



AN ENNEAGRAM GUIDE TO



PRESENTED TO



Kiwaniis®

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NOTES

Use this space to reflect on your team's personalities and how to better communicate with them!

MY TEAM

CONFLICT & COMMUNICATION TIPS

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NOTES

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MY TEAM

CONFLICT & COMMUNICATION TIPS

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NOTES

MY ENNEAGRAM TYPE:

HOW TO FIND YOUR ENNEAGRAM TYPE

Your Enneagram type is not a restrictive box to put yourself in. It is a **tool through which to see yourself and others better**. Think of finding your type like a road trip; enjoy the journey even as you drive towards the destination!

1. TAKE AN ONLINE TEST

Taking an online test is a good starting point to narrow down your type options. However, keep in mind that **online tests are not always accurate** and should not be used as the only indicator of your main type.

2. PROCESS OF ELIMINATION

Next, write down your results from the online test. You're likely not going to get just one type. **Read in-depth descriptions of your type options**. Ask yourself:

Are any of these totally not me?
Are any of these me when I'm stressed?
Are any of these me when I'm at peace?

3. GET IN THE DRESSING ROOM

Spend a week trying on your possible types. Wear your Enneagram Seven shirt to work and ask yourself, **"Did I respond to this work conflict by reframing negatives into positives?"** Throw on your Enneagram Two jacket and **reflect on your motivations when you offer to help someone**.

4. HEAD, HEART, OR GUT?

The **Centers of Intelligence Triad** is a way to categorize **how we communicate, make decisions, and solve problems**. Which of these reactions resonates with you?



REACT FROM MENTAL ANALYSIS

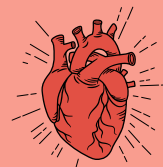
The Thinkers: Type 5, 6, 7

Struggle with anxiety,
Long for security

REACT FROM THE HEART

The Feelers: Type 2, 3, 4

Struggle with shame,
Long for identity



REACT FROM GUT INSTINCTS

The Instinctives: Type 1, 8, 9

Struggle with anger,
Long for justice

5. UNDERSTAND THE WHY

What makes the Enneagram different from other personality typing systems is that it looks at **WHY** we do the things we do. **It examines your root motivations rather than your behavior**. Reflect on your personal motivations: your driving fear, desire, weakness, and longing. **Which Enneagram type mirrors your internal motivations?**

Type 1

MORAL PERFECTIONIST PRINCIPLED REFORMER

AT A GLANCE...

Type 1s are **ethical** and **responsible** people who spend each day striving to **improve themselves and the world around them**. They have a strict internal critic who dictates how things "**should be**." This can lead to rigid **black-and-white thinking**.

YOU MIGHT BE A TYPE 1 IF...

- You struggle with perfectionism
- Being late really bothers you
- You find yourself reliving your mistakes
- You do what you say you're going to do
- You have strong opinions on what should be done

INTERNAL MOTIVATIONS



CORE FEAR

Being wrong, inappropriate, or corruptible



CORE DESIRE

Having integrity and being good



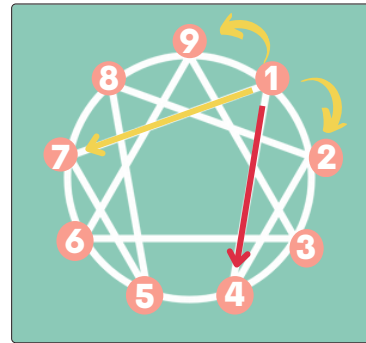
CORE WEAKNESS

Resentment - Repressing feelings and not expressing anger, leading to frustration with yourself and others



CORE LONGING

"You are good."



YOUR WINGS:
2 and 9
(written as 1w2 or 1w9)

YOUR STRESS PATH:
average to unhealthy
side of Type 4

YOUR GROWTH PATH:
healthy side of Type 7

WHAT TO LOOK FOR

IN GROWTH:

You embrace your inner child, releasing the need to be perfect. You try out something creative and new. You laugh often and find more joy in your daily life.

IN STRESS:

You feel resentful about unfulfilled expectations. You sink into depression and want to run away from all your problems. You feel deeply misunderstood by everyone in your life.

WHAT DOES YOUR GUT SAY?



The **Centers of Intelligence Triad** is a way to categorize **how we communicate, make decisions, and solve problems**. Type 1s react from their gut instincts.



- They have an **innate sense of fairness**
- They **repress their anger** until it seeps out in frustration or criticism
- They point out what is wrong or unethical in the hopes it will be fixed

Type 2

SUPPORTIVE ADVISOR NURTURING HELPER

AT A GLANCE...

Type 2s are **relational** to their core. They are **thoughtful** and **generous**, but can sometimes struggle with **manipulating others into needing them**. Above all, they desire to be **wanted** and **loved** by their community.

YOU MIGHT BE A TYPE 2 IF...

- Friends often ask you for help
- You find it difficult to maintain boundaries
- You are happiest when around the people you love
- You bring snacks just in case somebody gets hungry

INTERNAL MOTIVATIONS



CORE FEAR

Being rejected and unwanted



CORE DESIRE

Being appreciated, loved, and wanted



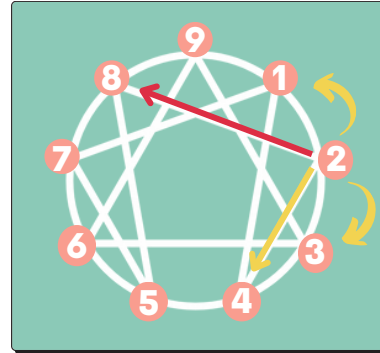
CORE WEAKNESS

Pride - Ignoring your own needs and charging forward believing you alone can fix everyone else's problems



CORE LONGING

"You are wanted and loved."



YOUR WINGS:
1 and 3
(written as 2w1 or 2w3)

YOUR STRESS PATH:
average to unhealthy
side of Type 8

YOUR GROWTH PATH:
healthy side of Type 4

WHAT TO LOOK FOR

IN GROWTH:

You are super self-aware of your reasons for helping others. You prioritize self-care and maintain boundaries. You don't run from your emotions, allowing yourself to feel anger, sadness, etc.

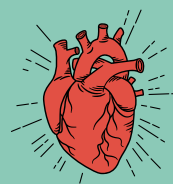
IN STRESS:

You feel very confrontational and irritable. You manipulate other people if you feel like your needs aren't being met. You blame others for what's going wrong. Angry outbursts are more common.

HOW DO YOU FEEL?



The **Centers of Intelligence Triad** is a way to categorize **how we communicate, make decisions, and solve problems**. Type 2s react from their feelings.



- They get **laser-focused on the feelings of others**
- They want to be viewed as **loving, selfless people**

Type 3

SUCCESSFUL ACHIEVER ADMIRABLE STRIVER

AT A GLANCE...

Type 3s are **driven** and **efficient** individuals who are motivated by the desire to be **admired** and **successful**. They feel internal pressure to **measure their worth** by what they check off their to-do list. This can lead to **workaholism**.

YOU MIGHT BE A TYPE 3 IF...

- You hide the ugly, vulnerable parts of yourself
- You learn new things if they serve a purpose
- Achieving a goal is the best feeling in the world
- You will cut corners if it gets the job done more efficiently
- Everyone wants you in their group project

INTERNAL MOTIVATIONS



CORE FEAR

Failing at your goals and being seen as worthless or unsuccessful



CORE DESIRE

Being admired, successful, and valuable



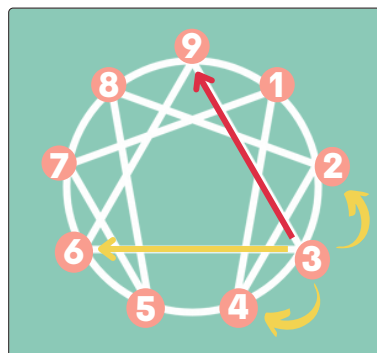
CORE WEAKNESS

Deceit - Deceiving yourself into believing your intrinsic worth is based on your accomplishments



CORE LONGING

"You are valuable simply for being you (and not for what you check off your to-do list)"



YOUR WINGS:
2 and 4
(written as 3w2 or 3w4)

YOUR STRESS PATH:
average to unhealthy
side of Type 9

YOUR GROWTH PATH:
healthy side of Type 6

WHAT TO LOOK FOR

IN GROWTH:

You open up about your challenges to your community. You aren't embarrassed to share what you're going through. You focus more on the well-being of others and you let yourself be vulnerable.

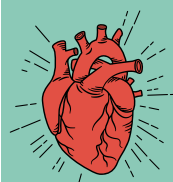
IN STRESS:

You totally shut down and numb out through things like TV, food, or video games. You remain busy, but you won't be doing anything of substance. You lose interest in things that used to bring you joy.

HOW DO YOU FEEL?



The **Centers of Intelligence Triad** is a way to categorize **how we communicate, make decisions, and solve problems**. Type 3s react from their feelings.



- They **have trouble recognizing their own or other's feelings**
- They want to be viewed as a **successful and accomplished** person
- They **suppress emotions** in the name of productivity

Type 4

ROMANTIC INDIVIDUALIST INTROSPECTIVE CREATIVE

AT A GLANCE...

Type 4s approach life **creatively**, valuing their ability to connect on deeper levels and **see the beauty in the world**. This ability can either make them **sensitive** and **focused** or **moody** and **selfish**. Staying true to their **authentic self** is extremely important to them.

YOU MIGHT BE A TYPE 4 IF...

- You sometimes feel misunderstood
- You know how to connect with outsiders
- Looking at art or listening to a song can take your breath away
- You can withdraw and self-isolate
- You like to match your outfit with your mood

INTERNAL MOTIVATIONS



CORE FEAR

Dying without having made an impact on the world



CORE DESIRE

Being unique, special, and finding your authentic self



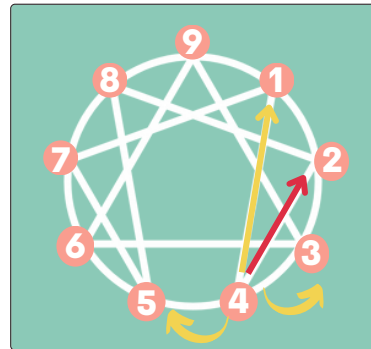
CORE WEAKNESS

Envy - Feeling that you're missing a foundational and special quality that others seem to possess



CORE LONGING

"Your authentic self has an impact on the world."



YOUR WINGS:
3 and 5
(written as 4w5 or 4w3)

YOUR STRESS PATH:
average to unhealthy
side of Type 2

YOUR GROWTH PATH:
healthy side of Type 1

WHAT TO LOOK FOR

IN GROWTH:

You appreciate what you have. You become more balanced, grounded, and objective. Your productivity and focus improve. You are finally able to act on all those amazing ideas you have.

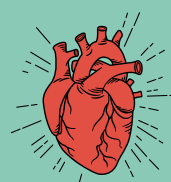
IN STRESS:

You punish others by withdrawing your help and friendship. You only do favors for others in order to get something in return. You are frantic and insecure about the status of your relationships.

HOW DO YOU FEEL?



The **Centers of Intelligence Triad** is a way to categorize **how we communicate, make decisions, and solve problems**. Type 4s react from their feelings.



- They **feel all of their emotions intensely**
- They prefer to be viewed as **special and different**
- They are usually **empaths**

Type 5

INVESTIGATIVE THINKER QUIET SPECIALIST

AT A GLANCE...

Type 5s are **curious** and **perceptive life-long learners**. They experience the world as **intrusive** so they focus their energy on gaining **knowledge** and **competency**, and can **self-isolate** when stressed.

YOU MIGHT BE A TYPE 5 IF...

- You need to fully trust someone to feel seen
- You keep personal information private
- You're calm in crisis
- You let calls go to voicemail
- You prefer to observe over participate

INTERNAL MOTIVATIONS



CORE FEAR

Being unable to meet outside expectations because of ignorance



CORE DESIRE

Being knowledgeable, capable, and competent



CORE WEAKNESS

Avarice - Hoarding inner resources (energy) because you feel like too much interaction with others will lead to disastrous depletion of self



CORE LONGING

"Your needs are not a burden"



YOUR WINGS:
6 and 4
(written as 5w6 or 5w4)

YOUR STRESS PATH:
average to unhealthy
side of Type 7

YOUR GROWTH PATH:
healthy side of Type 8

WHAT TO LOOK FOR

IN GROWTH:

You are more physically active, exercising your brain and your body. You choose to participate in activities and social events. You feel more self-confident and capable.

IN STRESS:

Your mind is on overdrive and you find it hard to focus. You make impulsive decisions and your usual cynicism is turned up to 11. Your plate is overloaded as you take on lots of new tasks and projects.

USE YOUR HEAD!



The **Centers of Intelligence Triad** is a way to categorize **how we communicate, make decisions, and solve problems**. Type 5s react through mental analysis.



- They **worry that they don't have enough knowledge** to operate in the world
- They **seek security through knowledge and solitude**

Type 6

LOYAL GUARDIAN
FAITHFUL SKEPTIC

AT A GLANCE...

Type 6s are **responsible, methodical,** and **faithful**. They worry about **worst-case scenarios**, which pushes them to always be **prepared**. They are the ultimate **troubleshooter** and a **steadfast friend** to the people they trust.

YOU MIGHT BE A TYPE 6 IF...

- You are uncomfortable with change
- You don't trust people until they earn your trust
- You attend every one of your child's school plays and baseball games
- You're second-guessing the thing you were 100% certain of yesterday

INTERNAL MOTIVATIONS



CORE FEAR

Losing support and stability- whether that be financial, emotional, or relational.



CORE DESIRE

Having security, guidance, and support



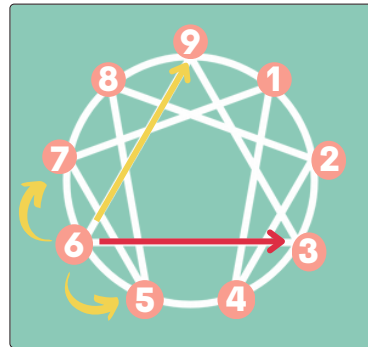
CORE WEAKNESS

Anxiety - Worrying about the past, present, and future; anticipating worst-case scenarios



CORE LONGING

"All will be well."



YOUR WINGS:
5 and 7
(written as 6w5 or 6w7)

YOUR STRESS PATH:
average to unhealthy
side of Type 3

YOUR GROWTH PATH:
healthy side of Type 9

WHAT TO LOOK FOR

IN GROWTH:

You are able to take a deep breath, slow your mind, and relax. You don't feel reactive, but emotionally peaceful. You trust yourself enough that you don't need to seek security elsewhere.

IN STRESS:

You keep busy to avoid addressing your anxiety. You stress about your image and overanalyze interactions with others. You feel extra suspicious, certain that other people are untrustworthy.

USE YOUR HEAD!



The **Centers of Intelligence Triad** is a way to categorize **how we communicate, make decisions, and solve problems**. Type 6s react through mental analysis.



- They worry about all the possible **worst case scenarios**
- They seek security by **examining all possibilities and fostering a support system**

Type 7

ENTHUSIASTIC VISIONARY
ENTERTAINING OPTIMIST

AT A GLANCE...

Type 7s are **joyful** people who look for **endless variety** in their life. They **fear not making the most of their time on earth** (the ultimate FOMO). They excel at **creating innovative visions** for the future.

YOU MIGHT BE A TYPE 7 IF...

- You feel like priorities create deprivation
- You are the ultimate "silver linings" person
- You love having lots of friends
- You're always up for a spontaneous adventure
- You are constantly adding countries and experiences to your bucket list

INTERNAL MOTIVATIONS



CORE FEAR

Being deprived and not making the most out of your time on earth (the ultimate FOMO!)



CORE DESIRE

Being happy, fully satisfied, and content



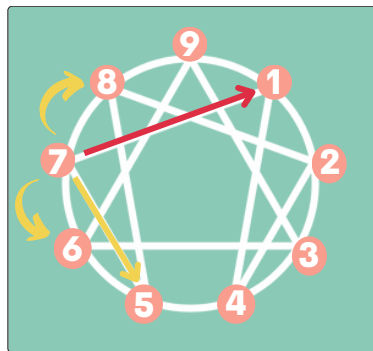
CORE WEAKNESS

Gluttony - A never-ending feeling that the next experience or stimulation will finally be the thing that fulfills you



CORE LONGING

"You have everything you need to be happy."



YOUR WINGS:
6 and 8
(written as 7w6 or 7w8)

YOUR STRESS PATH:
average to unhealthy
side of Type 1

YOUR GROWTH PATH:
healthy side of Type 5

WHAT TO LOOK FOR

IN GROWTH:

You don't try to distract yourself from hard emotions and situations. You allow yourself to rest, feeling grounded, and more disciplined. You feel like you have everything you need to be happy.

IN STRESS:

You build up walls and rules. You are more critical of yourself and others. Your inner perfectionist comes out in full force. You get upset with people when they mess up your fun plans.

USE YOUR HEAD!



The **Centers of Intelligence Triad** is a way to categorize **how we communicate, make decisions, and solve problems**. Type 7s react through mental analysis.



- They worry that they will be **bored or deprived**
- They seek security by **avoiding stuff that scares them and focus on things that excite them**

Type 8

PROTECTING CHALLENGER PASSIONATE PROTECTOR

AT A GLANCE...

Type 8s are **assertive, confident protectors** who desire to **defend themselves** and the **people they love**. Depending on their levels of health, they can be a **huge-hearted mentor** or a **power-hungry steamroller**.

YOU MIGHT BE A TYPE 8 IF...

- You fight for the underdog
- You secretly have the biggest heart
- You hate when people beat around the bush
- You don't shy away from conflict
- You're always right (*wink*)

INTERNAL MOTIVATIONS



CORE FEAR

Being weak, powerless, or manipulated



CORE DESIRE

Protecting yourself and your loved ones



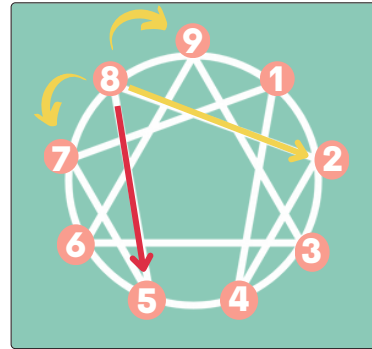
CORE WEAKNESS

Excess - Constantly desiring intensity, control, and power; steamrolling others to get what you want



CORE LONGING

"You will not be betrayed."



YOUR WINGS:
7 and 9
(written as 8w7 or 8w9)

YOUR STRESS PATH:
average to unhealthy
side of Type 5

YOUR GROWTH PATH:
healthy side of Type 2

WHAT TO LOOK FOR

IN GROWTH:

You stand up for others even if it doesn't serve your own needs. You allow yourself to open up and be vulnerable. That looks like sharing uncomfortable feelings with the people you love and trust.

IN STRESS:

You withdraw and detach from the world and refuse to ask for help. You are less action-oriented, withdrawing into your inner world. You distrust others and feel like you can only rely on yourself.

WHAT DOES YOUR GUT SAY?



The **Centers of Intelligence Triad** is a way to categorize **how we communicate, make decisions, and solve problems**. Type 8s react from their gut instincts.



- They respond to **injustice quickly and instinctively**
- They want to **protect themselves and others from being harmed**

Type 9

PEACEFUL MEDIATOR ADAPTIVE PEACEMAKER

AT A GLANCE...

Type 9s are **down-to-earth** people who can be **thoughtful** and **independent** or **stubborn** and **unaware of their own desires**. They have the unique ability to **unite diverse groups of people**. Being **cozy** and **content** is very important to them.

YOU MIGHT BE A TYPE 9 IF...

- You struggle to make decisions (there are so many options!)
- You avoid conflict like the plague
- You have a strong stubborn streak
- You feel a rush of euphoria when plans are cancelled

INTERNAL MOTIVATIONS



CORE FEAR

Being in conflict; losing connection with others; being ignored



CORE DESIRE

Having inner stability and peace of mind



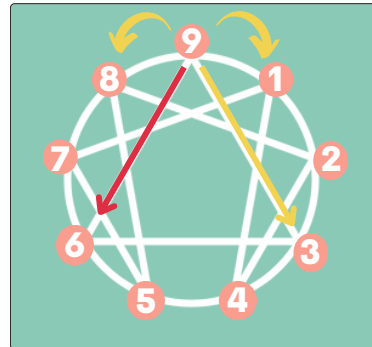
CORE WEAKNESS

Sloth - Falling asleep to your inner passions and desires in order to keep the peace; refusing to acknowledge your anger



CORE LONGING

"Your voice matters."



YOUR WINGS:
1 and 8
(written as 9w1 or 9w8)

YOUR STRESS PATH:
average to unhealthy
side of Type 6

YOUR GROWTH PATH:
healthy side of Type 3

WHAT TO LOOK FOR

IN GROWTH:

You excitedly work towards your passions and goals. You feel fully present in most situations, speaking up when you feel like your voice isn't being heard. You find it easier to stick to your plans and accomplish goals.

IN STRESS:

You are anxious, constantly thinking about worst-case scenarios. You procrastinate on your responsibilities and struggle with staying focused and present.

WHAT DOES YOUR GUT SAY?



The **Centers of Intelligence Triad** is a way to categorize **how we communicate, make decisions, and solve problems**. Type 9s react from their gut instincts.



- They **suppress their anger** because they don't want it to lead to conflict
- They **value being heard** so in return, they make sure they are **good listeners**

THIS OR THAT:

THE DIFFERENCE BETWEEN SOME SIMILAR TYPES

To understand **the difference between two common types with some overlap**, ask yourself **which of these statements is more true to you**. If a type pairing is not here, it doesn't mean that it can't be mistyped; it's just not seen as often.

Type 1 or Type 2?

- 1—I do good things to be seen as a good person.
- 2—I do good things to gain validation from others.

Type 1 or Type 3?

- 1—I work hard so I can achieve perfection in all things.
- 3—I work hard so I can prove that I'm worthy of love and admiration.

Type 1 or Type 6?

- 1—I have an inner critic who is constantly criticizing me.
- 6—I have an inner chorus of voices constantly filling my head with worry and anxiety.

Type 1 or Type 8?

- 1—When I'm angry, I implode.
- 8—When I'm angry, I explode.

Type 1 or Type 9?

- 1—I get upset with myself when I'm not behaving up to my moral or ethical standards.
- 9—I get upset with myself when I don't make others happy.

Type 2 or Type 6?

- 2—When asked for advice, I give my opinion freely.
- 6—When asked for advice, I feel some self-doubt about my response.

Type 2 or Type 7?

- 2—I have trouble balancing my own desires with other people's.
- 7—I don't have an issue satisfying my own desires.

Type 2 or Type 8?

- 2—My greatest fear is being rejected and unloved.
- 8—My greatest fear is being harmed and betrayed.

Type 2 or Type 9?

- 2—I insert myself into others' lives to help them because I know what's best for them.
- 9—I help others only when they ask for my help, and bonus: it reduces the potential for conflict.

Type 3 or Type 7?

- 3—I don't like quitting anything because I avoid feeling failure at all costs.
- 7—I don't mind switching up my goals because I can just reframe it into something positive!

Type 3 or Type 8?

- 3—I will adjust how I am perceived so I can be liked.
- 8—I won't change who I am to be liked.

Type 3 or Type 9?

- 3—I work hard, and my personal goals take priority over most things.
- 9—I work hard, but my personal goals can be waylaid by other people's needs.

Type 4 or Type 5?

- 4—My emotions help me navigate difficult situations.
- 5—I prefer to detach from my feelings when difficult situations arise.

Type 4 or Type 8?

- 4—Vulnerability makes me feel understood.
- 8—Vulnerability makes me feel weak.

Type 5 or Type 6?

- 5—At the end of the day, I can only trust my own mind.
- 6—I'm not always confident in my own mind so I look for trust outside of myself.

Type 6 or Type 8?

(This does not apply to a counterphobic Type Six)*

- 6—I want to win the approval of those in authority (even if I don't like them).
- 8—I want to be the authority (especially if I don't like the current leaders).

Type 6 or Type 9?

- 6—I think about bad things that might happen so I can troubleshoot them.
- 9—I prefer not to think about things that might upset me.

Type 7 or Type 8?

- 7—More than anything, I want to feel happy and satisfied.
- 8—More than anything, I want to protect myself and my loved ones.

Type 7 or Type 9?

- 7—I know what I want!
- 9—I have trouble knowing what I want.

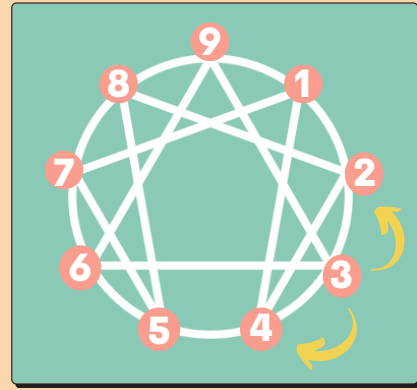
****Discover more about countertypes and subtypes on my website, YouTube channel, or Substack!***

ALL ABOUT WINGS

WHAT ARE WINGS?

On the Enneagram symbol, you have **two neighbor numbers by your main type**. So, for example, if your main type is a 3, then your neighbor numbers are Type 2 and Type 4. These neighbor numbers are called your **WINGS**.

EXAMPLE: Enneagram 3s have a wing 2 and a wing 4.



WHAT DO WINGS DO?

Think of wings as a **flavoring** of your personality. They add **spice** to your **main Enneagram type** and give you a more **well-rounded picture of your personality!**



3W2

"The Star"



3W4

"The Professional"

HOW TO FIND YOUR WING:

If you know your **main Enneagram type**, you already know your two wings! They are your **neighbor numbers**. You'll find that most people **lean more heavily on one wing than the other**, and this leaning makes their **main Enneagram type look different**.

IMPORTANT NOTE:

We all have access to the **strengths and weaknesses** of both our wings! For example, you could rely **more heavily on one wing to get you through a difficult situation**. When faced with a social event around their crush, a **Type 3 could lean on their 2 wing** to stand out, **charm**, and attract their crush. When faced with an important business deadline, a **Type 3 could lean on their 4 wing** to hunker down and **diligently work** towards their goal.

UNDERSTANDING YOUR WINGS

Pay attention to your personality traits as you navigate your daily life.

Which wing do you find yourself relying on more?

How have you seen your wing influence your main type?

Give an example.

How does it **impact** your relationships, work, hobbies, and daily life?

How does your **secondary wing** influence your main Enneagram type?

What would it look like for your wings to be **equally balanced**?

ENNEAGRAM RESOURCES

Here are some tools to help you dive deeper into your Enneagram journey.

BOOKS I LOVE

- *The Road Back to You*
- *The Honest Enneagram*
- *The Enneagram at Work*
- *The 9 Types of Leadership*
- *The Enneagram for Black Liberation*
- *Take Care of Your Type*

MY YOUTUBE CHANNEL

Funny & educational videos about everything Enneagram!

youtube.com/abbeyhowe

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@enneagramashton
@theblackenneagram
@the_nine_coach
@enneagramwithjb
@theenneagramforblackliberation

FAQ

WHAT IF I STILL DON'T KNOW MY TYPE?

Don't fret! Sometimes it takes a lot of time to truly know your type.

Remember: this is just a tool.
Take what works. Leave what doesn't.

WHAT DOES THE WORD "ENNEAGRAM" MEAN?

"Ennea" is the Greek word for **nine**
"Grammos" is the Greek word for **something written**

WHAT DOES THAT LITTLE "W" REPRESENT?

The "w" next to your main type represents your **wing**. Your wings are the **numbers to the right and to the left of your type** on the Enneagram symbol. Think of them as a **flavoring** to your personality which can be either **complementary or contradictory!**

A NOTE TO TYPE EIGHT WOMEN:

Ever been told you're "too bossy" or "too much?" **You're not alone.**

The characteristics of Type Eights are **stereotypically masculine** so Type Eight women (especially WOC) in the workplace have an **extra hurdle to jump through.**

I made a video on my **YouTube channel** just for you!!

WHAT'S THE MOST IMPORTANT THING TO REMEMBER WHEN DISCOVERING YOUR TYPE?

The Enneagram doesn't work if you focus on behavior.
It is all about **internal motivations.**

We all share common behaviors, whether that be avoiding conflict, watching too much TV, or worrying about the future.
The key is the motivation behind those behaviors.

To really know your Enneagram type, ask yourself: **What is my WHY?**

WHICH TYPES WORK BEST WITH WHICH TYPES?

As tempting as it is to use the Enneagram to pair up the best teams (either in romantic relationships or in the workplace), the answer is more complex than "Type Ones work best with Type Sixes."

The truth is **self-aware people who work on themselves are the most effective team members.**

Any type can make it work with any type.
All that matters is levels of health

A NOTE TO TYPE SIXES:

Do you think you might be a Type Six, but **you don't quite fit** the typical description of Sixes? You may be a **counter-phobic Six.**

Instead of running from fear, **you face it boldly.** Often, counter-phobic Sixes mistake as Type Eights.