

# OUR INSIGHTS

## The Social Styles of the Enneagram Types – the Hornevian Groups

**The nine Enneagram Types** help us to understand our own typical way of seeing, relating and responding to the world around us. Yet the Enneagram cannot be adequately explained by the personality types alone. Indeed there is an internal structure within each personality type – the Levels of Development. In 1977, Don Riso discovered that each Enneagram Type can have nine levels of emotional health – the Levels of Development. The motivations, attitude and behaviours will vary at different Levels of Development. When we study the Enneagram, we need to take into account of the Levels in order to have a comprehensive understanding.

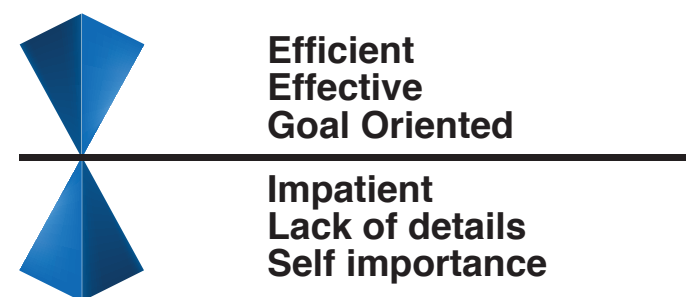
The three Hornevian groups show how each Enneagram Type works and communicates with others. There is an Action-oriented style, an Observing style and a Dutiful style. All nine types fall into one of these three major groupings.

**Action-Oriented Types** are the people like getting things done. They establish clear objectives and plans to ensure that goals can be achieved. When they are emotionally healthy, they are able to deal with ambiguity and changes calmly. They are practical and decisive. They are also willing to give time and space for themselves and others to reflect on their experience. When these Types are emotional less healthy, they will demand their needs be met now. They become impatient and ignore others people's priorities. They will push people to ensure deadlines are met.

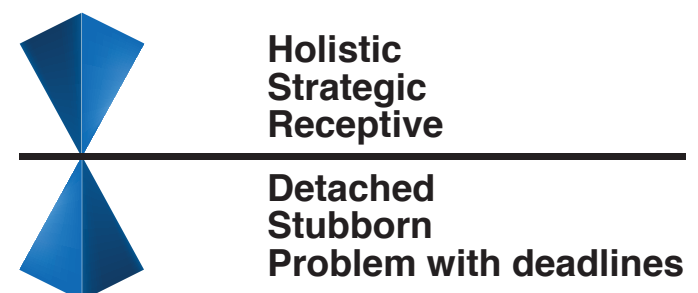
**Observing Types** prefer thinking things through before taking actions. They are independent and making decisions based on own observations. When they are emotionally healthy, they can express themselves effectively and they will challenge the assumptions. They are receptive and able to integrate different ideas. They are innovative and always creating new system and models. When these types are emotionally less healthy, they become disengaged and work on their own. Sometimes they will ignore the practicality or the timeline.

**Dutiful Types** are highly responsible. They want to make sure that things are getting done in correct ways. When they are emotional healthy, they have strong personal values and principles. They ensure that the standards and processes are upheld. They will also provide a lot of support to others to achieve the goals. When these types are emotionally less healthy, they tend to avoid making mistakes. So they need clear information before they can move forward. The can also become rather obstinate and defend their own beliefs.

### The Action-oriented types (Types 3, 7 & 8)



### The Observing types (Types 4, 5 & 9)



### The Dutiful types (Types 1, 2 & 6)

