

Developmental Tips/Coaching Questions for Each Type

(Information primarily from *The Wisdom of the Enneagram*,
and Sessions from the Wholehearted Enneagram Summit)

Type 1: Stress Path: 4; Growth Path: 7

Developmental Ideas:

- Learn when something can be good enough to move on.
- Anger is okay. Learn to recognize it and process it in healthy ways.
- You tend to believe everything falls on your shoulders. Delegate and empower others when possible.

Coaching Questions:

- What would you experience if you led your inner critic instead of allowing it to lead you?
- What responsibilities do you take on that are not actually yours?
- What in this situation is right and good?

Type 2: Stress Path: 8; Growth Path: 4

Developmental Ideas:

- Others do not serve or show appreciation the way you do. Learn to recognize how others appreciate you.
- Learn to set good boundaries and know when you need to say no.
- Communicate your needs directly.

Coaching Questions:

- Before you offer to help someone, ask yourself why you're doing it. Do you want something in return or are you doing it because you truly want to serve that person?
- What if you said no to this?
- Where do you feel unappreciated?

Type 3: Stress Path: 9; Growth Path: 6

Developmental Ideas:

- Learn to recognize when you're not being authentic, but being who you think you need to be in those situations (or around certain people).
- Seek out people you trust to share your anxieties and vulnerabilities.
- Learn to disengage with life for moments of self reflection.

Coaching Questions:

- What would it look like if you didn't need to be successful? How would this allow you to just be YOU?
- What would happen if you did fail?
- What fosters rest in your life and how can you create more of that?

Type 4: Stress Path: 2; Growth Path: 1

Developmental Ideas:

- Feelings aren't facts. Your feelings are valid, however, they may not communicate accurately what is going on and the motivations or feelings of others.
- Moodiness is not the same as being sensitive. It is an indicator your heart is closed.
- Learn to accept and appreciate your talents and abilities.

Coaching Questions:

- What do you like about you and your gifts/talents?
- Where are you comparing yourself to someone else?
- How can you currently embrace the present, even if it's less than what you hoped for?

Type 5: Stress Path: 7; Growth Path: 8

Developmental Ideas:

- Get moving. Physical activity gets your blood flowing and sharpens your mind.
- When you have needs, make an effort to reach out to someone who is stable and reliable.
- Share your knowledge, even if you don't know everything there is to know about a subject.

Coaching Questions:

- How can you create healthy boundaries to give you time to recharge, but also to allow others in?
- What do you need right now? What would be helpful for you?
- How can you share more of yourself and your knowledge with others?

Type 6: Stress Path: 3; Growth Path: 9

Developmental Ideas:

- Get to know your inner committee and understand how it can help or hinder you.
- When you achieve a goal, savor the moment. Relax, breathe and take it all in. This memory will help you when you doubt your abilities in the future.
- Take small risks by moving out of your comfort zone. Have a counselor or close, trusted friend encourage you and walk through this with you.

Coaching Questions:

- Why do you feel others will know what to do better than you do?
- How would your emotional life become more balanced if you started planning for best case scenarios instead of worst case scenarios?
- What situations or people tend to bring out fear or anxiety in you?

Type 7: Stress Path: 1; Growth Path: 5

Developmental Ideas:

- Be present. The people around you deserve your attention. Write down what needs to be done and return your attention to whoever you're with. Find joy in the ordinary.
- Don't just acknowledge your feelings, but feel them. Allow things to impact you at a deeper level and it will enrich your experiences.
- When you are mentally revved up, take a moment to breathe and ask yourself what's going on inside you.

Coaching Questions:

- What unfinished project would you like to complete? What boundaries and strategies will you set to finish it?
- What hard situation or experience do you still need to process?
- What relationship is suffering because your mind wanders to something else? How can you be present and move toward that person?

Type 8: Stress Path: 5; Growth Path: 2

Developmental Ideas:

- Find someone or some people you can trust and open up to. If you already have someone, open up a little more.
- Learn, understand, and be aware of how your intensity affects those around you.
- Find constructive ways of expressing feelings, especially grief and hurt. Denying your hurt or acting out is not the solution.

Coaching Questions:

- Is there something else below this anger?
- What would happen if you slowed down and let people in?
- If you were someone you wanted to care about, what would you do for you?

Type 9: Stress Path: 6; Growth Path: 3

Developmental Ideas:

- Learn the value of the word *no*. If you're asked to do something you're uncomfortable with, it's okay to make your real opinion and preference known.
- Take time to invest time and energy into developing yourself and your talents.
- Learn to recognize what you want in situations and don't always go along with others to keep the peace.

Coaching Questions:

- What would happen if you communicated your opinions and preferences?
- What makes you angry? How can you express your anger so you are heard?
- What is important to you? What do you value?