

The Enneagram in Private Practice

Whitney Owens Consulting
whitneyowens.com

Do ...

- Use the Enneagram to get to know new hires
- Appreciate each type's contributions to the team
- Be aware of how your type affects your work as a practice owner

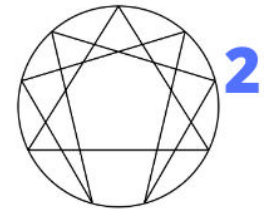
Don't...

- Make hiring decisions based on Enneagram type
- Stereotype people based on their personality type
- Make every meeting or conversation about the Enneagram



Type 1 - The Reformer

- Prefers clearly defined roles and expectations
- Hardworking, ethical, and considerate
- Harder on themselves than you can be
- May have unrealistic expectations of others, or get upset when others don't follow the rules



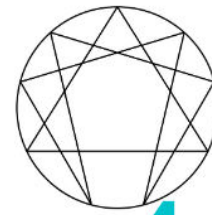
Type 2 - The Helper

- Works hard to please authorities
- Friendly, amiable, and compassionate
- Wants to connect with co-workers in social settings
- May have trouble expressing own needs or asking for help



Type 3 - The Achiever

- Wants clear goals and the space to achieve
- Motivated, competitive, and image-conscious
- Doesn't have time for long meetings
- Responds well to traditional workplace rewards, such as raises and bonuses



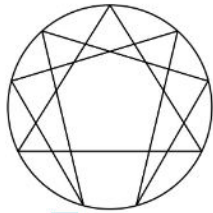
Type 4 - The Romantic

- Comfortable with all kinds of emotions
- Unique, creative, and self-conscious
- Want to be appreciated for their unique contributions
- May struggle to complete mundane tasks

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Type 5 - The Investigator



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- Projects competence and professionalism
- Insightful, curious, and reserved
- Wants personal space and boundaries to be respected
- May be hesitant to share personal info

Type 6 - The Loyalist



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- Asks questions and analyzes potential problems, an analytical problem-solver
- Reliable, engaging, and dedicated
- Wants to be part of a stable organization
- May be cautious and slow to trust

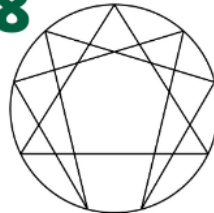
Type 7 - The Enthusiast



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- Wants freedom to explore their ideas/Doesn't want to be tied down
- Optimistic, spontaneous, and fun-loving
- Keeps conversations light and positive
- May be easily distracted and struggle to focus

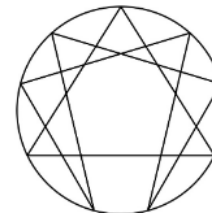
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Type 8 - The Challenger

- Wants others to be direct and forthright
- Confident, assertive, and decisive
- Leave their mark on the world by being active, vital, and busy
- May intimidate coworkers or even bosses

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Type 9 - The Peacemaker

- Wants a harmonious work environment
- Easy-going, supportive, and humble
- Can see all sides of an issue and make sure all voices are heard
- May say "yes" when they mean "no"