



Enneatemps:

The Four Temperaments and Enneagram Types: Understanding the System (Part 1)

Since it is one of the oldest personality typing systems on our planet, you have most likely heard about the *Four Temperaments*—Phlegmatic, Choleric, Sanguine, and Melancholic. These are the four types that were first introduced to the world by Greek philosopher, Hippokrates, in 400 BC (although there is some suggestion that they originated from Egypt) and later developed by Galenius, (Galen), also a Greek philosopher, who lived in 200 AD.

This typing system is still taught across Europe in high schools as a

Paya Naderi

basic form of psychology and is, in my opinion, one of the most solid tools of personality typing ever existed.



Figure 1 From left to right: Choleric, Melancholic, Phlegmatic and Sanguine¹

The four temperaments were first used to match the human psyche with disease manifestation and medical treatment. Later on, the psychological, or typological, part was developed.

The four temperaments originate from the qualities of hot/cold and wet/dry that influence the so-called *four juices* in our bodies that can be arranged as shown in the following table:

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Unlocking the Geometry of the Enneagram: How and Why Opposite Types are Look-alikes (Part 1)

People who study the enneagram are usually familiar with some of its geometric patterns and how they can help us better understand ourselves, our relationships, and even our role in life. By studying the *energy center* of our type, we know what fuels our day to day way of being in the world; by studying the *wing points*, we gain a sense of two distinct “modes of being” for each type; and by studying the *connecting points*, we understand the sub-personalities we adopt when the resources of our “home” type don’t quite satisfy the need of the moment.

And there are other patterns we can explore. For example, Don Riso and Russ Hudson have fruitfully discussed the idea of Hornevian and Harmonic triads in their definitive work, *Wisdom of the Enneagram* (1999). I too have explored enneagram patterns, as reflected in a number of my articles. In an early article for the *EM* (April ‘07), I looked at the relationship between the personality and process enneagrams—a theme that showed up again in both of my books, *The Positive Enneagram* (2009) and *Archetypes of the Enneagram* (2010). In the former, I also focused on center-related differences among the “Great Triangle” patterns (3-6-9, 1-4-7, or

Susan Rhodes

2-5-8; see pp. 64-68). I also wrote two pattern-focused articles exploring differences between the two halves of the enneagram, as well as key distinctions between the

triangle and hexad types (*EM*, Oct., Nov. ‘07).

Probably the most significant pattern I’ve discussed so far is the relationship between the personality and process enneagram. The initial article was a rather technical work, because I wanted to be absolutely accurate (and very conservative) in my descriptions. By the time I wrote *The Positive Enneagram*, I was in a better position to explain the practical implications of seeing each enneagram point as describing both a personality type and a stage in a transformational process.

Archetypes delves deeply into the implications of matching types to stages in the life process, focusing particularly on how the precise position of each type on the circle relates to the evolutionary path (*dharma*) for individuals of that type (see pp. 88-97). I focused specifically on the idea that the first half of the journey (through Points 1, 2, 3, 4) is the movement from Spirit into ...CONTINUED ON PAGE 17

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A Response from the IEA President to Carl Marsak's Open Letter

As president of the board of directors of the International Enneagram Association (IEA) for all of 11 days when the December issue of EM hit my inbox, I read with great interest Carl Marsak's "Open Letter to the Board of the IEA."

First, I want to thank Carl for taking the time to write about his concerns and hopes for the organization. It is only through feedback from our membership that the IEA can meet the needs of our membership and I encourage EM's readers to contact us directly with feedback or concerns. I can be reached via email at Mario.sikora@internationaleenneagram.org.

Second, I'd like to address a couple of specific issues in Carl's email: the annual conference and the idea of a Center for Enneagram Studies. I'd also like to take this opportunity to let the community know the direction the IEA is taking toward the future and some of the initiatives that will help us get there.

The heart of Carl's letter was his belief that we should not hold the conference every year. He stated in his letter that once he came to that conclusion he went in search of evidence to support it; I'd like to give the rationale for why I disagree.

The short answer to why the IEA holds the International Conference every year is because it is what our members want, and they demonstrated this desire in 2010 by showing up in larger numbers than we've seen in many years. The conference committee has made great strides to schedule a diverse selection of topics and presenters, and this year 16 "new voices" will be presenting, many of whom are from outside the US. Yes, to Carl's point, the conference is an opportunity for teachers to promote their programs and products (as all conferences are). However, it's also an opportunity for teachers to showcase *new* material and ideas, providing a forum for new developments in the field. And, because the annual conference brings all of the different schools of thought

It felt good to take a break from producing the *EM* every month. I was working on a new website for the *EM*, but found it more challenged than I anticipated. Well, I could have used a computer guru (age 10-18 probably, who saw a typewriter only in a museum)—a kid whose birth announcement was emailed to friends and family and who learned how to use a cell phone and operate remote controls before entering grammar school

When I was a kid, high-tech meant making sling shots, darts, arrows, cooking snails on a camp fire (arghhh, learn how to remove slime and bile first!), fixing bikes or building black powder driven cardboard rockets...before there was tape!

However, slowly but surely it's coming together and unless some disaster strikes, we should have a

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together under one roof, it is an opportunity for our membership to sample the various approaches to the Enneagram and get first-hand exposure to the different teachers before deciding where to invest their valuable time and money in deeper training.

The conference organizers also try to include programs that are aimed at both beginner and advanced levels of understanding; so, yes, some of the programs might not seem particularly ground-breaking to advanced Enneagram students. But many of the people at any given conference are attending only their first or second conference and will have a very different perspective.

Finally, for many the conference is about more than the content—it is an opportunity to see old friends, meet people with common interests from across the globe, or network professionally. In the last 12 months, I've had the good fortune to attend Enneagram conferences in Spain, Denmark, and Colombia in addition to the IEA International Conference in San Francisco. They allowed me to learn from, become friends with, and even do business with people whose paths I never would have crossed otherwise; many people who've attended the conferences have had the same experience.

The deeper issue that Carl raises, it seems to me, is: What is the IEA doing besides the conference and what could it do if it wasn't putting on a conference every year. Yes, the conference is time and energy consuming, but is hardly the sole focus of the organization and while it absorbs a lot of the time of the board members who are on the conference committee, it is only a relatively small portion of the board's total time and energy. The recently developed strategic plan for the IEA has identified three broad areas of focus:

- Supporting a global Enneagram learning community;
- Improving effective governance practices for the 19 (and counting) country affiliates and the organization as a whole; and
- Promoting broader awareness of the Enneagram.

Specific initiatives include upgrading the website and "Nine Points Magazine," producing the 2011 "Enneagram Journal," establishing a publishing imprint, and improving the accreditation program.

More to Carl's point: As I've talked to members and affiliate heads around the world over the past year or so about the IEA's future, one word comes up more than any other: "research." The IEA does not have the resources or requisite skills for conducting research but we are forming a research task group to aggregate research, put researchers in touch with each other, and educate people about the research being done in the field. So if you are doing research or know of someone who is, please let us know. We may be some distance yet from having the capacity to form an International Center for Enneagram Studies as Carl suggests, but this could be a step in that direction.

The members of the IEA board of directors are all volunteers who dedicate time and energy to doing what they can to move the community closer to the IEA's stated vision: a world where the Enneagram is widely understood and constructively used. We want to hear from the community, and encourage all our members to do what Carl did and let us know their hopes, dreams, and concerns for the organization. We also appreciate your continued support and participation as we move steadily toward the world described in the vision. We encourage you to join in the work of the IEA at the local, regional, and/or international level.

I look forward to seeing all of EM's readers in July at the 2011 International Conference in Ft Lauderdale.

Mario Sikora
President, IEA Board of Directors

From the Editor

decent website with plenty of materials and options by this summer. By the way, anyone familiar with "WordPress" (a website design program) who understands what is needed and wants a temporary or part time job, please call me.

All valid subscriptions will be extended by 4 months to make up for missed issues. I may give

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myself another month of leeway to skip an issue if it becomes absolutely necessary for completing this project.

Meanwhile, we at the *EM* would really appreciate new articles, letters, commentaries and such. If you have written your thoughts down or are planning to, all contributions would be appreciated. The *EM* is an open forum for ideas and opinions related to insights about human nature, personality traits, theoretic musings and practical applications. The article can be short, long or in-between. If you feel you need some assistance editing, if we like your ideas, that can be arranged too.

In this Issue:

Paya Naderi is combining several classic personality tools and testing how they could operate in connection with the enneagram. "Enneatemp — *The Four Temperaments and Enneagram Types: Understanding the System* (Part 1)" is exploring interesting correlations between the four Hippocratic temperaments and

Enneagram Monthly

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The Enneagram Monthly, Inc. was founded by Jack Labanauskas and Andrea Isaacs as a not-for-profit corporation. Its purpose is to gather and disseminate information in the field of the Enneagram, that is most commonly known as a personality typing system.

For subscription and advertising rates see back cover.

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also paying attention to the system of hot/cold wet/dry that, if memory serves me, is at the root of a highly effective medicine/diagnostic system used in ancient Persia and is surely a cousin of the Chinese Yin/Yang. It's always interesting to see possible connections between the enneagram and other systems for looking at differences in temperaments.

Susan Rhodes' "Unlocking the Geometry of the Enneagram: How and Why Opposite Types are Look-alikes" explores the interesting phenomenon of look-alike types—in this case, look-alikes that are opposite of one another on the enneagram circle. Others have made similar observations about opposite types in the past, but Susan takes the exploration a step further, discussing not only ways in which opposite types appear to connect to one another, but what factors account for this connection. She offers two approaches for exploring the opposites, the first of which is highlighted in this issue—stay tuned for the second approach in next month's *EM*.

Carl Marsak warns us to beware from "Falling Into the Looking Glass: The Perils and Pitfalls of Teaching the Enneagram to Younger People." He points out the need to be mindful that just because we believe a system to be noble, deep, true or superior, that does not automatically mean it will be used in an ideal way—especially by the young. History is replete with examples of good ideas that started out with the best of intentions ending up causing a lot of damage. Having said that, we can also argue that being young and innocent, we are less likely to be jaded or cynical and more receptive to recognize common sense. It would be interesting to test Carl's theory and compile some data based on the experience of many teachers who had young students learn about the en-

neagram. Your feedback would be appreciated. It can be short, just a few sentences or two...

Lee Kingma has a thing or two to say about "Envy in the Workplace." Her extensive observations during years as a HR professional dealing with many companies, teams and employees showed her that envy is universal. Every type is affected by it, albeit in a somewhat different manner. Of course the rare saints are excluded. Lee has also some suggestions of how to neutralize the corrosive influence of envy among colleagues. Knowing the personality type is useful in pointing out in a more specific way what may work.

"To App or not to App the Enneagram, That is the Question": We are in virgin territory here at the cutting edge of technology and **Ginger Lapid-Bogda** is as usual among the pioneers breaking new ground. All new platforms are viewed with suspicion at first. I remember my early childhood in grammar school (in Europe) when we were not allowed to use ball point pens, it had to be a fountain pen. Don't you know, it would ruin our hand writing! Calligraphy was considered as important as the contents of writing. Decades later, this seems like a quaint idea and we learned to be perfectly happy tapping on keyboards and tolerating the scrawl that passes for handwriting today.

Speaking of innovative pioneers, we might as well mention one of the inventors of the computer, Ramon Llull, who was at the cutting edge of technology in the late 13th century. **Arthur Kranz** asks the question: "Is Ramon Llull the 'True' or 'First' Father of the Enneagram of Personality?" Applying the principle that standing on the shoulders of giants even dwarfs may see further, Arthur makes a good case for

giving credit to Ramon Llull for having connected the passions and the nine pointed diagram. A lot has been added since, as we know, but it's always good to remember what the greats of past eras were doing in their time.

And speaking of time, "Doing My Time" is about **Susan Olesek** teaching the enneagram to prison inmates that have signed up to P.E.P. (Prison Entrepreneurship Program). Well, in this case we could say that there is a relationship between the enneagram and "being in a box," but not a box of the enneagram's making... rather, these prisoners are using the enneagram quite nicely to prepare themselves for a better life once they are free to get "out of the box."

Staying with the theme of being trapped in some way or others, **Robert Tallon** speaks of a good antidote to free ourselves from self-induced dependencies: "The Twelve Steps, the Enneagram and Contemplative Prayer." Although I'm a believer in the value of personal commitment and effort I have to agree that it can only help to a point, especially if we battle addictions of various kinds. Addiction seems the closest thing to a force resembling perpetual motion. Like the force of gravity always present when we lose our foothold, ready to make us fall—unless we have an external something or other to grab and hold onto until we're steady again. The Twelve Step program, seems rather unsophisticated, but is unmatched in its effectiveness. The enneagram does not suffer from lack of sophistication and can be equally effective. Can't say that I have any insights into Contemplative Prayer, but if it's anything like meditation, it will play the role of oxygen in what we breathe.