

Your Enneagram Test Results

Your Core Type

Thank you for taking the WEPSS test to begin identifying your core personality type. Although taking the test isn't the only way to discover your type, it's a good start.

According to your results, your core type is **Type 4**.

WEPSS Total Percentile Score	Type 4	98.2
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Each type has a core drive. As **Type 4**, your core drive is **To Express**.

In short, **Type 4** is driven to be known, express their feelings, and create beauty

Imagine the **Type 4** as a thespian comfortable with the drama and beauty of life.

About Type 4

Summary: Driven to be known, express their feelings, and create beauty

Strengths: Comfortable with range of emotions; Create beauty and drama; Want to get to the heart of things and find meaning; Consider things in new way

Shortfalls: Not content, feel something's missing; Wasteful in search for what's missing; Impractical at times in quest for transcendence; Turn others off by complexity of emotions

Center of Intelligence: As **Type 4**, you live primarily from the **Heart** Center of Intelligence, which means your natural response is through your feelings and responses of others.

Your Behavioral Wing



Your Wing is the type to the left or right of your core type with the highest score. The assessment reports that your Wing is **Type 3**. This will influence how you live out your core drive. Read about **Type 3** in the following pages.

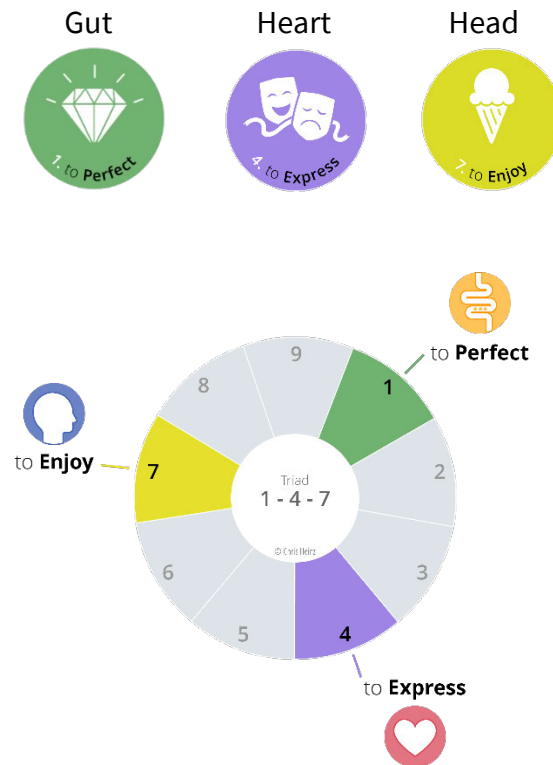
WEPSS Total Percentile Score	Type 3	83.7
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About the Harmony Triad

The Harmony Triad model of the Enneagram is a way for you to live from your whole person by accessing all three Centers of Intelligence. **As a Type 4**, your chief Center is the Heart, but you will also want to live from the Head and the Gut. With the Harmony Triad model, you can! Each core drive is connected to two other drives, each from a different Center of Intelligence.

Your Harmony Triad

As **Type 4** in the Heart Center, you are also connected to **Type 7** in the Head Center and **Type 1** in the Gut Center. Embracing all three centers invites you to whole-self living. Read about **Type 7** and **Type 1** in the following pages.

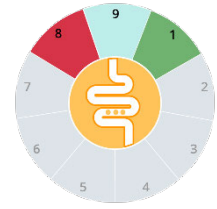


Your Test Scores

Here are your scores. Understanding your scores can help you focus not only your core type but also the other types in your Harmony Triad and your behavioral wing.

WEPSS Total Percentile Score	Core	Type 4	98.2
WEPSS Total Percentile Score	Wing	Type 3	83.7
WEPSS Total Percentile Score	Harmony	Type 1	63.9
WEPSS Total Percentile Score	Harmony	Type 7	22.5

The Gut Center



Response: They perceive or filter the world through their basic gut instincts.

Type 1: To Perfect



Summary: Driven to live the right way, correct what is wrong, and create a perfect world

Strengths: Make improvements; Uphold moral order and principles; Driven by values and beliefs; Reliable and dedicated

Shortfalls: Judgmental/critical toward self and others; Can be oversensitive; Can't get past own beliefs; Avoid others who aren't "as good"

Whole Self: As Type 1's live by intentional principles and seek to make life better, they can bring out beauty and value sincerity from their Type 4 Heart Center and bring fun and focus on moving forward from their Type 7 Head Center.

Type 8: To Influence



Summary: Driven to speak up, maintain autonomy, and avoid weakness

Strengths: Courageous and strong; Mobilize others toward cause or idea; Clear vision; Natural leadership ability

Shortfalls: Can be overbearing or intimidating; Avoid personal weakness or vulnerability; May use people for personal gain; Suspicious and extra vigilant of betrayal

Whole Self: As Type 8's are decisive and press into important matters, they can see the needs around them and meet them with cheer from their Type 2 Heart Center and take time to discover and present an objective point of view from their Type 5 Head Center.

Type 9: To Be at Peace

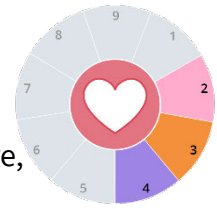


Summary: Driven to maintain peace, see multiple perspectives, and go with the flow

Strengths: Agreeable and flexible; See and bring multiple points of view; Works for stability and understanding; Accepting of others

Shortfalls: Fail to speak up and then take back later; Lose oneself among others; Avoid necessary conflict and resistance; Lazy or pursuing non-priorities

Whole Self: As Type 9's voice different perspectives and bring calm, they can set remarkable goals and dedicate themselves to them from their Type 3 Heart Center and reinforce stability and support others from their Type 6 Head Center.



The Heart Center

Response: They perceive or filter the world through the emotional temperature, needs, and responses of others.

Type 2: To Help



Summary: Driven to help others, feel needed, and do things for people

Strengths: Care for people; Approachable, loving, sacrificial; Attuned to other’s feelings; Focused on getting tasks done

Shortfalls: Push help onto others or with strings attached; Ignore own needs; Unaware of own feelings; Hold grudges against those who don't appreciate them

Whole Self: As Type 2’s see the needs around them and meet them with cheer, they can take time to discover and present an objective point of view from their Type 5 Head Center and be decisive and press into important matters from their Type 8 Gut Center.

Type 3: To Succeed



Summary: Driven to be productive, to be efficient, and viewed as successful

Strengths: Great accomplishments and capacity to perform; Energy and efficiency; Talented in different areas; Take charge and go

Shortfalls: Workaholism; May overlook people on way to success; Too image conscious; Difficulty separating accomplishments from identity

Whole Self: As Type 3’s set remarkable goals and dedicate themselves to them, they can reinforce stability and support others from their Type 6 Head Center and 9’s voice different perspectives and bring calm from their Type 9 Gut Center.

Type 4: To Express



Summary: Driven to be known, express their feelings, and create beauty

Strengths: Comfortable with range of emotions; Create beauty and drama; Want to get to the heart of things and find meaning; Consider things in new way

Shortfalls: Not content, feel something’s missing; Wasteful in search for what's missing; Impractical at times in quest for transcendence; Turn others off by complexity of emotions

Whole Self: As Type 4’s bring out beauty and value sincerity, they can live by intentional principles and seek to make life better from their Type 1 Gut Center and bring fun and focus on moving forward from their Type 7 Head Center.

The Head Center

Response: They perceive or filter the world through their mental faculties.

Type 5: To Know



Summary: Driven to understand, gain knowledge, and preserve resources

Strengths: Pay close attention; Thoughtful and contemplative; Help others to see objectively; See the whole system

Shortfalls: Excessively guarded or private/detached from others; Over reliance on knowledge/overthinking; Hoard resources; Avoid unpredictable situations

Whole Self: As Type 5's take time to discover and present an objective point of view, they can see the needs around them and meet them with cheer from their Type 2 Heart Center and be decisive and press into important matters from their Type 8 Gut Center.

Type 6: To Secure



Summary: Driven to be feel safe, ask questions, and support or resist authority

Strengths: Committed, loyal, trustworthy; Ask great and hard questions; Anticipate multiple scenarios; Great team player

Shortfalls: Too dependent or too resistant to authority; Overly skeptical or fearful; Lack of confidence; Failure to act because of possible outcomes

Whole Self: As Type 6's reinforce stability and support others, they can voice different perspectives and bring calm from their Type 9 Gut Center and set remarkable goals and dedicate themselves to them from their Type 3 Heart Center.

Type 7: To Enjoy



Summary: Driven to be happy, avoid struggle, and experience the highs of life

Strengths: Fun, adventurous, optimistic; Innovative and "out of the box" thinking; Keeps us moving forward; Quick minds

Shortfalls: Ignore "negative" emotions; Avoid hardships, challenges or boredom; Can overindulge; Bypass routine and details b/c not exciting

Whole Self: As Type 7's bring fun and focus on moving forward, they can live by intentional principles and seek to make life better from their Type 1 Gut Center and bring out beauty and value sincerity from their Type 4 Head Center.



Harmony Triad Descriptors

Your Harmony Triad is **1-4-7**. Review the lists of strengths and shortfalls for your whole triad. Circle 3 or 4 words from all six columns that you believe are true for you.

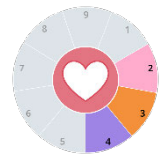


Strengths:

- Authentic
- Sensitive
- Intuitive
- Artistic
- Compassionate
- Introspective
- Self-aware
- Expressive
- Embody creativity

Shortfalls:

- Self-absorbed
- Hypersensitive
- Impractical
- Self-loathing
- Moody
- Depressed
- Envious of those who seem more fulfilled
- Intense
- Guilt-ridden



Strengths:

- Optimistic
- Enthusiastic
- Spontaneous
- Idealistic
- Curious
- Generous
- Multitalented
- Uplifts & enlivens others
- Imaginative
- Brings joy

Shortfalls:

- Self-centered
- Insensitive
- Narcissistic
- Self-indulgent
- Hyperactive
- Undisciplined
- Rebellious
- Inattentive
- Struggles with completion & long-term commitments



Strengths:

- Self-disciplined
- Organized
- Wise
- Discerning
- Realistic
- Noble
- Morally heroic
- Strive for quality
- Embody goodness

Shortfalls:

- Rigid
- Inflexible
- Controlling
- Self-righteous
- Overly serious
- Hypercritical of self and others
- Reactive
- Opinionated
- Impatient



Emphasizing Value

Each type brings different workplace value. Select at least one value that is true for you and/or compose your own. Consider your Harmony Triad and Wing.

Type 1: To Perfect

- Improving systems
- Managing people
- Being moral compass for the organization
- Discernment
- _____

Type 2: To Help

- Seeing what is needed
- Filling the need
- Gaining information from team members
- Facilitating the process to encourage participation
- _____

Type 3: To Succeed

- Goal setting
- Take charge and follow through
- Team building to move forward
- Tracking tasks
- _____

Type 4: To Express

- Creativity
- Identifying what's missing
- Managing the team's agenda
- Expressing emotions and drawing others out
- _____

Type 5: To Know

- Analysis
- Objective, big picture thinking
- Managing resources
- Providing perspective
- _____

Type 6: To Secure

- Having contingencies and thinking of scenarios
- Planning
- Asking hard questions
- Being a great team player
- _____

Type 7: To Enjoy

- Having ideas and innovation
- Bringing fun and enthusiasm
- Social and strategic agent
- Relieving tension when needed
- _____

Type 8: To Influence

- Execution and action
- Push through
- Accountability
- Defining larger purpose
- _____

Type 9: To Be at Peace

- Seeing multiple perspectives and bringing all voices forward
- Giving information to help with decisions
- Working toward positive resolutions
- _____

Growth Practices

Read the growth practices for your type. Select at least one practice to work on and/or compose your own. Consider your Harmony Triad and Wing.

Type 1: To Perfect

- Accepting less than perfect
- Encouraging others more often
- Stopping false judgements upon oneself

• _____

Type 2: To Help

- Setting personal boundaries
- Asking others if they really need the help you're offering
- Pampering yourself

• _____

Type 3: To Succeed

- Embracing relationships that love you for you
- Starting a new hobby because it's fun not productive
- Trying something new you may fail at

• _____

Type 4: To Express

- Putting feelings on hold when necessary
- Practicing gratitude
- Letting others express themselves first

• _____

Type 5: To Know

- Using your knowledge to help someone
- Initiating a conversation in a group
- Naming your fears

• _____

Type 6: To Secure

- Being okay disagreeing with your leader
- Taking a risk when there are unknowns
- Speaking up first
- _____

Type 7: To Enjoy

- Initiating a hard conversation
- Practicing silence and solitude
- Resisting escapes and excesses
- _____

Type 8: To Influence

- Being vulnerable with others
- Letting someone else be in charge
- Toning down intensity
- _____

Type 9: To Be at Peace

- Voicing an alternative point of view
- Expressing anger immediately
- Going into conflict rather than around it
- _____

Who will you share your growth practices with?

Other thoughts:

My Big Takeaways

Credits & Recommended Resources

The resources in this packet are a combined work of the following Enneagram professionals:

Teresa McCloy	www.therealifeprocess.com
Clare Loughrige	www.scottandclareloughrige.org
Jerry Wagner	www.wepss.com
David Daniels	www.drdaiddaniels.com
Ginger Lapid-Bogda	www.theenneagraminbusiness.com
Chris Heinz	www.chrisheinz.com

Recommended Books:

Bringing Out The Best In Yourself At Work by Ginger Lapid-Bogda

The Enneagram in Love and Work by Helen Palmer

The Essential Enneagram by David Daniels & Virginia Price

The Road Back To You by Ian Cron & Suzanne Stabile

The Path Between Us by Suzanne Stabile

Spiritual Rhythms for the Enneagram by Doug & Adele Calhoun and Scott & Clare Loughrige

Chris Heinz' mission is to fuel your fire for life, and work, and faith. He is a Certified ©iEnneagram Practitioner thru ©iEnneagram Motions of the Soul and a Gallup Certified Strengths Coach. Get more resources at www.ChrisHeinz.com.
