

The Enneagram for the Workplace

RESULTS FOR: SAMPLE USER
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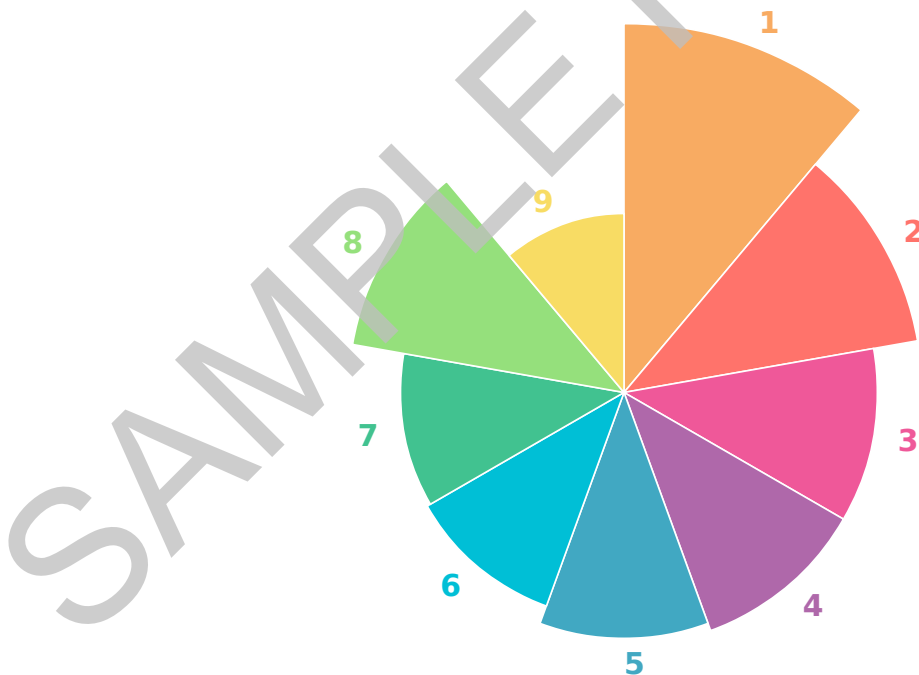
What is the Enneagram?

The Enneagram is a personality system that aims to reveal how our beliefs and perceptions drive our lives and how we engage with others in an effort to get what we want and need. The Enneagram defines **nine personality types**, each with its own set of strengths, weaknesses, and opportunities for personal growth.

Your Enneagram type reveals what motivates you on a very deep level, and illuminates the path you must take to achieve a higher level of self-actualization and success.

Your Enneagram Scores

The graph below shows how you scored for each of the 9 types of the Enneagram. In this graph, the area of each section indicates your score, with larger sections being a better match for your personality.



The 9 Types of the Enneagram

Each of the nine types of the Enneagram has its own driving force, which is centered around a particular belief about how the world works and what is needed. Although all people want to feel happy, satisfied, and successful, we differ in how we think these goals can and should be achieved. Our strategies for going after what we want are based on our core beliefs, fears, and desires—all aspects of our Enneagram type.

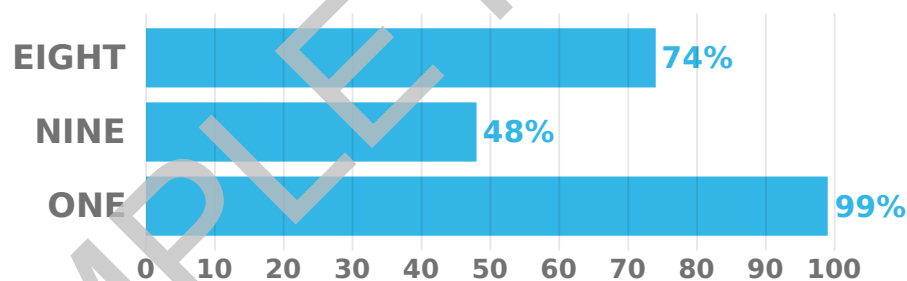
To begin to understand the Enneagram types, let's first look at how they can be categorized. The nine types of the Enneagram are commonly divided into three groups of three types each: Body Types, Head Types, and Heart Types. Each of these groups is considered to be driven by a particular center of intelligence and motivating force.

This section will also show your scores for all of the Enneagram types, so you can understand how closely your personality profile matches each type. Although you will get the most out of the Enneagram if you identify the primary type that suits you best, it is also understood that we all have a bit of each of the nine types within us.

Body Types

Body types are driven by instinct and are tuned into their five senses as a primary means of gathering information. Body types often feel their emotions and reactions in their stomach and have a "gut sense" for things.

Your scores for the body types:



EIGHT | 74% MATCH

Eights see themselves as strong and powerful and seek to stand up for what they believe in. They rarely see themselves as having vulnerabilities and have the belief that they can handle pretty much anything that comes their way. Eights have easy access to their anger, and as a result, are sometimes seen as intimidating to others. However, Eights typically see themselves as fighters, standing up for what is right and protecting the weak.

NINE | 48% MATCH

Nines are defined by a desire to live in peaceful harmony with their environment. They want a sense of balance and calm, and aspire to a kind of homeostasis where nothing disturbs their inner peace. They tend to be easygoing and accepting of what is happening around them, but can become resistant and willfully oblivious when something in the environment threatens to throw them off balance.

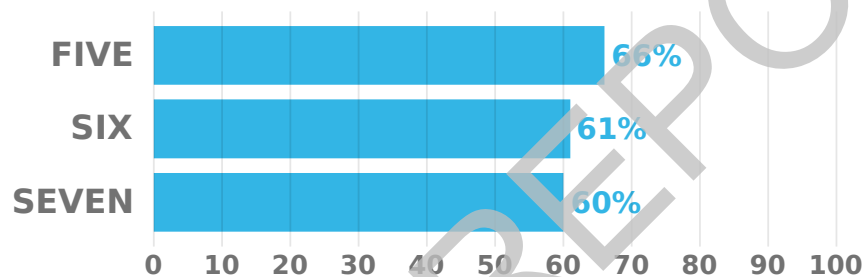
ONE | 99% MATCH

Ones are defined by their belief that everything must be in order, and by their feeling that they must always be "right." They show great commitment and determination to improve conditions that they find need improvement, and they are not shy about encouraging others to improve their performance, too.

Head Types

Head types are driven by intellect and tend to analyze and rationalize their emotions. Head types make choices and evaluations based on their logical analysis and interpretations of things. They are prone to "overthinking" things.

Your scores for the head types:



FIVE | 66% MATCH

Fives are driven by a belief that their resources are scarce, and that they don't have enough of what they need. Unlike other types who go out into the world to get what they need, Fives instead aim to need as little as possible. To achieve this, they withdraw from the world, retreating into their minds to conserve their time, energy and other resources.

SIX | 61% MATCH

Sixes are preoccupied with security, seek safety, and like to be prepared for problems. They have active minds which are constantly scanning for danger and creating contingency plans. They are highly attuned to risk and typically have a clear idea of what they will do in any worst-case scenario. They are good at seeing how things will play out, particularly understanding how things could go wrong.

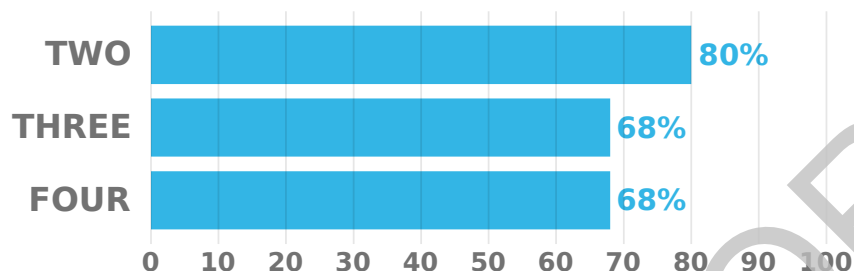
SEVEN | 60% MATCH

Sevens are defined by their desire to experience everything good and pleasurable that the world has to offer, while avoiding pain, boredom, and limitations. Sevens avoid negative emotions and experiences, instead focusing on their imagination and zest for life to keep them moving forward and embarking on new adventures.

Heart Types

Heart types are driven by their emotions and their desire to connect with other people. Heart types are driven by a strong sense of empathy and their sense of what people are experiencing, both themselves and others.

Your scores for the heart types:



TWO | 80% MATCH

Twos want to be liked and find ways that they can be of service to others so that they can belong. They have a strong need to be affiliated with others, and pursue acceptance by being kind, caring, and helpful. They are highly altruistic and empathetic and often have an intuitive sense of what other people need and want. They sometimes give too much of themselves because they are so eager to be connected with others.

THREE | 68% MATCH

Threes are defined by their desire to achieve. They want to advance in the world and will sacrifice for success, vigorously pursuing tasks and becoming utterly absorbed in the pursuit of attainment. Threes are goal-oriented, and their need to stand out from the crowd means that they are especially focused on goals that bring rewards and prestige. They have a desire to be admired and see life as a game to be won.

FOUR | 68% MATCH

Fours are defined by their belief that they are different from other people, and by their feelings of envy for what others have. Fours have the sense that something is missing from their lives, and they worry that they will never have the happiness that other people experience. They tend to channel this sense of longing into a passionate creativity and originality, looking for ways to be special and unique.

Your Type in Depth

Your primary type is **One**. In this section, we'll dive deep into the One profile to understand how it drives your core emotions, fears, and desires, as well as how it impacts you in relationships and at work.

In a Nutshell

Ones are defined by their belief that everything must be in order, and by their feeling that they must always be "right." They show great commitment and determination to improve conditions in the workplace that they find need improvement, and they readily encourage others to improve their work performance, too.

At their core, Ones are the "model children" of the Enneagram world—dutiful, responsible and perfection-seeking. At the same time, they are idealists, in the sense that they believe they know exactly how to perfect the world and they wonder why others do not see it. Many Ones proselytize about the one true set of rules, the one true course of action, or how things ought to be. They are often drawn to positions of teaching, advocacy or inspirational leadership where they can share their vision and seek to reform the world. As workplace mentors, they are creative, exemplary and motivating.

Ones can be uncompromising in their pursuit of perfection and ironically, this behavior is itself imperfect. Ones are perpetually in danger of building up totalitarian systems, even if only in the One's own head, where they try to lay down the laws of the world and stop listening to other points of view. To accept the imperfect, and to understand that everyone is talented and valuable in different ways, is the task of the One if they want to be successful.

Strengths

- Supremely disciplined and focused
- Works conscientiously
- High moral standards
- Deep yearning for integrity
- Constantly seeks betterment for themselves and others

Challenges

- Can be critical of self and others
- Avoids making mistakes at all costs
- Puts core work responsibilities ahead of everything else, missing out on opportunities as a result
- Can be inflexible (it's my way or the highway)
- Passive-aggressive behavior can damage team relationships

Core Weakness

Criticism. Ones sense that the world is not as perfect as it should be, and are frustrated by their perception that people are neglecting to follow the rules and do the right thing.

Ones strive for perfection. They are distressed by the mistakes of the people around them, and they are even stricter with themselves. Ones can harbor deep feelings of frustration over their own perceived inadequacies and, rather than confronting and accepting that they are not perfect, Ones try even harder to be flawless. This can lead to resentment and irritation with others, with themselves, and with the workplace at large for not being good enough. Ones often struggle with just letting go and enjoying the communal and relational sides of life.

Core Belief

"There is always something to improve."

Core Fear

Being flawed and imperfect, and therefore bad. Making mistakes or doing something inappropriate and bringing shame on themselves. Being defective because they did not do everything as correctly as they could have done.

Above all, Ones want to be right. They want to raise the bar and strive higher, and behave consistently with their ideals. Somewhere in their development, Ones picked up the idea that they must be better than they currently are, and they fear being blamed, corrected and alienated for not meeting expectations. Ones have a strong inner critic and may grow resentful and exhausted because they're trying to improve things and others don't understand what they're doing.

Core Desire

To live according to my own personal integrity. To be right, balanced, virtuous and good.

Core Traits

Perfectionism. Ones dream of making things perfect, which means they are entirely driven towards improvement and feel it is their duty to make things right for their clients, teams and organization. If they're falling short of their own standards, Ones correct the behavior right away, even if it means denying their own pleasure. By these extreme quality standards, nothing can ever be good enough. As such, Ones have a keen appreciation of excellence—and an even keener eye for flaws.

Morally good. The One wants to be good. As children, they are rule-abiding, hardworking and model students. As adults, they are sensible, conscientious, responsible, serious and self-disciplined workers. Ones get worried if their work or life is messy, or there's a lack of quality in any area. Their attention automatically goes toward seeing and correcting what's wrong, and doing the right thing. They are highly principled, and have an urgent need to adhere to certain values and standards.

Closed mindedness. While the One's perfectionism is born of good intentions, it can also be a burden. Nobody enjoys being told what to do, and team members may get defensive around the One who can be judgmental and critical when faced with an error of judgment, a deliberate stepping outside the lines, or a mistake. Since Ones believe wholeheartedly in their convictions, they tend to be closed minded and rigid in their approach. To Ones, something is either right or wrong, good or bad—there is no middle ground.

Sensitive to criticism. Though often critical of others, Ones are sensitive to criticism directed at themselves. Under critical fire, especially from superiors, Ones start to think their behavior is below standard and they are not worthy of the respect they've been given. In response, Ones can become defensive. That's not to say that Ones reject the criticism outright—after some initial pushback, Ones listen carefully and are rather too adept at internalizing the blame. They are rarely self-forgiving and spend much of their time in a state of "should have," "I must" and "I ought to." Criticism makes them feel like they're carrying the world on their shoulders—which can push them even deeper into their quest for perfection.

Objective. While Ones may be perceived as idealistic, their idealism is rooted in objectivity. Ones are able to see and judge people, situations and details rationally and without emotion, and this trait manifests externally as self-discipline, truth-seeking and old-fashioned common sense. Even though Ones may experience a fair amount of anger, they rarely express it outwardly. When irritation builds, Ones tend to become more objective and excessively polite. When they do choose to vent, their arguments will be well thought through and they will be able to justify the grievance with a list of objective details based on factual experiences and disappointments. When operating in this mode, it's hard for others to prove a One wrong.

Your Type at Work

Ones are usually model employees—conscientious, reasonable, logical, self-disciplined, hardworking and meticulous. They do everything to the best of their ability with high standards of integrity, not just doing the job, but doing it *right*. They take their responsibilities seriously and put work ahead of play in virtually every situation. This makes them popular with employers, clients and coworkers, but it can be a source of friction in personal relationships. Perfectionist, diligent Ones are prone to focusing on work to the exclusion of everything else.

Areas of strength:

- Strive for quality
- Lead by example
- Consistent and organized
- Hold themselves and others accountable for acting responsibly and doing the right thing
- Quick to find practical solutions and the right way to complete tasks

Potential blind spots:

- Overly critical, especially of others' mistakes
- Become defensive when criticized
- Too focused on the details
- Controlling, opinionated and impatient
- Prefer black-and-white solutions and may struggle to operate effectively in gray areas

Preferred Work Environment

Autonomy is important to Ones as they need the freedom to work at their own pace so they can meet their own high standards of performance. They operate well in meritocratic environments that reward competence and conscientiousness. They work less effectively in high-pressure environments where tight deadlines and quick decision-making may cause them to make mistakes.

What the One needs at work:

- The freedom to work in their own way and meet their own standards of perfection
- Opportunities for growth
- Work they believe is deeply good
- Merit-based reward systems
- The ability to seek practical and realistic solutions to problems
- An environment where everyone pulls their weight and rules are enforced

Working with Others

Ones are polite and honest communicators who rarely beat around the bush. Under normal conditions, they are cordial and respectful of others, and they are not afraid to deliver well-formulated opinions. Others know where they stand with Ones on the facts. When it comes to connecting on a personal level, however, Ones are not prone to wearing their hearts on their sleeves, preferring to have a task, goal or vision and work responsibly towards it. Ones tend to be unemotional and poker faced unless they are pushed so far that they visibly display displeasure.

Since Ones are motivated by a desire to be right, they may become nitpicky, critical or even preachy (“I am right”, “I know best”) with underperforming colleagues and those who disagree with their ideas.

Interaction strengths:

- Rational
- Honest
- Direct
- Respectful
- Educating

Interaction blind spots:

- Easily irritated
- Use judgmental words such as should and ought
- Highly opinionated
- Poker faced; can come across as cold or distant
- Will go on the defensive when told they are wrong

Improving your communication

Communication is a two-way street between the communicator and the listener, and while some Enneagram types will enjoy the One's direct communication style, others will find it challenging. There is a risk the message may get distorted as each party interprets the conversation through the lens of their own interaction style. Finding effective ways to communicate with co-workers is a skill that will help Ones reach their professional goals more effectively.

The following tips will help the One communicate in a way that honors the One's interaction strengths while minimizing their interaction weaknesses:

- Be aware of body language and the message being communicated through non-verbal behavior such as a tightened jaw, a grimace or a frown
- Consider how a direct conversation style might affect people; others may not realize that the One's rational and detached style is nothing personal
- Take care not to criticize those who openly express opposing points of view
- Make a concentrated effort to maintain a warm and friendly attitude with coworkers since this will improve team relations
- Be prepared to use language of tact and inclusivity instead of words of the language of should and ought to

Under Stress

The One's tolerance of conflict situations typically is higher than that of most people. They are not personally threatened by conflict situations unless someone suggests that they are wrong or attacks their integrity. They generally are willing to assert themselves and deal with the consequences logically, which means they are rarely the source of drama in the workplace.

Conflict is an unavoidable and often beneficial part of working, however, and for Ones, we find that conflict tends to originate from the core stress triggers that are listed below. Working on understanding these triggers is one of the most important things that a One can do to avoid conflict in the workplace.

Stress and conflict triggers for Ones

Mistakes and incorrectness. Ones are driven to seek perfection, work hard to avoid mistakes, and expect the same diligence from others. Because of this, Ones tend to be critical of slapdash work and notice mistakes immediately. They expect co-workers to be thoroughly prepared when making presentations and discussing information, and are quick to admonish others for a less-than-flawless work output.

Another's lack of effort. Ones are extremely hardworking and will always put their work responsibilities ahead of pleasure. They like to work with people who show the same level of commitment and dislike working with colleagues they perceive as tardy, unreliable or lacking self-discipline.

Feeling criticized. Under critical fire, Ones can get angry with themselves for falling short of their own high standards. Ones have a habit of turning this anger inwards so it fuels their inner critic, but they can erupt periodically in fits of frustration, irritability and harsh criticism. The One's frustration can seemingly come out of nowhere, blindsiding others, and for this reason, Ones under stress can be difficult to work with.

Last-minute changes. Ones like to be right, and they also like to be in control. These personalities are highly organized and count on pre-planning their day to ensure that it runs efficiently. Last-minute disruptions are tolerated so far as they could not have been foreseen. Unnecessary changes that could have been avoided if someone had done their job properly or exercised better judgment are tolerated less well. If someone disrupts the One's schedule repeatedly, then the One will express displeasure or even refuse to work with the culprit.

Being lied to. Ones are nothing if not moral, and they may experience a visceral reaction when they believe that they are being deceived or manipulated in some way. White lies and untruths – even when they come from a place of caring – are perceived as moral infractions by the One who may lose trust in the person who is deceiving them. Ones work best with people who give the whole truth, warts and all, than those who assume what the One needs or wants to know.

Action steps for conflict management:

- Ones should take care that they are not creating conflict by starting with the assumption that they are right and must be proven wrong
- Make an effort to walk in someone's shoes before making a judgment about them; they may be more productive than the One thinks they are, just in different ways
- Reflect on whether the One's desire to be right is hurting anyone and consider ways to resolve conflict solutions that are both rational and meet the emotional needs of others
- Ask for all the information, including the negative, from those who have a tendency to protect others' feelings
- Focus on winning consensus rather than trying to win an argument

Leadership Style

Since a One's worst fear is not doing the right thing, it makes sense that they operate through the lens of growth and development. Ones are often high achievers who want to improve everything, and they are exceptionally good

at driving improvements dynamically and encouraging employees to reach ambitious stretch goals. As such, they make exceptional mentors, managers and leaders. Their leadership style is hands-off—developmental rather than overbearing—as Ones are dedicated to helping people become self-responsible and working things out for themselves.

Leadership strengths:

- Leading through example
- Reliability and pragmatism
- Being prepared to make the tough calls
- Consistency: Ones have clear expectations of people and encourage others to perform at their best
- Demanding competence and raising standards for the team

Leadership Challenges:

- Giving orders and expecting obedience; in stress situations, Ones hold onto firm ideas why things should be done in a certain way
- Becoming too involved in operational details
- Retaining control of tasks that should be delegated
- Being inflexible and single-minded in the pursuit of a goal
- Projecting a style that is opinionated, frank and reactive

Developing an effective leadership style

Each person's natural leadership style grows directly from their Enneagram type, but that does not mean that it is set in stone. Central to the Enneagram is the idea that we can all grow and develop into a higher version of ourselves and thus become more effective leaders. For the One, the starting point is to understand their leadership strengths and potential challenges, then use these insights to enhance their leadership capability based on their Enneagram type.

The following tips will help the One lead in a way that finesses their natural abilities and feels authentic:

- Practice delegation techniques, even with work that is enjoyable
- Be careful not to force unreasonably high work standards on others
- Make sure to give thanks and appreciation for a job well done
- Take care not to reject or discourage alternative plans and ideas
- Watch out for the instinct to control others by acting for them

On Teams

Ones often prefer to work independently so they can achieve their own high standards, but appreciate the value of participating on teams that are dedicated to improving standards and where everyone is pulling their weight. Their excellent work ethic and desire to honor commitments make the One a trustworthy team member who always does what they say they will do. Others can rely on the quality of your work and the timeliness of its delivery.

On the downside, Ones tend to have overly high expectations of the other team members and must resist the urge to nitpick when reality does not match up. Ones naturally see flaws everywhere, including in their work relationships, and while they believe that criticism is necessary for growth, others are more inclined to keep the peace and let things go. On teams, Ones must work hard to avoid power struggles where they stubbornly dig into an argument simply to demonstrate that they are right. Team members who bring humor to the table are especially helpful as Ones often struggle to connect to their carefree, fun-loving side.

Ones are organized characters, so they appreciate a team that honors their need for structure and discipline. Reciprocity is also key for Ones, and they will appreciate gestures that show their team members are putting in as much effort as the One is: being committed to important deadlines, being on time, and offering congratulations for a job well done.

Above all though, Ones need teams that are gentle with their criticisms. If a One feels insecure or criticized, the defensive reaction is to make strong judgments and get dogmatic in their communication. This leads to supercritical and self-critical thinking and passive-aggressive behavior. Others feel that, too, and Ones often do well on teams that do not spend too much time in each other's pockets, so the One can focus on their own way of doing things and do whatever they need to do to prevent the steam building up like a pressure cooker.

Others want to work with Ones because they:

- Are reliable and responsible
- Stick to their commitments and responsibilities to the very end
- Focus on practical results rather than lofty dreams, and work hard to make these results materialize
- Consistently deliver an excellent work product
- Take care of other team members, offering practical support whenever it's needed

Ones may create challenges for others because they:

- Have unrealistic expectations for others and judge their work too harshly
- Are so overly detailed or controlling, they lose sight of the big picture
- Are firm in their convictions to the point of being inflexible
- Often disconnect from the sociable side of teams
- Find it hard to forgive mistakes

SAMPLE REPORT

Transformations

Essential to the Enneagram is the idea of growth and movement. Rather than being locked into a static personality type, the Enneagram shows how we can shift and change, both under stress and in times of expansion and growth. The two primary ways our personalities undergo transformation are through **wings** and **arrows**.

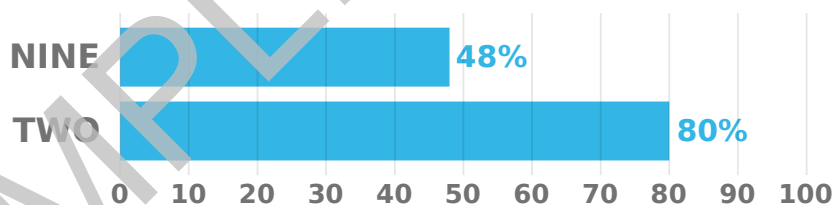
Wings

In the Enneagram, each type is considered to have two potential *wings*. Your potential wings are the types which are adjacent to your primary type on the Enneagram diagram. For most people, their primary type explains the core of their behavior, while the wing drives secondary (and sometimes contradictory!) aspects of who they are. Learning about your wing will help you to understand your personality in more depth.

Wings are also a way to think about development. In studying the Enneagram, the first goal is always to understand ourselves as we are. The second goal is to understand how to move out of our patterns so that we may become more well-rounded, adaptable, and effective as people. Wings can help us to understand who we are, but they can also help us to see new behaviors that we might experiment with in order to grow and develop. Because our wings are adjacent to our own patterns, they can be easier to “try on” as compared with other, unrelated types.

As a One, you may have either a Nine or a Two wing, or a bit of both. These wings modify how you express your type, and add depth to understanding what drives you. If there are some aspects of who you are that do not seem to fit with your primary type, then understanding your wings may explain why.

Your wing expression:



The Nine Wing

Nines are easygoing, self-effacing people who are motivated to create harmony in their environments and heal conflicts. At their core, they desire peace—both outwardly and within themselves. Nines have a great yearning to go with the flow and feel at one with their surroundings. They may have difficulty saying no, however, and can be very uncertain about their own wants and needs.

A Nine wing brings serenity and moderation to the One personality type. Where Ones can get overly involved due to their need to make the world right, Nines take a more detached and emotionally reserved approach. A One with a Nine wing, then, will be idealistic and want to improve themselves and the world around them. They will calmly

teach and explain their opinions when they see that others may be open to it, rather than proactively offering criticism. This can help to moderate some of the frustration a One feels when their standards are not met.

Developing a Nine wing can also help Ones to be more flexible. Nines are optimistic, accepting and adaptive in their behavior and, while they can certainly have strong opinions, they aren't consumed by them in the same way that Ones are. Ones with a Nine wing are typically better positioned to consider alternative viewpoints and adapt to others preferences, rather than being focused on their own.

Contributions of a Nine wing

- Flexibility
- Emotional control
- Balance
- Calm
- Scholarly objectivity

The Two Wing

Twos are caring, empathetic people who want to establish themselves as generous and unselfish in the eyes of others. At their core, Twos fear being unwanted so they adopt a strategy of people-pleasing to prove they are worthy of someone's love.

A Two wing brings compassion and a helpful-oriented structure to the One personality type. While Ones can be forceful with their opinions, Twos are sensitive to the needs of others and are willing to go out of their way to be of assistance to people. Developing a Two wing for Ones, then, can help them to turn the One's idealism into something more interpersonal, using those strong opinions in the lifelong service of others to stand up for and defend those around them. Ones with a Two wing are often activists and strong advocates for a cause.

Developing a Two wing can also help Ones work more collaboratively—sharing creative ideas and solutions rather than judging others by how closely they match the One's worldview. Ones with a two wing are often willing to make personal sacrifices if this will help others. This shift towards tolerance allows them to loosen up, soften their corrections and relax their judgments.

Contributions of a Two wing

- Empathy
- Sensitivity
- Warm, human, interpersonal qualities
- Compassion

ARROWS

Arrows in the Enneagram represent a path to development. Each Enneagram type is connected to two other types in the diagram, and each connection is marked with an arrow in a particular direction. These arrows can be

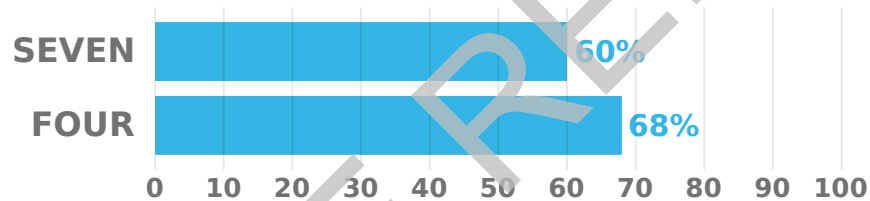
thought of as pointing in the direction of growth. One arrow points towards your primary type, indicating that you must grow *from* this development point. The other arrow points away from your primary type, indicating that you will grow *toward* this development point.

In contrast with wings, which are somewhat related with our primary type, arrows point to aspects of our personality that may be completely neglected. We tend to access our arrow points during times of upheaval, when we are experiencing stress or profound personal growth. Accessing arrow points is often difficult and disruptive, but integrating these points with our personalities is an important part of becoming our highest selves.

Ones connect with development points of type Four and Seven. The characteristics of these types present key developmental stages in the growth of the One personality type. You may have already developed somewhat through your arrows, or you may find that your arrows present new opportunities for you to think about how to be more effective.

Your scores for each of your arrow points can give you some idea of how much you've already developed through these points. Higher scores indicate that you've already developed somewhat, while lower scores indicate an area for future growth.

Your arrow development:



Developing Through Seven

The **origin point** of the One is type Seven. This represents a mode that is blocked or repressed for the One. For Ones, the origin point of Seven represents a repressed sense of joy. Ones tend to over-focus on the pressure to excel and be better, but adopting more of the healthy behaviors of Sevens allows Ones to realize that being better means taking good care of themselves. Sevens allow themselves to relax and take vacations, for example, which does not come so naturally to most Ones.

A key development point, then, is for the One to rediscover the concept of having spontaneous fun. Where Ones focus on "should dos", feeling that they must play by the rules, Sevens are instinctively optimistic, fun loving and self-forgiving. A One can grow by experimenting a little and allowing themselves to make mistakes, having fun with the process. Sevens believe that mistakes make us better, and as the One starts to loosen the reins and take situations less seriously, they often discover that while it's noble to strive for perfection, it's much more worthwhile to do so while having fun and allowing yourself to enjoy the good things in life.

Tasks for development through the origin point

- Prioritize play and enjoyment. Chasing perfection can be tiring. We are all a work-in-progress, and it's OK to lighten up and enjoy the experience.
- Pursue new opportunities or experiences to keep you engaged and excited, and make sure you do not miss out.
- Desire being “good enough.” Remember that you may be imperfect, as everyone is, and the best you can do is reach for excellence. Surround yourself with people who appreciate your strengths and who can call you out if you’re asking too much of yourself. No matter how many mistakes you’re making, you are worthy of appreciation and approval.

Developing Through Four

The **growth point** of the One is type Four. This represents a mode that the One can move towards as they seek to grow into new ways of being. For Ones who have developed their own characteristics into a healthy mode of being, discovering and adopting more of the healthy behaviors of Fours can open up their growth even further. This means discovering the deep sense of emotional awareness and non-conformity that are so natural to Fours.

Where Ones focus on improvement, feeling that they can better everything and everyone in their path, Fours instinctively want to express their creativity and uniqueness, placing their feelings at the center of their universe. A One can grow, then, by thinking less about what they should do (based on societal expectations) and more about what they want to do.

A key development point, then, is for the One to rediscover warm and empathetic connections with themselves and with other people. To develop through the growth point, Ones should let go of control and get back in touch with their heart-felt ideals, which ultimately will lead them where they want to go.

Tasks for development through the growth point

- Rediscover your individual expression. Instead of being guided by what you should do, consider what you want to do. Practice saying “how do I feel about this?” rather than “what is the right thing to do?”
- Seek a listening ear. Understand that other people can help you work through problems and reflect on the positive aspects of life.
- Engage in a creative endeavor. Choose activities that allow for a great range of depth and expression and allow you to feel things “in the flow” without evaluating the rightness or wrongness of the situation. Allow yourself to feel and be, without judgment.

Reaching Your Potential

Like all types, Ones have patterns that they act out unconsciously based on their own core beliefs and fears. Sometimes these patterns work for us; sometimes they hold us back. In recognizing our patterns and how they limit us, we can start to become the best version of ourselves and make important things happen for ourselves, our work teams and organizations.

Growth Tasks for Ones

Pay attention to your judgment. This is your blind spot. Notice when you are thinking in terms of black/white; right/wrong and actively seek out other sides to the story.

Develop an appreciation for the “good enough” over the “perfect.” You have a habit of imposing standards that clients, customers and bosses do not expect, and this makes the job more difficult than it needs to be for everyone.

Make small mistakes on purpose. Let go of being overly attentive to details and needing to have everything under control. Make intentional mistakes and notice how inconsequential they are in the grand scheme of things. Move on to the next task.

Be gentle with yourself...and others. Spend some time listening to your inner critic and consider, are you making unfair judgments about yourself or others? Can you replace these criticisms with statements that reflect the best sides of the situation? Remember, both you and your coworkers have a right to be here, a right to succeed, and a right to be confident in your personal approach to the job.

Laugh at yourself. Chasing perfection can be tiring. We are all a work-in-progress, and you need to lighten up and enjoy the experience of working – both by yourself and with clients and colleagues. Collaborate with people who appreciate your strengths and who can call you out if you're asking too much of yourself. Trust them to help you be more relaxed when you are about to go into a tightly structured mode.

When Ones are operating at their best, they are responsible and discerning employees who raise quality standards and are committed to lifelong improvement. They passionately pursue what they perceive to be right and fight hard to remove all that is corrupt or ill-intentioned. Since Ones are so diligent in their approach to work, they can always be counted on to deliver an excellent product. Although it is never easy to examine and overcome our old patterns of behavior, Ones who do so will find that their work life can be richer and more successful than they ever thought possible.

Making the Most of Who You Are

The Enneagram presents a rich opportunity to discover what drives us, what matters to us, and who we are at our core. You may have found that your Enneagram report confirmed some of what you already knew about yourself and how you operate. You may have also found words for aspects of yourself that you were aware of, but didn't know how to describe. And you may have also seen some sides to yourself that you would like to adjust or improve.

Many people find that taking an Enneagram assessment and discovering their type helps them to rediscover important parts of themselves that they have lost touch with. Others find that the Enneagram helps them to understand the paths they might take to be more fulfilled and empowered in their goals. Whatever your goals in discovering the Enneagram, we hope this report has helped you to tune into your potential and understand how to move forward.