

## APPENDIX B

### The Enneagram Types Test

The statements on the following pages describe ways of behaving, attitudes, feelings, or general observations. Using a scale from 0 to 6 indicate to what degree any statement applies to you, and thus is "typical" of you. 0 = completely disagree, 6 = completely agree, 1 through 5 = the various stages between the two extremes. Before you mark your answer, consider the broad, overarching patterns of your life. On the whole, does this statement fit me or not?

Reflect quietly for a moment, but don't brood for a long time over assigning one point more or less. The important thing is to register your spontaneous reaction as to whether the statement is "typical" of you and your life. There are no "right" or "wrong" answers. Please answer *all* the questions. Even if a statement doesn't entirely apply to you, please check off the number on the 1-6 scale that seems the most appropriate to you.

*Once you have answered all the questions, turn to the next section and read the directions: "Evaluating the Test Results."*

Please answer all 115 questions, then bend back each page  
on the dotted line and enter your numbers

1.	Life goes better if you look on the positive side instead of dwelling on the negative.	0 1 2 3 4 5 6
2.	I can observe emotionally tense situations while keeping a sober distance from it all.	0 1 2 3 4 5 6
3.	I like to work within the framework of an institution.	0 1 2 3 4 5 6
4.	It's important to make an impression.	0 1 2 3 4 5 6
5.	I would like to be independent.	0 1 2 3 4 5 6
6.	The most important thing for me is that the people around me feel good.	0 1 2 3 4 5 6
7.	For me it's important to plan the future, so that I know what's heading my way.	0 1 2 3 4 5 6
8.	When someone needs my help, I'm ready to put all my energy to work for him or her.	0 1 2 3 4 5 6
9.	I want to live emotionally, passionately, with all my senses — even if it hurts.	0 1 2 3 4 5 6
10.	I have a hard time putting up with imperfections, whether in myself or in others.	0 1 2 3 4 5 6
11.	Status and success play a large role in my life.	0 1 2 3 4 5 6
12.	In love the most important things are being fair and behaving decently.	0 1 2 3 4 5 6
13.	I can readily adjust to the demands of a new situation.	0 1 2 3 4 5 6
14.	I'm on the side of marginal groups, people oppressed and discriminated against (refugees, Third World children, minorities, etc.).	0 1 2 3 4 5 6
15.	Life is like a drama in which I'm both actor and spectator.	0 1 2 3 4 5 6
16.	For the sake of advancing my career I'm prepared to neglect my marriage, family, or friends.	0 1 2 3 4 5 6
17.	I'm often bothered by a bad conscience.	0 1 2 3 4 5 6
18.	I have the impression that the so-called "authorities" are incompetent, but I usually hesitate to take action against them.	0 1 2 3 4 5 6
19.	I like to let things run their course — lots of times problems just take care of themselves.	0 1 2 3 4 5 6
20.	I have to know where I belong.	0 1 2 3 4 5 6



Please answer all 115 questions, then bend back each page on the dotted line and enter your numbers

21.	I enjoy getting attention from other people and being in the lime-light.	0 1 2 3 4 5 6
22.	I often suppress my anger.	0 1 2 3 4 5 6
23.	I have the feeling that I can never be completely fulfilled.	0 1 2 3 4 5 6
24.	I often sense what's going on inside others before they say it out loud.	0 1 2 3 4 5 6
25.	Whatever I'm doing, I usually do it with enthusiasm.	0 1 2 3 4 5 6
26.	I have to know someone very well before I'll let him or her share in my private life.	0 1 2 3 4 5 6
27.	It's important for me that something always be "going on."	0 1 2 3 4 5 6
28.	It's easy for me to share.	0 1 2 3 4 5 6
29.	I like to express complex connections with simple images.	0 1 2 3 4 5 6
30.	Sometimes I feel overwhelmed by a nameless anxiety.	0 1 2 3 4 5 6
31.	When projects or relationships get too boring or do nothing for me, I abandon them.	0 1 2 3 4 5 6
32.	Even at games the most important thing for me is winning.	0 1 2 3 4 5 6
33.	I can become enthusiastic over new and unusual ideas.	0 1 2 3 4 5 6
34.	Many people pour their hearts out to me.	0 1 2 3 4 5 6
35.	I avoid divergent, attention-getting behavior.	0 1 2 3 4 5 6
36.	I am especially sensitive.	0 1 2 3 4 5 6
37.	In contradictory cases both sides often strike me as equally right.	0 1 2 3 4 5 6
38.	I feel there's something about me that sets me apart from other people.	0 1 2 3 4 5 6
39.	When life gives me lemons, I make lemonade.	0 1 2 3 4 5 6
40.	I often don't put my good ideas down on paper, and projects that I have in my head often stay put in the planning stage.	0 1 2 3 4 5 6





Please answer all 115 questions, then bend back each page on the dotted line and enter your numbers

41.	I would rather disparage myself than show my abilities.	0 1 2 3 4 5 6
42.	I find contact with many people or intimacy (even when it's nice) stressful. Afterwards I need some time to be alone and "tank up."	0 1 2 3 4 5 6
43.	When one of my friends has a problem, I speak to him or her about it.	0 1 2 3 4 5 6
44.	People complain that in personal relationships I'm too dramatic.	0 1 2 3 4 5 6
45.	It's important to "sell" yourself.	0 1 2 3 4 5 6
46.	I believe that other people misunderstand my deepest feelings.	0 1 2 3 4 5 6
47.	I spontaneously express my anger, and then, as far as I'm concerned, the case is closed.	0 1 2 3 4 5 6
48.	Deep down I don't really feel quite "at home" anywhere.	0 1 2 3 4 5 6
49.	Life is competition.	0 1 2 3 4 5 6
50.	I don't make a move until I've thought through all the possible consequences.	0 1 2 3 4 5 6
51.	I like to call the shots.	0 1 2 3 4 5 6
52.	I have the tendency to do myself in with criticism and depressing thoughts.	0 1 2 3 4 5 6
53.	Other people sometimes say it's hard to live with me because I'm so "strong."	0 1 2 3 4 5 6
54.	Sometimes I'm gripped by a feeling of amazement and gratitude for the miracle of life.	0 1 2 3 4 5 6
55.	I'm very concerned about the health, education, and welfare of my friends.	0 1 2 3 4 5 6
56.	I have a hard time putting up with tension.	0 1 2 3 4 5 6
57.	Sometimes I step outside of myself and judge myself.	0 1 2 3 4 5 6
58.	I feel good when I can just "swim along" with the people in the community.	0 1 2 3 4 5 6
59.	I don't have any problems saying no.	0 1 2 3 4 5 6
60.	I like to use the telephone, and I make a lot of calls.	0 1 2 3 4 5 6



Please answer all 115 questions, then bend back each page  
on the dotted line and enter your numbers

61.	It makes no difference to me when the majority disagrees with me.	0 1 2 3 4 5 6
62.	When I think a law makes no sense, I have no scruples about breaking it.	0 1 2 3 4 5 6
63.	Other people say I talk fast.	0 1 2 3 4 5 6
64.	I like to negotiate and make deals.	0 1 2 3 4 5 6
65.	I know how to motivate people and waken their enthusiasm for a cause.	0 1 2 3 4 5 6
66.	It's important to me to perfect my abilities (whether academic, physical, cultural, or professional).	0 1 2 3 4 5 6
67.	I'm prepared to put up with disadvantages rather than sacrifice my personal standards.	0 1 2 3 4 5 6
68.	Other people like to be in my company.	0 1 2 3 4 5 6
69.	Sometimes I get lost in the details (e.g., while straightening up), and I suddenly notice that hours have gone by.	0 1 2 3 4 5 6
70.	When someone pretends to be high and mighty, then I go and take him down a peg.	0 1 2 3 4 5 6
71.	I want the appearance I present to be natural, but chic and stylish at the same time	0 1 2 3 4 5 6
72.	A lot of my conversations are about work.	0 1 2 3 4 5 6
73.	I like to engage others in verbal duels with quick and witty repartee.	0 1 2 3 4 5 6
74.	I have a talent for organization.	0 1 2 3 4 5 6
75.	I've always been especially concerned about justice.	0 1 2 3 4 5 6
76.	In my house everything has to have its place.	0 1 2 3 4 5 6
77.	Any time something happens my feelings are often "blocked," so that they seem to limp behind the event.	0 1 2 3 4 5 6
78.	In my thoughts I often criticize myself.	0 1 2 3 4 5 6
79.	I often reverse my decisions shortly after making them, because I notice that I actually want something else.	0 1 2 3 4 5 6
80.	I often feel muscular tension (especially in my neck, shoulders, and jaw).	0 1 2 3 4 5 6







Please answer all 115 questions, then bend back each page on the dotted line and enter your numbers

81.	I like to browse in bookstores and libraries.	0 1 2 3 4 5 6
82.	In my imagination scenes often take place where something bad happens.	0 1 2 3 4 5 6
83.	When my friends are in need, I outdo myself and dare to take on things that I wouldn't normally be able to.	0 1 2 3 4 5 6
84.	I need my own study or at least my own corner to withdraw to, when everything gets just too much.	0 1 2 3 4 5 6
85.	Others consider me athletic and attractive.	0 1 2 3 4 5 6
86.	I have an eye for shaping and designing rooms.	0 1 2 3 4 5 6
87.	I value having a good atmosphere at work.	0 1 2 3 4 5 6
88.	I get very concerned over the personal needs and problems of other people.	0 1 2 3 4 5 6
89.	I have always dreamed of becoming a painter, poet, singer, or something like that.	0 1 2 3 4 5 6
90.	It's important to me to see things as objectively as possible.	0 1 2 3 4 5 6
91.	I like to travel.	0 1 2 3 4 5 6
92.	Some people consider me a workaholic.	0 1 2 3 4 5 6
93.	Helpfulness comes natural to me.	0 1 2 3 4 5 6
94.	I have a large circle of friends.	0 1 2 3 4 5 6
95.	I have many different fields of interest.	0 1 2 3 4 5 6
96.	Others often feel criticized by me.	0 1 2 3 4 5 6
97.	It's important to me to see the big picture and to recognize the patterns and structures in it.	0 1 2 3 4 5 6
98.	When a conflict can't be readily settled, I prefer to back off.	0 1 2 3 4 5 6
99.	An unfriendly remark can often stick in my skin like an arrow, tormenting me all day long.	0 1 2 3 4 5 6
100.	I often hammer out plans for the future so I'll forfeit as few of the many opportunities as possible.	0 1 2 3 4 5 6



Please answer all 115 questions, then bend back each page  
on the dotted line and enter your numbers

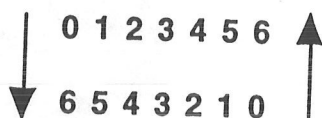
101. I like to be alone.	0 1 2 3 4 5 6
102. I seldom take the initiative.	0 1 2 3 4 5 6
103. I often fight or argue just to get a clear picture of the situation.	0 1 2 3 4 5 6
104. Fairly often I treat myself to things that are actually too expensive for me.	0 1 2 3 4 5 6
105. I find it hard to disconnect, relax, and simply enjoy.	0 1 2 3 4 5 6
106. I'm often overcome by self-doubt.	0 1 2 3 4 5 6
107. When I have a job to do, my feelings have to wait.	0 1 2 3 4 5 6
108. I live completely for my partner, my family, my friends.	0 1 2 3 4 5 6
109. I have no use for idling or loafing around in my daily routine.	0 1 2 3 4 5 6
110. I try to avoid conflicts at all costs.	0 1 2 3 4 5 6
111. In my relationships I'm more the hammer than the anvil.	0 1 2 3 4 5 6
112. I'm often not sure whether the affection other people have for me is sincere, or if they just like me because I'm nice to them.	0 1 2 3 4 5 6
113. If I didn't withdraw every now and then, I'm afraid I might "lose myself."	0 1 2 3 4 5 6
114. I like to express my feelings artistically (in music, painting, acting, literature, etc.).	0 1 2 3 4 5 6
115. I'm often under time pressures.	0 1 2 3 4 5 6



## EVALUATING THE TEST

Four steps are needed to evaluate the Enneagram Types test.

1. Fold each page back on the dotted line so that the numbers 0-6 face the grid of little boxes. Each question is supposed to reflect one (or more) Enneagram type(s), and the corresponding boxes are white. Enter the rating you gave each statement in the appropriate white box. For example, question 1 reflects type SEVEN. If you've checked off 3 here, enter a 3 in the white box. N.B.: In the case of boxes edged in black you have to reverse the number as follows:



Thus, if you checked off 0 as your original response, enter a 6, if you checked off 6, enter zero, etc.

2. Add up the numbers for each type to get your subtotal.
3. Now most of the work is done. Look in the *norm table* and find out how many *standard values* from 0 to 9 you get for the individual types with your subtotal. Example: If you have 45 points in your subtotal for type THREE, check the norm table to see which standard value 45 corresponds to for THREES. 45 is in between 42 and 47, which results in a standard value of 5.
4. Finally enter these standard values into your "Enneagram profile."



## INTERPRETING YOUR RESULTS

On the Enneagram profile: Some people get below-average values with almost all the types, because on principle they don't readily agree with certain statements and ways of behaving. Others, by contrast, will get above-average values for most of the types.

So it's a matter of comparison. Which type do I clearly sympathize more with? Or, equally interesting: Which types do I assign very low ratings to? There might be qualities there that I lack and that could be important for me. The standard value of 5 shows the average result obtained: Around 50% of all people will end up with standard values of 4, 5, or 6. Standard values over 6 or under 4 are correspondingly less frequent. Are you surprised or disappointed by your test results, or did they confirm your assessment of yourself?

A test is always just one step in the process of getting to know oneself better, by discovering, as in a mirror, something new or different about oneself. In this sense the Enneagram profile is not a conclusive "finding," but a snapshot that sheds light on how I rate myself at the moment.

A propos of self-assessment: It might be quite informative to ask a spouse, friend, or acquaintance to fill out the test to answer the question of how he or she sees *me*, what in his or her opinion is "typical" of me or "fits me." Other people often have a clearer view than we do of what is "typical" about us. Comparing assessments by ourselves and others might provide material for some rich and valuable discussions.

None of us is simply *one* type. We have parts of all of them in us, even if there are people whose attitudes and ways of behaving match almost perfectly a type described by the Enneagram. The crucial thing is to discover what's "typical" of me, to learn to see my strengths and weaknesses, and thereby deal better with myself and the world.

The Enneagram Types Test is designed to be an aid — but above all an encouragement to commit oneself further to the process of self-knowledge, change, and maturity.

TABLE OF NORMS

Standard Value	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE
0	0-25	0-32	0-20	0-18	0-35	0-17	0-31	0-21	0-30
1	26-31	33-37	21-26	19-25	36-41	18-24	32-36	22-27	31-36
2	32-37	38-43	27-31	26-31	42-46	25-30	37-41	28-33	37-41
3	38-42	44-48	32-36	32-38	47-51	31-37	42-46	34-39	42-47
4	43-48	49-53	37-41	39-44	52-56	38-43	47-50	40-45	48-52
5	49-54	54-59	42-47	45-51	57-62	44-50	51-56	46-52	53-58
6	55-60	60-65	48-52	52-58	63-67	51-57	57-61	53-58	59-63
7	61-66	66-71	53-58	59-64	68-72	58-64	62-66	59-64	64-68
8	67-72	72-76	59-63	65-71	73-77	65-70	67-71	65-71	69-74
9	73-90	77-90	64-90	72-90	78-90	71-90	72-90	72-90	75-90

ENNEAGRAM PROFILE

Standard Value	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE
9	.	.	.	.	.	.	.	.	.
8	.	.	.	.	.	.	.	.	.
7	.	.	.	.	.	.	.	.	.
6	.	.	.	.	.	.	.	.	.
5	.	.	.	.	.	.	.	.	.
4	.	.	.	.	.	.	.	.	.
3	.	.	.	.	.	.	.	.	.
2	.	.	.	.	.	.	.	.	.
1	.	.	.	.	.	.	.	.	.
0	.	.	.	.	.	.	.	.	.

TYPE ONE TWO THREE FOUR FIVE SIX SEVEN EIGHT NINE

### General Remarks on Test Results

It's not easy to say something enlightening about your test results. A test — especially a questionnaire constructed according to scientific criteria like the Enneagram Types Test\* — registers and evaluates the individual features of a person against the background of quantitative, statistical data. That is why there are average values, standard values, etc.

But for this very reason the “objective” test results need a counterweight; they have to be read and classified in a wholly “subjective” light. The decisive factor in interpreting and understanding the test is correlating it to the person, the unique individual, with his or her history and current life situation.

In clinical psychology, as a rule, “personality tests” are used only in combination with conversations with the client and other information (for example, current behavior). Anyone who has experience with tests knows that by itself a test merely provides an inadequate impression of a person's problems, possibilities, and qualities. But used together with other data the results of a test can be enlightening and helpful, because, like a photo, it captures for an instant correlations that are otherwise constantly moving and changing, and hence quite confusing.

On the one hand, therefore, I would encourage you not to overvalue the test. It's a *snapshot*. It doesn't cast you in bronze; it sheds light on a momentary situation and how *you yourself* present yourself in it. You now have in hand a “self-portrait” — and you know from experience that pictures can be blurry or “touched up,” that we like the way we look in some pictures and not in others.

On the other hand, I want to encourage you not to dismiss the results too quickly, particularly if the test turned out differently from what you may have expected. That might indicate that there are totally different aspects alive inside you that you previously failed to notice. This might prompt you to ask others what living with you is like. The test becomes significant only when it's connection with other information.

Some observations that I have repeatedly made in evaluating personality tests can perhaps be of help in better understanding your test results.

---

\*The German version of the ETT (Enneagram Types Test) has been designed in accordance with empirical-scientific criteria. The data it produces have been checked by means of factor and cluster analysis. In addition, it has been validated with another recognized personality test (FPI-R) and standardized on a German random sample. To satisfy strict empirical criteria this same procedure should be followed for the English-language edition. Till then, however, the ETT, even in this merely translated version, is a valuable and informative practical tool.

There are people who in response to almost every question in the Enneagram Types Test check off 3, that is, the middle. There can be different reasons for this. Often they are people who try to be very thorough, who weigh everything carefully and want, as far as possible, to avoid "mistakes." With respect to themselves as well, where their image is concerned, the way they present themselves, they want to do everything "right." They have a hard time deciding between "on the one hand" and "on the other." When they'd like to endorse a statement, they immediately think of another situation in which they might act altogether differently.

Again, there are people to whom the opinion of those around them is very important. On each question they reflect on what *the others* might think about it. And then since one person would answer one way and another person another, they "diplomatically" choose the middle ground.

There are certainly very different possibilities of interpretation. But the crucial point is that — regardless what number we opt for — the way we answer is also a part of our personality. It's embedded in us and reflects our desires and fears, perhaps even our fear of being pinned down to one type or of somehow or other being "seen through."

In most cases this leads to no one type's getting especially high numbers, but standard values under 2 are also rare.

The test results are valuable in that they reflect the qualities of our personality precisely through the way we have responded to the test questions.

In testing we also repeatedly observe consistently high standard values. On the one hand there are people who agree with almost every statement, at least at first. They readily identify with all possible statements, sometimes even contradictory ones, whether out of insecurity or because their personalities aren't as sharply defined as other people's. They have a hard time saying, "That's me — and that's not me."

On the other hand, there also people who are "stingy" with their test numbers. They seldom take the leap over the middle of the point scale. The upshot is that they get low standard values in all types, and differences can't be clearly indicated.

The above remarks are, of course, painted with a very broad and general brush. I am merely pointing to basic tendencies that may influence the way a person fills out the questionnaire.

Now to aspects more specifically Enneagram-related: The Enneagram Types Test registers certain *qualities* that are ascribed to the Enneagram types.

The types themselves are made up of *combinations* of these qualities, so that it's not surprising if, for example, a SIX also has high numbers under point TWO, because both types are similar, insofar as they are notably social in their orientation — though for different motives.

Thus it can happen that your test shows equally high numbers for types that according to Enneagram theory actually have nothing to do with one

another, in other words, are neither “wings,” “stress points,” or “consolation points.”

Hence if you have high numbers for one type, you can be sure that many things link you to the qualities and convictions of this type. But whether you *are* this type is something that no test in the world can reveal, only your own deep conviction and insight, if you have “recognized” yourself at one point or other.

Studies of the Enneagram — and psychological research in general confirms this — show that only about half of all people tested can be clearly assigned to one type.

There simply are people whom this system “fits,” and others who always end up “in between” the types. For example, they feel at home in type TWO, FOUR, or SIX, depending upon what stage of life they’re in or which people they’re living with.

Another important thing here is that you continue to ask questions — not to learn once and for all what your type is, but to understand what your qualities and peculiarities are. Only then will it be possible to discover your most essential gifts and to avoid, at least every now and then, the “pitfalls” that you usually stumble into.

What’s important is not the *formal* classification in one type, but the *substantial* connection between oneself and the type.

To take another example, someone might get high numbers for both type THREE and type EIGHT. This could be because this person identifies with qualities described as “perseverance,” “a sense of reality,” and “competitiveness.” These are qualities that characterize both types. The results, then, could be summed in the following statement: “Evidently I identify at the moment with qualities that occur more frequently in types THREE and EIGHT.”

At this point it would be appropriate to read over the type descriptions (in my opinion these are the heart of all Enneagram books) once again and check if you really feel “at home” in your type.

Because it might be that I am actually a ONE or a SIX, but my life situation just so happens to make heavy demands on me for “perseverance” and “competitiveness.” Or is it my *wish* that is being expressed in these high numbers? Our identification with a type often has more to do with our internal and external “models” than we want to admit. (The observations made at the beginning of this book about the “distribution” of the types confirms this speculation.)

A further hint for understanding one’s own Enneagram profile is to take a look where you have only a *few* or *no* points. Often such “gaps” define our behavior more than the strongly developed sides. Perhaps this is exactly where my stress point or consolation point is, in other words something of particular importance for my own development.



## SELF-IMAGE AND OUTSIDE ASSESSMENT

Our "self-assessment" is always subject to certain influences. Most people tend to present themselves in the best possible light — even, and above all, to themselves.

Furthermore we are not so willing to abandon an opinion once we've settled on it, and thus a NINE will try to look like a NINE in his or her test results.

Our anxieties and desires also have considerable influence on our perception, precisely when the subject is ourselves.

Just as the human eye has a "blind spot" in the middle of the retina, we can also have an incorrect perception of our central qualities.

That is why an outside assessment is at times quite informative. Others can usually see us more objectively, or at least with more distance. The "typical" features of a person often catch other people's attention more quickly and clearly than the person in question.

This is in the nature of the business. Every "typecasting" requires a certain distance, as I argued at some length in the section on typologies. Thus if I am uncertain about my type, the assessment of another person who knows me well can be a great help. Just the comparison itself between self-assessment and outside assessment can provide a lot of food for thought.

FIVES, for example, have the gift of appearing cool, even when they're positively bursting inside with excitement. They don't do this consciously, and so they're occasionally quite surprised that people around them don't notice their feelings, when they themselves feel all churned up and at loose ends in their inner core.

Of course, different people will always have different perceptions, and the key is not who's "right" or who has a better "fix" on the other person's type. The important thing to remember is that experiences and perceptions contribute to fashioning an accurate picture, which includes our "shadows." It often becomes clear that we involuntarily present ourselves to the outside world much differently from the way we feel inside.