



the challenger

protector & leader



MOTIVATION Eights are motivated by a desire to be in control.

FEAR Eights fear vulnerability, being controlled or manipulated.

GROWTH WORK

TRAITS

IN HEALTH

Pulls from the positive traits of a two:
Helpful
Compassionate
Vulnerable
Caring

IN STRESS

Pulls from the negative traits of a five:
Withdrawing
Secretive
Task-Focused
Detached

STRENGTH

Protective
Energetic
Decisive
Loyal
Resilient
Direct
Empowering

WEAKNESS

Confrontational
Insensitive
Manipulative
Controlling
Possessive
Intimidating
Rebellious

Isaiah 1:27 - Learn to do good; Seek justice, Rebuke the oppressor; Defend the fatherless, Plead for the widow.

Eights are direct and honest, leaders and will go to bat for their people. They admire strength and encourage others to stand up for themselves. Eights want to be in control of themselves, not showing their vulnerability to others. They prefer to follow a strong leader and will take charge if the leader is wavering or ineffective.

Are you an Eight?

- Are you very aware of the weaknesses in others, without even trying?
- Do people sometimes call you argumentative, but you see it only as a 'passionate discussion'?
- Do you expect people to stand up for themselves, just like you do?
- Do you often make quick, gut-instinct decisions without hesitation?
- Does trust for others come slowly, but is very deep when it happens?
- Do you feel the need to stay in the discussion until there is a resolution?
- Do people see you as the one who has their back and will stand up for them no matter what?
- Are you upset when people use fluffy, extra words – instead of just being honest and direct?
- Do you feel comfortable challenging people close to you to be their best?
- Are you self-reliant and confident, inside and out, but also wish you could show your softer side without risk?

(Eddy, pg 136)

Childhood Wound

Many Eights will tell a story of a childhood that taught them that the world is a hostile and volatile place where only the strong survive. Early in life, Eights came to believe that the weak, vulnerable, and innocent will be wounded and betrayed. Eights may have had to take more responsibility for themselves and those around them.

Maybe they were raised in unstable environments, bullied at school or even rewarded and praised for being tough.

“[Eights] saw a world in which there were two types of people – those who controlled others and those who submitted. They figured out that the weaker kids ended up as followers and vowed, ‘Not me, pal.’ You can’t tell by looking at them, but Eights don’t feel like they have to be the person in control – they just don’t want to be controlled.” (The Road, pg 48)

At Their Best & Worst

Healthy Eights are vigorous, action oriented, assertive, direct, and resourceful. They take on challenges, protect and provide for others while helping bring out the strength in them. They can let down their guard and allow others to see their vulnerabilities.

At an **average** level Eights will become more competitive and pushier. They may boast of their accomplishments to convince others of their importance. Believing that they can control their lives on their own strength, they guard their feelings and gather resources in order to be in control of their environment.

When **unhealthy**, Eights will fear that everyone will turn against them. Unable to trust anyone and so concerned with protecting themselves, they may endanger themselves and others by becoming predatory, vengeful and violent.

The Wings of an Eight

Eights with a Seven wing (8w7) are one of the most social types. They are highly self-confident, talkative, and outgoing. Action oriented and charismatic, they are good at getting people on board with their vision and they can challenge and stretch others to surpass their own expectations. They are not overly concerned with people-pleasing and have difficulty putting up with the perceived weakness of others. They are more impatient, aggressive, and confrontational than the 8w9.

With a nine wing (8w9) Eights will exude a more laid-back persona. They are not as openly aggressive as the 8w7 and possess a determination that is noticeably steadier. While the 8w7 will lead people by stretching them, the 8w9 will lead people by reassuring them. They are family-oriented and protective. They live quietly and may present differently depending on their environment – aggressive at work, peaceful at home. They are friendly but secretly sizing people up. They can be stubborn, impassive and have explosive tempers.

What Eights can do to have better relationships with others

If you want other people to hear your passionate opinions about things, you must be willing to listen, hear, and accept the way they see the world. There are other opinions than yours and those opinions have value, if you allow yourself to accept those, you will get farther than if you do not. Since you share a line with the Two, you can lean into their compassion and be able to act out of care and concern for others.

You cannot always be the leader, you need to learn to follow gracefully. Stepping back and allowing someone else to take the lead, even less effectively than you, will help them grow into what you hope for them. You want others to be as strong as you are but they will never get there if you don’t let them try, and sometimes fail. If you have a Nine wing, it may be easier for you to take a step back, but if you have a Seven wing, this task will take more effort and intentionality.

What others can do to have better relationships with Eights

Eights want relationships where people can stand toe-to-toe with them. When the Eights in your life become passionate and boldly proclaim something in what may *seem* like an argumentative stance, they aren't trying to bulldoze over you, they are actually trying to engage with you. They want to hear your passionate opposing response. Try to meet their energy. This builds trust with an Eight. As they see your authenticity, even when it's hard, they respect that. Always lead with the truth. Don't sugar coat, leave out unpleasant details, or hold back relevant information.

Since we are all created in the image of God, we all resemble Him in certain ways. That's why we need all of us, together, to make up the complete body of Christ. Put us together and we resemble a fuller image of God to the world. Eights reflect the truth of God. God is truth, everything he says in true. And you can depend on an Eight to speak the truth to you. *Titus 1:2 – In hope of eternal life, which God, who never lies, promised before the ages began.*

WHAT EIGHTS WISH YOU KNEW

Because I like to be straightforward and direct, I unintentionally seem aggressive. I don't mean to be harsh, I really want to have a positive connection with you.

Please don't beat around the bush.

I don't share my vulnerabilities because I'm afraid someone will use them against me later.

I really want protection, but I settle for control. It's my way of protecting myself.

I show my softer side with kids and pets.

I'm not trying to be intimidating, I just have a lot of strong energy.

1 the perfectionist

reformer & judge

MOTIVATION Ones desire to be right, ethical, responsible & appropriate.

FEAR Ones fear being wrong, bad, unethical or incorrect.

GROWTH WORK

IN HEALTH

Pulls from the positive traits of a seven:
Spontaneous
Fun
Optimistic
Self-accepting

IN STRESS

Pulls from the negative traits of a four:
Irritability
Jealous
Melancholy
Withdrawing

TRAITS

STRENGTH

Honest
Dedicated
Rational
Self-Disciplined
Responsible
Hardworking
Ethical

WEAKNESS

Critical
Inflexible
Rigid
Judgemental
Resentful
Uptight
Self-Critical

Galatians 6:9 - And let us not grow weary while doing good, for in due season we shall reap if we do not lose heart.

Ones want to do the right thing. They are rule followers, they want to be perfect and can spot errors all around them. They may think that if they make a mistake, someone will blame, criticize or punish them. They have high expectations for themselves and others.

Are you a One?

- Are you sometimes too critical of others?
- When you spiral emotionally, can you usually trace it back to something or someone (maybe even yourself) that made you angry?
- Do you often feel like you bear the burden of responsibility and wish others took things as seriously as you do?
- Is finding the fair and right outcome important to you (even if it is hard to implement)?
- Do people come to you for advice, knowing you will try to be impartial?
- Do you tend to see the idealistic way things could be, but struggle with frustration when reality isn't matching up to your vision?
- Is it hard for you to let go of resentment, even after forgiving someone?
- Are you very aware of you level of self-control, and sometimes find that your body is tense because of it?
- Do you sometimes wish others could just see the emotional and fun side of you?
- Are you focused on continual improvement – of yourself, others, and the world around you?

(Eddy, pg 26)

Childhood Wound

As children, Ones tried hard to be good kids. Their parents expected a lot from them so they developed an adult like responsibility and seriousness at an early age. Many Ones experienced a disconnect from their protective figure (most often, the father). Their father may not have been bad or abusive but for whatever reason, the bonding with him was not effortless or simply did not take place at all.

“In effect, the child says, ‘I will become my own father-figure and be my own moral guide. I will police myself so no one else will police me; I will punish myself so no one else will punish me.’ Ones try to surpass what is expected of them by adhering to the rules so rigorously that no one will be able to catch them in error, thus earning independence.” (Riso, Hudson. Pg 101)

At Their Best & Worst

“**Healthy** Ones are committed to a life of service and integrity. They are balanced and responsible and able to forgive themselves and others for being imperfect. They are principled but patient with the processes that slowly but surely make the world a better place.” (Cron and Stabile, pg 91)

In an effort to convince other people of the rightness of their viewpoint, the **average** One will debate others and argue their ideals. They are constantly evaluating the world around them and feeling like they have to keep up with the image they expect from everyone else. They are punctual, organized, and methodical, always trying to remedy the problems they instinctively see.

“**Unhealthy** | Type Ones may become overly restrictive with themselves and others. This is ultimately unsustainable and often causes them to develop hypocritical behavior patterns – condemning behavior publicly while participating in it privately. Eventually that feeling of doing the ‘wrong’ thing can be too much for a type one, and they may begin to feel as if they deserve to be punished.” (Case, pg 37)

The Wings of a One

With a Nine wing (1w9) the One will be highly discerning and civilized. They can be introverted and reclusive; always wanting to be away from the crowd. They are gentler in their approach to improve the world, but they may be more stiff, impatient and sarcastic, sometimes coming across as an elitist.

Ones with a Two wing (1w2) blend with the compassion of the Two and become more engaged with the world around them, actively trying to improve things for the benefit of others. They will still need their alone time but can be energized by interacting with others. They are aggressive and forceful and can become more vocal and openly frustrated about their discontentment.

What Ones can do to have better relationships with others

Because you believe yourself to know the right and moral way to do things, you can feel justified in your critique of other people. You may not do it intentionally, but be careful of sounding ‘preachy.’ Since you share a line with fours, you can lean into their sensitivity, supportiveness, and compassion, allowing others to do things their way, even if it’s the wrong way.

You need to acknowledge your fear of failure and sensitivity to criticism. Allowing others to see this side of you, the side that beats yourself up over one tiny mistake, will help them to be more compassionate toward you. Since you can be seen as critical toward others, they do not realize that you are sensitive to criticism from others. Your inner critic combined with the criticism from others feels like too much to bear and you need to communicate this to others.

What others can do to have better relationships with Ones

Recognize that the warm fuzziness you may desire from your Ones, will come in another form. Ian Morgan Cron from *The Road Back To You* explains it with this analogy: “What, you wanted more hugs? Remember how, after that hurricane, yours was the only house in the neighborhood with power and heat because years earlier your One dad bought a backup generator and regularly checked to make sure it was properly serviced and fueled? Sounds like a hug to me.” (pg 103) Make sure you show appreciation for their efforts. They tend to like cards, notes, and small gifts.

Ones have trouble relaxing and providing themselves self-care. Encourage them to take vacations and time away from responsibilities. On the rare occasion that they do something for themselves, be sure to praise that and express how much value comes from downtime.

Allow the Ones in your life to verbally process their experiences. They will want to talk through their processes and decisions. Let them know you are committed to helping them work through their emotions.

Since we are all created in the image of God, we all resemble Him in certain ways. That’s why we need all of us, together, to make up the complete body of Christ. Put us together and we resemble a fuller image of God to the world. Ones reflect the perfection of God. Although Ones are not perfect, they strive to be and help those around them strive for perfection. *Matthew 5:48 - You therefore must be perfect, as your heavenly Father is perfect.*

YOU MIGHT BE A ONE...

People have told me that I can be overly critical and judgemental.

Details are important to me.

I have a lot of self discipline.

I spend a lot of time thinking about how I could be a better person.

Forgiveness is hard for me.

If I say it, I'll do it.

Resources

The Holy Bible: English Standard Version. 2016. Wheaton, IL: Crossway Bibles.

The Honest Enneagram by Sara Jane Case. 2020. Kansas City, MO. Andrews McMeel Publishing.

The Enneagram for Beginners by Kim Eddy. 2020. Penguin Random House, LLC. New York

The Path Between Us by Suzanne Stabile. 2018. Downers Grove, IL. InterVarsity Press.

The Road Back to You by Ian Morgan Cron & Suzanne Stabile. 2016. IVP Books.

The Wisdom of The Enneagram by Don Richard Riso and Russ Hudson. 1999. New York, New York. Bantam Books.
