

# Enneagram *Magic*

## The Power of Self-Awareness and Self-Acceptance

The background features a faint Enneagram diagram with nine points connected by lines. Overlaid on this is a colorful lotus flower with nine petals, each in a different color (yellow, orange, red, pink, purple, blue, teal, green, light green). A white star is at the center of the lotus.

**Akshata Hopkins, MD**

Director of Interprofessional Education & Collaborative Practice, Johns Hopkins All Children's Hospital

Assistant Professor of Pediatrics, Johns Hopkins Medicine

**ENJF**  
**2w3**





Get Your Future

RISE.

RISE





# Disclosures

- None.
- I align with an Enneagram 2 wing 3.
- My self-awareness and self-acceptance is a constant  
*“Work In Progress”*

# Objectives

- Define self-awareness and its role in personal wellbeing.
- Understand our innate resistance to self-awareness and why we need to break through those barriers.
- Recognize the Enneagram as a tool for personal development and self-awareness.
- Describe how the enneagram can help navigate conflict, strengthen teams and build self-compassion and resilience at both the individual and system level.

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# Who here has heard of the enneagram?

① Click **Present with Slido** or install our [Chrome extension](#) to activate this poll while presenting.



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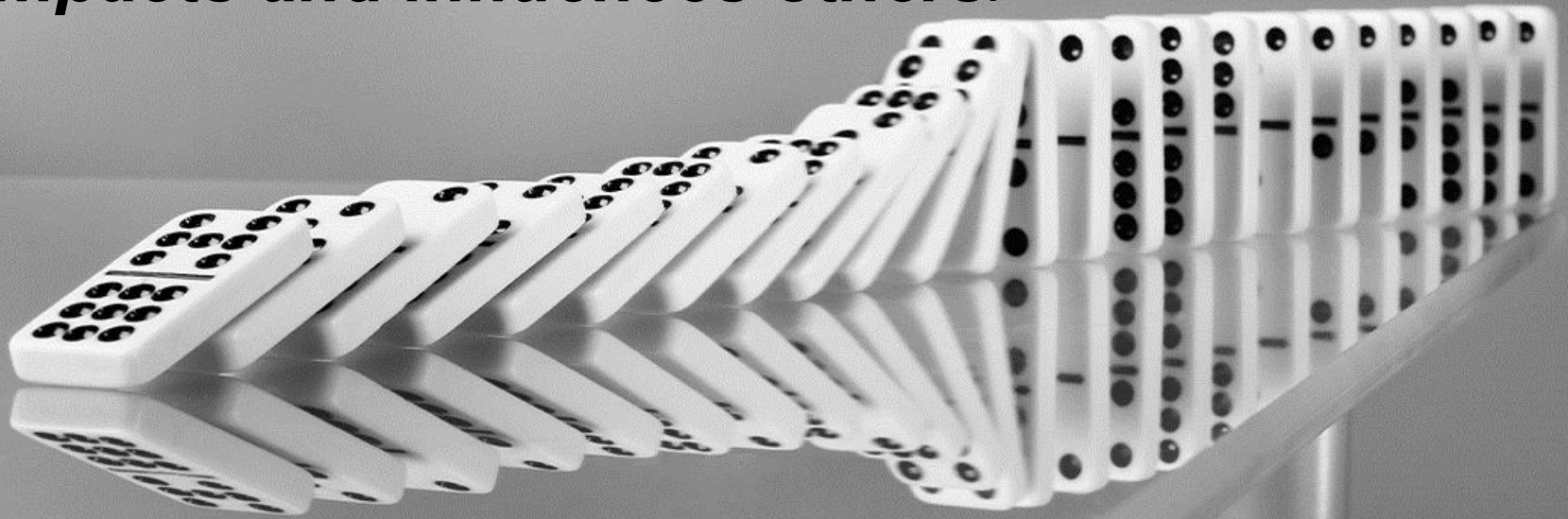
# If you know your enneagram, how do you identify yourself?

① Click **Present with Slido** or install our [Chrome extension](#) to activate this poll while presenting.



*Your Story*

“**Self-awareness** consists of a range of components, which can be developed through focus, evaluation and feedback, and provides an individual with an awareness of their **internal state** (emotions, cognitions, physiological responses), that **drives their behaviors** (beliefs, values and motivations) and an awareness of how this **impacts and influences others.**”



Carden, J., et al (2022). Defining self-awareness in the context of adult development: a systematic literature review. *Journal of Management Education*, 46(1), 140-177.



# PAUSE

Thoughts

Emotions

Behaviors

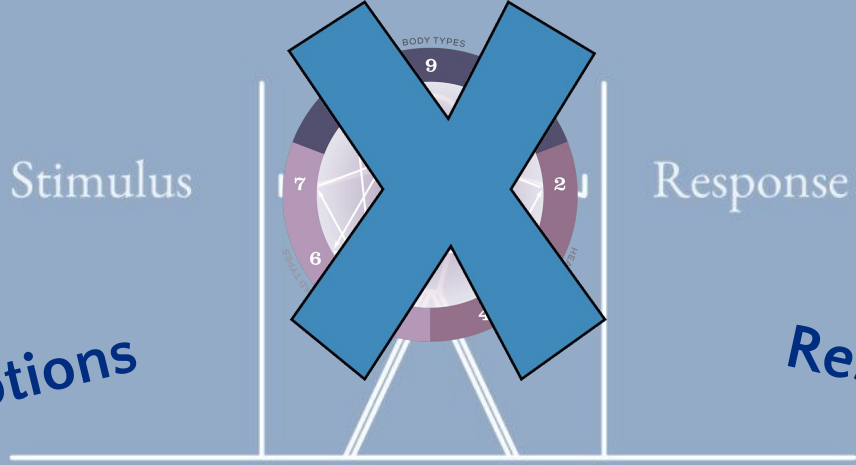
Results

# Be Curious, Not Judgemental



thebestof

*"Between stimulus and response there is a space.  
In that space lies our freedom.  
In our response lies our freedom."*



**Thoughts**

**Emotions**

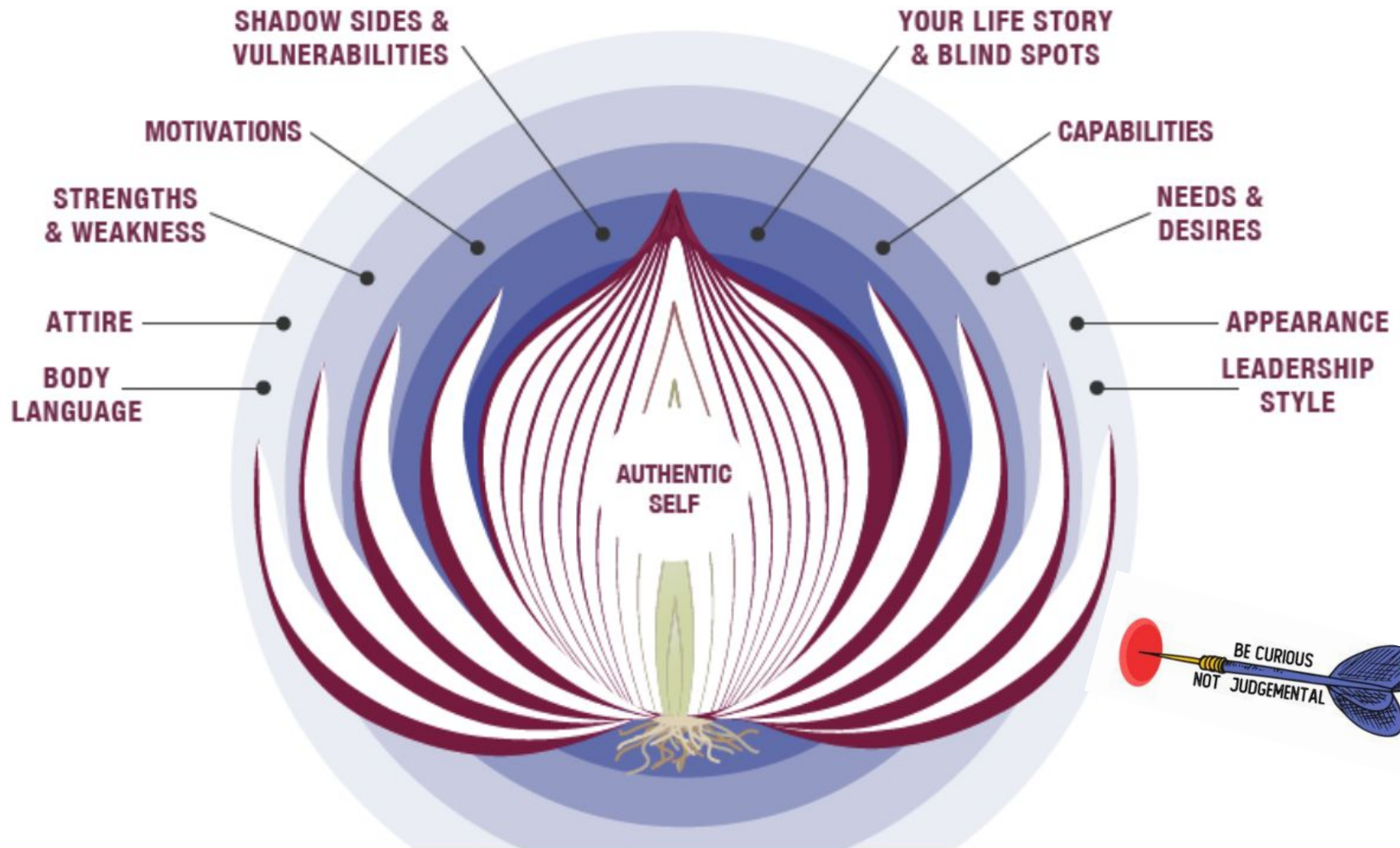
**Behaviors**

**Results**

*SPACE*


@jeffkrasno








## Know Thy Selves: Learning to Understand Oneself Increases the Ability to Understand Others

Anne Böckler<sup>1,2</sup> · Lukas Herrmann<sup>1</sup> · Fynn-Mathis Trautwein<sup>1</sup> · Tom Holmes<sup>3</sup> ·  
Tania Singer<sup>1</sup> 

“Having more complex and fine-grained knowledge about one’s emotional, cognitive, and behavioral facets ... may help better understand the mental states of others.”

“...learning to identify the negative aspects of the self was predictive of a better understanding of other people.”



There's nothing more intimate in life than being understood and understanding someone else.

Brad Meltzer

# ***Why do we resist self-awareness or acting upon it?***

A close-up photograph of a car's side-view mirror. The mirror is dark-colored and reflects a blurred outdoor scene. A small yellow triangle is positioned on the left side of the mirror's reflection, pointing towards the left. To the right of the mirror, there is text explaining the concept of blind spots.

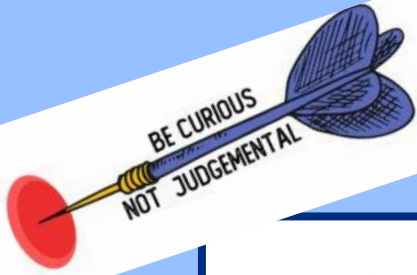
□ **Blindspots - Things we *can't* see**

□ **Biases – Things we don't *want* to see**

***“I think the big lesson here is that any time a trait is easy for other people to see or hard for us to admit, we can't trust our own judgment of it,”***

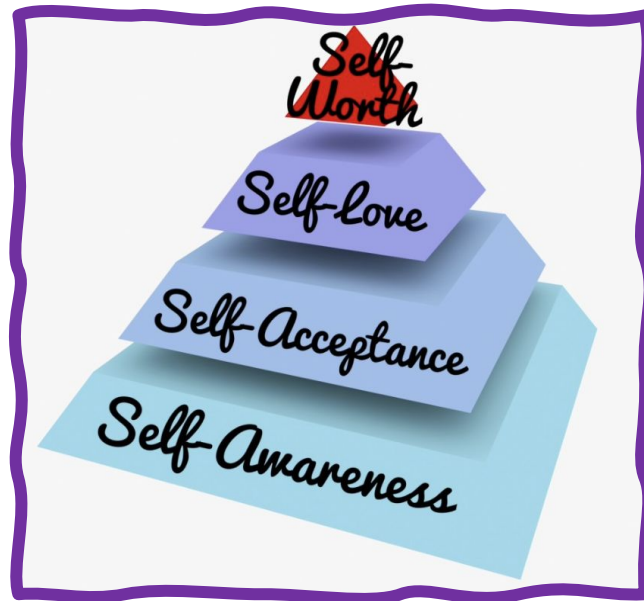
***—Adam Grant on The Science of Success***

# Where are you?

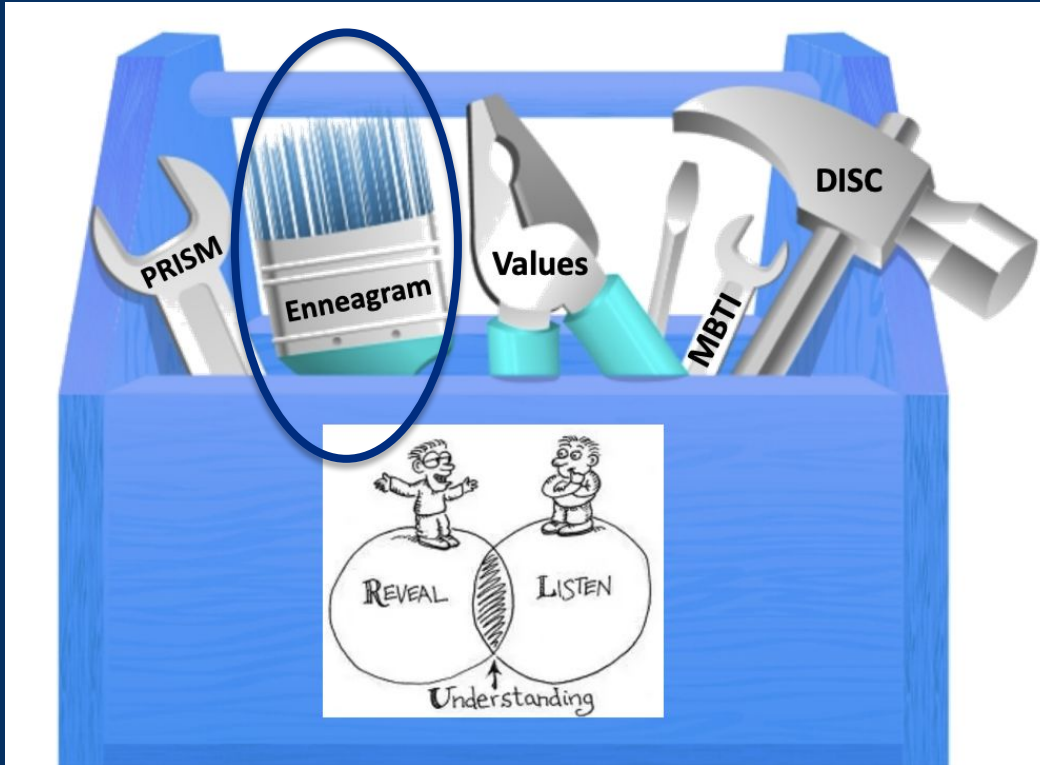


	Low external self-awareness	High external self-awareness
High internal self-awareness	<b>Introspectors</b> are clear on who they are, but don't challenge their views, often harming their relationships and limiting their success as a result.	<b>Aware</b> know who they are, what they want, and seek out other opinions. These are the great leaders.
Low internal self-awareness	<b>Seekers</b> don't know who they are, what they stand for, or how they're perceived by others. They feel frustrated with their performance and relationships.	<b>Pleasers</b> are too focused on what others think to focus on what matters to them. They make choices that hinder their success and fulfillment.

“know who  
we **already** are,  
who we **desire** to  
be, and who we  
have  
the **potential** to  
become.”



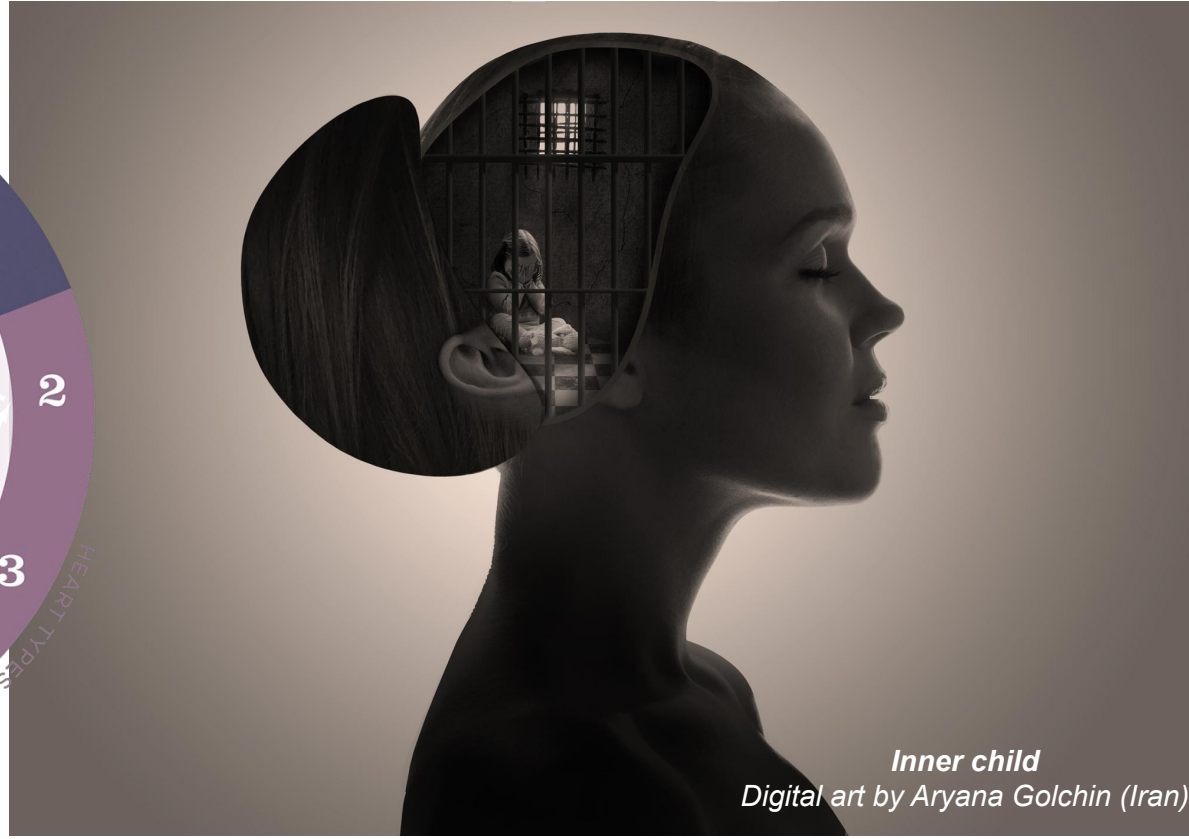
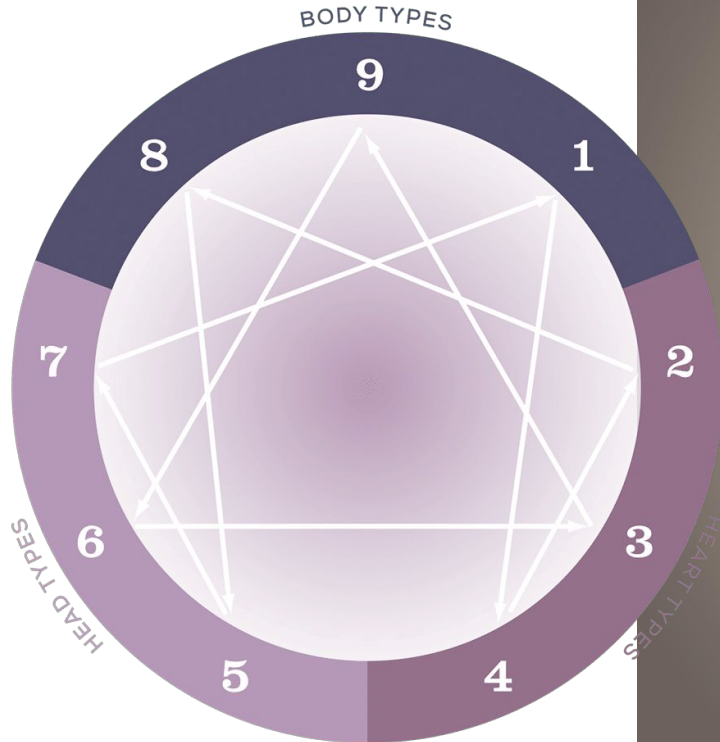
# The Enneagram as a Tool





***You are fine just the way you are. But being is not the same as knowing.***

**Information is NOT Transformation.**

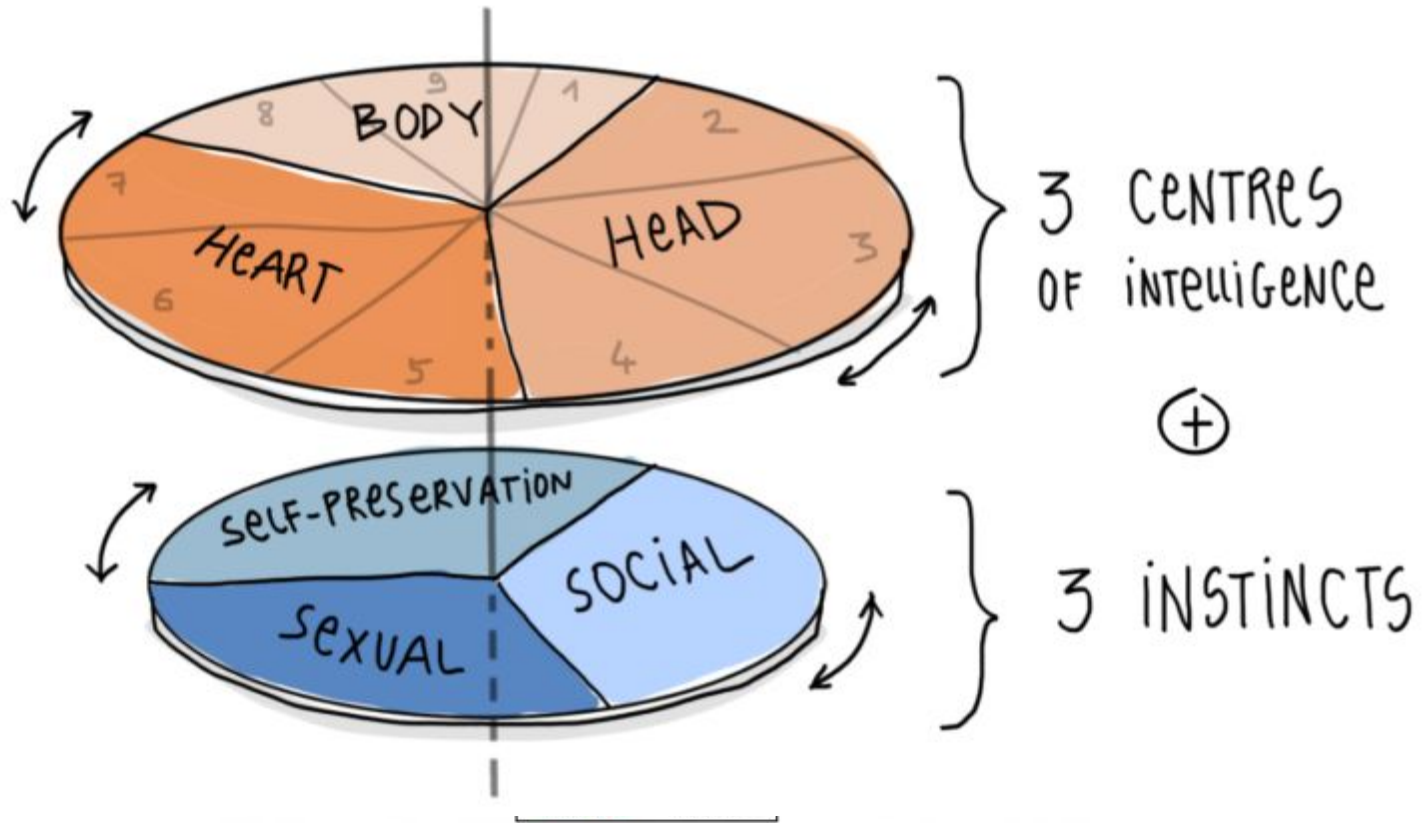


*Inner child*  
Digital art by Aryana Golchin (Iran)

WHAT'S  
*your*  
NUMBER?



# WE ALL RELY ON OUR...





Self-Preservation



Social



Sexual/Intimate

**Step 1**

# Ongoing Soul Work

- ❑ Which number do you resonate with? Why?
- ❑ How does this number show up in your life?

*My Enneagram Map*

MY STRENGTHS

TRUE TO ME

My approach to the world; I strive for:

MY FEAR

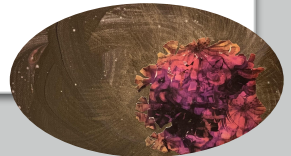
GROWTH AREAS

How does my number show up in my life:

WHEN STRESSED

WHEN RELAXED

What do I want you to know about me & my number:



Everyone else but themselves

Control;  
Dominance

Right and Wrong

Possibility; what  
could be?

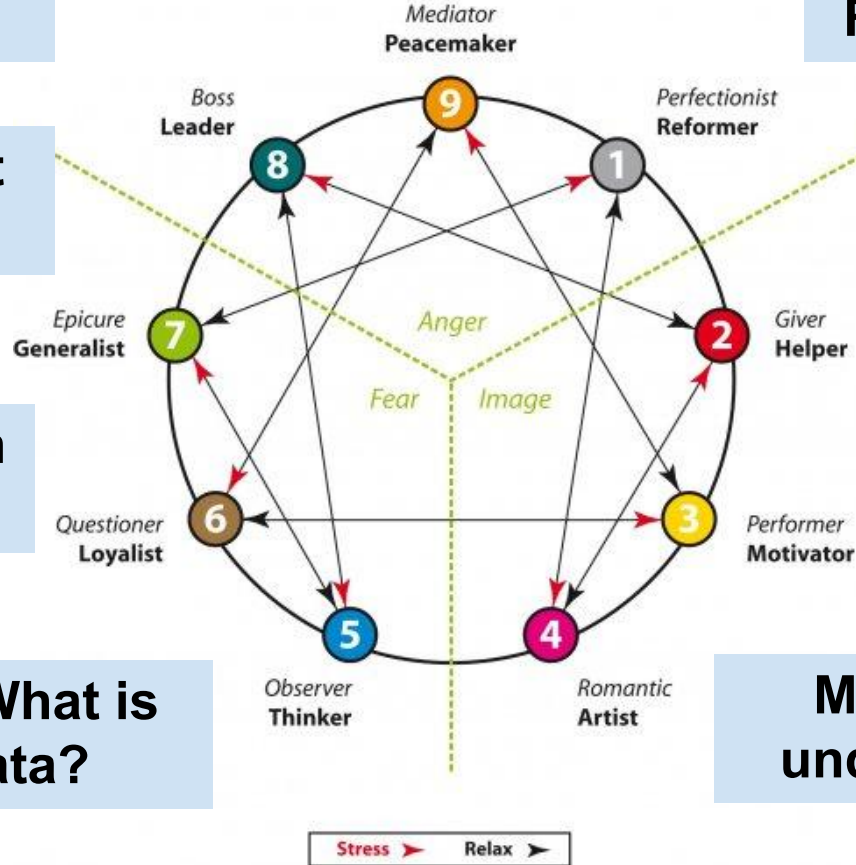
Need; Who  
needs what and  
how can I  
support it?

Danger; what can  
go wrong?

Status; who has  
it? Where's mine?

Knowledge. What is  
known? Data?

Meaning; what's  
under the surface?





## BASIC DESIRES and THEIR *DISTORTIONS*

\*\*\*

- 1.) THE DESIRE TO HAVE INTEGRITY.  
(*deteriorates into critical perfectionism*)
- 2.) THE DESIRE TO BE LOVED.  
(*deteriorates into the need to be needed*)
- 3.) THE DESIRE TO BE VALUABLE.  
(*deteriorates into chasing after success*)
- 4.) THE DESIRE TO BE ONESELF.  
(*deteriorates into self-indulgence*)
- 5.) THE DESIRE TO BE COMPETENT.  
(*deteriorates into useless specialization*)
- 6.) THE DESIRE TO BE SECURE.  
(*deteriorates into an attachment to beliefs*)
- 7.) THE DESIRE TO BE HAPPY.  
(*deteriorates into frenetic escapism*)
- 8.) THE DESIRE TO PROTECT ONESELF.  
(*deteriorates into constant fighting*)
- 9.) THE DESIRE TO BE AT PEACE.  
(*deteriorates into stubborn neglectfulness*)

# Rules of the Enneagram

“

What determines your Enneagram type are the core desires, fears, and motivations that bring up the most emotion for you as you read them.

— CHRISTINA S. WILCOX

@TheMillennialGrind

”

- ❖ Don't weaponize the enneagram.
- ❖ Don't allow the enneagram to accept bad behavior.
- ❖ Don't tell someone else what number you think they are.
- ❖ Never use someone's type to manipulate or exploit them.





# ENNEAGRAM TYPES AT

 **TARGET**

LEEANN & MICHELLE WITH ENNEAGRAM & COFFEE



slido



# So.....What's Your Number?

① Click **Present with Slido** or install our [Chrome extension](#) to activate this poll while presenting.



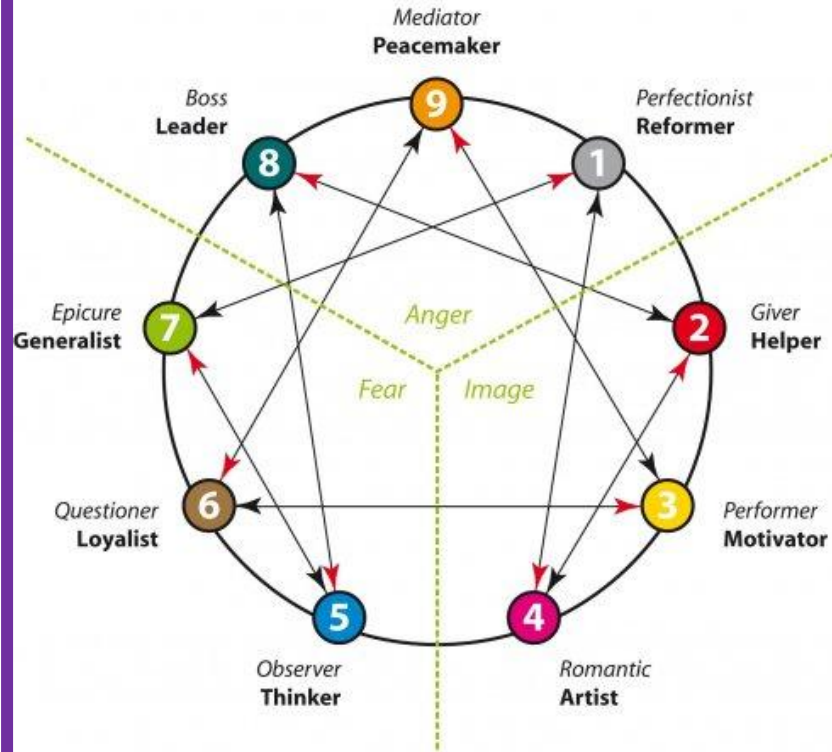
My #

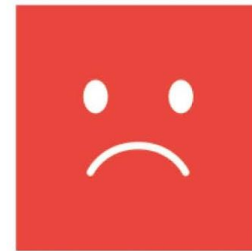
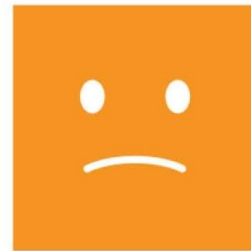
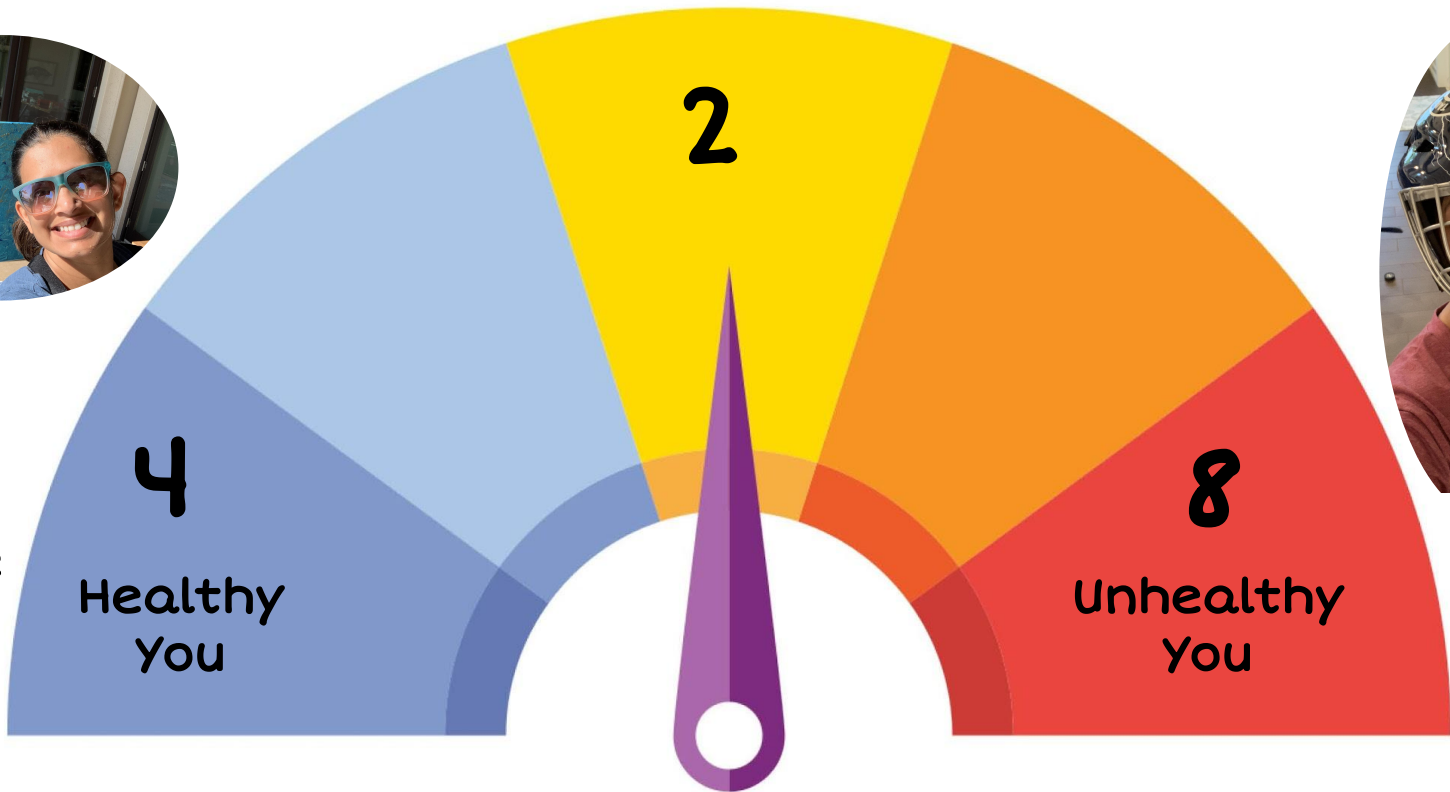
My Wing 

My Stress 

My Relax 

# THE ENNEAGRAM







Health  
You  
Relax



In Healthy Range, Each Number Wants . . .	In Average or Unhealthy Range Each Number Might Want . . .
1 To make the world a better place	To feel better about themselves by being overly critical of others
2 To be needed	To feel valuable by creating relationships where others are dependent on them and then feel burdened by the responsibility
3 To be successful	To take shortcuts in their work, while walking away from people who don't agree with their agendas
4 To be understood and known while making meaningful connections with others	To manage their feelings about others by pushing them away and then pulling them back in
5 To be independent and seen as both capable and competent	To avoid contact with other people, isolating whenever possible while believing they can work out everything in their heads
6 To be connected to others while working toward goals that are for the common good	To give in to their struggle to trust themselves while feeling fearful and suspicious of others
7 To experience life and relationships to the fullest	To avoid slowing down in order to be faithful to their responsibilities or present to others
8 To lead others in doing their best at whatever is theirs to do, while fighting injustice wherever it exists	To demand that other people make up the difference that separates Eights from other numbers while ignoring how the others are affected by their behavior
9 Peace and harmony, and they are willing to mediate differences between people that cause separation and result in disconnection	To make choices that avoid conflict even when their involvement might be for the good of all involved



- How are your relationships *positively* affected when you are in the healthy range?
- How are your relationships *negatively* affected when you are in the unhealthy range?

Unhealthy  
Stress



# “The best part of you may also be the worst part of you.”

**SOME of the BEST and WORST of US**

**1s BEST:** Ones have an amazing ability to assess almost everything in terms of how it could be better, and they think it's their responsibility to make people, things, and situations what they could be.

**WORST:** Ones can often be overly critical of themselves and others. As they go about correcting what is inadequate or wrong, it often leaves others feeling like they can't measure up to the One's high standards.

**2s BEST:** Twos can easily sense what other people need and are generous in trying to meet those needs.

**WORST:** Twos have notoriously poor boundaries. When involved in "taking care" of others they don't know how much to give, so they often give too much and then return to their own lives exhausted and unable to tend to their primary responsibilities and their personal needs. The result is often a feeling of being taken for granted, and resentment follows.

**3s BEST:** Threes set goals for themselves and then they reach them—both short-term and long-term goals. Threes have a strong desire to help others reach their potential, and they enthusiastically share their strategies and experience when asked for help or advice. Added to that, they have both the desire and the ability to be whatever a situation calls for.

**WORST:** Because Threes are focused on "the goal" they sometimes fail to be mindful of both the feelings and the contributions of others. And because of their ability to shape-shift into what others want them to be, they are sometimes more cynical and suspicious of the rest of us, thinking we can do the same.

**Type 1: MORAL PERFECTIONIST**

- Core Desire: Having integrity, being good, balanced, accurate, serious, and right.
- Core Fear: Being wrong, bad, evil, inappropriate, unredemtable, or corruptible.
- Core Weakness: Resentment: Repressing anger that leads to continual frustration and dissatisfaction with yourself, others, and the world for not being perfect.
- Core Longing: You are good.

**Type 2: SUPPORTIVE ADVISOR**

- Core Desire: Being appreciated, loved, and wanted.
- Core Fear: Being rejected and unwanted; being wanted, thoughtless, needy, inconsequential, dispensable, or unworthy of love.
- Core Weakness: Pride: Denying your own needs and emotions while using your emotions and needs of others confidently invading their helpful support in hopes that others will say how grateful they are for your thoughtful care.
- Core Longing: You are wanted and loved.

**Type 3: SUCCESSFUL ACHIEVER**

- Core Desire: Having high status and respect; being admired, successful, and valuable.
- Core Fear: Being exposed as or thought incompetent, inefficient, or worthless; failing to impress; success.
- Core Weakness: Deceit: Deceiving yourself into believing that you are only the image you present to others; embellishing the truth by putting on a polished persona for everyone (including yourself) to see and admire.
- Core Longing: You are loved for simply being you.

**Type 4: ROMANTIC INDIVIDUALIST**

- Core Desire: Being unique, special, and admired.
- Core Fear: Being inadequate, ordinary, or off plan, routine, defective, flawed or insignificant.
- Core Weakness: Envy: Feeling that you're inferiorly flawed, that something fundamental makes you lack.
- Core Longing: You are seen and loved for exactly who you are—special and unique.

**Type 5: INVESTIGATIVE THINKER**

- Core Desire: Being capable and competent; being bright, intelligent, inquisitive, or not having obligations placed upon you, or your energy being completely depleted.
- Core Fear: Being unskilled, inept, or not having obligations placed upon you, or your mind resources and that too much interaction with others will lead to catastrophic depletion, holding on to your resources and minimizing your needs.
- Core Longing: Your needs are not a problem.

**Type 6: LOYAL GUARDIAN**

- Core Desire: Having security, guidance, and support.
- Core Fear: Feeling fear itself, being without support, security, or guidance; being blamed, targeted, alone, or physically abandoned.
- Core Weakness: Apathy: Scanning the horizon remaining in a constant state of apprehension and worry.
- Core Longing: You are safe and secure.

**Type 7: ENTERTAINING OPTIMIST**

- Core Desire: Being happy, fully satisfied, and content.
- Core Fear: Being deprived, trapped in emotional pain, hatred, or hatred, missing out on happiness, unable and feeling an insatiable and compulsive hunger of feeling completely satisfied and content.
- Core Longing: You will be taken care of.

**Type 8: PROTECTIVE CHALLENGER**

- Core Desire: Protecting yourself and those in your inner circle.
- Core Fear: Being weak, powerless, harmed, or being controlled, manipulated, and left at someone's control, and power willfully pushing yourself on others in order to get what you desire.
- Core Longing: You will not be betrayed.

**Type 9: PEACEFUL MEDIATOR**

- Core Desire: Having inner stability and peace of mind.
- Core Fear: Being in conflict, tension, or discord; feeling shut out and overlooked; using conviction and relationship with others.
- Core Weakness: Guilt: Remaining in an unproductive and obedient world in order to help the power remain unchallenged and not be disturbed by your anger, being willing to merge with others to follow peace and harmony.
- Core Longing: Your presence matters.

**4s BEST:** Fours engage life with a balance that is unique to their number. They are cerebral to substance, and they are the only number on the Enneagram that can their address to pass without having to fix it.

**WORST:** Fours have the ability to see the world in a dark way. They can even identify with the feelings and they respond by pulling steadily on the reins for others.

**5s BEST:** Fives are emotional, thoughtful, and self-sufficient. They are good listeners and like to see with others, they don't share much about themselves. And to other side of the gift of neutrality that it may be hard for them to be passionate about things that are important to them, they are the only number on the Enneagram that is not self-willed. They are good listeners and like to see with others, they don't share much about themselves. And to other side of the gift of neutrality that it may be hard for them to be passionate about things that are important to them, they are the only number on the Enneagram that is not self-willed.

**6s BEST:** Sixes are practical and logical, and they are the only number on the Enneagram that is not self-willed. They are good listeners and like to see with others, they don't share much about themselves. And to other side of the gift of neutrality that it may be hard for them to be passionate about things that are important to them, they are the only number on the Enneagram that is not self-willed.

**7s BEST:** Sevens are social and outgoing and they are the only number on the Enneagram that is not self-willed. They are good listeners and like to see with others, they don't share much about themselves. And to other side of the gift of neutrality that it may be hard for them to be passionate about things that are important to them, they are the only number on the Enneagram that is not self-willed.

**8s BEST:** Eights are strong, confident, and assertive. They are good listeners and like to see with others, they don't share much about themselves. And to other side of the gift of neutrality that it may be hard for them to be passionate about things that are important to them, they are the only number on the Enneagram that is not self-willed.

**9s BEST:** Nines are easy-going and they are the only number on the Enneagram that is not self-willed. They are good listeners and like to see with others, they don't share much about themselves. And to other side of the gift of neutrality that it may be hard for them to be passionate about things that are important to them, they are the only number on the Enneagram that is not self-willed.

# How can your strength also be what gets in your way?



# Enneagram at Work & Life

- Team members can understand one another better
- Fewer conflicts and more collaboration
- Leadership can align team members in areas of motivation
- Promotes diversity of thoughts & experiences
- Happy, fulfilling workplace
- Stronger communication





Sensor for others

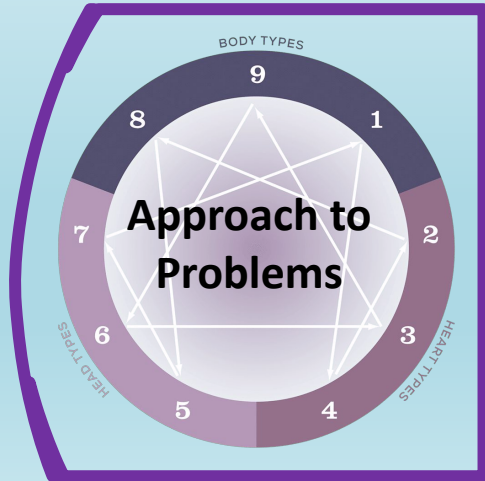


Teamwork



My Personal GPS

# How?



Approach to Problems



Leveraging Strengths



Difficult Feedback



Expectations are  
resentments waiting  
to happen.

- Brene Brown



@JILL\_CELESTE

### Predictable Expectations from Each Number

- 1 That others have a desire to try to make things perfect
- 2 That others can sense and meet their needs
- 3 That others can set their feelings aside until a project is completed
- 4 That a commitment to authenticity is shared by most people
- 5 That others share and understand their need for physical and emotional space
- 6 That everyone is aware of the value of scanning the horizon for all that could go wrong
- 7 That reframing negative experiences into positive memories is both possible and a good thing
- 8 That people will be forthright in saying what's on their mind
- 9 That other people see at least two sides to most things

# Let's Try A Scenario!

Think (Head)	Feel (Heart)	Do (Gut)

**What's a common scenario at work that really puts a damper on the day?**

The Enneagram is a tool that awakens our compassion for people just as they are, not the people we wish they would become so our lives would become easier.

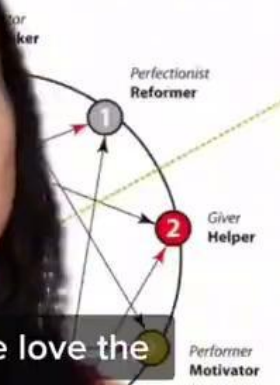
Ian Morgan Cron



quotefancy

## THE ENNEAGRAM

TikTok  
@enneagramnerd



Reasons we love the  
Enneagram



Our  
time is  
**NOW**

## Era of distress



- Lack of awareness
- Focus on institutional needs
- Rigid environment
- Individual
- Ignore distress
- Unfettered autonomy
- Neglect
- Ignorance of economic impact
- Physicians & administrators function independently

## Well-being 1.0

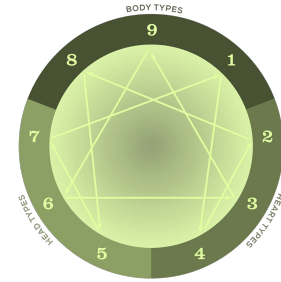


- Awareness
- Focus on patient needs
- Choice
- Team
- Treat distress
- Carrots and sticks
- Blame individuals
- Return on investment
- Adversarial relationship between physicians and administrators

## Well-being 2.0



- Action
- Focus on needs of people
- Flexibility
- System
- Prevent distress & cultivate professional fulfillment
- Aligned autonomy
- Shared responsibility
- Value on investment
- Physician and administrator collaboration



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# How will you use the Enneagram in life?

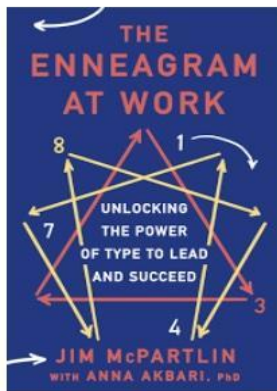
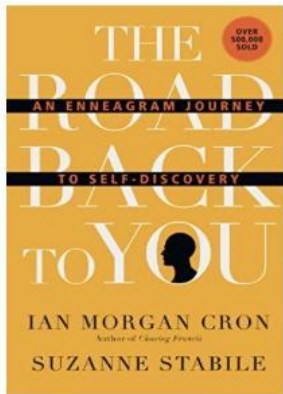
① Click **Present with Slido** or install our [Chrome extension](#) to activate this poll while presenting.



# *Sawubona*

[sow:'bɔh:nah]

All my attention is with you. I see you and I allow myself to discover your needs, to see your fears, to identify your mistakes and accept them. I accept you for what you are and you are part of me.



Atlas: Enneagram Playlist



Enneagram Illustrated Guide

Lots of great info about online resources, type specific guides, blogs, etc.



Enneagram Online Test (Free)

## A Few Podcast Episodes

- **Typology with Ian Cron**
  - S02-030 & 31: How the Enneagram Impacts Emotional Intelligence and Leadership, Part 1 & 2
  - S05-031: Working Together to Rewrite Your Story
- **We Can do Hard Things (Glennon Doyle)**
  - April 20, 2022: Enneagram: What does your number say about you?
- **Being Well with Dr. Rick Hanson**
  - March 28, 2022: Use the Enneagram to Rewrite your story with Ian Cron



PCC Workshop HandOuts



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# Questions?



Dr. Hopkins



Interested in learning  
more about the  
enneagram?

Please reach out!



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