

EXPLORING *The Enneagram*

TYPE THREE: THE ACHIEVER

(AKA The Performer)

People with an Enneagram Type 3 personality tend to be ambitious, adaptable, and enthusiastic in their behavior. They are driven and love to set and accomplish goals. They tend to adjust their roles, actions, and expressions to every setting or people-group in order to best fit each environment.

Basic Desire

The most basic desire of the Enneagram Type 3 is to feel valued and accepted. They tend to seek accomplishment and admiration, usually expressing this by setting big goals and doing what it takes to succeed in order to earn validation or praise from those around them.

People who identify as the Type 3 often adapt to fit different settings very naturally, which may lead to them playing a character rather than being themselves.

Basic Fear

The basic fear of Enneagram Type 3 is failure and worthlessness. They may hold a subconscious belief that in order to be worthy, they must succeed, or at least be perceived as successful.

In summary, Enneagram Threes tend to...

- Seek validation and acceptance through success
- Fear being unworthy and unloved
- Be adaptable and high-energy
- Regularly set and accomplish goals
- Focus on their personal development

STRENGTHS & WEAKNESSES

Every type has strengths and blind spots, and these are often amplified in professional settings where we often encounter a diverse group of people with vastly different backgrounds and value systems.

Strengths typically associated with Three include...

- Drive to accomplish and succeed
- Motivating and encouraging those around them
- Ability to understand and connect with others
- Being charismatic and confident
- Efficiency and practical thinking in the workplace

Weaknesses typically associated with Three include...

- Focusing too heavily on personal image
- Difficulty accepting failure from themselves or others
- Losing touch with or avoiding their own feelings
- Being perceived as insensitive or overly competitive

MOTIVATIONS

When people experience pain, stress, or dissatisfaction, it can usually be attributed to energy-draining activities. Therefore, it's important to know what kinds of activities energize each personality type and which activities drain them.

Threes tend to be motivated and energized by...

- Accomplishing what they set out to do
- Feeling loved and accepted by others
- Having new goals to achieve
- Public-speaking or meeting new people

Threes tend to be stressed and drained by...

- Stress from feeling as though they need to constantly entertain
- Repetitive failure or difficulty solving a problem
- Being perceived negatively
- Working to reconcile their own emotions

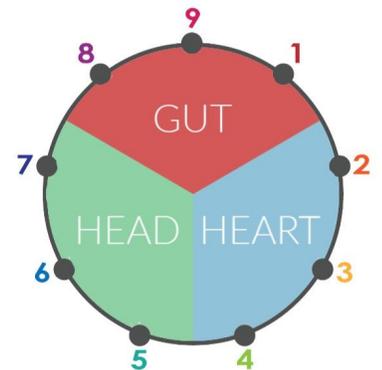
THREE'S CORE EXPERIENCE: SHAME

Heart types (types 2, 3, 4) have a focus that is on their own value and identity. Shame is an emotion common to most of the nine Enneagram types (based on our experience) but the types in the Heart triad can experience a more chronic sense of it, which expresses in their behavior and inner experience of their own right to “be” without having to “do” anything else to prove it.

A Type Two will outwardly direct their feelings towards others. They are highly empathetic and caring, trying to earn the affection of others to avoid shame. Their fixation on meeting others’ needs may distort their awareness of their own needs and emotions.

A Type Three is out of touch with their feelings, and especially their shame. They need positive affirmation and validation from others in order to build up their self-worth. Through success and accomplishment, they build up an image for others to see that masks a feeling a shame that lives within.

Stay tuned for Type Four!

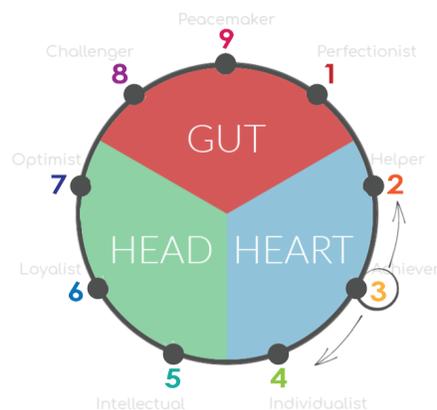


OKAY, I'M A THREE. NOW WHAT?

There are several factors that determine what *kind* of Three you are. The first is your...

Wing

The wings for Three are Two and Four.



Three with a Two wing (3w2)

People who identify as enneagram 3w2 primarily identify as type three (The Achiever), but share some characteristics with type two (The Helper). They tend to be ambitious, charming, and enthusiastic in their behavior. They are driven and love to achieve. They tend to adapt their attitude to their environment, which can make them very effective communicators.

Three with a Four wing (3w4)

People with an enneagram type 3w4 personality predominantly take on features of a type three (The Achiever), but share several with the type four (The Individualist/Artist) as well. They tend to be ambitious, focused, and serious in their behavior. They are very career-oriented and are more introverted than other threes. They tend to find much of their identity in their work and are very task-focused.

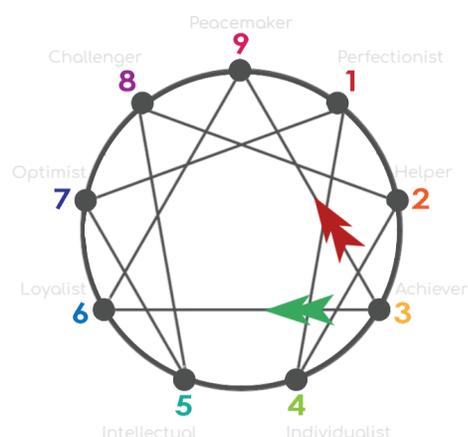
Growth & Stress Points

Growth and Stress points show us how each type behaves under different conditions -- this is why it's helpful to remember that your Enneagram type describes your motivations, not your behavior.

Type Three has a line with a red arrow connecting to Nine and another line with a green arrow connecting it to Six.

Nine is the Stress Point. This is a fancy way to say that, when Three is stressed, unhealthy, or in crisis it will take on some of the behaviors of an unhealthy and passive Nine (The Peacemaker) which means that a Three is burnt out from striving for success, they'll become listless and numb themselves by completely disengaging from the world.

Six is the Growth Point. When a Three is thriving, they're going to take on some of the characteristics of a healthy Six (The Loyalist), allowing Threes to let their anxiety show and be vulnerable enough to express self-doubt.



Living & Working With Three

If you're not a Three but work or live with somebody who is, here are some tips:

Communication | Be straightforward and clear; help them understand what you want or need.

Meetings | Express your needs directly; help designate specific tasks for them.

Texts & Emails | Keep messages concise; focus on addressing the purpose briefly.

Giving Critical Feedback | Utilize constructive criticism; help them to feel valued, while also showing them how they might improve.

Conflict | Sit down and discuss what is bothering you; encourage them to consider their own emotions and to respect yours.

For Your Health...

- For your development, it is essential to be truthful. **Be honest with yourself and others about your genuine feelings and needs.** Likewise, resist the temptation to impress others or inflate your importance. You will impress people more deeply by being authentic than by bragging about your successes or exaggerating your accomplishments.
- **Develop charity and cooperation in your relationships.** You can do this by taking time to pause on a busy day to really connect with someone you care about. Nothing spectacular is required—simply a few moments of quiet appreciation.
- **Take breaks.** You can drive yourself and others to exhaustion with your relentless pursuit of your goals. Ambition and self-development are good qualities, but temper them with rest periods in which you reconnect more deeply with yourself. Sometimes taking three to five deep breaths is enough to recharge your battery and improve your outlook.



- Develop your social awareness. Many Threes have grown tremendously by getting involved in projects that had nothing to do with their own personal advancement. Working cooperatively with others toward goals **that transcend personal interest** is a powerful way of finding your true value and identity.
- In their desire to be accepted by others, some average Threes adapt so much to the expectations of others that they lose touch with what they are really feeling about the situation. **Develop yourself by resisting doing what is acceptable just to be accepted.** It is imperative that you invest time in discovering your own core values.