

A Study on Design Concept of an App with Matching Enneagram and Character

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Abstract

"Know thyself" is one of the most famous ancient proverbs. We need to know ourselves to understand others and find true ourselves. Enneagram is one of the tools we can use to do it. It has drawn more and more attention from people by its effectiveness and spiritual depth. It has been widely promoted in both business management and spirituality contexts. It has many concepts to be understood. Holy ideas and virtues are understood to be restored to find our true self which is the purpose of using the Enneagram. Actually, holy ideas and virtues are similar with character qualities which comprise character. In this paper, holy ideas and virtues are matched with corresponding character qualities. To promote transformative process of character development through Enneagram, an app was designed. It has 2 levels. Level 1 is to find personality type and show corresponding character qualities of 9 personality types to users. Level 2 is to find subtypes and Enneagram Levels of Development for further purpose.

Keywords: *Enneagram, Character, Character quality, Virtues, Holy Ideas, 9 personality types*

1. Introduction

The Enneagram of Personality, or simply the Enneagram is a model of the human psyche which is principally understood and taught as a typology of nine interconnected personality types. It is from the Greek words, ennéa, meaning "nine" and grámma, meaning something "written" or "drawn"[1]. It is well known that contemporary Enneagram theories are principally derived from the teachings of the Bolivian psycho-spiritual teacher Oscar Ichazo from the 1950s and the Chilean psychiatrist Claudio Naranjo from the 1970s. As a typology, the Enneagram defines nine personality types, which are represented by the points of a geometric figure called an enneagram, which indicate connections between the types. The Enneagram has been widely promoted in both business management and spirituality contexts. In business contexts it is generally used as a typology to gain insights into workplace interpersonal dynamics; in spirituality it is more commonly presented as a path to higher states of being, essence, and enlightenment. Both contexts say it can aid in self-awareness,

Manuscript Received: October. 24, 2021 / Revised: November. 5, 2021 / Accepted: November. 10, 2021

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self-understanding, and self-development[2]. There has been limited formal psychometric analysis of the Enneagram and the peer-reviewed research that has been done has not been widely accepted within the relevant academic communities. Though the Enneagram integrates concepts generally accepted in a theory of personality, it has been dismissed by some personality assessment experts as pseudoscience[1].

The Enneagram figure is usually composed of three parts; a circle, an inner triangle (connecting 3-6-9) and an irregular hexagonal "periodic figure" (connecting 1-4-2-8-5-7). The circle symbolizes unity, the inner triangle symbolizes the "law of three" and the hexagon represents the "law of seven"[3]. The Enneagram has been used as a kind of tool to find self in the enneagram's 9-type profiles and apply this practical wisdom for a life transformed. People are learning about Enneagram and spending time with Enneagram, because being able to understand the basic motivations of different personality types can help people communicate with and relate to others. Everyone has innate fears and desires. we may seem different on the surface, but in reality, we are all seeking similar things: connection, understanding, support, and acceptance. When you know a bit about what makes people tick, it can help you relate to and empathize with them. There are many ways and tests to find one's own Enneagram type. Enneagram personality tests will show you which of the 9 personality types suit you best. Usually to take the Enneagram test, mark each statement based on how well it describes your personality. One of the Enneagram personality tests is the Riso–Hudson Enneagram Type Indicator (RHETI) which was developed by Don Richard Riso and Russ Hudson in 1993[4]. There are several Korean versions of Enneagram personality tests. One of them was developed by IEA-Korea(International Enneagram Association-Korea).

Enneagram personality types are usually understood as having three instinctual subtypes which are self-preservation, sexual(also called intimacy or one-to-one) and social. From this perspective, there are twenty-seven distinct personality patterns, because people of each of the nine types also express themselves as one of the three subtypes[5]. There is no Enneagram personality test to find twenty-seven distinct personality types by instinctual subtypes. They are found by being read descriptions of each type or direction of Enneagram teachers. Each of the 9 personality types has ego fixations, holy ideas, passions, and virtues[4]. Holy ideas and Virtues are higher, essential qualities of the human mind and heart we need to restore. Each Holy Idea also has a corresponding Virtue[6]. Unfortunately, the loss of awareness of the Holy Idea becomes a person's Ego-fixation, and the loss of contact with the Virtue causes the person's characteristic Passion. When a person finds one's Enneagram personality type, corresponding Holy ideas and Virtues are identified. To help people restore true self(essence), Holy ideas and Virtues are regained and defined.

In this paper, we match Virtues with character qualities and define Virtues in the point of character qualities which are devised by Dr. Bill Gothard[7]. And an App is designed to help people identify Enneagram personality type and build corresponding character quality of the Virtue. By remembering or contemplating the higher quality(Virtues), balance could be restored, thus accelerating the person's awareness of themselves as Essence. Knowing one's type, Holy Ideas and Virtues was a way to direct one's inner work to facilitate the transformative process[6].

2. Enneagram explained and expanded

Don Richard Riso and Russ Hudson proposed principal characteristics of the nine personality types along with their basic relationships. They include ego fixations, holy ideas, passions, and virtues[4]. Table 1 shows them. Last column of the table shows character qualities of the corresponding personality types. The character qualities of each type should be developed in us and we can close to our true self with Holy Ideas and Virtues.

There is a relationship between higher essence qualities and ego distortions. Because of this particular relationship between the higher qualities of the soul and their corresponding ego distortions, a person could, by using presence and awareness to recognize the pattern of their distortion—their characteristic passion and ego-fixation—come to recognize the quality of Essence that had been obscured.

The Enneagram offers a sacred map for our souls; a map that, when understood, leads us home to our true identity. We're all looking for ways to get back to our True Self. The Enneagram is an aid to waking up from the False Self. One of its most helpful aspects is how it exposes nine ways our human nature manages our ego's collection of coping addictions that we have wrapped around our most intimate and deepest pain—our Childhood Wound. The Enneagram teaches us nine patterns of human character structure archetypes[8]. A sign of a person's growth is that he begins to refine his character. The Enneagram helps to form this character. The Virtues or Holy Ideas of our true selves have to do with character.

Every personal type has adjacent types as it's wings. A person with the Three personality type, for example, is understood to have points Two and Four as their wing types. The circle of the enneagram figure may indicate that the types or points exist on a spectrum rather than as distinct types or points unrelated to those adjacent to them. A person may be understood, therefore, to have a core type and one or two wing types which influence but do not change the core type[1].

Table 1. Principal characteristics of the nine personality types

Type	Characteristic role	Ego fixation	Holy idea	Passion	Virtue	Character quality[7]
1	Reformer, Perfectionist	Resentment	Perfection	Anger	Serenity	Meekness, Forgiveness
2	Helper, Giver	Flattery	Freedom, Will	Pride	Humility	Humility
3	Achiever, Performer	Vanity	Hope, Law	Deceit	Truthfulness	Truthfulness
4	Individualist, Romantic	Melancholy	Origin	Envy	Equanimity (Emotional Balance)	Joyfulness
5	Investigator, Observer	Stinginess	Omniscience, transparency	Avarice	Detachment	Contentment, Generosity
6	Loyalist, Loyal Skeptic	Cowardice	Faith	Fear	Courage	Faith, Courage, Boldness
7	Enthusiast, Epicure	Planning	Novelty, Fulfilment	Gluttony	Sobriety	Self-control, Wisdom
8	Challenger, Protector	Vengeance	Truth	Lust	Innocence	Forgiveness, Virtue
9	Peacemaker, Mediator	Indolence	Love	Sloth	Action	Love, Initiative, Diligence

3. Enneagram and Character

The purpose of the Enneagram can be described in three stages. The first is self-awareness and self-understanding. This is the stage of finding our own fixations and passions, and understanding the causes of them. Stage 2 is understanding others. Recognizing that we are different beings with the same fixations and passions for each type. This will allow us to accept the other person. Stage 3 is the stage of self-transformation. This is a stage in overcoming our fixations and passions. For many of us, we have childhood wounds and these wounds go largely undetected for most of our lives, yet we live unconsciously into the trajectory they set us on. The mental and emotional scar tissues of these wounds form the nine different ways we cope with their pain, molding tragic character flaws we often overidentify with, aiding in the development (or malformation) of our personalities. Self-transformation comes from getting rid of these malformed personalities and refining one's own character.

The character comes from a Greek word meaning 'to cut' or 'to engrave'. Self-transformation is to reveal the essence of our soul in its purest form by sculpting one's existence little by little like a competent sculptor. In order to develop character, core virtues of character are required. To this end, Dr. Bill Gothard devised 49 core virtues which are 49 character qualities[7]. He had chosen 49 character qualities and their opposite, and devised definition of character qualities, rewards, "I will" statements and heroes of character. Table 2 shows definition of character qualities for the 9 personality types.

Table 2. Definition of character qualities for the nine personality types[7]

Type	Character quality
1	Meekness: Yielding my personal rights and expectations with a desire to serve Forgiveness: Clearing the record of those who have wronged me and not holding a grudge
2	Humility: Acknowledging that achievement results from the investment of others in my life
3	Truthfulness: Earning future trust by accurately reporting past facts
4	Joyfulness: Maintaining a good attitude even when faced with unpleasant conditions
5	Contentment: Realizing that true happiness does not depend on material conditions Generosity: Carefully managing my resources so I can freely give to those in need
6	Faith: Confidence that actions rooted in good character will yield the best outcome even when I cannot see how Courage: An inner strength or attitude to do and communicate the right thing in spite of difficult circumstances or fears Boldness: Confidence that what I have to say or do is true, right and just
7	Self-control: Rejecting wrong desires and doing what is right Wisdom: Making practical applications of truth in daily decisions
8	Forgiveness: Clearing the record of those who have wronged me and not holding a grudge Virtue: The moral excellence evident in my life as I consistently do what is right
9	Love: Giving to others' basic needs without having as my motive personal reward Initiative: Recognizing and doing what needs to be done before I am asked to do it Diligence: Investing my time and energy to complete each task assigned to me

4. Design Concept of an App for Enneagram and Character Development

Analysis of Google search results over 16 years shows an increase in searches for the word "enneagram" from 2017. Additionally, social media accounts and podcasts about the Enneagram have increased, indicating a growing popularity among millennials[1]. In order to use the Enneagram, you must first discover each one's Enneagram type. This can be done by doing an Enneagram type test or by reading books. And it can be confirmed by interviewing an Enneagram expert. Several research were conducted to know estimates of reliability and validity of tests. One study noted that the ipsative version of the RHETI test (scores on one dimension decrease scores on another dimension) had troubles with validity, whereas the non-ipsative version of the test has been found to have better internal consistency and test-retest reliability. Furthermore, it was found that 87% of individuals were able to accurately predict their Enneagram type (before taking the test) by being read descriptions of each type[9].

To develop an app for Enneagram and character development, we devised design concept of an app with 2 levels. Level 1 is to find Enneagram personality type with its main wing. It comprises questions and descriptions of 9 personality types along with adjacent types. And in Level 1, character qualities according to each personality type will be provided with its definitions and practical guidelines to people. Level 2 is to find subtypes and Enneagram Levels of Development. There is no Enneagram personality test to find twenty-seven distinct personality types by instinctual subtypes. They are found by being read descriptions of each type or direction of Enneagram teachers. And Each enneagram type has nine Levels of Development. Sometimes it is called Levels of Health. Same personality types could be look like different according to different development level. We need to know Enneagram Levels of Development[11].

In level 1, at first several questions are provided to determine which center a person belongs to. There are three intelligence centers in Enneagram. The three Enneagram Centers of Intelligence are: The Gut (or Instinctive) Center, The Heart (or Feeling) Center, and The Head (or Thinking) Center. And we will use questions and descriptions of 9 personality types which are developed by IEA-Korea. And for the wing types, we will use several materials including Christopher L. Heuertz's books. For character qualities to be developed by each personality type, materials from IACC and LPPT(Life Purpose Power Teams) will be used. In level 2, we will use explanations from Beatrice Chestnut's book, titled "The Complete Enneagram: 27 Paths to Greater Self-Knowledge"[10]. She traces the development of the personality as it relates to the nine types of the Enneagram, the three different subtype forms each type can take, and the path each of us can take toward liberation. From this, people will learn to observe themselves, face their fears and disowned Shadow aspects, and work to manifest their highest potential. Later we will match subtypes with character qualities. And description of nine Levels of Development is to be given for discretion. Web pages will be constructed according to these concept design later.

Table 3. Design concept of menu for the App

Level	Menu	Contents
1	3 Intelligence Centers	Questionnaire to determine one of the 3 intelligence centers
	9 Personality Types	Definitions & Characteristics(include Holy ideas, Virtues, Ego fixation, Passion)
	9 Personality Types Test	Questionnaire to determine one of the 9 Personality types
	Wing Theory	Questionnaire to determine main wing of the person

	Character Quality	Character qualities to be developed by the person
2	27 Subtypes	Three different subtypes of 9 Personality types
	9 Level of Development	Description of 9 Levels of Development of 9 Personality types

5. Conclusions

In the modern society of the 4th industrial revolution, while enjoying the things achieved by technological advancement, people have discovered more of the emptiness within themselves. They pursued various things to satisfy their mental and spiritual longings, including discovering themselves and others through the Enneagram. In this paper, Enneagram was explained and expanded briefly. The Enneagram teaches us nine patterns of human character structure archetypes. A sign of a person's growth is that he begins to refine his character. The Enneagram helps to form character. The Virtues or Holy Ideas of our true selves have to do with character. we matched Virtues with character qualities and define Virtues in the point of character qualities. Design concept of an App is proposed to help people identify Enneagram personality type and build corresponding character quality of the Virtue. The App is designed to have 2 Levels. Level 1 is to find Enneagram personality type with its main wing and character qualities according to each personality type are provided. Level 2 is to find subtypes and Enneagram Levels of Development. Knowing one's Enneagram type and corresponding character quality is a way to direct one's inner work to facilitate the transformative process. Web pages of the App will be constructed according to these concept design later. Developed App can help this process and people find better life.

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