



**MODULE 7 - HANDOUT**  
**Certificate in Enneagram Coaching**

## **TYPE THREE Basic Diagnostics**

Threes are success and image-conscious, dynamic, self-driving people who want to excel and be the best they can.

**At their best**, they are driven to obtain excellence and can become exemplary and be role models in the areas they master. They are highly focused and know how to effectively set and meet goals. They want to bring out the best in themselves and are willing to keep sacrificing a great deal to achieve excellence, but at the same time they are accepting of themselves as they are. Their self-acceptance and confidence comes from within, not from the need to impress others and obtain external validation. They are sincere and realistic with themselves, and it is possible to see their heart together with their usually energetic attitude. They are inspirational and motivational in helping you achieve your goals, injecting hope in you that you are capable of attaining your potential. Although they are ambitious and are able to subordinate present needs in order to attain excellence in all they do, they know how to be supportive team players who can respectfully and inspirationally coach the other team members and inject hope in those who feel behind. They are hard workers, but work doesn't become everything for them; they are also committed to their family and friends. They are great communicators, receptive to people, personable and sociable, fast moving, fast learners, eager and enthusiastic, full of a go-ahead energy, entrepreneurial, efficient, practical, independent, ambitious, energetic, competent, persistent, and industrious.

**In autopilot**, an intense desire to impress others starts running inside them. An "I must be and look successful" belief dominates their thinking. Consequently, their attention automatically goes in these two directions: on one hand, how to be successful; on the other, how to look successful.

In order to **be** successful, they believe they must work hard to get things done quickly and efficiently. Their attention automatically goes to tasks and goals, which in itself can be a good thing, but they can become overactive workaholics who never take a rest and are unable to slow down their tempo and pace. Work becomes their only focus. Their own feelings (and other people's feelings) are seen as distracting obstacles to their efficient, machine-like desired performance. Other people may be themselves seen as obstacles in their way to obtain their goals, and the Three begins playing more for himself or herself and less as a cooperative team player with others. They are tougher and impatient with people, especially if they perceive them as inefficient, incompetent, or hesitant. A

strong competitive drive arises, and with it a desire to always be on top of others in as many aspects of life as possible, as if life was a game to be won. Failure is not an option for them. If they try to attain success “the faster the better,” they may adopt a “the end justifies the means” frame of mind. They can become manipulative, unprincipled, and unscrupulous.

In order to **look** successful, they believe they must carefully cultivate a successful image and promote themselves. Their attention tends to go automatically to the way they look and how they are perceived by others. They may become image-conscious performers, trying too hard to mask their real self in order to be seen as successful and obtain external approval, acceptance, and appreciation for their achievements. They adopt the language of selling and self-promotion. This makes them chameleonic and makes them act adaptively to whatever they believe will win the admiration of others in every situation and context. They will try to project prestige, status, professionalism, beauty, or whatever their social context will value as ideal. In a parallel approach to their human “imperfections,” they avoid talking about them and try to project an image of flawless functioning in as many areas of their life as possible.

Stress and emotional drain arise, since it is very difficult to maintain a perfect, “successful” image for periods as long as they do. Physical exhaustion arises from their busy, workaholic lifestyle.

## Body Language

- Confident posture: shoulders back, chest out, neck exposed.
- Good eye contact.
- Adjusts mannerisms to adapt to the situation at hand.
- Create movements that direct attention to themselves.
- “Go-getter” body language, active, driven

## Speaking Style

When I see other people content having second place, I can hardly understand them. Ever since I have had a memory of myself, I have always wanted to be **number one**. The **best**. And I **work** really hard to **achieve** it. In every area of my life, I try to be the best. Playing basketball with my friends, getting the **highest** grades in college. . .whatever. I work and work and work, at the expense of hours of sleep, if needed. I want to **be somebody** in this world. And I know that if I simply want it, I will be able

to make it. I believe **image** is important. You can't look like a **loser** if you want to be somebody. You must know how to **project** the right image, one that will allow you to get **advancement** in your career. You need to be a true **professional**. At home they tell me I have no feelings. That's because they don't understand that when I am **busy** and **focused** on my next **target**, feelings can become an obstacle that doesn't let you get into action. When you have the level of **action** I have, it's sometimes hard to be demonstrative with your feelings. (Steven, Type Three.)

- Confident speaking style: voice themselves with total confidence, never showing signs of doubt or hesitancy.
- Focused, professional, well organized and articulate clear speech.
- Empowering and inspirational speech (at their best), unemotional in average.
- Self-promoting speaking style; may talk about own accomplishments.
- Talk about results, success, tasks, performance, what needs to get done and possible shortcuts: the shortest, quickest, fastest way of doing things.
- May talk about how others don't value their efforts and sacrifices.
- May adopt a “salesman” attitude: artificial speaking style destined to persuade you to “buy” something, emphasizing the positives while omitting the negatives.
- Talks about status and prestige.
- In autopilot, competitive speaking style, hostile “jokes” possible.

## **Problems they would like to work on, and typically bring to the coaching session**

- To reduce the stress they produce in their lives and their relationships by their constant need to compete and impress.
- To better manage the risks of their workaholic life, especially the health risks involved.