

the
ENNEAGRAM
and the Pursuit of
JUSTICE

We
Welcome.



What is the Enneagram?

Welcome to the Enneagram and the Pursuit of Justice! In our opinion, the Enneagram is one of the best tools out there to engage with yourself and your world in a more purposeful way. The Enneagram teaches us not only what behaviors we tend to repeat/default to, but WHY we do them. Understanding our motivations is life-changing when it comes to being intentional about our lives and our contribution to our world. We are beautiful, complex, work-in-progress beings, and being able to look at ourselves with honesty and compassion is one of the best ways to make positive changes in our own lives and the lives of those around us. There are many different pieces to the Enneagram and we are going to touch on a handful of them here. Each one will give you another glimpse into understanding yourself and your motivations, and consequently, help you to take what you've learned about yourself and lean into issues of peace and justice in ways that are in alignment with who YOU are.

So what is the Enneagram? The Enneagram is a theory of personality based on decades of research and observation. It shows us nine profiles of people who have the same motivations and fears, and, because of this, often similar behavior patterns. Different Enneagram experts may differ on certain aspects of the Enneagram, but the basics below are generally accepted as main facets of this theory.



You have your basic type structure (type 1-9) and each type has a core motivation/desire and core fear. So much of what we do is based on us trying to achieve our core motivation and avoid our core fear. But a lot of this is unconscious, so we may not even realize that is what we are going for.

What makes the Enneagram so helpful is being able to be honest with yourself about what patterns or habits you get stuck in trying to achieve a certain outcome. It isn't about shaming yourself or focusing on your negative qualities, but it IS about becoming aware of how your attempts to reach your desire may be keeping you in a cycle of unhealth. As ever-changing and growing human beings, the Enneagram allows us to see the box we've stuck ourselves in, and gives us tools to get out of that box and be a whole, healthy person. It can be a beautiful, but hard, journey. But it is worth it.

If you're unsure of your Enneagram number, it might help to take a [free online test](#) as you begin working through this guide.

TYPE THREE

and the pursuit of justice.

ACHIEVER
MOTIVATOR
PERFORMER



The adaptable, success-oriented type. Threes are self-assured, attractive, and charming. Ambitious, competent, and energetic, they can also be status-conscious and highly driven for personal advancement. They are skilled at engaging with others and inspire people to be more productive and efficient. Threes are often concerned about their image and what others think of them. They are very aware of where they stand in any given room and how their status compares with others. They typically have problems with workaholism and competitiveness. At their best, healthy Threes are self-accepting, authentic, and everything they seem to be: role models who inspire others.

Threes spend their lives in pursuit of excellence and they encourage us to do the same. They show us what we are all capable of when we work hard and feel confident in ourselves.

One of the hardest things about being a Three is realizing that there is never an endpoint to their nonstop endeavors. They will continue to hit goals and eventually understand that there may never be a point where it feels like "enough", like they've achieved all they possibly can. They have to learn what success means for them personally and how to be happy with what they have.

core desire/
motivation

To be worthy for who they are and not just for what they accomplish

core fear

That they are only as worthy as what they achieve

Instincts

Each of the types has natural instincts, nurtured in us from childhood. These innate instincts arose out of our primal need to be loved. They can become compulsions and make a caricature of us OR they can be subverted and disempowered when they are brought to light. Some of the typical instincts of the Three include:

- Always paying attention to who they are with
- Focusing on life outside themselves to make meaningful connections
- Naturally searching for value and identity in their connections
- Being unaware of their own needs because they are focused on what other people think of them
- Concerned with projecting the right image: one that will be valued, even if it's a false image
- Always questioning their adequacy and competency - they are very concerned with doing something of worth within their lifetime

Twos, Threes, and Fours are all longing for connectedness. Their go-to strategy to accomplish this is by doing. They are the doers of the Enneagram; they do before any conscious choice has been made. They stay active because of their core desire to ensure an environment in which they remain connected to and valued by other people. For Threes, this looks like producing. But they know their shortcomings and that they don't live up to the way they project themselves, which leads them to feel shame. To overcome this shame and receive the love and connectedness they long for, Threes focus on doing valuable things and developing a picture in their head of what a valuable person looks like and striving to become that person.



Enneagram for Justice Practices

ACTION STEPS



Type Threes are hard-working, competitive, and efficient. They know what success looks like and they work hard to achieve it. This puts Threes in a unique position to get things done when it comes to social justice and current issues in our society.

First, care for yourself. As a Three, you tend to burn the candle at both ends and lose sight of yourself, so it's important that you:

- Practice complete honesty: be honest about the parts of you that are more than the volume of your accolades or the size of your bank account. Let people love you for who you are, not just for your amazing accomplishments
- Check in with your emotions. Threes are really good at sensing what other people are feeling, but they neglect to pay attention to their own feelings. Notice what you are feeling at any given moment and acknowledge it.
- Learn a skill or engage in an activity just for you - without sharing it with anyone else.

★ THEN, GET OUT THERE AND DO THE WORK.

Because you are naturally very good at what you do, are aware, inspiring, and charming, consider engaging in actions like these:

- Use your voice to speak up for the marginalized in all different forms: social media, at work, with friends, in front of large groups
- Rally local businesses and organizations to get involved in causes
- Use your charm and persuasiveness to draw others to your cause
- Host an event where you will bring awareness to a need
- Start an organization of your own that addresses an underserved problem

What else can you imagine doing that would flow from your personality type?

What do you sense you need to do to bring justice into your world?

When will you do it?

Who will you do it with?

I hope you know you are valuable just as you are, not for what you do. Your achievements do not make you lovable or valuable. You just are. Nothing you do can change that fact. No money or success or award will make you more worthy. No one will "find you out" one day. All the work you do is seen and honored. May you rest in the fact that you are worthy. The work you do out in the world is good work. But you are enough as you are today.



As we continue our pursuit of justice for the vulnerable, it's essential that we take time to nurture our own emotional and mental health as well. The Enneagram is one tool that we can incorporate into our mental framework of serving our neighbors well. When we better understand our core motivations and fears, we can use that knowledge to equip ourselves to approach the work in a healthier way.

Our hope for this guide is that it breathes life into your personal journey toward a more just world. We are here to cheer on the unique contributions that you bring to the work, and we hope that you also take time to rest well and see your value outside of the work that you do.

We are on this journey together - thank you for being with us.

ACKNOWLEDGMENTS

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