

The Enneagram Advantage

Unlocking the Power of Rapid, Meaningful Connections

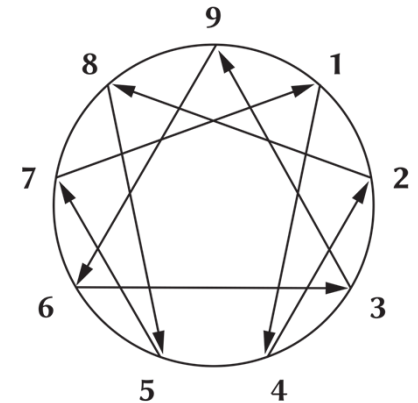
Hilary Stevenson, MHR, LPC

E×PLORE
HEALTHCARE SUMMIT

Enneagram 101

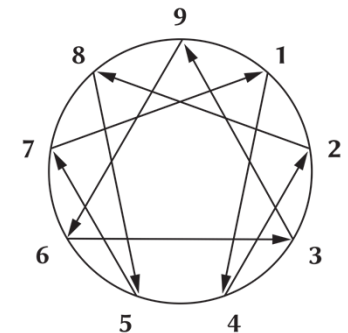
Are you familiar with *The Enneagram*?

Do you know your type?



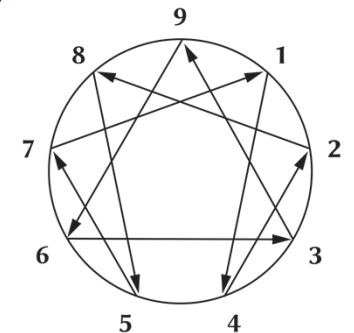
Currently using the Enneagram:

- Walt Disney Company
- Kaiser Permanente Research Center
- The Federal Reserve
- Motorola
- Shell
- Best Buy
- Daimler-Mitsubishi
- Toyota
- Avon
- CIA
- FBI
- General Motors
- Marriott Hotels
- Mitsubishi
- Stanford University
- UC Berkeley
- The Vatican
- US Postal Service



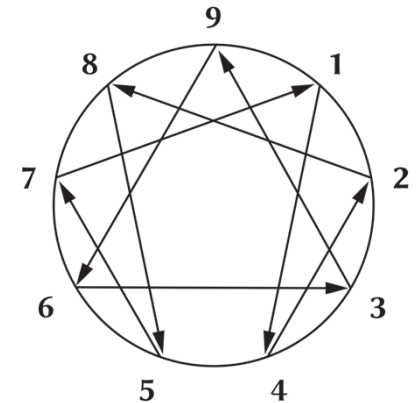
Enneagram 101

- **Is it a personality test?** The assessments & quizzes are *not* accurate.
- **Is it evidence-based?** The bulk of research has focused on validity & reliability of the assessments.
- **What are the different types “called?”** Don’t get hung up on the “titles” of the types—stick to type numbers
- **Can I “type” others?** It is common in the Enneagram community advise against this, but I want to teach you how to accurately use this tool to impact others. “Height”
- **Does my type change?** *No, your Enneagram type is consistent over the lifespan.*
- **How do I know if I have the right type?** *If you feel exposed and uncomfortable, you’re on the right track.*
- **How the Enneagram transformed my private practice:** 6 months of therapy



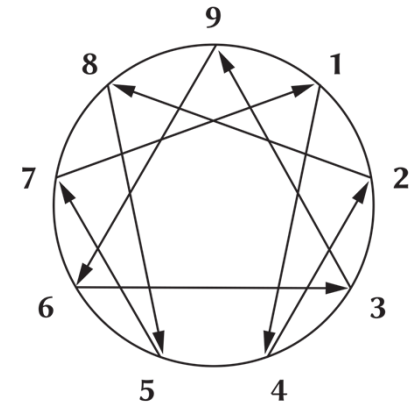
Enneagram 101

How I met the Enneagram

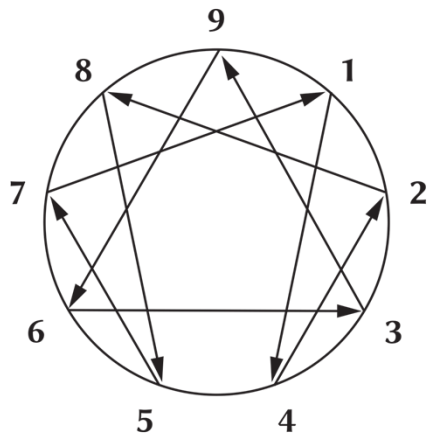


Enneagram 101

How the Enneagram changed my practice



Using the *Enneagram Vibe*™ method



Vibe

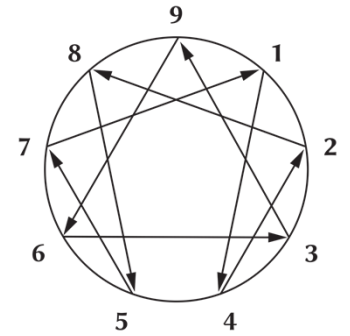
(n) /vīb/

a distinctive feeling or quality
capable of being sensed



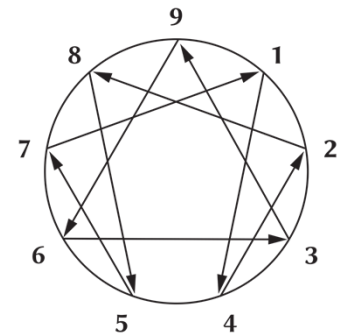
Enneagram 101

According to Brene Brown,
the number one need of all humans
is _____.



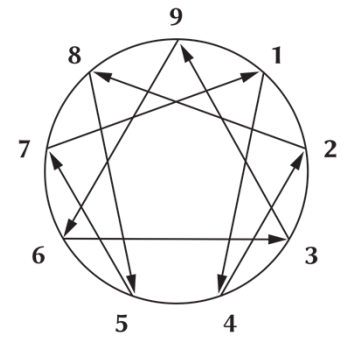
Enneagram 101

According to Brene Brown,
the number one need of all humans
is connection.



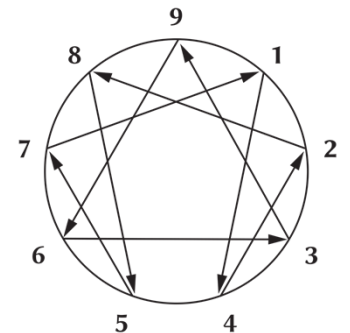
Enneagram 101

How long do you get with each patient?



Enneagram 101

How can you use the Enneagram to create
a **meaningful connection** in that time?



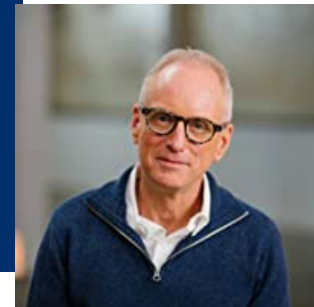


"The Enneagram allows you to grasp the reality other people are living in; to see where they are coming from, their filters, their points of view – and then speak directly to that."

Helen Palmer,
The Enneagram: Understanding Yourself and the Others in Your Life

"The Enneagram doesn't put you in a box. It shows you the box you're already in and how to get out of it."

Ian Morgan Cron,
The Road Back to You: An Enneagram Journey to Self-Discovery



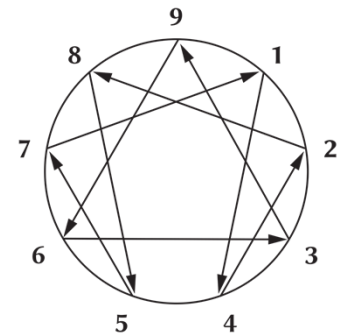
Enneagram 101

When you meet someone new...

What makes you feel comfortable?

What rubs you the wrong way?

What makes you decide someone is kind, rude, endearing, off-putting, nice, offensive, helpful...

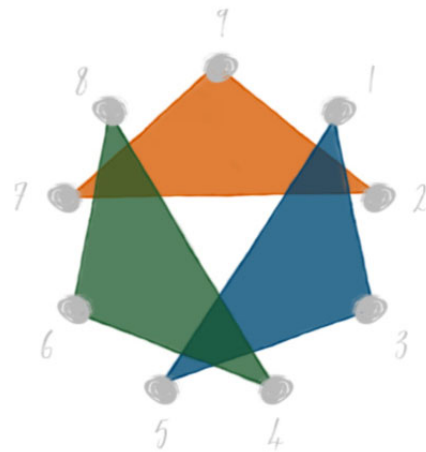


There are three types of patients.



Three Categories of Personality

“Harmonic Triads”



SOLVERS

OPTIMISTS

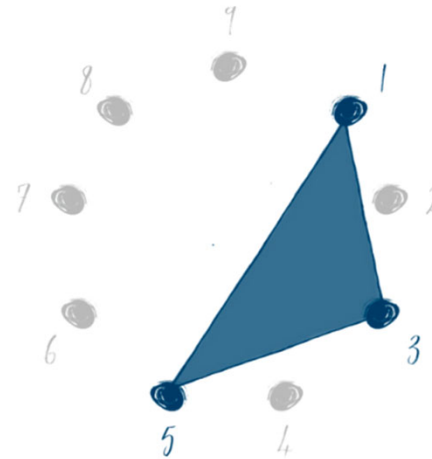
PASSIONATES



SOLVERS

Personality Category 1

- Deal with challenges by **detaching from emotions**
- Logical
- Intellectual
- Also known as “the competency triad”



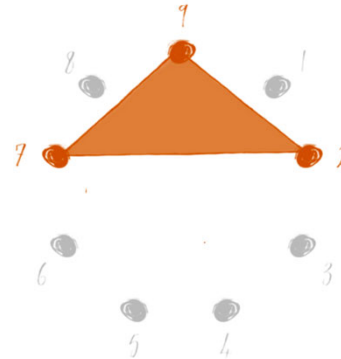
Indicators

- Comes in with questions
- Has done their research
- Questions your thinking
- Asks for black & white facts
- Capable



OPTIMISTS

Personality Category 2



- Deal with challenges by putting a **positive spin** on things
- Looks for the bright side
- Doesn't want to focus on the negative
- Try to get needs met thru "modeling"

Indicators

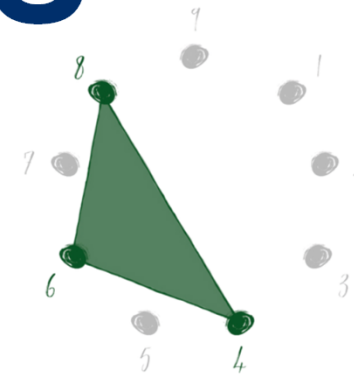
- May shift the focus to other people
- Bubbly
- Accommodating
- Friendly
- Want to be liked
- Cheerful



PASSIONATES

Personality Category 3

- Deal with challenges with **intense, perceivable reactions**
- Focus on authenticity, individuality
- Can base how much you “care” on how well you mirror and/or notice their reactions
- Need to be seen as the individual they are, dislike universal solutions



Indicators

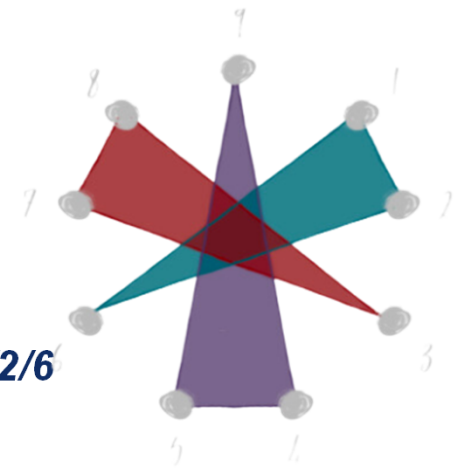
- You can “feel” them
- No filter
- They don’t adjust (“fake it”) to make others more comfortable
- Need your full attention



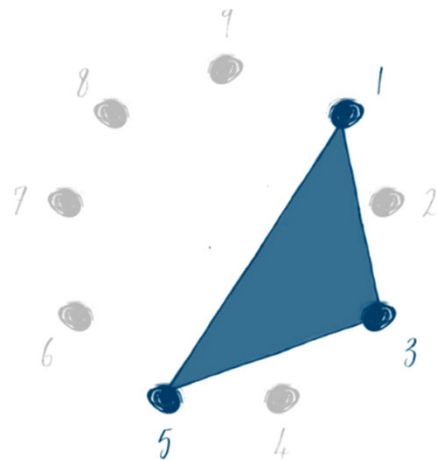
The Three *Stances* of Each Category

Orientation to time | Relationship to others

- 1) Aggressive stance: future-oriented, coming at you | **Types: 3/7/8**
- 2) Withdrawing stance: past-oriented, pulling away | **Types: 4/5/9**
- 3) Compliant stance: in the present, but tethered to others | **Types: 1/2/6**



The 3 Solvers



ONE

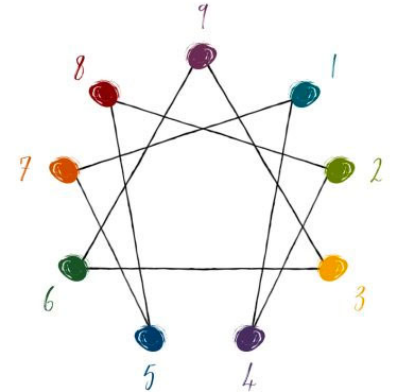
THREE

FIVE



ONE

The Compliant Solver



- **Looking for the right way**
(Are particularly invested in their way of seeing things)
- **VIBE:** Can be hard to read, seem judgmental, critical, skeptical, organized, orderly, regimented
- Overwhelmingly self-critical, which comes across as judgmental of others, can watch them wanting to correct people (from place of love, of course)
- Orientation to time: Present, but tethered to others. *(It's not enough for the ONE to be right—they need you to do it their way too.)*
- Like to work within the system (oh, and so do “you”): Like rules and order
- *Actively working to detach from: ANGER*

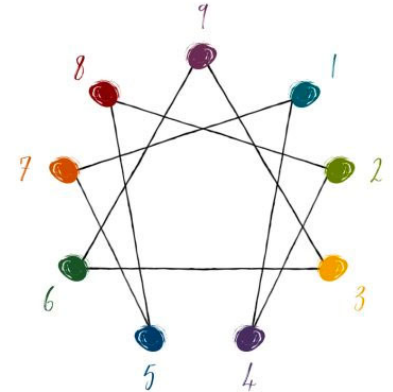


THREE

The Aggressive Solver

- **Looking for the best way**
(Flexible - Are not particularly invested in any one way of seeing things)
- **VIBE:** seem successful (but are more invested in the *appearing* successful than anything), high-achieving, seemingly unapologetically themselves (but is really a chameleon), charming easily embarrassed (but masterful at hiding it), competitive

- Orientation to time: Future
- *Want to know the rules (so they can break them without getting embarrassed)*
- *Actively working to detach from: SHAME*



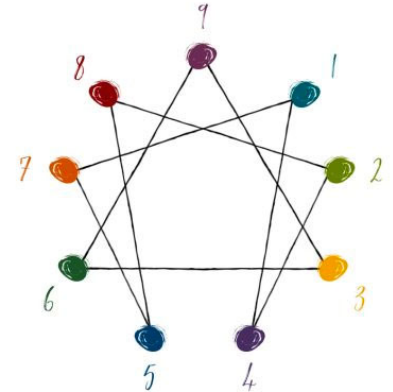
FIVE

The Withdrawing Solver

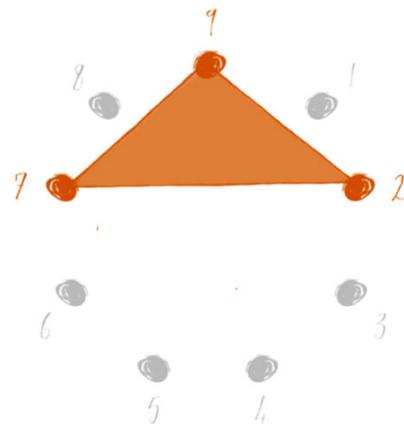
- Looking for the proven way
- **VIBE**: socially removed, structured, budgeted, have no tolerance for incompetence (Don't need to correct you, but will mentally write you off), self-proclaimed "nerd, often accountants/engineers
- Orientation to time: Past

Refuse to repeat other's mistakes, self-sustaining, scarcity mindset,

- *Have little patience for the current system, (and will often create a new system for you)*
- *Actively working to detach from: FEAR (scarcity)*



The 3 Optimists



TWO

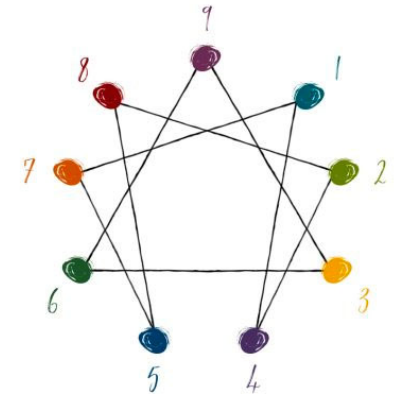
SEVEN

NINE



SEVEN

The Aggressive Optimist



- Looking for the fun way
- **VIBE:** life of the party, high energy, silver lining, avoid criticism (can do one talk, but after that...), high-achieving (don't need to be seen as successful—more commonly enjoy the lifestyle that success provides)
- Orientation to time: Future (*I'm already in next week!*)
- Modeling: making the most of things, avoiding pain at all costs
-



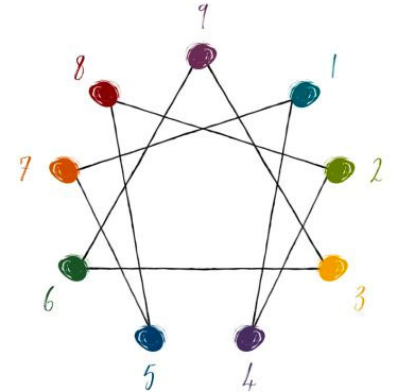
TWO

The Compliant Optimist

- Looking for the helpful/nice way
- **VIBE**: bubbly, accommodating, sweet, smiley, self-sacrificing, all about helping others
- Give satisfying big reactions to others
- Orientation to time: Present, but only

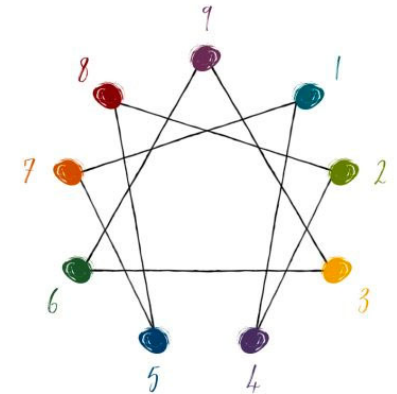
with (tethered to) others.

- Modeling: how to do things for others (now *you* do it for *me*)
-



NINE

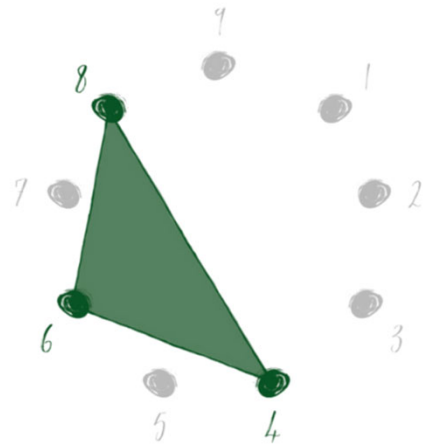
The Withdrawing Optimist



- Looking for the easy way
- **VIBE:** laid back, down to earth, easy to get along with, desire to keep things easy, value harmony, low energy, not reactive, can play the family “translator” or see everyone’s POV, want to be considerate and caring, dislike debate
- Orientation to time: Past
- Modeling: avoiding conflict - don’t always need to assert my opinion
-



The 3 Passionates



FOUR

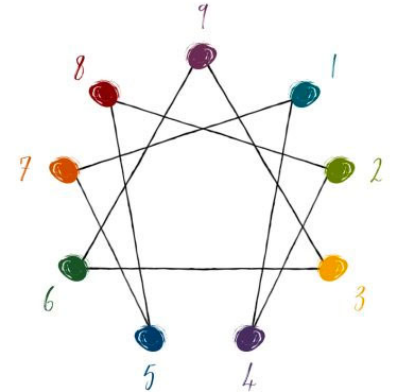
SIX

EIGHT



SIX

The Compliant Passionate



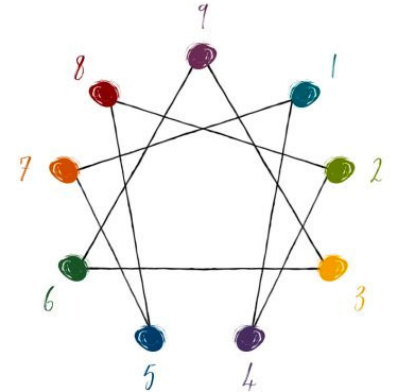
- Looking for the certain way
- **VIBE**: unapologetically themselves, big energy, big compassionate reactions, talkative, overthinking, worst-case scenarios bouncing around constantly, loyal and trusting (until broken - then no real trust ever again)
- Orientation to time: Present, but tethered to others.
- Seek outside input and feedback to make decisions, struggle with anything that would negatively affect anyone else in any way, set “policies” for safety (only apply to them)
-



EIGHT

The Aggressive Passionate

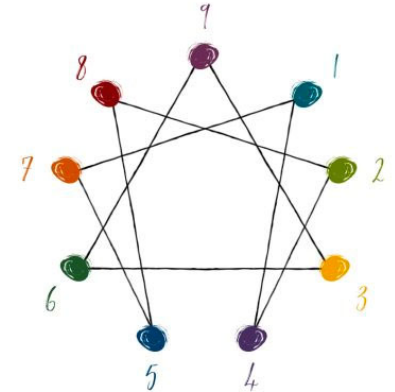
- Looking for the direct/straight-forward way
- **VIBE:** outspoken, comfortable with confrontation, intimidating, direct, scary, loud, domineering, are often in male-dominated professions, protective, strong sense of justice, want you to mirror their reactions
- Orientation to time: Future
- Avoid softness, vulnerability; tendency to oversimplify others' experience (assume other people aren't being forthcoming, making things "too complex" when it's simple/straightforward; difficulty trusting even their core circle of trust)
-



FOUR

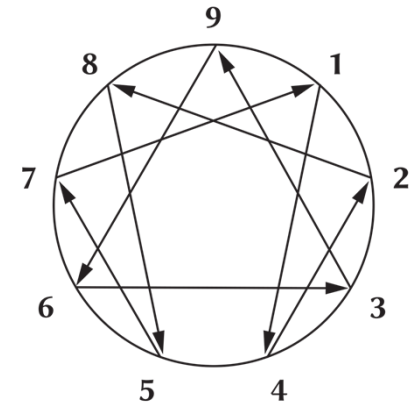
The Withdrawing Passionate

- Looking for the custom/unique way
- **VIBE:** mysterious, wide range of moods (all of which are felt by everyone around them), need to be unique/different, use artistic/creative/performative outlet, approach things in unique ways, melancholy (don't need to be cheered up)
- Orientation to time: Past
- When their mood shifts, it feels like the air gets sucked out of the room, "fronting" feels like a betrayal of the self, seeks out a close protector/ally
-



Implementation Ideas

- Start with one category
- Learn your personality category
- Use this information to start conversations



QUESTIONS



THE ENNEAGRAM FOR YOUR PATIENTS CHEATSHEET



TEXT (405) 771-0046

@HILARYTHETHERAPIST

| | PERSONALITY CATEGORY | STANCE ORIENT. TO TIME | THE ----- WAY | VIBE | AVOIDS | NEEDS |
|---|-------------------------|--------------------------------------|---------------------|--|---|--|
| 1 | SOLVER | Compliant Present/Tethered | right ("my") | Hard to read, critical | Expressing anger, being "bad" | Gentleness, compassion, grace |
| 2 | OPTIMIST | Compliant Present/Tethered | nice/ helpful | Bubbly, accommodating, helpful | Being selfish, saying no | Kindness, focus on themselves |
| 3 | SOLVER | Aggressive Future | best | Impressive, got it all together, authentic | Shame, not mattering | Space to express emotion, be imperfect |
| 4 | PASSIONATE | Withdrawing Past | unique | Hard to read, moody | Conforming, being inauthentic | Being treated as unique individual, acceptance |
| 5 | SOLVER | Withdrawing Past | proven | Removed, analytical | Being inaccurate, giving too much | Proven expertise, then compassion |
| 6 | PASSIONATE | Compliant Present/Tethered | certain ("sure") | Energetic, friendly, talkative, worrying | Being unprepared, grey area | Reassurance, faith, trust own decision- making |
| 7 | OPTIMIST | Aggressive Future | fun | Life of the party, talented | Pain, (repeated) hard conversations | Lightheartedness; Safe space and support to not be ok |
| 8 | PASSIONATE | Aggressive Future | direct | Intimidating, strong, tough | Vulnerability, being weak | Trustworthiness, Safe space to be vulnerable |
| 9 | OPTIMIST | Withdrawing Past | easy | Laid back, friendly, down to earth | Conflict, big feelings | Pushed to face the issue/speak up, trust gut/6th sense |

Welcome to *The Enneagram*

- The origin of the Enneagram is largely unknown.

According to the *The Enneagram Institute*, the personality typology system is a “modern synthesis of a number of ancient wisdom traditions compiled by Oscar Ichazo, a Bolivian philosopher, in the 1960s.”

- The Enneagram symbol is made up of three main triads: heart, head, and instinct. The arrows that you frequently see pictured are called the arrows of integration and disintegration.
- The entire Enneagram system is made up of a series of 3s. The triad we will be working from today is most commonly known as the “Harmonic Triad.” It is the easiest to observe from the outside, and describes the way people of various types respond to difficulty.
- How the Enneagram changed my life

