

ENNEAGRAM AND ITS USE IN FORMATION

INTRODUCTION

The Enneagram is a powerful and widely respected personality typology system that identifies nine core personality types, each with distinct motivations, fears, and patterns of thinking, feeling, and behaving. Rooted in ancient wisdom and enriched by contemporary psychology, the Enneagram offers profound insights into human nature and spiritual growth.

In the context of missionary and religious formation, the Enneagram serves as a valuable tool for deepening self-awareness, fostering authentic transformation, and enhancing interpersonal relationships. By understanding one's core type and the types of others, Formandi and formators alike can recognize habitual strengths and challenges that shape spiritual and community life.

Why Use the Enneagram in Formation?

- **Personalized Growth:** The Enneagram helps identify the unique gifts and struggles of each individual, allowing formation to be tailored for maximum fruitfulness.
- **Self-Understanding:** Formandi gain clarity about their inner motivations and blind spots, fostering humility and openness to change.
- **Improved Accompaniment:** Formators can accompany each formand more effectively by anticipating type-specific needs and offering targeted support.
- **Community Harmony:** Awareness of different types promotes empathy, reduces conflicts, and builds stronger bonds within the community.

“The Enneagram does not put us in a box; it shows us the box we are already in — and the way out.”

Cautions in Use

While powerful, the Enneagram is **not**:

- A labelling tool to pigeonhole people.
- A substitute for prayer, discernment, or the guidance of the Holy Spirit.
- A fixed measure of one's holiness or maturity.

As Riso & Hudson remind: *“Knowing our type gives us important information, but that information is merely an embarkation point for a much greater journey... knowing our type is not the final destination.”*

SECTION I – FOUNDATIONS OF THE ENNEAGRAM

Historical and Spiritual Roots

- **Ancient symbol:** The Enneagram symbol itself predates the personality system, with roots in ancient Middle Eastern and Mediterranean wisdom traditions.
- **Modern synthesis:** Brought into contemporary use through the work of **Oscar Ichazo**, **Claudio Naranjo**, and others, integrating psychology with spiritual wisdom.
- **Interfaith relevance:** It draws from Christian, Sufi, Jewish (Kabbalistic), and other traditions, making it adaptable to varied cultural and faith contexts.

Essence and Personality

The Enneagram rests on the distinction between:

- **Essence** – our God-given self, reflecting divine love and image.
- **Personality** – our habitual patterns, shaped by early life experiences and defense mechanisms.

As Riso & Hudson write: *“Our personalities are no more than the familiar, conditioned parts of a much wider range of potentials that we all possess... Beyond the limitations of our personalities, each of us exists as a vast, largely unrecognized quality of Being or Presence—what is called our Essence.”*

Formation aims to **realign personality with essence** so that missionary life flows from authenticity and grace, not compulsion.

Core Components

- **Nine personality types** – each with unique strengths, challenges, and growth paths.
- **Wings** – the influence of adjacent types that colour our main type.
- **Arrows of integration/disintegration** – showing how we grow or regress under stress.
- **Levels of development** – healthy, average, or unhealthy expressions of each type.

SECTION II – THE NINE PERSONALITY TYPES IN MISSIONARY CONTEXT

Type One – The Reformer

Summary: Type Ones are ethical, principled, and deeply committed to doing what is right. They hold themselves and others to high moral and ethical standards and have a strong sense of responsibility.

Core Motivation: To live with integrity and avoid being corrupt or wrong.

Core Fear: Being morally flawed, corrupt, or “bad.”

Missionary Strengths: They bring moral courage to the mission field, are deeply committed to justice, and are dependable in carrying out mission tasks. Their reliability makes them trustworthy in leadership roles and community commitments.

Formation Cautions: Their drive for perfection can lead to rigidity, judgmental attitudes, and over-critical tendencies—both toward themselves and others. They may struggle with accepting mistakes or the messiness of human life.

Path of Growth: Learning to accept imperfection in themselves and others, practicing mercy as much as justice, and developing patience with different ways of doing things.

Spiritual Practices:

- Daily examen focused on gratitude rather than only faults.
- Lectio divina on God’s unconditional love.
- Contemplative pauses to let go of “shoulds” and embrace God’s timing.

Accompaniment Guidelines for Formators:

- Affirm their integrity and reliability without overpraising perfectionism.
- Provide opportunities to experience grace in imperfection (e.g., group activities where outcomes are unpredictable).
- Encourage them to take rest and practice self-compassion.
- Challenge black-and-white thinking by exposing them to diverse pastoral realities.
- Model balanced decision-making that includes both principles and pastoral sensitivity.

Type Two – The Helper

Summary: Type Twos are caring, warm-hearted, and generous. They excel in relationships, often anticipating and meeting the needs of others before being asked.

Core Motivation: To be loved and needed.

Core Fear: Being unwanted or unworthy of love.

Missionary Strengths: They create an atmosphere of welcome and hospitality, show deep empathy, and offer pastoral attentiveness to those in need.

Formation Cautions: They may neglect their own needs, become over-extended, or seek approval through helping others. They risk burnout if they ignore self-care.

Path of Growth: Learning to love themselves as God loves them and serving others without hidden expectations of return.

Spiritual Practices:

- Silent prayer to rest in God's love without doing anything.
- Journaling on self-care and boundaries.
- Scripture reflection on God's gratuitous love (e.g., Isaiah 43:1–4).

Accompaniment Guidelines for Formators:

- Gently probe their motives for service to ensure they are not seeking approval.
- Teach assertiveness and the ability to say "no" when needed.
- Encourage balanced ministry schedules with time for personal renewal.
- Offer affirmation for who they are, not just for what they do.
- Provide guided reflection on healthy interdependence in community.

Type Three – The Achiever

Summary: Type Threes are energetic, competent, and driven by results. They adapt well to different situations and inspire others through their example of effectiveness.

Core Motivation: To be valued through achievement.

Core Fear: Being worthless or failing.

Missionary Strengths: Their motivation, adaptability, and ability to mobilize and inspire others make them highly effective in leadership and pastoral initiatives.

Formation Cautions: They may over-identify with their role or successes, avoid vulnerability, and struggle to slow down or rest.

Path of Growth: Valuing being over doing and embracing authenticity over image.

Spiritual Practices:

- Contemplative prayer focusing on presence, not performance.
- Sharing personal struggles in trusted circles.
- Meditation on John 15: "Abide in me... apart from me you can do nothing."

Accompaniment Guidelines for Formators:

- Create safe spaces where they can share weaknesses without fear of losing respect.
- Celebrate honest effort, not just successful results.
- Encourage them to explore ministry work where success is not easily measurable.
- Provide feedback that affirms their worth apart from what they produce.
- Teach rhythms of rest, Sabbath, and unstructured time.

Type Four – The Individualist

Summary: Type Fours are introspective, emotionally deep, and attuned to beauty and meaning. They often bring a creative and heartfelt dimension to community and ministry.

Core Motivation: To find and express a unique identity.

Core Fear: Having no personal significance or identity.

Missionary Strengths: They offer deep compassion, creative pastoral approaches, and a special capacity to empathize with those who feel marginalized or misunderstood.

Formation Cautions: They may become overly self-absorbed, moody, or withdrawn from community life. They might idealize mission work while struggling with daily, ordinary responsibilities.

Path of Growth: Grounding identity in God's love rather than fluctuating emotional states and embracing stability in ordinary tasks.

Spiritual Practices:

- Daily gratitude journal to counteract feelings of lack.
- Scripture meditation on being beloved children of God (e.g., 1 John 3:1).
- Regular participation in communal prayer even when emotions resist.

Accompaniment Guidelines for Formators:

- Help them connect faith to daily life, not only to moments of inspiration.
- Provide creative outlets for expression while encouraging discipline in routine work.
- Challenge romanticized expectations of mission with realistic preparation.
- Encourage service in less glamorous, ordinary ministries.
- Support healthy emotional regulation and resilience.

Type Five – The Investigator

Summary: Type Fives are insightful, analytical, and curious. They seek to understand deeply and value independence of thought.

Core Motivation: To be competent and knowledgeable.

Core Fear: Being helpless, incapable, or overwhelmed.

Missionary Strengths: They bring theological depth, contemplative insight, and the ability to research and solve complex problems.

Formation Cautions: They can become emotionally detached, avoid relational demands, and be overly protective of their time and energy.

Path of Growth: Sharing knowledge and presence generously and engaging fully in mission relationships.

Spiritual Practices:

- Lectio divina focused on trust in God's providence (e.g., Matthew 6:25–34).
- Scheduled engagement in community activities to balance solitude.
- Journaling about feelings as well as thoughts.

Accompaniment Guidelines for Formators:

- Encourage them to share their insights with the community.
- Assign collaborative ministry projects requiring interpersonal interaction.
- Normalize vulnerability and emotional openness.
- Gently challenge excessive withdrawal.
- Provide environments where their intellectual gifts are appreciated but not idolized.

Type Six – The Loyalist

Summary: Type Sixes are committed, responsible, and oriented toward safety and stability. They value dependable relationships and clear guidance.

Core Motivation: To find safety and support.

Core Fear: Being without support or guidance.

Missionary Strengths: They are dependable team members, foresee challenges, and provide steady support in community life.

Formation Cautions: They may become overly anxious, indecisive, or sceptical of leadership, and can be hesitant to take risks in mission.

Path of Growth: Deepening trust in God's faithfulness and moving from fear-based reactions to courageous action.

Spiritual Practices:

- Prayer of trust (Psalm 23, Isaiah 41:10).
- Guided exposure to situations requiring moderate risk.
- Daily examen to notice when fear shapes decisions.

Accompaniment Guidelines for Formators:

- Provide clear structures and consistent guidance.
- Encourage healthy risk-taking in mission settings.
- Affirm their loyalty and dependability while helping them trust beyond human security.
- Use Scripture and testimony to reinforce God's reliability.
- Support leadership opportunities that stretch their confidence.

Type Seven – The Enthusiast

Summary: Type Sevens are optimistic, adventurous, and versatile. They love exploring possibilities and thrive in new experiences.

Core Motivation: To avoid pain and limitation and maintain freedom and happiness.

Core Fear: Being trapped in deprivation or suffering.

Missionary Strengths: They bring joy, hope, and creative energy to ministry and adapt easily to changing circumstances.

Formation Cautions: They may avoid facing difficult emotions, resist long-term commitments, and scatter their energy in too many directions.

Path of Growth: Learning to stay present in the moment, even in discomfort, and cultivating depth over novelty.

Spiritual Practices:

- Regular silent retreat to deepen presence.
- Lectio divina on perseverance passages (e.g., Hebrews 12:1–3).
- Committing to one long-term pastoral project.

Accompaniment Guidelines for Formators:

- Encourage slowing down and being present in the moment.
- Guide them to process painful emotions rather than escaping them.
- Assign pastoral commitments that require long-term consistency.
- Affirm their joy and creativity while challenging superficiality.
- Teach the value of depth over novelty in ministry.

Type Eight – The Challenger

Summary: Type Eights are strong, assertive, and action-oriented. They naturally take charge and protect those in their care.

Core Motivation: To protect themselves and those they care about and to maintain control over their environment.

Core Fear: Being harmed or controlled by others.

Missionary Strengths: They have the courage to confront injustice, lead effectively in difficult circumstances, and remain fiercely loyal to the vulnerable.

Formation Cautions: They may become domineering, dismissive of others' input, or resistant to vulnerability.

Path of Growth: Embracing gentleness, sharing leadership, and allowing others to care for them.

Spiritual Practices:

- Daily prayer of surrender (Luke 22:42).
- Practices of active listening without rebuttal.
- Reflecting on Jesus' servant leadership model (John 13:1–17).

Accompaniment Guidelines for Formators:

- Affirm their leadership gifts while modelling servant leadership.
- Invite them into collaborative leadership roles.
- Encourage moments of vulnerability in safe settings.
- Guide them to trust God's strength rather than relying solely on their own.
- Use Gospel images of gentle strength to inspire transformation.

Type Nine – The Peacemaker

Summary: Type Nines are easy-going, accepting, and harmony-oriented. They foster peace and bring people together.

Core Motivation: To keep peace and avoid conflict.

Core Fear: Disconnection, loss, or fragmentation of relationships.

Missionary Strengths: They mediate community tensions, bring patient presence to ministry, and have the capacity to make everyone feel included.

Formation Cautions: They may avoid necessary conflict, neglect personal priorities, or disengage from active responsibility.

Path of Growth: Speaking truth with love and taking active ownership of mission commitments.

Spiritual Practices:

- Lectio divina on prophetic call passages (e.g., Jeremiah 1:4–10).
- Taking leadership roles in small community initiatives.
- Journaling on personal goals and concrete action steps.

Accompaniment Guidelines for Formators:

- Invite them into situations where they must take a clear stand.
- Help them articulate personal convictions and mission priorities.
- Encourage healthy conflict engagement for the sake of truth and justice.
- Provide accountability for personal and ministry commitments.
- Affirm their gift for harmony while ensuring it does not become avoidance.

SECTION III – FORMATION-ADAPTED ENNEAGRAM QUESTIONNAIRE

Purpose: This questionnaire is designed for **self-reflection** by Formandi and as a **discernment aid** for formators. It is adapted from the insights of *The Wisdom of the Enneagram* (Riso & Hudson) but reframed in **missionary formation language**.

Important: This is **not** a diagnostic tool. It is a **starting point** for prayer, dialogue, and accompaniment.

Instructions for Use

1. Read each statement carefully and rate it honestly based on how it describes your **habitual tendencies** over most of your life.
2. Use this scale:
 - **1** – Not like me at all
 - **2** – Rarely true for me
 - **3** – Sometimes true for me
 - **4** – Often true for me
 - **5** – Very true for me
3. Answer **spontaneously** rather than overthinking.
4. Formators may use this as part of an **interview or reflection session**.
5. Follow up with **personal prayer** and **spiritual conversation**.

Statements

Type One – The Reformer

1. I hold myself and others to high moral standards.
2. I often notice errors or imperfections and feel responsible to correct them.
3. I sometimes feel irritated when others are careless or irresponsible.
4. I strive to live according to principles, even when it's difficult.

Type Two – The Helper

5. I naturally sense what people need and try to help them.
6. I often put others' needs before my own.
7. I feel most fulfilled when I am making a difference in someone's life.
8. It can be hard for me to say "no" when someone asks for help.

Type Three – The Achiever

9. I feel driven to accomplish and be effective in my work.
10. I adapt my style to fit what is expected in a situation.
11. I sometimes avoid showing weakness or failure.
12. I measure my worth partly by what I achieve.

Type Four – The Individualist

13. I long to find my unique place and purpose in life.
14. I experience emotions deeply and often reflect on them.
15. I sometimes compare myself to others and feel lacking.
16. I value authenticity and dislike being forced into conformity.

Type Five – The Investigator

17. I need time alone to think, study, and recharge.
18. I prefer to fully understand something before acting on it.
19. I can feel drained if there are too many demands on my time.
20. I tend to keep my personal feelings private.

Type Six – The Loyalist

21. I value security and look for reliable structures in my life.
22. I tend to imagine possible problems before they happen.
23. I feel reassured when I have trustworthy guidance.
24. I am committed to people and causes I believe in.

Type Seven – The Enthusiast

25. I like to keep my options open and explore new possibilities.
26. I try to avoid situations that feel restrictive or unpleasant.
27. I enjoy being busy with activities that excite me.
28. I sometimes struggle to stick with one thing for a long time.

Type Eight – The Challenger

29. I tend to take charge in uncertain situations.
30. I stand up strongly for myself and for others.
31. I dislike feeling controlled or powerless.
32. I am willing to confront people directly if necessary.

Type Nine – The Peacemaker

33. I prefer harmony and try to avoid conflict.
34. I can adapt easily to different people and situations.
35. I sometimes go along with others rather than state my own needs.
36. I may procrastinate or delay making decisions to avoid tension.

Scoring Instructions

1. Add the ratings for each group of four statements.
2. The highest total score suggests your **probable dominant type**.
3. The second-highest score may indicate your **wing** (adjacent type).

4. Discuss results with your formator to confirm patterns.

Example:

- Type One total: 16
- Type Two total: 11
- Type Six total: 14
→ Likely Type One with possible Six influence.

Interpretation Guide for Formators

- **Look for consistency** – Are scores and observed behaviours aligned?
- **Ask clarifying questions** – e.g., “Can you share a time when this was true for you?”
- **Avoid quick typing** – Patterns reveal themselves over time, especially in mission contexts.
- **Integrate into accompaniment** – Use insights to suggest prayer practices, ministry assignments, and self-awareness goals.

SECTION IV – DISCERNMENT CRITERIA FOR FORMATION

Purpose: The Enneagram can help formators **observe personality patterns** that affect a formandus’ readiness for missionary life. These criteria are not rigid “pass/fail” indicators but **signs** that point toward either growth or areas needing accompaniment.

General Guidelines

- **Look for growth over time**, not perfection at one moment.
- **Balance gifts and vulnerabilities** — every type has strengths and risks.
- **Discern within the whole person** — vocation is more than personality type.
- **Integrate with spiritual, pastoral, and community evaluation.**

“No type is better or worse than any other — all types have unique assets and liabilities, strengths and weaknesses.” — Riso & Hudson

Criteria by Type

Type One – The Reformer

Signs of readiness:

- Acts with integrity and consistency in prayer, ministry, and community life.
- Able to show mercy to self and others, not only judgment.
- Can adapt when things are imperfect.

Areas needing work:

- Harsh self-criticism or criticism of others.
- Difficulty accepting different styles in mission partners.
- Rigidity that stifles creativity and collaboration.

Type Two – The Helper

Signs of readiness:

- Serves generously without expecting recognition.
- Practices healthy boundaries in relationships.
- Balances care for others with self-care.

Areas needing work:

- Tendency to neglect personal needs until burnout.
- Over-attachment to being liked or needed.

- Resisting help from others.

Type Three – The Achiever

Signs of readiness:

- Can value personal authenticity over image or recognition.
- Balances work and prayer; knows how to slow down.
- Perseveres through challenges without compromising integrity.

Areas needing work:

- Over-identification with success or ministry results.
- Avoiding vulnerability.
- Tendency to neglect interior life in favour of activity.

Type Four – The Individualist

Signs of readiness:

- Grounded in daily missionary commitments despite emotional ups and downs.
- Sees beauty and meaning in ordinary ministry life.
- Uses emotional depth to connect with others compassionately.

Areas needing work:

- Over-focus on self or personal feelings.
- Difficulty adapting to routine.
- Withdrawal from community when feeling misunderstood.

Type Five – The Investigator

Signs of readiness:

- Shares insights and knowledge for the benefit of the mission.
- Maintains healthy engagement with community life.
- Balances study and contemplation with pastoral action.

Areas needing work:

- Emotional detachment from people.
- Withholding time, energy, or knowledge.
- Fear of being overwhelmed leading to avoidance.

Type Six – The Loyalist

Signs of readiness:

- Courageous in mission despite uncertainty.
- Trusts God and mission leadership in reasonable measure.
- Works steadily and reliably without constant reassurance.

Areas needing work:

- Chronic anxiety or suspicion toward leadership.
- Difficulty making decisions without excessive consultation.
- Hesitation to step out of comfort zone.

Type Seven – The Enthusiast

Signs of readiness:

- Brings joy and creativity while staying grounded in mission priorities.
- Perseveres in long-term commitments.
- Accepts and works through difficult moments.

Areas needing work:

- Avoidance of emotional pain or difficult conversations.
- Scattering energy over too many projects.
- Restlessness in structured community life.

Type Eight – The Challenger**Signs of readiness:**

- Leads with humility and shared responsibility.
- Protects the vulnerable without dominating others.
- Balances strength with tenderness.

Areas needing work:

- Overbearing or confrontational leadership style.
- Resistance to vulnerability or receiving help.
- Pushing personal agenda over communal discernment.

Type Nine – The Peacemaker**Signs of readiness:**

- Engages actively in community and mission tasks.
- Can assert personal views respectfully.
- Uses gifts of mediation to foster healthy community dialogue.

Areas needing work:

- Avoiding necessary conflict.
- Procrastination on important tasks.
- Losing personal priorities in the service of others' agendas.

SECTION V – ACCOMPANIMENT STRATEGIES

Ongoing accompaniment is essential in formation, ensuring that each formand receives support tailored to their unique personality, spiritual needs, and developmental stage. Recognizing personality types enables formators to customize spiritual, pastoral, and community guidance, fostering growth in virtue, self-awareness, and missionary zeal.

This section provides **type-specific accompaniment strategies** that formators can adapt in daily interaction, prayer guidance, community life facilitation, and crisis management.

General Accompaniment Principles for All Types

- **Active Listening:** Attentively hear the formand's experiences and struggles without premature judgment.
- **Respect for Uniqueness:** Appreciate individual differences and avoid a one-size-fits-all approach.
- **Encourage Self-Reflection:** Guide formands to deeper self-awareness and interior freedom.
- **Balanced Challenge and Support:** Encourage growth by gently challenging weaknesses while affirming strengths.
- **Spiritual Direction:** Promote regular prayer, discernment, and openness to the Spirit's guidance.
- **Community Integration:** Help formands understand their role within the community and foster mutual support.
- **Confidentiality and Trust:** Build a secure relationship where formands feel safe to share.

Type-Specific Accompaniment Strategies

Type 1 – The Reformer / Perfectionist

Common traits: Principled, responsible, critical of self and others, strives for integrity.

Accompaniment focus:

- **Spiritual:** Encourage compassion and acceptance of imperfections (cf. 2 Corinthians 12:9).
- **Pastoral:** Help temper critical tendencies with mercy; promote patience and rest from self-judgment.
- **Community:** Encourage openness to others' perspectives; avoid rigidity in community rules.

Suggested practices:

- Journaling about grace and mercy.
- Lectio Divina on Jesus' compassion (e.g., the healing stories).
- Gentle reminders to embrace rest and joy.

Type 2 – The Helper / Giver

Common traits: Caring, generous, seeks appreciation, may neglect own needs.

Accompaniment focus:

- **Spiritual:** Foster awareness of self-worth rooted in God, not others' approval.
- **Pastoral:** Help set healthy boundaries; promote self-care alongside service.
- **Community:** Encourage receiving as well as giving; affirm their presence beyond service.

Suggested practices:

- Prayer on God's unconditional love (Psalm 139).
- Reflection on healthy boundaries and saying "no."
- Encourage participation in community support groups.

Type 3 – The Achiever / Performer

Common traits: Goal-oriented, adaptable, image-conscious, driven to succeed.

Accompaniment focus:

- **Spiritual:** Deepen authentic self-acceptance beyond achievements.
- **Pastoral:** Address temptations toward pride and superficiality; encourage vulnerability.
- **Community:** Foster genuine relational depth beyond tasks.

Suggested practices:

- Spiritual exercises on humility (e.g., St. Therese's "little way").
- Spiritual direction focused on authentic identity in Christ.
- Opportunities for unstructured community time.

Type 4 – The Individualist / Romantic

Common traits: Sensitive, introspective, seeks identity, prone to melancholy.

Accompaniment focus:

- **Spiritual:** Cultivate gratitude and trust in God's providence.
- **Pastoral:** Help avoid excessive self-focus and envy; promote hope.

- **Community:** Encourage active engagement rather than withdrawal.

Suggested practices:

- Prayer practices emphasizing thanksgiving (e.g., the Examen).
- Group sharing on God's presence in daily life.
- Creative expression for spiritual integration.

Type 5 – The Investigator / Observer

Common traits: Analytical, private, values knowledge, emotionally detached.

Accompaniment focus:

- **Spiritual:** Encourage experiential faith and emotional engagement.
- **Pastoral:** Help balance solitude with community involvement.
- **Community:** Foster relational openness and shared vulnerability.

Suggested practices:

- Guided meditations on God's closeness.
- Community prayer participation.
- Occasional communal service activities.

Type 6 – The Loyalist / Guardian

Common traits: Responsible, security-oriented, cautious, sometimes anxious.

Accompaniment focus:

- **Spiritual:** Strengthen trust in God's providence and personal guidance.
- **Pastoral:** Address fears and help build inner confidence.
- **Community:** Foster healthy dependence on others and on God.

Suggested practices:

- Scripture reflection on God's faithfulness (e.g., Psalm 23).
- Encouragement toward courageous decision-making.
- Small group sharing for mutual support.

Type 7 – The Enthusiast / Adventurer

Common traits: Energetic, optimistic, avoids pain, easily distracted.

Accompaniment focus:

- **Spiritual:** Cultivate patience, discipline, and acceptance of limitations.
- **Pastoral:** Help face difficulties rather than avoid them.
- **Community:** Encourage deepening relationships and commitment.

Suggested practices:

- Silence and contemplative prayer practice.
- Reflection on the value of suffering and endurance.
- Community accountability partners.

Type 8 – The Challenger / Protector

Common traits: Assertive, protective, decisive, sometimes confrontational.

Accompaniment focus:

- **Spiritual:** Foster humility and openness to vulnerability.
- **Pastoral:** Help temper control tendencies and invite surrender to God's will.
- **Community:** Encourage trust and collaboration rather than dominance.

Suggested practices:

- Lectio Divina on servant leadership (e.g., Mark 10:42-45).
- Spiritual direction focusing on letting go of control.
- Exercises in listening and empathy.

Type 9 – The Peacemaker / Mediator

Common traits: Easy-going, avoids conflict, seeks harmony, can be complacent.

Accompaniment focus:

- **Spiritual:** Encourage active engagement and healthy assertion.
- **Pastoral:** Help recognize and express true feelings and needs.
- **Community:** Promote participation and leadership roles.

Suggested practices:

- Journaling to identify personal desires and boundaries.
- Role-play or community discussions on conflict resolution.
- Encouragement to pursue personal goals.

Ongoing Accompaniment Methods

- **Regular One-on-One Meetings:** Scheduled spiritual direction or mentoring sessions tailored to the type's challenges and gifts.
- **Group Reflection Sessions:** Community sharing sessions with themes adapted for different types.
- **Retreats and Workshops:** Focused on particular spiritual or emotional growth areas identified for types.
- **Use of Assessment Tools:** Periodic use of personality or spiritual inventories to monitor growth and areas needing attention.
- **Peer Accompaniment:** Encourage formands to build supportive peer relationships within and across types.

Effective accompaniment requires ongoing discernment, flexibility, and a heart attuned to the Spirit's movement within each formand. By tailoring guidance to personality types, formators can facilitate deeper transformation, foster community harmony, and nurture authentic missionary discipleship.

Type-Specific Accompaniment Guideline Checklist

Type	Key Focus Areas	Accompaniment Questions	Recommended Practices
Type 1 – Reformer / Perfectionist	- Embrace grace & mercy - Manage self-	- How do you respond to your mistakes? - Where do you feel	- Journaling on God's mercy - Lectio Divina on

	criticism - Practice patience	pressure to be “perfect”? - How do you rest and find joy?	compassion stories - Remind to rest and celebrate small successes
Type 2 – Helper / Giver	- Self-worth beyond service - Setting healthy boundaries - Receiving care from others	- Do you find it hard to say “no”? - How do you care for yourself? - How do you feel when others care for you?	- Prayer on God’s unconditional love - Reflection on boundaries - Encourage receiving community support
Type 3 – Achiever / Performer	- Authentic identity in Christ - Vulnerability over image - Balance work & rest	- What defines your worth? - When do you feel pressured to perform? - How do you handle failure?	- Spiritual exercises on humility - Encourage honest sharing - Provide unstructured community time
Type 4 – Individualist / Romantic	- Gratitude & trust in God - Avoiding envy & melancholy - Engaging with community	- What brings you joy? - How do you handle feelings of loneliness? - How do you see God working in your life?	- Examen prayer for gratitude - Creative spiritual expression - Group sharing on daily blessings
Type 5 – Investigator / Observer	- Experiential faith & emotion - Balancing solitude & community - Opening to vulnerability	- How do you experience God beyond knowledge? - How often do you share with others? - What feelings do you avoid?	- Guided meditation on God’s presence - Encourage community participation - Share feelings in safe settings
Type 6 – Loyalist / Guardian	- Trust in God’s providence - Overcoming fears & anxiety - Healthy dependence & courage	- What worries occupy your mind? - How do you experience God’s faithfulness? - When do you act courageously?	- Scripture reflection on God’s care - Practice trust-building exercises - Encourage supportive group sharing
Type 7 – Enthusiast / Adventurer	- Patience & discipline - Accepting limitations & suffering - Commitment to relationships	- How do you avoid difficult feelings? - What does commitment mean to you? - How do you find peace in stillness?	- Silence and contemplative prayer - Reflection on meaning of suffering - Community accountability partners
Type 8 – Challenger / Protector	- Humility & vulnerability - Letting go of control - Trust & collaboration	- When do you struggle to surrender? - How do you respond to authority? - How do you listen to others?	- Lectio Divina on servant leadership - Exercises in empathy - Spiritual direction on trust
Type 9 – Peacemaker / Mediator	- Active engagement & assertion	- What are your true desires? - How do you handle	- Journaling to clarify desires - Role-playing conflict

	- Expressing feelings & needs - Pursuing personal goals	conflict? - What stops you from taking initiative?	resolution - Encouragement to lead small tasks
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How to Use the Accompaniment Guideline Checklist Effectively

This **Type-Specific Accompaniment Guideline Checklist** is designed as a practical resource to assist formators in providing ongoing, personalized spiritual, pastoral, and community accompaniment. Here are some key points on how to use it effectively:

1. Identify the Enneagram Type

- Begin by helping the formand identify their primary Enneagram type through assessments, reflection, or spiritual direction.
- Recognize that the Enneagram type reflects deep-seated motivations rather than surface behaviours.

2. Use the Checklist as a Flexible Guide

- Treat the checklist as a dynamic tool — not a rigid script.
- Focus on the **Key Focus Areas** that resonate most with the formand's current challenges.
- Use the **Accompaniment Questions** as conversational prompts or for self-reflection exercises.
- Suggest the **Recommended Practices** as spiritual exercises, prayer focuses, or community activities.

3. Integrate with Prayer and Discernment

- Ground the accompaniment process in prayer, asking the Holy Spirit for wisdom in guiding each formand.
- Encourage formators and Formandi to reflect regularly on growth and areas needing deeper attention.

4. Observe and Adapt

- Pay attention to how the formand responds to accompaniment strategies.
- Adjust approaches over time to meet evolving needs, always with gentleness and patience.

5. Promote Community Awareness

- When appropriate, share basic insights about the Enneagram with the wider formation community to foster mutual understanding.
- Encourage respectful appreciation of diverse personalities as complementary gifts within the missionary vocation.

Final Note

Using the Enneagram as a formation tool invites a journey of **interior freedom, maturity, and authentic love**. When formators accompany with sensitivity to personality differences, they empower each formand to live their calling with greater joy, peace, and effectiveness.

Enneagram Self-Reflection Questionnaire for Formandi

Introduction

The Enneagram is a tool that helps us understand our personality patterns — our typical ways of thinking, feeling, and acting. It is not about putting people in boxes but about identifying the box we are already in so that, with God's grace, we may grow in freedom and holiness. As missionaries and religious, this awareness helps us to:

- Live more harmoniously in community.
- Deepen our prayer and self-knowledge.
- Identify our gifts and limitations for mission.

Use this questionnaire honestly and prayerfully. It is for your growth, not for judgment.

Instructions

- Read each statement carefully.
- Mark how true it is for you:
 - **1 – Rarely true**
 - **2 – Sometimes true**
 - **3 – Often true**
 - **4 – Very true**
- Answer according to your usual tendencies, not what you wish were true.

Enneagram Statements

Type 1 – The Improver / Reformer

	Items	1	2	3	4
01	I feel responsible to do things in the right way.				
02	I tend to notice errors and want to correct them.				
03	I strive to be good, ethical, and disciplined.				
04	I feel uneasy when rules are ignored.				
05	I often carry an inner critic pointing out what can be improved.				
06	I like order, structure, and high standards.				
07	I sometimes feel frustrated when others are careless or sloppy.				

Type 2 – The Helper / Giver

	Items	1	2	3	4
01	I like to be useful and respond to people's needs.				
02	I often put others before myself.				
03	I feel hurt if my care is not appreciated.				
04	I want to be seen as generous and loving.				
05	I sometimes neglect my own needs in order to serve others.				
06	I have difficulty saying "no" when asked for help.				
07	I fear being unwanted or unloved.				

Type 3 – The Achiever / Performer

	Items	1	2	3	4
01	I set goals and work hard to accomplish them.				
02	I want to be admired for my achievements.				
03	I sometimes equate my worth with my success.				
04	I adapt myself to what others expect in order to succeed.				
05	I value efficiency and productivity.				
06	I sometimes hide my weaknesses to appear competent.				
07	I dislike failure and being overlooked.				

Type 4 – The Individualist / Romantic

	Items	1	2	3	4
01	I experience emotions deeply and intensely.				
02	I long to be authentic and true to myself.				
03	I sometimes feel different or misunderstood.				
04	I am drawn to beauty, art, and creativity.				
05	I can envy what others seem to have that I lack.				
06	I often reflect on the meaning of life and identity.				
07	I sense an inner emptiness or “something missing.”				

Type 5 – The Observer / Investigator

	Items	1	2	3	4
01	I like to think deeply and analyse situations.				
02	I value knowledge and competence highly.				
03	I need time alone to recharge.				
04	I often withhold my feelings to stay objective.				
05	I am careful with how I use my time and energy.				
06	I can feel drained if too many demands are placed on me.				
07	I sometimes prefer ideas over direct emotional involvement.				

Type 6 – The Loyalist / Guardian

	Items	1	2	3	4
01	I value security, guidance, and stability.				
02	I am loyal to people and communities I trust.				
03	I often think about what could go wrong.				
04	I struggle between trusting and doubting.				
05	I seek support from reliable people and authorities.				
06	I like to plan ahead to avoid risks.				
07	I sometimes feel anxious when uncertain.				

Type 7 – The Enthusiast / Adventurer

	Items	1	2	3	4
01	I enjoy new experiences and adventures.				
02	I dislike feeling limited or trapped.				
03	I prefer to focus on the positive rather than the painful.				
04	I get excited about many projects at once.				
05	I fear missing out on opportunities.				
06	I tend to avoid boredom and seek stimulation.				
07	I sometimes escape from difficulties by distracting myself.				

Type 8 – The Challenger / Protector

	Items	1	2	3	4
01	I am strong-willed and assertive.				
02	I dislike being controlled by others.				
03	I protect people who are vulnerable.				
04	I prefer being direct and straightforward.				

05	I value strength, courage, and independence.				
06	I can become confrontational when I feel threatened.				
07	I want to be respected more than liked.				

Type 9 – The Peacemaker / Mediator

	Items	1	2	3	4
01	I want harmony and dislike conflict.				
02	I often go along with others to avoid tension.				
03	I can neglect my own priorities for the sake of peace.				
04	I prefer a calm, comfortable environment.				
05	I sometimes procrastinate or avoid difficult issues.				
06	I find it hard to assert myself strongly.				
07	I like routines and stability.				

Scoring Table

Type	Score (sum of all items)
1 – Improver	_____
2 – Helper	_____
3 – Achiever	_____
4 – Individualist	_____
5 – Observer	_____
6 – Loyalist	_____
7 – Enthusiast	_____
8 – Challenger	_____
9 – Peacemaker	_____

Interpretation: Your highest total(s) indicate probable dominant patterns; second or third highest may reflect important influences (“wings”). Use results as a starting point for prayer and dialogue, not as a label.

Personal Reflection Journal

1. Which type(s) scored highest for me? Do I recognize myself there?
2. How do these tendencies show up in my prayer life?
3. How do they influence my community relationships?
4. How do they help or hinder my missionary availability?
5. What specific invitation is God giving me through this awareness?

Guidelines for Formators

- **Emphasize growth, not labelling** — all types are equal in dignity, each has gifts and struggles.
- Encourage Formandi to see their type as a **starting point for transformation**.
- Use discoveries in dialogue about:
 - **Strengths to cultivate** (gifts for community & mission).
 - **Shadows to be purified** (tendencies that block growth).
 - **Paths of integration** (how their type matures spiritually).
- Watch for **red flags**: when personality rigidly blocks growth (e.g., Type 2 neglecting self, Type 6 paralyzed by fear, Type 3 seeking validation).

Suggested Growth Practices (by Type)

Type	Practice
1 – Improver	Practice compassionate self-talk; schedule weekly ‘good-enough’ time; notice and affirm what is already good.
2 – Helper	Set one healthy boundary per week; practice silent prayer of receptivity; name & meet one personal need daily.
3 – Achiever	Take a sabbath from productivity; share a vulnerability with a trusted brother; practice examen on motives.
4 – Individualist	Anchor in gratitude lists; engage in simple acts of service; practice ‘act first, feel later’ for small duties.
5 – Observer	Share one personal feeling daily; commit to a modest service task; practice embodied prayer (e.g., contemplative walk).
6 – Loyalist	Name three supports already present; practice breath prayer when anxious; take one small courageous step weekly.
7 – Enthusiast	Limit options intentionally; finish one task before starting another; practice daily examen including difficult emotions.
8 – Challenger	Pause before reacting; practice gentle speech; entrust one responsibility to another and affirm them.
9 – Peacemaker	Set and voice one priority each morning; address one avoided issue; engage in energizing physical activity.

Online Personality Assessment Resources

The questionnaires included in this manual are intended primarily for formative reflection and accompaniment. Formandi who wish to explore these personality frameworks further may consult the following online resources.

The Enneagram Institute

<https://www.enneagraminstitute.com>

- The leading international resource developed by Don Richard Riso and Russ Hudson.
- Includes detailed descriptions of all nine types, levels of development, instincts, wings, growth paths, articles, and educational materials.

The Narrative Enneagram

<https://www.narrativeenneagram.org>

- Offers educational resources, online courses, webinars, and articles on the Enneagram.
- Emphasizes personal transformation, relationships, and spiritual growth.

Further Reading

- Palmer, H. (1991). *The Enneagram: Understanding Yourself and the Others in Your Life*. HarperOne.
- Riso, D. R., & Hudson, R. (1999). *The Wisdom of the Enneagram*. Bantam Books.
- Rohr, R., & Ebert, A. (2001). *The Enneagram: A Christian Perspective*. Crossroad Publishing.
- Cron, I. M., & Stabile, S. (2016). *The Road Back to You: An Enneagram Journey to Self-Discovery*. IVP Books.
- Heuertz, C. (2017). *The Sacred Enneagram: Finding Your Unique Path to Spiritual Growth*. Zondervan.

Formative Note

The Enneagram is a valuable aid for self-awareness and personal growth, but it should never be regarded as a definitive description of a person or a substitute for spiritual direction, psychological assessment, or vocational discernment. Its greatest value lies in helping individuals recognize habitual patterns, appreciate their God-given gifts, identify areas for conversion, and grow toward greater freedom in Christ and more generous service in mission.