

- One of many systems for typing human personalities, the Enneagram has become widely used in churches.
- The term *Enneagram* comes from two Greek words: “*Ennea*” means “nine,” and “*gram*” means “that which is written.” The system’s name just means that it uses nine main types of personality patterns.
- The Enneagram asserts that everyone has one primary “type” or pattern and a secondary “wing.”
- This does not mean that we behave only in one or two ways. Our personality is the pattern of our individual, unique combination of all the different types. However, we usually “default” to our main types.
- No type is “best.” All are gifts from God with distinct strengths. However, each type also has certain struggles for which God’s grace is especially needed if the person is to move toward spiritual health.

1. The Perfectionist (or Reformer) – The Idealistic, Principled, Purposeful, Self-controlled Type

Their Style	Conscientious and responsible, with a strong sense of right and wrong. Their minds naturally compare “what is” versus “what should be” and spot the gaps. They are always striving to improve things.
Their Gift	They thirst after righteousness & take seriously the responsibility to care for what God has made. They want to “do it right” because they believe it matters and makes an important difference.
Their Struggle	They have a relentless inner critical voice telling them they’re not doing things well enough. They can slip into being critical, perfectionistic, and angry with themselves and others. Prone to feelings of resentment because others don’t care as much, and of not being appreciated for how hard they work.
Their Hope	Finding serenity by trusting that God’s grace is for both them and the world. They become able to forgive themselves & others for being imperfect, and their anger becomes balanced with compassion.

2. The Helper (or Giver) – The Caring, Interpersonal, Generous, People-Pleasing Type

Their Style	“People-Persons,” they are caring, and interested in others and in meeting their needs. They are empathetic (feeling with others), sincere, warm-hearted, and generous.
Their Gift	They truly want to do for others and provide them help. Feeling useful to others makes them radiantly joyful and gracious. They are great at making others feel valued and comfortable.
Their Struggle	Can be overly friendly and emotional. Can slip into “People-pleasing” and doing things for others in order to be needed. May hide their own hurts in an image of someone who is only concerned for others. Their own needs can “come out sideways” as hidden neediness and passive aggression.
Their Hope	Accepting that God’s love is a gift that can’t be earned. They can learn they have a place in God’s plan but that it’s not all dependent on them. They can help others without any “strings” attached.

3. The Performer (or Achiever): The Success-Oriented, Excelling, Adaptable, Driven, & Image-Conscious Type

Their Style	Ambitious, competent, and energetic, they want both their performance and their image to be outstanding. They closely monitor how they are being perceived and the impact they’re making.
Their Gift	They see life as an opportunity to offer and utilize the talents they have been given. They can produce huge amounts of valuable, high-quality work, much of it that is inspiring.
Their Struggle	They are often image-conscious, concerned with being seen as exceptional. This can lead them to be social climbers, workaholics, “Super-Mom/Dad,” or “Super-Christian.” Because they can adapt to whatever is needed for success, they can struggle to access real feelings (their own and others).
Their Hope	Seeing their own value not in others’ eyes but in God’s love. By connecting to something bigger than themselves, they become less competitive and defensive, and accept their own limitations.

4. The Individualist (or Romantic): The Sensitive, Introspective, “Deep,” Creative, Moody Type

Their Style	Self-aware, sensitive, and reserved, they are very concerned with being authentic and in touch with what “really matters.” They’re noted for both creativity and feelings of sadness and isolation.
Their Gift	They want desperately to find the meaning of life, and will ask the questions it takes to find it, even if those are difficult. They see suffering as something meaningful that must be dealt with honestly.
Their Struggle	They see life and themselves as deep mysteries to be solved. They feel as if they are missing some important piece and that this makes them social outsiders. Prone to feel a “God-sized hole” inside.
Their Hope	Finding an ultimate meaning in God and trusting that God has made them for a purpose. This helps them to stop longing for what’s missing and learn the art of balancing feelings, values, and work.

5. The Investigator (or Observer): The Intense, Cerebral, Perceptive, Secretive Type	
Their Style	Alert, insightful, and curious, they focus on developing complex ideas and skills. They are often collectors of things or knowledge. They prefer to observe rather than participate.
Their Gift	They see God’s creation with fascination and want to understand & share what they’ve seen.
Their Struggle	They tend to have a small “social gas tank,” and feel the demands of life outstrip their supply of energy & inner resources. As a result, they “hoard” their time and attention and can become isolated. Feeling that they don’t yet know enough to act can cause them to “get stuck” in watching & analysis.
Their Hope	Knowing that God gives them enough resources to live a full Christian life in which they’re engaged in the world. They can trust that their preparation has been sufficient to be put to good use.
6. The Loyalist (or Skeptic): The Committed, Security-Oriented, Responsible, Anxious, and Cautious Type	
Their Style	Reliable, hard-working, responsible, & trustworthy. They focus on what might go wrong or threaten safety and security. Generally put confidence in belief systems, groups, and leaders. If they perceive other belief systems, groups, and leaders as a threat to theirs, they aggressively oppose them.
Their Gift	Great friends, and the foundation of society. They join groups, volunteer, show up, fix things. They invest themselves in creating and maintaining a strong social fabric that makes stable life possible.
Their Struggle	Prone to fear and anxiety, security and safety can become their main or only concern. This can cause them to follow groups/authorities, OR to attack groups/authorities that they feel are threats.
Their Hope	Coming to embrace faith, not as a guarantee of safety or rewards, but faith as trust in God’s goodness no matter what uncertainty we face. Decisions can then be made on more than fear.
7. The Enthusiast (or Optimist): The Busy, Variety-Seeking, Spontaneous, Acquisitive, Type	
Their Style	Extroverted, optimistic, big-hearted, and spontaneous, they are playful, fun, and popular. They constantly seek new and exciting experiences and love anticipating their next adventure.
Their Gift	They embody joy and have a boundless love for life that lifts those around them.
Their Struggle	The constant desire for “more” and opposition to being tied down can make them scattered or inconsiderate. Because they’re eager to fill themselves with positive, stimulating experiences, they may ignore or flee from unpleasant feelings and difficult conversations. Constant “reframing” of negative possibilities can lead to them having only half the human emotional range.
Their Hope	Opening themselves to feeling limitations and the negative side of life. Being willing to follow Christ into the sorrow of others can ground them and increase their ability to share their joy.
8. The Challenger (or Intimidator): The Powerful, Dominating, Self-Confident, Decisive, Confrontational Type	
Their Style	Strong and assertive, they are straight-talking, decisive, and want to make things happen. Very concerned with their independence and respect, they strongly resist others controlling them.
Their Gift	They stand up and speak up for those who cannot stand up for themselves.
Their Struggle	Their bluntness, desire for self-sufficiency, and eagerness to confront can rub others the wrong way. Often have issues with their temper and reluctance to show any need or vulnerability.
Their Hope	Admitting their fear of vulnerability to God and examining their effects on others. In assessing why they push, they can both learn gentler methods and put that ability to use for noble purposes.
9. The Peacemaker (or Mediator): The Easygoing, Receptive, Agreeable, Complacent Type	
Their Style	Accepting, trusting, and stable, they want everything to go smoothly and without conflict. Usually want to merge with something (e.g., God, nature, another person, a family, a home).
Their Gift	Their love of peace enables them to heal conflicts. Because they can see multiple perspectives better than any other type, they are great at mediation and can bring very different people together.
Their Struggle	They tend to be complacent, and will minimize or deny problems. Often stubborn with anything that disturbs their peace or routine. Typically have problems with inertia and making changes in life even when they know it’s necessary. Prone to “zoning out,” delaying work, and avoiding necessary conflicts.
Their Hope	Trusting God for courage enables them to avoid “sleepwalking” and “show up” for their life. This enables them to accept the challenges of conflict and adversity when it’s truly needed.

The Enneagram