Always</b>

- \_\_\_ Good at marketing and selling myself and my ideas.
- \_\_\_ Like doing more than one or two things at a time; enjoy "multitasking."
- \_\_\_ Want to be "number one" and am confident in my abilities.
- \_\_\_ Love to work and be productive, and work has tended to be a top priority in my life.

- \_\_\_ Have been goal-oriented for as long as I can remember.
- \_\_\_ Value looking good, presenting a good first impression, and “dressing for success.”
- \_\_\_ Getting a product to market before the competition is more important than holding it back until it is “perfect.”
- \_\_\_ Prefer being with people to being alone.
- \_\_\_ Value finding the most practical, effective way to do a job.
- \_\_\_ To impress, I may take on too much and make promises I can’t keep.
- \_\_\_ Have been told I am not in touch with my emotions.
- \_\_\_ Believe that competition is a good thing and tend to be very competitive.
- \_\_\_ Value exceeding standards and rising to the top of my profession.
- \_\_\_ Tend to “spin” the facts and be overly self-promoting when stressed.
- \_\_\_ Tend to be honest, competent, and charming when not stressed.
- \_\_\_ Believe that negative feelings are an obstacle to getting the job done.
- \_\_\_ Find it easy to adapt to different people and situations.
- \_\_\_ Enjoy supporting the careers of people whom I care about and who deserve it.
- \_\_\_ Have difficulty understanding why people settle for second best.
- \_\_\_ Motivated by being outstanding and being recognized for my personal success and achievements.

Total Score \_\_\_\_\_

## PERSONALITY TYPE F

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

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Almost Never</b>	<b>Rarely</b>	<b>Sometimes</b>	<b>Frequently</b>	<b>Almost Always</b>

- \_\_\_ Uncomfortable around loud, emotional people.
- \_\_\_ Enjoy analyzing things, gathering data, and figuring out what makes things tick.

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

Total Score \_\_\_\_\_

## PERSONALITY TYPE G

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

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Almost Never</b>	<b>Rarely</b>	<b>Sometimes</b>	<b>Frequently</b>	<b>Almost Always</b>

- \_\_\_ Feel that life is to be enjoyed and am optimistic about the future.
- \_\_\_ Talkative, playful, and at times uninhibited.

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

**Total Score** \_\_\_\_\_



## PERSONALITY TYPE H

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

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

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

\_\_\_ Motivated by the need to protect myself and my loved ones and to be powerful and in control of my life.

Total Score \_\_\_\_\_

## PERSONALITY TYPE I

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

- |                         |               |                  |                   |                          |
|-------------------------|---------------|------------------|-------------------|--------------------------|
| <b>1</b>                | <b>2</b>      | <b>3</b>         | <b>4</b>          | <b>5</b>                 |
| <b>Almost<br/>Never</b> | <b>Rarely</b> | <b>Sometimes</b> | <b>Frequently</b> | <b>Almost<br/>Always</b> |
- \_\_\_ Have a strong sense of right and wrong and strive for perfection.
- \_\_\_ Take pride in being self-disciplined, moderate, and fair.
- \_\_\_ Personal integrity is extremely important to me.
- \_\_\_ Tend to be more logical than emotional.
- \_\_\_ Can be too serious and lack spontaneity.
- \_\_\_ Critical of myself (my own worst critic) and find it easy to be judgmental and critical of other people as well.
- \_\_\_ Easily discern what is wrong in a situation and how it could be done better.
- \_\_\_ Tend to be a workaholic and a perfectionist.
- \_\_\_ Value being well organized and punctual in myself and others.
- \_\_\_ Morals and ethics are more important than compassion and tolerance.
- \_\_\_ Tend to see the glass as "half empty" and to look for what needs fixing.
- \_\_\_ Do not consider being a perfectionist a negative thing and like to make sure all the details are just right.
- \_\_\_ Tend to be intolerant, inflexible, and demanding when stressed.
- \_\_\_ Tend to be rational, reasonable, and accepting when not stressed.
- \_\_\_ Fear being criticized or judged as being improper by other people.
- \_\_\_ Find it difficult to forgive and can carry a grudge for a long time.

- \_\_\_ Have difficulty seeing the “gray” areas of an issue and tend to see things in black and white.
- \_\_\_ Have difficulty admitting I’m wrong.
- \_\_\_ Believe that rules, regulations, policies, and procedures have a purpose and should be followed and am frustrated when others break rules.
- \_\_\_ Motivated by the need to be correct, fair, and self-disciplined.

**Total Score** \_\_\_\_\_

## IDENTIFYING YOUR PERSONALITY TYPE

### Scoring Instructions

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

**A   B   C   D   E   F   G   H   I**

**Score**

\_\_\_\_\_

**Corresponding Type**

**4   6   9   2   3   5   7   8   1**

2. Enter your three highest scores and their corresponding types in the appropriate boxes below.

<b>First Highest Type</b>		<b>Second Highest Type</b>		<b>Third Highest Type</b>	
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3. Record the type from question 2 above (4, 6, 9, 2, 3, 5, 7, 8, or 1) associated with your First Highest Type.

4. Now read the "Descriptions of the Types" beginning on the next page. Which type description best fits you?

5. If questions 3 and 4 do not agree, what is your best estimation of your personality type?

## Descriptions of the Types

**Ones:** Ones interact with the world by Striving to Be Perfect. They are often models of decorum, clear logic, and appropriate behavior. They focus on rules, procedures, and making sure that they are always doing the “right thing.” When they overdo their Striving to Be Perfect, they can become critical, judgmental, and unwilling to take risks. Under stress, Ones may fear that if they have too much fun, they will become irresponsible.

**Pitfalls for a One:** Rigid and unwilling to change; judgmental; critical

**Twos:** Twos interact with the world by Striving to Be Connected. They are often selfless, caring, and nurturing. They focus on helping others meet their needs; they build rapport easily and enjoy finding a common bond with others. When they overdo their Striving to Be Connected, they may fail to take care of their own needs and end up becoming emotionally dependent on others. Under stress, Twos may fear that if they are not closely connected to others, they will become isolated.

**Pitfalls for a Two:** Breaking boundaries; histrionics; always taking support role

**Threes:** Threes interact with the world by Striving to Be Outstanding. They work hard to exceed standards and to be successful in whatever they undertake. They place high value on productivity and presenting an image of being a winner in whatever environment they are in. When they overdo their Striving to Be Outstanding, they may become attention-seeking and may value image over substance. When stressed, Threes may fear that if they are not making great efforts to be excellent, they will become mediocre.

**Pitfalls for a Three:** “Yes, I’ll Do It” syndrome; spin and wanting to look good; seeking recognition

**Fours:** Fours interact with the world by Striving to Be Unique. They generally approach their lives creatively, in fresh and interesting ways. They gravitate toward things and experiences that are elegant, refined, or unusual. When they overdo their Striving to Be Unique, they may feel misunderstood and may withdraw from others and become isolated. When stressed, Fours may fear that if they do not put their own special touch on their world and their experiences, their individuality will become repressed.

**Pitfalls for a Four:** Rebellion for rebellion’s sake; insistence on being right; drama

**Fives:** Fives interact with the world by Striving to Be Detached. They are observant, logical, and generally reserved. They focus on problem solving, innovative ideas, and data gathering. When they overdo their Striving to Be Detached, they can end up being dull—out of touch with their experiences and emotions. When stressed, Fives may fear that if they do not remain detached and guarded, they will become uncontrolled.

**Pitfalls for a Five:** Thinking too much, doing too little; not nurturing relationships; unaware of surroundings and impact on others

**Sixes:** Sixes interact with the world by Striving to Be Secure. They find security in being part of something bigger than themselves, such as a group or tradition. They are careful, responsible, and protective of the welfare of the group. They focus on maintaining consistency, tradition, and cohesion. When they overdo their Striving to Be Secure, they may fail to take the risks necessary for high performance and settle for mediocrity. When stressed, Sixes may fear that if they relax their guard, they will be vulnerable to possible dangers.

**Pitfalls for a Six:** Pessimism; suspicion; “Dog with the Bone” syndrome

**Sevens:** Sevens interact with the world by Striving to Be Excited. They are upbeat, enthusiastic, optimistic, and curious. They focus on possibilities and options and keeping others entertained. When they overdo their Striving to Be Excited, they may fail to follow through, become easily distracted, and act irresponsibly. When stressed, Sevens may fear that if they do not keep their options open, they will miss out on something.

**Pitfalls for a Seven:** Talking too much; not following through; avoiding unpleasantness

**Eights:** Eights interact with the world by Striving to Be Powerful. They are action-oriented self-starters who love to be in charge. They focus on getting things done and overcoming the obstacles that may lie in their way. When they overdo their Striving to Be Powerful, they may not adhere to the rules or norms that others expect them to follow and their behavior can become uncontrolled. When stressed, Eights may fear that if they become too connected to others or experience their own emotions too deeply, they will become dependent on others.

**Pitfalls for an Eight:** Bullying; always being right; needing to be the boss

**Nines:** Nines interact with the world by Striving to Be Peaceful. They are calm, pleasant, and likable. They focus on maintaining a sense of inner harmony by minimizing their own needs and concentrating on the needs of others. When they overdo their Striving to Be Peaceful, they can become passive, relying on others to make decisions for them. When stressed, Nines may fear that if they place too much importance on themselves, they will be seen as attention-seeking.

**Pitfalls for a Nine:** Holding back; avoiding conflict; “The Nice Guy” syndrome

For more information about the Enneagram assessment, please visit [www.enneagramlearning.com](http://www.enneagramlearning.com).