

# *Relational Soul Seminar*

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# What is the Enneagram?

- It is a tool that gives insight into our **personality**. By personality we mean:
  - The way we **perceive** life
  - The way we **process** what we perceive (via emotions, cognition & instinct)
  - The way we **present** ourselves in life based on what we perceive and process
- It identifies **nine** personality styles.
  - Personality styles are **gifts** from God by which we bear God's image
  - God gives us these gifts through **Common Grace**
  - All of us have a **mixture/combination** of the nine styles
- It reveals **how much we identify** with each particular style as well **how we are prone to use** the various styles/gifts.
  - **Total Score** indicates how much *capacity/ability* we have to live into the gifting of that particular style.
  - **Resourceful Score** shows our *proclivity/tendency* to use the style in a life-giving way.
  - **Non-Resourceful Score** and our *vulnerability/temptation* to use the gifting in a less than life-giving way.
- It gives the besetting **vice** of each style and the transforming **virtue** of each style.

## Scoring

The profile gives a score from 0 to 100 for each of the nine styles (found in the Total Score) as well as a score for how we use the gift (both resourcefully and non-resourcefully).

The scoring indicates the level of influence of the gift (and the use of the gift).

- 0-30 = little influence
- 30-60 = recognizable influence
- 60-100 = major influence

Sometimes we have low scores because we are unaware of our gifting (and how we use it) or because we didn't declare ourselves while taking the profile.

Note: We should pay attention to all of our scores (not just our high or low ones). All the scores are important in understanding our unique mixture of personality (e.g. like various creamers in coffee ... they all contribute to the flavor).

## Triads of the Enneagram

The nine personality styles are divided into three triads (three styles per triad).

- The triads indicate our primary means of perceiving and processing. They also shed light on our way of presenting ourselves (though that is done primarily through our particular style).
- Each triad has particular strengths and possible challenges associated with it.
- Each triad also has a primary emotion at work in how we perceive and process.
- We are typically unaware of the emotion. But we are managing it, often in ways that are not healthy.

	HEART Styles 2, 3, 4	HEAD Styles 5, 6, 7	GUT Styles 8, 9, 1
Perceives Reality	In terms of relational connections to be made	In terms of finding a safe “place” and a safe way forward	In terms of life coming against them (and thus needing to do something about it)
Processes What Is Perceived	With feelings	With cognition	With intuition
Presents Themselves	Relationally attuned	Having things figured out	Protecting themselves
When Resourceful	Socially skilled, inviting/engaging, connect quickly	Perceptive, organizing data, strategizing	Strong, settled, solid
When Non-Resourceful	Preoccupied with their image, unaware of their own needs	Possessive, anxious, out of touch with others	Overbearing (aggressively or passively), preoccupied
Question Being Answered	“Who am I?”	“Where am I?”	“How am I doing?”
Underlying Emotion	Shame	Fear	Guilt

## Personality Styles of the Enneagram

Being created in the image of God means that each human being bears something of the likeness of God by means of Common Grace. The nine personality styles are nine gifts that find their source in God and express something of the character of God. God’s intention for personality is that it be the vehicle by which we live in this world.

Our True Self (i.e. that which is created by God and redeemed IN Christ) is expressed in the resourcefulness of our personality style. Paul’s word for this is spirit. Our False Self (i.e. the persona we create that is a distorted ‘missing of the mark’ of God’s created design) finds expression in our non-resourcefulness. Paul’s word for this is flesh.

Thus our personality is the expression of both the True/spirit and False/flesh of our soul. That is to say, how we perceive, process, and present ourselves to others (i.e. our personality) is both true and false, real and distorted.

The following charts summarize God’s gifting to us in both resourceful and non-resourceful terms.

STYLE	RESOURCEFUL	NON-RESOURCEFUL
HEART (perceive reality in terms of connections to be made - process with feelings - present themselves relationally - underlying emotion is shame)		
TWO Vice: Pride Virtue: Humility	Helpful - serving Unselfish - nurturing Affirming - accepting Generous - supportive Healthy boundaries	Smothering - enmeshed Annoying - demanding Complaining - jealous Needy - manipulative Co-dependent
THREE Vice: Deceit Virtue: Truth	Efficient - socially skilled Energetic - dynamic Popular - self-assured Motivating - team builder Successful	Impatient - calculating Workaholic - manipulative Scheming - self-promoting End justifies the means Overly image-conscious
FOUR Vice: Envy Virtue: Balance	Emotionally sensitive Original - creative Authentic - refined Classy - expressive Caring - intense	Moody - overly dramatic Snobbish - eccentric Possessive - high strung Feel misunderstood Exaggerated sensitivity
HEAD (perceive reality in terms of finding a safe place - process with cognition - present themselves as having things figured out - underlying emotion is fear)		
FIVE Vice: Greed Virtue: Generosity	Observer - objective Analyzer - summarizer Competent - reasonable Perceptive - concise Witty - wise	Distant - detached Cold - calculated Abstract - over-analyze Fear their feelings Don't easily trust
SIX Vice: Anxiety Virtue: Courage	Reliable - committed Loyal - dependable Prepared - prudent Responsible - sensible Stable - honorable	Dogmatic - authoritarian Worrier - wary Rigid - over-controlling Worse case scenario thinker Paranoid
SEVEN Vice: Gluttony Virtue: Sober-mindedness	Optimistic - fun-loving Spontaneous - curious Enthusiastic - entertaining Pragmatic - practical Realistic - visionary	Fragmented - scattered Impulsive - narcissistic Unrealistic - unreliable Irresponsible - indulgent Random escapism
GUT (perceive reality as against them - process with intuition - present themselves as grounded in the present situation - underlying emotion is guilt)		
EIGHT Vice: Cluelessness Virtue: Mercy	Strong - powerful Intense - dynamic Confident - high energy Hard working - assertive Assured - strong-willed	Demanding - unaware Gruff - bullying Confrontational - rigid Insensitive - macho Emotional bulldozer
NINE Vice: Sloth Virtue: Faith	Easy keeper - easy going Harmonious - settled Diplomatic - reassuring Receptive - patient Peaceful - comfortable	Passive - paralyzed Avoidant - unresponsive Easily overwhelmed Control through being a victim Stubborn - procrastinating
ONE Vice: Anger Virtue: Patience	Reformer - dedicated Activist - industrious Honest - reliable Ethical - intense Fair-minded - intense	Rigid - legalistic Perfectionist - impatient Unrealistic - demanding Overly critical - uptight Non-resilient - smug

## The ‘Wing’ (of our Primary Style)

The styles bordering our primary style are called ‘wings’ (e.g. TWO style is bordered by ONE and THREE styles). The bordering style with the highest Total Score is called our dominant wing. It typically influences our primary style in a noticeable way (if its Total Score is at least 30+).

The following chart shows how our wing might influence our dominant style. Its influence can be both resourceful (listed first) and/or non-resourceful (listed second).

TYPE	FIRST WING	SECOND WING
TWO (either a ONE or THREE Wing)	ONE: TWOS tend to be focused on doing things properly, and can EITHER be principled, altruistic, and objective OR guilt-ridden, self-critical, controlling, self-righteous, and judgmental.	THREE: TWOS tend to be more vested in image, and can EITHER be sociable, self-assured, and ambitious OR deceptive, manipulative, and vain.
THREE (either a TWO or FOUR Wing)	TWO: THREES tend to be especially people-oriented, and can EITHER be helpful, socially adept, tuned in to others, and charming OR possessive, flattering, and manipulative.	FOUR: THREES tend to have a strong imagination, and can EITHER be creative, introspective, and subdued OR moody, arrogant, and pretentious.
FOUR (either a THREE or FIVE Wing)	THREE: FOURS tend to be more lively, and can EITHER be energetic, active, and outgoing OR ambitious, attention-seeking, and elitist.	FIVE: FOURS tend to be more contemplative, and can EITHER be objective, quiet, and unconventional OR alienated, withdrawn, and pessimistic.
FIVE (either a FOUR or SIX Wing)	FOUR: FIVES tend to be people-oriented, and can EITHER be artistic, imaginative, and sensitive to feelings OR moody, melancholy, and self-absorbed.	SIX: FIVES tend to have scientific or intellectual interests, and can EITHER be logical, analytical, and hard-working OR anxious, skeptical, and afraid of intimacy.
SIX (either a FIVE or SEVEN Wing)	FIVE: SIXes tend to be serious and studious, and can EITHER be original and quiet OR negative, arrogant, and reclusive.	SEVEN: SIXes tend to be outgoing and active, and can EITHER be sociable, playful, and integrating OR over-reactive, irritable, and materialistic.
SEVEN (either a SIX or EIGHT Wing)	SIX: SEVENS tend to be fidgety and light-hearted, and can EITHER be sensitive, committed, and dutiful OR easily hurt, hesitant, and anxious.	EIGHT: SEVENS tend to be more grounded and in touch with anger, and can EITHER be powerful and assertive OR hedonistic, boisterous, self-centered, and unfaithful.
EIGHT (either a SEVEN or NINE Wing)	SEVEN: EIGHTs tend to be very assertive, and can EITHER be sociable, ambitious, and risk-taking OR impulsive, over-reactive, materialistic, and prone to addiction.	NINE: EIGHTs tend to be strong in a quiet way, and can EITHER be steady, patient, and supportive OR cold and indifferent.
NINE (either an EIGHT or ONE Wing)	EIGHT: NINEs tend to be in leadership positions, and can EITHER be independent, steady, and willful OR lustful, aggressive, and callous.	ONE: NINEs tend to be highly principled and hardworking, and can EITHER be modest, composed, and orderly OR obsessive-compulsive and self-righteous.
ONE (either a NINE or TWO Wing)	NINE: ONEs tend to be detached, and can EITHER be easygoing, objective, calm, and moderate OR impersonal and stubborn.	TWO: ONEs tend to express their feelings more, and can EITHER be helpful, empathetic, warm, and sensitive to others OR image-conscious, attention-seeking, and controlling.

## The ‘Arrows’ (of our primary style)

Each of the nine styles connects to two other numbers on the circle by means of lines (called arrows). Each style has an arrow moving *away* from it and another coming *toward* it. The arrow moving *away* is called the stress arrow. The arrow coming *toward* it is the secure arrow.

What we can say about the arrows is this:

- Stress tends to bring out the worse in us (i.e. the non-resourcefulness of the stress arrow). Security tends to bring out the best in us (i.e. the resourcefulness of the secure arrow).
- When I follow my compulsions, my sin and weaknesses will often show up in the dark side of the number whose arrow points *away* me (e.g. a unhealthy ‘loving’ TWO can take on the negative expressions of an ‘excessively aggressive’ EIGHT; the unhealthy ‘peaceful’ NINE can express him or herself as a ‘fearful’ SIX). These expressions are often the very opposite of the strength of our particular space/number!
- When I am living from a healthy and holy place, my dignity will often show up in ways that are like the bright side of the number that is pointing *toward* me (e.g. a healthy EIGHT can look like a very loving TWO; the healthy SIX will appear as a peaceful NINE).

TYPE	STRESS ARROW	SECURE ARROW
TWO	EIGHT: Impacts TWOS by becoming aggressive (especially when they don't feel appreciated) to the point of attacking, blaming, and taking charge of everything. But TWOS can benefit from EIGHT by becoming more confident and straightforward.	FOUR: Helps TWOS be more honest and bring out creative potential, helping TWOS feel and express their full range of emotions (not just the loving ones). But beware of FOUR's envy and self-absorption.
THREE	NINE: Impacts THREES with a passive-aggressive spirit, checking out and then making someone pay. But THREES can benefit from the calmness of NINE.	SIX: Helps THREES be more committed, loyal, and honest about causes they truly believe in (not just what makes them look good). But beware of SIX's indecisiveness.
FOUR	TWO: Impacts FOURS toward becoming codependent or manipulative, trying to get more attention than usual. But FOURS can benefit from TWO's accommodation and ideals.	ONE: Helps FOURS act on their ideals, to be more objective and organized, and less self-absorbed. But Beware of ONE's self-criticism and high demands.
FIVE	SEVEN: Impacts FIVES toward becoming easily distracted, hurting others by spending too much time/money on their own interests. But FIVES can benefit from SEVEN's whimsical energy.	EIGHT: Helps FIVES with energy and action, taking initiative, and feeling more alive (or scared!). But beware of EIGHT's controlling spirit.
SIX	THREE: Impacts SIXes toward trying to impress and use others. But SIXes can benefit from THREE's security, optimism, and decisiveness.	NINE: Helps SIXes grow in a more calm center, to trust and accept others rather than suspecting their motives. But beware of NINE's apathy or “numbing” addictions.
SEVEN	ONE: Impacts SEVENs toward self-criticism, fault-finding, and blaming (losing the SEVEN's optimism). But SEVENs can benefit from ONE's groundedness.	FIVE: Helps SEVENs accept the good and bad, happy and sad of life with self-discipline. But beware of FIVE's detachment.
EIGHT	FIVE: Impacts EIGHTs to withdraw or become paranoid. But EIGHTs can benefit from FIVE's objectivity and moderation.	TWO: Helps EIGHTs relate successfully to people in warmth and compassion. But beware of TWO's unrealistic demands and possessiveness.
NINE	SIX: Impacts NINEs with a sense of being overwhelmed by anxiety and indecisiveness (because of fear). But NINEs can benefit from SIX's honesty and outspokenness.	THREE: Helps NINEs be more practical, productive, focused, and confident. But beware of THREE's tendency to impress others.
ONE	FOUR: Impacts ONEs with a sense of hopelessness or “unloveable-ness” when others don't live up to ONE's expectations. But ONEs can benefit from FOUR's creativity.	SEVEN: Helps ONEs lighten up and be more spontaneous. But beware of SEVEN's excess (when you finally do kick back and relax).

## Enneagram and Self-Clarity

It is our conviction that each of us bears the image of God's glory in a unique way. Each of us is created to show something wonderful about God. We also believe each of us has "fallen short of the glory" God intended us to bear for His glory. The image has been corrupted in significant ways. Without transformation we cannot live into the glory God intended for us. Transformation always includes self-clarity. I need to see and own my stuff because *whatever I disown winds up controlling me*.

- Romans 12:3, 8 "Be honest in your estimate of yourselves ... God has given each of us the ability to do certain things well."
- 1 Corinthians 12:12 "The human body has many parts, but the many parts make up only one body. So it is with the body of Christ."
- Ephesians 4:7 "God has given each one of us a special gift according to the generosity of Christ."

The Enneagram can help me see our blind spots (so we can repent of our sins), be more at peace with our hot spots (so we can accept grace for our weaknesses and wounds) and live more freely into our sweet spots (so we can bring glory to God and bless others while living out our True Self IN Christ).

## Relating to Each Other Well

### Style 2 – The HELPING ('better to give than receiving') Energy (the Gift of God)

"You can relate well to me as a TWO by ..."

- Appreciating my warmth, enthusiasm, sense of humor
- Thanking me for my help ... then thanking me again ... and again
- Reassuring me that I am special to you (e.g. talking with me about my favorite subjects)
- Taking a genuine interest in my life without letting me transfer the focus to your life (i.e. help me stop being a helper all the time)
- Remembering that I have a couple of really big issues in life—I want everyone to know me and to love me! That gets me in trouble so help me be more realistic, but do it in a gentle way.
- Be sure to ask me what I need ... be patient and help me clarify my needs
- Encouraging me to accept help (I feel embarrassed to ask for anything because I don't want to admit my own needs and I don't want to be preoccupied with myself so that I cannot help others)
- Gently helping me to risk expressing how I feel (I often have a lot of anger down deep but don't know it) and engaging in conflict when needed (it is so hard to live with the fact that everyone will not love me)
- Helping me to find and pursue my own creative pursuits

"I can relate to you well by ...."

- When I do honest and authentic affirmation and encouragement of you and stay away from exaggerated flattery
- Having clarity about my own needs and desires and feeling free enough to appropriately express them
- Recognizing that my sense of self-worth is anchored in my communion with Christ and not how well I meet everyone else's needs
- Not being overly dependent on you for my sense of identity and value
- Seeing and attending to your needs in a life-giving way that (i.e. not exaggerated which is evidenced by a co-dependent enmeshment)
- Honest and humble appraisal of my giftedness from God
- Recognizing it is best to listen and provide honest feedback, but knowing it is not my responsibility to fix you
- Having clear boundaries that help me say 'no' when a no is needed
- When I realize that everyone has limits including me (i.e. I have needs that address my pride issue)

### **Style 3 – The EFFECTIVE ('get 'er done') Energy (the Gift of God)**

"You can relate to me as a THREE well by ..."

- Acknowledging my achievements and successes
- Knowing I get a little irritable with details and with feelings brought into the work environment
- Understanding that the primary way I give to a relationship is through my effort and diligence
- Giving me honest feedback but also being sensitive to my feelings (it is very easy for me to feel judged as superficial)
- Working together on common goals (I do well through productive activity and often feel ill at ease when I'm not being productive)
- Admiring my confidence, optimism, efficiency and energy
- Encouraging me to slow down and nurture my inner life (I am always in a hurry)
- Taking interest in how I feel (I don't know how I feel so will need you to help me discover that for myself)
- Not bringing up my past mistakes, not focusing on negatives (I often have a scattered ego and simply am not strong enough to face failures unless I really know you care about me)

"I relate to you well by ..."

- Being mindful of the temptation to be manipulative (and this awareness can be extremely difficult when the goal/work/project/mission is greatly valued [e.g. anything related to the kingdom of God])
- Realizing not every effective and valued person will share in my drivenness ... I can easily want more of people than God has created them to give ... excellence is a good, valued goal but an exaggerated attention to excellence de-humanizes and de-values others (we can rely on our excellence rather than the power of the Spirit of God if we aren't careful)
- Attending to the needs and conditions of those they lead ... leadership energy must stay attuned and attentive to those they lead (interruptions may be a way of gaining new insight which may help you reach your goal ... beware of an instinctive negative reaction to an interruption)
- Recognizing your gift is efficiency but not requiring that of everyone else ... quality, not just quantity matters
- Knowing I can think well on my feet, that I am biased toward action, and that I learn best by doing (and that I get impatient with long-winded theories and explanations!)
- By recognizing I have a need for others who pay attention to details, procedures, protocols and appreciating, valuing, and seeking their input, feedback, even critiques of the organizations missions/goals ... I do well when I make space for honest feedback

### **Style 4 – The CREATIVE ('everything must be unique') Energy (the Gift of God)**

"You can relate well to me as a FOUR by ..."

- Appreciating my creativity, depth and intensity of feelings
- Acknowledging my feelings and changing moods (you can be honest about how these are affecting you)
- Understanding my need for independence and autonomy
- Keeping in mind that criticism usually activates my feelings of shame (so go carefully)
- Showing and telling me that I am loved and appreciated
- Not being controlled by my moods (stand your ground in an honest, caring way, especially when I become unrealistic)
- Not offering me easy solutions for my pain (there aren't any, and even if there were, I wouldn't want them!)
- Encouraging me to be creative and to make my creative work publicly available to others
- Lightening me up (but only when I want to be light!)
- Helping me see other sides (i.e. helping me gain more information) when I feel offended so I can better see if it was just a misunderstanding



**“I can relate well to others by ...”**

- Being aware that I can have significant emotional swings and when I do the fall-out is that others will find it hard to be close to me ... I must remain attentive to others even when my emotions are swinging within me and pull me into focusing on myself
- Knowing I have tendencies to make others feel they are somewhat inadequate and I need something more of them ... I must remain appreciative of others even when I feel they have disappointed me
- Offering my creativity in problem-solving and life-giving ways that bless the lives of others
- Bringing my appreciation for beauty (aesthetics) as a way to enrich others ... I really can make the ordinary extra-ordinary!
- Realizing that one of my gifts is making the ‘small’ things special and beautiful (e.g. a special napkin instead of a paper towel!)

### **Style 5 – The WISE (‘let me think about it’) Energy (the Gift of God)**

**“You can relate well to me as a FIVE by ...”**

- Appreciating my objectivity, intellect and wit
- Speaking straightforwardly and briefly
- Taking special note when I show my feelings by doing something helpful for you (I find it easier to do something for you than to express verbally my feelings for you)
- Respecting my need for privacy while I am working
- Telling me what you need in a matter-of-fact rather than demanding manner
- Never embarrassing me publicly or putting me on the spot
- Being objective when working out inter-personal problems (if you get emotional on me it will probably be counterproductive!)
- Not forcing me to act more enthusiastic than I feel I can act (you’ve got to trust that I am enjoying the party or am on-board with the project even when it may not look like I am)
- Give me plenty of time and space (especially when you have something new for me to do ... you might as well because I am going to take my own sweet time whether you like it or not because I have to get everything figured out in my head before I can move forward)
- Help me move forward instead of being only in my head (but do it gently ... and repeatedly)

**“I can relate well to you by ...”**

- Being more aware of the emotional side of life ... so I must do all I can to feel what is happening, not simply think of what is happening
- Being aware of my tendency to withdraw/detach ... so I must stay in the game ... I must work to stay emotionally present
- A willingness to share what I have and what I know ... I have a gift of objective observation and assessment ... it must be shared
- Realizing there are worse things in life than being anxious
- Knowing my fear of being dominated and my defense of isolating myself
- Remembering that it is easy for others to experience me as detached, uninvolved even when I am not ... so I shouldn’t be put off if someone wants to know if I am with them ... I must go out of my way and be what may feel a little exaggerated in showing others that I am interested and involved with them

### **Style 6 – The LOYAL (‘you can count on me’) Energy (the Gift of God)**

**“You can relate to me well as a SIX by ...”**

- Appreciating my loyalty, compassion, intellect, ability to come through in difficult situations
- Being open and honest rather than flattering and overly nice (because I feel safer when all the cards are on the table)
- Making very clear agreements with me (do what you say you are going to do because I don’t deal well with unannounced changes)
- Encouraging me to talk about my fears, and when I do, just listen without trying to solve them

- Letting me know you are looking for a way to resolve our disagreements in a constructive manner
- Helping me focus on the best things that could happen rather than on the worse
- Telling me directly when my anxieties start driving you up the wall (I need someone to say, “time out,” to help me get on with life)
- Backing off when I blow up (you can do that when you recall that there is a lot of fear deep down in my soul; so be patient with me)
- Showing me that my deepest desires will never come to fruition without taking a few, measured risks along the way

“I can relate well to you by ...”

- Recognizing that I have a tendency to be anxious and fearful about things that really don’t matter or may not even exist ... so don’t project my anxiety on you
- Knowing that I can become overly aggressive to the point of being confrontational ... so take a step back and calm down
- Paying attention to how they are relating to authority, specifically, not being too compliant or too confrontational
- Remembering that people are not against me but for me ... I do well to take them at face value rather than being suspicious or looking for an ulterior motive
- Participating in the experiences that others are engaged in
- Knowing the gift I bring is a loyalty, dedication and stability to or relationships, projects and mission
- Giving the gift of faith and courage when challenges are steep

#### **Style 7 – The JOYFUL (‘optimistic’) Energy (the Gift of God)**

“You can relate to me well as a SEVEN by ...”

- Appreciating my optimism, spontaneity and enthusiasm
- Listening to my stories, engaging in conversations in a stimulating way (but don’t let me do all the talking ... gently make me listen to you!)
- Joining in some fun adventure with me
- Reminding me that problems will not go away and that I need to face it (I would rather deny and gloss over my difficulties)
- Helping me get in touch with my deep feelings and helping me to stay in touch with them enough to express them
- Remembering that I am really terrified of painful emotions and will do anything to run from them ... so you will need to gently help me face my emotional reality
- Being gentle with your criticisms of me (make them as brief as possible so I don’t get so defensive)

“I can relate to you well by ...”

- Recognizing that not everyone is going to have the same high level of enthusiasm for life and will not be willing to take the risks I am willing to take (i.e. others are not inclined to as much experimentation to find a solution or excitement)
- Appreciating the steady commitment and loyalty that others will have to a task/project and others ... need to be open to being influenced by that
- Realizing that if someone is not exuberant about me it doesn’t mean that you don’t like me
- Having a willingness not to gloss over or be superficial about someone’s pain ... it will greatly help me to ‘stay’ and not bail out of difficult situations
- Being grounded enough in my own reality to share my own hardships and difficulties with you
- Staying present in difficult circumstances and emotions with a group or with you ... I tend to run and avoid but need to learn to stay with difficulty
- Staying more focused ... it will help you stay on track with me and me with you

## **Style 8 – The POWERFUL ('nothing can stop me') Energy (the Gift of God)**

"You can relate to me well as an EIGHT by ..."

- Appreciating my strength, self-reliance, sense of justice
- Being honest, direct and up-front with me (tell me what's on your mind and let me tell you what's on my mind, too!)
- Accepting my blustery style (don't assume that I'm attacking on you)\
- Meeting me with some intensity (I like energetic, mental and even physical contact ... so don't be a wimp around me)
- Standing up for yourself (don't let me push you around even when it seems that is exactly what I want and what I am doing)
- Letting me know if/when I wound you (I am often unaware of doing that)
- Backing off when I'm angry (reacting with anger/fear to my anger will set me off)
- Encouraging me to relax (and even exercise) so I can deal with stress better
- Asking me to listen to other points of view without showing how crazy they are
- Helping me feel comfortable talking about my own problems ... if you make me feel comfortable, I will probably become more vulnerable with you

"I can relate to you well by ..."

- Recognizing that the strength of my personality can be overwhelming on others ... if I do it will help me get the things done that need to be done in a good way ... if I don't I will constantly find myself having to find another 'body' to work with
- Knowing that others are not 'against' me and that my tendency is to "fire, ready, aim" ... I must be in touch with the God-given energy within me to do things now
- Being open and willing to listen to the other side of the story (another perspective) ... I can learn from you without losing myself or energy
- Slowing down and being willing to wait and not immediately responding with force ... it will help me and you if I am more in touch with my 'innocent' side
- Carefully gathering information in a thorough, non-biased way which will often mean I need another perspective before coming to my own conclusion
- Reminding myself that others see my willingness to push for and engage conflict as a character issue of immaturity and a lack of self-control (i.e. domineering, control-freak, angry, "job more important than people", etc.)
- By being careful not to pull away and abandoning a relationship or situation IF my strength didn't work
- Being careful about making assumptions about your motives or intentions ... I must come to see your intentions are not always 'against' me

## **Style 9 – The PEACEFUL ('let's all just get along') Energy (the Gift of God)**

"You can relate to me well as a NINE by ..."

- Appreciating my kindness, gentleness, patience
- Giving me a compliment and hug and other forms of attention
- Focusing on what I do rather than on what I don't get accomplished
- Getting me to do things with "Would you like to ...?" or "Would you help me ...?" rather than "Do this" or "You should do that" (I rebel under pressure, nagging or complaining!)
- Understanding that I often interpret requests as accusations of something I haven't done but was supposed to do
- Listening to me (I like to bounce my ideas off others)
- Encouraging me to express my frustrations and grievances

- Helping me keep my environment peaceful
- Helping me find out what to do or how I feel by asking clarifying questions (I also enjoy having choices)
- Gently encouraging me to prioritize and set goals and get things done

“I can relate well to you by ...”

- Making decisions and not requiring you to decide everything for me or for us
- Staying present and using my gifts to bring about harmony and resolution even when I find myself in conflict
- Communicating what I am thinking and feeling ... this will mean I must maintain my own self-clarity (I cannot lose touch with myself ... I must stay in touch with my own purpose and gifts and agenda)
- Knowing I cannot let everything slide ... I must be willing to stay engaged in the trouble and struggle of your experiences
- Stop piddling ... I will relate better if I stay focused on what really matters
- Having a greater confidence in who I am and my giftedness (what I bring to the table)

### **Style 1 – The GOOD (‘ethically driven’) Energy (the Gift of God)**

“You can relate well to me as a ONE by ...”

- Appreciating my ethics, my high standards, my steadiness
- Showing me that you are a trustworthy, loyal friend
- Praising me for my concern for others and for the way I help
- Doing your share of the work (I get upset when I perceive things as unfair)
- Keep in mind that I can sometimes pick up on the slightest negative remark (so be gentle and sensitive when you register your complaints with me)
- Reassuring me (again and again) that I don’t have to be perfect to be loved, respected and appreciated (I grew up much too soon because I felt I had to be the responsible, perfect child)
- Remembering that I cannot face how angry I really am (because it is not a good thing to be angry) ... you will have to tell me that you love and appreciate me if I ever do get angry because the self-critic in my mind will work over-time on me
- Showing me understanding when I make a mistake (it won’t be often because I rarely make mistakes!!)
- Encouraging me to take my vacation time by getting away from my work (it will surprise you and it will surprise me how much I lighten up when I am away from my primary responsibilities)

“I can relate well to you by ...”

- Engaging/listening without so much evaluation and judgment ...
- Being more relaxed, knowing what I want rather than focusing on what is right (i.e. not so focused on possible mistakes, errors)
- Having fun with you (my tendency is to be very task focused)
- Being adaptable, open-hearted to your ideas and inputs, and less entrenched in my conception of what is the ideal (i.e. less rigid)
- Owning my own anxiety and fear, acknowledging honestly that life is, at times messy (including my own life)
- Opening myself up to the ambiguity of relationships, not being as fearful and angry of ‘grey’ in my tendency to prefer a ‘black and white’ world
- Realizing you will not approach life as obsessively or critically (i.e. evaluation) as I do ... I need to relax a bit on this matter or else I will overwhelm you
- Sharing my own needs with you ... this will make me feel more human to myself and to you



[illegible]

[illegible]

[illegible]