



DR. STEPHEN
J. COSTELLO



Enneagram Primer

Dr. Stephen J. Costello



The Enneagram: An Introduction

Enneagram 'typing' (discovering our core Type) is not stereotyping. We are driven by the core motivations of our Enneagram Type, BUT this is modified by our dominant instinct to form a distinctive subtype. Type merges with instinct to create three subtypes: self-preservative (SP), sexual (SX), or social (SO). Furthermore, what are called 'lines' of stress and security are the basic building blocks of the Enneagram. These, together with the Wings, add crucial information. The 'Wings' (our neighbouring/adjacent types) add a behavioural flavour to the core Type. We access either Wing, more or less, producing a heavy single Wing, balanced Wings, or light-Wing influence. Throughout life, we remain true to Type. The aim of the Enneagram is to show the strength (virtues) and challenges (vices/passions) of the basic Type. There are, thus, four factors involved in shaping a person's personality: the core Type, the Wing types, the instincts, and the lines going from and coming to the core Type. As such, 27 distinct personality patterns can be discovered (9 types x 3 instincts).

To summarise: every one of us has a:

- Core (dominant) Type: numbered from One to Nine.
- Two Wings (our neighbouring Types, thus a Seven's Wings are Six and Eight which we lean into, making 18 Wings in total).
- Three Instinctual Variants (biological drives):

1. Self-Preservative: 'I'
2. Sexual: 'Us'
3. Social: 'We'

(Each Type is, thus, self-preservative, sexual, or social, totalling 27 subtypes).



-SPs are aware of self; have an inward survival focus; are concerned with physical safety and comfort. 'I get what I want'.

-SXs are also aware of self but with an outward focus; seek connections with others. 'I relate with others'.

-SOs are aware of you and us; they need to be approved. 'I fit into the group'.

Type + Instinct = Subtype

Altogether (including Core Type, Two Wings, Three Instincts), there are six permutations for each type, totalling fifty-four major variations in the entire Enneagram.

Levels of Development

Each Type has three main ranges:

- Healthy (high functioning/redeemed)
- Average ('normal')
- Unhealthy (dysfunctional/unredeemed)

Social Styles

- The Assertives are types Three, Seven, and Eight. They get what they want by demanding. Their energy is to move against.
- The Compliant are types One, Two, and Six. They get what they want by being of service to others. Their energy is to move with/towards.
- The Withdrawns are types Four, Five, and Nine (they usually prefer their own imagination and inner space/sanctum). They disengage to get what they want. Their energy is to move away.



Enneagram Primer

Each type has an emotional issue to resolve in their centre:

- | | | |
|-------------------------|-----------|---------------------|
| • Eights, Nines, Ones: | Body/Gut: | anger/control |
| • Twos, Threes, Fours: | Heart: | sadness/self-esteem |
| • Fives, Sixes, Sevens: | Head: | fear/anxiety |

Styles of Leadership

- Ones lead by setting standards.
- Twos lead by empathic encouragement.
- Threes lead by goal setting.
- Fours lead by connectivity.
- Fives lead by investigative research.
- Sixes lead by creative problem-solving.
- Sevens lead by innovative ideas.
- Eights lead by strategic thinking.
- Nines lead by harmonious consensus.

Values

- Ones value Goodness – they want to make the world a better place.
- Twos value Love – they want to make the world a more caring place.
- Threes value Productivity – they want to make the world a more efficient/effective place.
- Fours value Originality/Authenticity – they want to make the world a more beautiful place.
- Fives value Wisdom/Knowledge – they want to make the world a more enlightened place.
- Sixes value Loyalty – they want to make the world a safer place.
- Sevens value Joy – they want to make the world a happier place.
- Eights value Power and Equity – they want to make the world a more just place.
- Nines value Peace – they want to make the world a more harmonious place.



- Ones are good
- Twos are loving
- Threes are effective
- Fours are original
- Fives are clever
- Sixes are loyal
- Sevens are joyful
- Eights are powerful
- Nines are peaceful

Musts

- Ones have to do what's right.
- Twos have to be liked.
- Threes have to outdo everyone.
- Fours have to be special/different.
- Fives have to be understood.
- Sixes have to belong.
- Sevens have to experience everything.
- Eights have to be in control.
- Nines have to keep the balance.

Virtues

- Ones: serenity
- Twos: humility
- Threes: hopefulness/truthfulness
- Fours: equanimity
- Fives: detachment
- Sixes: faith/courage
- Sevens: sobriety
- Eights: innocence
- Nines: right-action



Triggers

- Ones: being criticised
- Twos: being taken for granted
- Threes: being blamed
- Fours: being ignored
- Fives: being overwhelmed
- Sixes: being put under pressure
- Sevens: being confined
- Eights: being controlled
- Nines: being conflicted

Nine Passions ('sins')

One: The Reformer (Perfectionist):	Anger (resentment)
Two: The Helper	Pride
Three: The Star (Achiever):	Deceit
Four: The Romantic (Individualist/Creative/Artist):	Envy
Five: The Hoarder (Investigator/Specialist):	Avarice (greed)
Six: The Guardian (Loyalist):	Fear (anxiety)
Seven: The Planner (Enthusiast):	Gluttony
Eight: The Bully (Challenger/Controller):	Lust
Nine: The Slug (Peacemaker):	Sloth

Basic Fears

- Ones: fear of being wrong or bad. Ones fear that their ideals are wrong.
- Twos: fear of being unloved or unworthy. Twos fear that they are driving friends away.
- Threes: fear of being worthless or without value. Threes fear that they are failing, and their claims are fraudulent.
- Fours: fear of being without identity or significance. Fours fear that they are ruining their lives and wasting their time.



- Fives: fear of being incompetent/useless, incapable. Fives fear that they are never going to find a place in the world.
- Sixes: fear of being unsupported or directionless. Sixes fear that their actions have harmed their security.
- Sevens: fear of being deprived/restricted or in pain. Sevens fear that their activities are hurting or bringing them unhappiness.
- Eights: fear of being controlled or harmed. Eights fear that others are turning against them and will retaliate.
- Nines: fear of fragmentation/loss or connection. Nines fear that they will be forced by reality to have to deal with their problems.

Core Desires

- Ones: The desire to have integrity (deteriorates into critical perfectionism).
- Twos: The desire to be loved (deteriorates into the need to be needed).
- Threes: The desire to be valued (deteriorates into striving after success).
- Fours: The desire to be themselves (deteriorates into self-indulgence).
- Fives: The desire to be competent (deteriorates into arcane specialization).
- Sixes: The desire to be secure (deteriorates into an attachment to beliefs).
- Sevens: The desire to be happy (deteriorates into epicurean escapism).
- Eights: The desire to protect oneself (deteriorates into bickering/fighting).
- Nines: The desire to be at peace (deteriorates into stubborn neglect).

Manipulations

Each type can manipulate others (the social role), by:

- Ones: Correcting others.
- Twos: Creating dependencies on them.
- Threes: Charming others.
- Fours: Being temperamental.
- Fives: Staying preoccupied and emotionally detached.
- Sixes: Complaining.
- Sevens: Distracting others, deflecting, and demanding
- Eights: Dominating others.
- Nines: Resisting others and being passive-aggressive.



Defence Mechanisms

- Ones: reaction-formation
- Twos: repression
- Threes: identification
- Fours: introjection
- Fives: isolation/compartmentalisation
- Sixes: projection
- Sevens: sublimation/rationalisation
- Eights: denial
- Nines: narcotisation

Ways of Working

- Ones get things done right.
- Twos nurture others and bring them along with them.
- Threes work hard to succeed.
- Fours get creative by exploring their feelings/fantasies.
- Fives research and investigate by collecting data.
- Sixes are loyal, knowing who can be trusted and who can't.
- Sevens inspire with the enthusiasm of their innovative ideas.
- Eights think they're top dog and exercise assertive leadership.
- Nines want to create a conflict-free zone.

Unconscious Childhood Messages

- Ones: it's not ok to make mistakes.
- Twos: it's not ok to have your needs met.
- Threes: it's not ok to have your own feelings.
- Fours: it's not ok to be too happy or functional.
- Fives: it's not ok to be comfortable in the world.
- Sixes: it's not ok to trust yourself.
- Sevens: it's not ok to depend on anyone.
- Eights: it's not ok to be vulnerable.
- Nines: it's not ok to assert yourself.



Lost Childhood Messages

- Ones: you're good
- Twos: you're wanted
- Threes: you're loved for yourself
- Fours: you're seen for who you are
- Fives: your needs are not a problem
- Sixes: you're safe
- Sevens: you'll be taken care of
- Eights: you won't be betrayed
- Nines: your presence matters

Decision-Making

Eights, Nines, and Ones are intuitive types; they make their decisions quickly through immediate gut instinct.

- Twos, Threes, and Fours are emotion-centred types; they feel their way into making decisions.
- Fives, Sixes, and Sevens think their way through their decisions, logically analysing

Nine Ways to Be

1. Be correct.
2. Be relatable.
3. Be impressive.
4. Be sensitive.
5. Be retentive.
6. Be wary.
7. Be pleasing.
8. Be pugnacious.
9. Be calm.



Nine Needs

- Heart: Twos need to be needed.
Threes need to succeed.
Fours need to be special.
- Head: Fives need to know.
Sixes need security/certainty.
Sevens need to avoid pain.
- Gut: Eights need to oppose.
Nines need to avoid.
Ones need to be perfect.

Avoidances

- Ones avoid anger.
- Twos avoid their own needs.
- Threes avoid failure.
- Fours avoid ordinariness.
- Fives avoid feeling empty.
- Sixes avoid feeling dependent.
- Sevens avoid pain and suffering.
- Eights avoid manifestations of weakness.
- Nines avoid conflict and disagreement.

Noticings

- Ones observe flaws, imperfections, what's wrong.
- Twos are sensitive to who's hurting and who needs what.
- Threes pick up on what others expect them to be.
- Fours sense disapproval and rejection.
- Fives will be alert to any expectations or demands put on them.
- Sixes will notice danger lurking in the room.
- Sevens will gravitate towards where the fun and excitement are.
- Eights will spot who has power in the room.
- Nines will merge with people, experiencing what it's like to be in their skin.



Speaking Styles

- Ones instruct and sermonize.
- Twos flatter, compliment, and advise.
- Threes propagandize/sell themselves and their product.
- Fours lament/bemoan.
- Fives summarize/give epigrammatic replies.
- Sixes caution and set limits.
- Sevens embellish and exaggerate.
- Eights debunk and quash.
- Nines talk in a tedious/monotonous manner.

Nine Invitations

- Ones: To live for a higher purpose
- Twos: To nurture yourself and others
- Threes: To develop yourself for others
- Fours: To let go of the past
- Fives: To observe yourself without judgement
- Sixes: To have faith in yourself and trust in the primary goodness of creation
- Sevens: To celebrate life joyously and share your happiness
- Eights: To stand up for yourself and speak out for what you believe
- Nines: To bring peace and healing to the world.

Wake-Up Calls

- Ones feel the need to fix everything themselves.
- Twos believe they have to win others over.
- Threes drive themselves to achieve status and attention.
- Fours hold onto intense feelings derived from their imagination.
- Fives withdraw from reality into the mental world.
- Sixes become dependent on something outside themselves for validation and guidance.
- Sevens feel that something better is available elsewhere.
- Eights think they need to struggle to make things happen.
- Nines outwardly accommodate themselves to others.



Direction of Disintegration (with reversal)

- Methodical Ones suddenly become moody and irrational at Four.
- Needy Twos suddenly become aggressive and dominating at Eight.
- Driven Threes suddenly become disengaged and apathetic at Nine.
- Aloof Fours suddenly become overinvolved and clinging at Two.
- Detached Fives suddenly become hyperactive and scattered at Seven.
- Dutiful Sixes suddenly become competitive and arrogant at Three.
- Scattered Sevens suddenly become perfectionistic and critical at One.
- Self-confident Eights suddenly become secretive and fearful at Five.
- Complacent Nines suddenly become anxious and worried at Six.

Direction of Integration

- Angry, critical Ones become more joyful like healthy Sevens.
- Proudful, self-deceptive Twos become more emotionally aware like healthy Fours.
- Vain, deceitful Threes become more committed to others like healthy Sixes.
- Envious, emotionally turbulent Fours become more principled like healthy Ones.
- Avaricious, detached Fives become more decisive like healthy Eights.
- Fearful, pessimistic Sixes become more optimistic like healthy Nines.
- Gluttonous, scattered Sevens become more profound like healthy Fives.
- Lustful, controlling Eights become more caring like healthy Twos.
- Slothful, self-neglecting Nines become more energetic like healthy Threes.



Creative Problem-Solving

A sequence of nine steps to solving a problem:

- Point One: identify what's missing and make it right.
- Point Two: feel how to help; enlist others.
- Point Three: appease; seek to set goals.
- Point Four: explore fantasies and express the void.
- Point Five: assimilate information and put knowledge centre-stage.
- Point Six: envision systems that can work for everyone.
- Point Seven: collect and synthesise ideas; be innovative.
- Point Eight: scan for opportunities.
- Point Nine: understand the cause of conflict; seek harmonious outcome.

Body Characteristics

- Ones: present as tense, sharp, jerky
- Twos: present as tender with soft eyes
- Threes: present as energetic and youthful
- Fours: present as supercilious, aloof, haughty
- Fives: present as thin, often wears glasses
- Sixes: present as jowly, wary with narrowed eyes, appearing anxious and fretful
- Sevens: present as cheery, happy, often with chubby or cherubic faces/features, less worn and wrinkled faces than other types
- Eights: present as cracked and weather-beaten, gnarled, barrel chests, athletic appearance, resonant voices
- Nines: present as energy-less and expressionless, bland, plain



Potential Pathologies

- Ones are perfectionistic.
- Twos are co-dependent.
- Threes are 'Type-A' (high-achieving workaholics).
- Fours are sensitive.
- Fives are schizoid.
- Sixes are paranoid.
- Sevens are hedonistic.
- Eights are aggressive.
- Nines are passive-aggressive.

- Ones: Obsessive-Compulsive Disorder
- Twos: Histrionic Personality Disorder
- Threes: Narcissistic Personality Disorder
- Fours: Depression, Narcissistic Personality Disorder, Avoidant Personality Disorder
- Fives: Schizoid and Avoidant Personality Disorder
- Sixes: Paranoid, Dependent or Borderline Personality Disorder
- Sevens: Manic-Depression, elements of Histrionic Personality Disorder
- Eights: Avoidant Personality Disorder, elements of sadistic behaviour
- Nines: Dissociative Disorder, Depersonalisation

Ways of Being Vulnerable

(Know when each Type is being vulnerable)

- Ones: when they're willing to admit they're wrong
- Twos: when they're willing to discuss their needs
- Threes: when they talk about how they don't measure up
- Fours: when they express how their thoughts make them feel
- Fives: when they say they don't know
- Sixes: when they start to trust you
- Sevens: when they tell you that something is hurting them
- Eights: when they show you what makes their heart tick
- Nines: when they openly disagree with you



Core Strivings

- Ones: to be beyond reproach
- Twos: to be connected
- Threes: to be outstanding
- Fours: to be unique
- Fives: to be detached
- Sixes: to be safe/secure
- Sevens: to be stimulated
- Eights: to be powerful
- Nines: to be peacefu

Heart, Head, Gut

- 8: headish gut people
- 9: pure gut people
- 1: heartish gut people

- 2: guttish heart people
- 3: pure heart type
- 4: headish heart people

- 5: heartish head type
- 6: pure head type
- 7: guttish head type

Enneagram and Psychoanalysis

- Id types: 3, 7, 8
(desirous, energetic, aggressive)
- Ego types: 4, 5, 9
(withdrawn, identity, focused)
- Superego types: 1, 2, 6
(moralistic, rule-oriented, structured)