



enneagram monthly

December 2012

Issue 193

The Instincts at Work

Working with clients as an executive coach and teaching the Enneagram to coaches, consultants, therapists, and other professional users, I find it impossible to talk about the nine Ennea-types without talking about the three subtypes of each. The instincts add such a robustness to the model that it feels like I'm only telling half the story when I talk about the types alone. In fact, the image I use when illustrating the concept of the subtypes is the Daoist taiji symbol, with one half representing the Ennea-type strategy and the other half representing the dominant instinct. Together, the two halves form an interwoven whole. (See Figure 1.) Talking about the Ennea-types without talking about the instincts would be like talking about *yin* without mentioning *yang*.

Based on the reaction I get when I teach this topic, it seems that others have the same feeling about the value of the instincts and everywhere I go Enneagram audiences seem to want to know more about the instincts and subtypes. One of the challenges in teaching this mate-

Mario Sikora



rial, especially in organizations, is that much of the literature regarding the subtypes is not “work-friendly;” it doesn't focus on the concerns of the work world and it is written in language that is often not appropriate for human resource sensibilities. As a response to that challenge, I have been developing descriptions of the subtypes that are suited for that environment.



Figure One: Subtypes—The Interaction of the Strategy and Instinctual Bias

I have written about the subtypes before, both in these pages and on my website at www.enneagramlearning.com, and I have gone into great detail on the rationale for my approach ...CONTINUED ON PAGE 20

The Giver-Adventurer (Two-Seven) Couple

Here is another chapter from our forthcoming book on using the enneagram to understand and improve your primary relationship.

Jennifer P. Schneider and Ron Corn

The Giver and the Adventurer often find each other very attractive, which is not surprising since both are optimistic, enthusiastic and sociable, with many interests that provide zest for a relationship. The Giver expects excitement and passion, while the Adventurer anticipates fun, so the relationship will most likely be light-hearted, stimulating and exciting, in addition to typically complex and challenging.

To a large extent, Sevens and Twos get together because both thrive on receiving attention and each is likely to give that to the other, at least in the beginning. Being with a Seven can feel as if a powerful spotlight is shining on you. They become infatuated with a new person, seeing him or her as an intrinsic adventure. Adventurers hang on to the other's every word, fascinated by the partner's previous experiences. This can make Givers feel important — which is what Twos look for

in a relationship. The Adventurer can also feel special being on the receiving end of the attentiveness the Giver is so good at providing.

The Seven will appreciate the unconditional love and acceptance of the Two; this will help alleviate the Seven's natural sensitivity to criticism. Overall, this pairing falls into what relationship experts label as a “pedestal relationship,” where early on, each partner puts the other up on a pedestal.

Sevens have many interests and talents, and Twos will most likely enjoy entering their world, going along for the ride and being supportive. Sevens can keep Twos interested, and Twos want to help the other fulfill his or her dreams. If the Adventurer has problems, the Giver can help with getting in touch with feelings. Before meeting the Two, a Seven might have been reluctant to face problems and feelings. But finally, sensing the Two's helping nature and non-judgmental mindset, the Adventurer may be willing to try to resolve unfinished business. Like a scuba diver, he or she will dive under the surface and into the ...CONTINUED ON PAGE 18

In This Issue

Enneagram and Integral
Susan Rhodes
page 4

Sex, Love & Personality (5)
M.Coates & J. Searle
page 8

Fire With Fire
Sheela Word
page 11

Enneagram as Standard for DSM
Elizabeth Wagele
page 17

My apologies to subscribers to the PDF version of the EM. Last month our Internet Service Provider changed ownership and the new crew had a rough start... To make a long story short, we lost several days worth of mail and the last issue (#192) was partially lost in cyberspace and we had no idea who did or did not get it. It took us several weeks to sift through it all and we still can't be sure that every subscriber received that issue... or even that we received all e-mail informing us of delivery failures. We ended up re-sending that issue twice more, just to improve the odds. Also, if you have e-mailed and did not get a response (or a failure notice) in the last 4-6 weeks, try again. We just migrated to a new ISP and assume that everything is working again.

As it never rains but it pours, our (cyber) chickens came home to roost on our website. The complexity of managing a large website with lots of cool features required more technical skill and time than originally anticipated and could not find a less important task to drop in order to attend to it.

Luckily, our good friend and tech support expert, Christina Palmer, (a genius no doubt), who built our computers and bails us out regularly from whatever techno-mess we get into, took pity on us and built a simple new website. This new website requires low maintenance and minimal skills — ahhh, just what the doctor ordered — it's simple, clear, clean, opens in a flash and contains all salient information on one page.

Instead of a labyrinth of articles, authors and subjects that require skill of the visitor to navigate and lots of expertise and time of the webmaster...we simply posted 6 PDF issues of the *Enneagram Monthly* from recent years — that's 144 pages of content and should be sufficient to give anyone a fair picture of what the EM is about.

Our next project is to update and add a comprehensive *Index by Subject* — a monumental job that as a good scientist and generous Samaritan, Susan Rhodes had put together (covering the first 13 years of the EM 1995-2008), available to subscribers in PDF and/or in paper format upon request. In the last 8 years Susan has been writing with both hands (dozens of articles and three books) but plans to update the subject index after finishing her new book, *The Integral Enneagram*. We'll also be updating the *Index by Author*, as well, which now goes through 2005.

Other than that, all else is "normal" and we are keeping our hand on the pulse of the enneagram community, always looking for interesting material in form of articles, letters, advertising, new ideas or creative applications or old ones. . . . so please feel free to submit your thoughts to us and we will be happy to help with editing if needed, and most certainly will give you feedback and suggestions if wanted.

In This Issue:

Mario Sikora finds it important to include "The Instincts at Work" when teaching the Enneagram to coaches, consultants, therapists, and other professional users. Talking about the nine Ennea-types alone without talking about the three subtypes of each makes it a lot harder to add ro-

From the Editor

bustness to the type-model.

Mario likes the definition for "instincts" found in Merriam Webster Online Dictionary: *a largely inheritable and unalterable tendency of an organism to make a complex and specific response to environmental stimuli without involving reason.*

I would add to that rather "strict" dictionary definition that in the context of the Enneagram theory we generally assume that an average functioning individual uses all three instincts, but according to life's circumstances is often pushed to place more attention to one or the other. And since everything in the relative world changes, even instincts can to some degree be "trained" or at least "dusted off" if necessary. But generally we hold that instincts fall into three broad categories or domains and that each of us has a non-conscious bias toward one of the instinct domains. Mario calls those domains Preserving, Navigating, and Transmitting — a good choice of words in a business setting I believe.

Included in the article is a sample of how this would apply to the type Eight.

A chapter from **Jennifer Schneider** and **Ron Corn's** forthcoming book on using the enneagram to understand and improve your primary relationship looks at "The Giver-Adventurer (Two-Seven) Couple" this month. Both types are optimistic, enthusiastic and sociable. The Giver expects excitement and passion, and that's right up the Adventurer's alley. Both types thrive on receiving and don't mind giving attention to the other, especially in the beginning. Sevens can be very good listeners and focus on their partner's stories about their previous experiences. This makes Givers feel important and generous with providing attentiveness back to the Seven. The Seven appreciates unconditional love and acceptance of the Two as it heals their wound of feeling the pain of impermanence and the Two's wound of craving connection is eased with a massive amount of attention. As is the case with most relationships that tend to put the partner on a pedestal, Twos and Sevens can build up a nice bank account of good will in the beginning and it will stand them in good stead when life's doldrums take some of the luster off. Of course that will depend on the gains in growth and maturity as the relationship develops.

And there's *a call for help!!!* from Jennifer and Ron. To complete their research and book, they need a larger sample of a few type-couples combinations. See details on page 19. Please, if you have 15-20 minutes to help this research along, respond to their questionnaire.

Susan Rhodes has some thoughts on the "The Harmonic Convergence of the Enneagram and Integral." It is looking more and more like there may be some sort of major convergence between two worlds: the world of the enneagram (which focuses on differences in viewpoint) and the world of Wilber and his

Integral theory (which has traditionally focused more on differences in developmental level). It is only recently that a relationship has begun to develop between these two communities. But what sort of relationship will it be? Upon what sort of commonalities will it be based? In what ways will each community begin to inform the other? Susan can't answer these questions in advance, but is asking them to stimulate thought. A good place to start is by thinking about what developing a relationship between two fields of inquiry actually involves. Based on her own experience in the past 8 years working with both fields and her observations of recent developments, Susan can distinguish six levels of rapprochement and believes that both fields are about half-way towards developing a productive relationship.

Mona Coates and **Judith Searle** take a look at "Sex, Love and Personality of the Social Type Five, the Investigator in Love." Shannon, a Social Five compartmentalized her life and put most of her eggs in the basket of becoming "indispensable" at work by banking on her expertise at work, whereas at home in her marriage, by banking on her "intellectual superiority." A rude awakening came when she lost both and was forced to do some deep soul searching. A better fate awaited Leon, also a Social Five, who after a stellar career in academia and at a ripe age began to see his family and his usefulness in the world crumble. But strong and healthy family bonds helped him recover after a stormy period and find a renewed sense of purpose in life.

Sheela Word's story, "Fire With Fire: Four Plus Eight in Romantic Fiction" is about Princess Bernadette, a rather feisty character with no tolerance for hypocrisy or concealment. Bernadette is action-oriented, rather than introspective, speaks her mind, and stands her ground. Her strong will may be seen as grating or inconsiderate but it's born out of a lust for life, a passion for power, and justice — a type Eight.

She chooses her partner, a type Four who in his own way is just as volatile and passionate as herself, over his type Nine brother she's engaged to. It is the fate of Nines to occasionally be forgotten by others, not just by themselves.

Surprisingly common are 4-8 couples against all expectations. It's an interesting balance in relationship between two types whose basic perspectives are so different.

Sheela's writing style is reminiscent of Old English and non-native English speakers or the younger generation could have a hard time mulling over the meaning of some words and dialogue style. That's part of the charm of the story and goes well with our 8/4 protagonists who probably never will be peaceable, but may find a kind of harmony in their disharmony.

Speaking of harmonic convergence rather than of harmony in disharmony, **Elizabeth Wagele** proposed "The Enneagram as a Standard for the DSM" to the *American Psychiatry Association* before they approved

Enneagram Monthly

748 Wayside Rd.
Portola Valley, CA 94028

Phone: 650-851-4806 Fax: 650-851-3113
Email: em@guna.us

Editor and Publisher Jack Labanauskas

Staff Writer Susan Rhodes

Assistant Editor Sue Ann McKean

Consulting Editor Andrea Isaacs

Webmaster Christina Palmer

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.

The Instincts at Work	Mario Sikora	1
The Giver-Adventurer (Two-Seven) Couple	Jennifer Schneider and Ron Corn	1
From the Editor	Jack Labanauskas	2
The Harmonic Convergence of the Enneagram and Integral	Susan Rhodes	4
Sex, Love & Your Personality: <i>The Social Type Five in Love</i> . . .	Mona Coates and Judith Searle	8
Fire With Fire: <i>Four Plus Eight in Romantic Fiction</i>	Sheela Word	11
The Enneagram as a Standard for the DSM	Elizabeth Wagele	17
Teacher's Listing		23
Subscription Forms and Ad Rates		24

To subscribe, advertise and for rates, visit www.enneagram-monthly.com see 6 PDF sample issues of EM posted

the newest edition of the Diagnostic and Statistical Manual of Mental Disorders (DSM). Alas, to their loss, they did not take that bait and continue to publish the DSM based on narrowly compartmentalized mental disorders as if they were free-floating traits that just appear willy-nilly in an individual, each with its own specific history and causes.

However, we are not a mosaic of little separate bits and pieces, now physical, now mental that are thrown together without too much rhyme or reason. All living organisms are endowed with a natural inclination towards some sort of homeostasis that wants to regulate the internal environment to insure the organism's stability and survival. Breathing, digesting and blood circulation with a beating heart continue during our waking, dreaming or deep sleep states. This is not by some accidental coincidence, but by the grace of powerful built-in mechanisms.

Mental/emotional or physical traits too are operating under the same cohesive mechanisms. If we speak of our body, we do it in terms of "health." If we speak of our attitudes, quirks and traits, we call it "personality." Disruptions in the body we call illness/disease. The manuals of "materia medica" are some of the ways disruptions in homeostasis, its causes and remedies

are catalogued. The DSM is its counterpart referring to mental illness/disease.

Kudos to you Elizabeth for prodding the Psychiatric Association in the direction they should have long ago explored. And I'm not just suggest-

ing they need to research, study and include systems such as the enneagram, but they *must* give every traditional system (yes, even methods based on anecdotal evidence) of classifying human traits a fair hearing.



Special Offer

While Supplies Last,
buy 2 yearly bound volumes of the
EM get a third one Free.

Most volumes from 1995-2010 are still available, but going fast!

See back page for rates and subscription form.

We "moved heaven and earth" to freeze subscription and advertising rates for 18 years. It was not an easy task, as postage and printing costs doubled. But thanks to the authors, volunteers, subscribers and advertisers we managed to hold the line. Please encourage your friends to subscribe. Thank you!