

Overview for the Enneagram Profile Worksheet

In Chapter 11 of [Embracing Followership: How to Thrive in a Leader-Centric Culture](#), I recommend a variety of personal development resources, including the enneagram. This worksheet helps individuals capture some of the many nuances of their enneagram Type. Although presented (and named) as a paradigm consisting of 9 options, the enneagram, and each individual, contains a much greater degree of diversity and variation. By considering the unique combination of one's wing and subtype, and coupling those with reminders of the other tendencies and defining factors of their base Type, a more complete and helpful description of who you are emerges.

Because of the immense depth of this particular paradigm, along with the multiplicity of authors who have written on the enneagram, I have found it personally helpful to have a central place where I can make notes, record language that resonates with me, and attempt to capture (in a living document) my current self-understanding and awareness. That's why I created this worksheet, which I am happy to now share with others.

I have read widely on the enneagram, as exploring the variety of perspective and language used has been the most helpful part of my personal journey of discovery; it was through reading a variety of Type descriptions, rather than taking assessments, that I was able to finally determine my Type (I'm a 9). I recommend this approach of broad reading to anyone who does not yet know which of the nine Types they are. Along the way, I discovered that authors have different strengths and emphases, and use different terminology, so I have coded the worksheet with initial page references in various books that contain related material which I find especially helpful or well-presented. These aren't intended to be an exhaustive index, but rather a pointer in the right direction to get more detail about a particular facet of the enneagram. References are presented alphabetically, and in the Sources list at the bottom, "enneagram" is abbreviated "E-g" to save space and avoid repetition.

Depending on which books you have access to, not every heading/blank may be familiar to you or straightforward to complete; that's okay! Feel free to make your own attempt to fill in a blank if the designation seems helpful to you; if you *need* to find exactly what I'm referring to, you might begin by consulting either *Understanding the Enneagram* (Riso) or *The Enneagram: A Christian Perspective* (Rohr & Ebert); those were among the first books I read, and have some of the clearest Type presentations (with helpful subheadings) and so have been especially impactful in developing the categories and labels that I personally became used to using. *The Wisdom of the Enneagram* (Riso & Hudson) was my very first enneagram book (which I would NOT recommend as an introductory text!), and contains nearly all of the various facets included on the worksheet. The Enneagram Institute website (<https://www.enneagraminstitute.com/type-descriptions/>) is a free and excellent resource to get you started in exploring the various facets of your Type.

You can see my complete bibliography of recommended enneagram books and their different strengths at <https://embracingfollowership.com/blog-entries/resources/biblio/>.

Instructions: Some blanks only expect a number from 1-9 (Type, Wing, Arrows, Level of Development) and some sections only contain reminders of what's inherently true depending on Type (Triad, Hornebian Group); so you might just circle what's true of your Type. You can tick which of the three Subtypes is yours, and then the remainder of the items are fill-in-the-blank or free-form areas where you can make notes for yourself regarding some of the labels. "Those I Know" is a place to record the names of others who exemplify each Type. As you read various books or listen to podcasts, I highly encourage you to capture phrases or details about the items that especially resonate with you, as these will be useful for bringing you clarity and fueling your ongoing growth and reflection, not to mention helping you to "self-revelate," to describe yourself to others in light of the enneagram paradigm as well as in terms of your personal uniqueness.



My Enneagram Profile

..... TYPE BASICS

Type: _____

Wing: _____ *C(each type); P41; R215; T43*

..... BASED ON TYPE

Triad/Center: *F37; J30; R35; T34; V71; W49*

8,9,1 > Instinctual/Doing, Body, Gut, Anger, Order

2,3,4 > Feeling, Heart, Emotional, Grief, Image

5,6,7 > Thinking, Head, Intellectual, Fear, Safety

Stance/Horneyan Group: *S11; T28; W59*

1,2,6 > Compliant, Dependent, Underexpress, Inward, Earns, Loyal, Present

3,7,8 > Assertive, Aggressive, Overexpress, Outward, Demand, In Charge, Future

4,5,9 > Withdrawn, Avoid, Out of Touch, Shy, Past

..... SUBTYPE CHOICE

Subtype/Variant: *B25; R201; T426; V144; W70*

- Self-Preservation, Survival, Individual
- Social Interaction, Participation, Group
- Sexual Bonding, Intimacy, One-to-One

Notes:

..... INNER FLOW: BASED ON TYPE

Arrows/Shifts/Directions:

B35; F108; J24; R216; S(each type); T47; W87

of Integration/Consolation/Security: _____

Characteristics:

of Disintegration/Desolation/Stress: _____

Characteristics:

..... ELEMENTS: BASED ON TYPE

Sin/Vice/Passion: _____

Basic Fear: _____

Basic Desire/Need: _____

Virtue: _____

Core Identifications: _____

Notes:

..... WARNINGS: BASED ON TYPE

Red Flags: _____

Alarms: _____

Temptations: _____

Childhood Messages: _____

Notes:

..... MY JOURNEY

My Current Level of Development: _____

T421; U97 Date: _____

Recommendations for My Growth:

B(each type); C(each type); S(each type); U236

*
*
*

..... THOSE I KNOW

1 _____	2 _____	3 _____
4 _____	5 _____	6 _____
7 _____	8 _____	9 _____

Sources: **B** = *The Complete E-g* (Beatrice Chestnut); **C** = *The Road Back to You* (Cron); **F** = *Mirror for the Soul* (Eryling); **J** = *The E-g Spectrum* (Jerome Wagner); **P** = *The E-g* (Palmer); **R** = *The E-g: A Christian Perspective* (Rohr); **S** = *The Path Between Us* (Stabile); **T** = *Personality Types* (Riso & Hudson); **U** = *Understanding the E-g* (1990; Riso); **V** = *Self to Lose, Self to Find* (Vancil); **W** = *The Wisdom of the E-g* (Riso & Hudson)