
The Achiever

Report for Enneagram
Style Three

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Full Report

This report specifically addresses an advanced understanding of a person whose style is Three: The Achiever.

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Your Enneagram Style: Three

The Achiever



Summary

As Achievers, Threes set ambitious goals, accomplish tasks and charismatically win others over to their plan. Threes live by hard work, efficiency and competence.

Threes like the recognition that success brings. They want to get the job right and to be recognized for it. They are organized and self-confident. They are focused and relentless until they find victory. People are drawn to the attractiveness and adaptability of Threes. They are motivating, inspiring and diplomatic. They always seem to “land on their feet.”

Threes can be great leaders. And when they’re self-aware, Threes grow to become well-adjusted team leaders who recruit loyal followers that work together toward a higher cause.

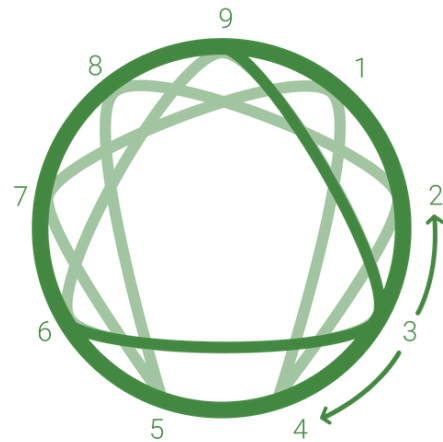
Motivation & Core Fear

Threes are motivated by the desire for success. They seek to win in all areas of life, but especially at work. This motivation is driven by their fear of being ineffective and experiencing failure. While they greatly desire success, they have developed a core fear that they must achieve at all costs.

Wings

Each person is unique. Thankfully, the Enneagram recognizes this and actually shows how each style carries “flavors” of the other styles.

On the diagram to the right, the lines on the outside of the Enneagram drawing (pointing from the Three to the Two and to the Four) are called “Wings.”



If you've taken our assessment, your wing is the higher score between a Two or a Four.

THREE WITH A TWO WING

This variance is often called “The Star.” Having Star tendencies means that you are probably warm, encouraging, sociable and popular. You can also be manipulative or seductive to become the center of attention, pursue success or secure acceptance.

THREE WITH A FOUR WING

This variance is often called “The Professional.” Having Professional tendencies means that you probably prefer more sensitive, artistic and imaginative work. Professionals can sometimes be on the pretentious side, and pursue success in order to feel unique and special.

Subtypes

Each style has three different "subtypes" or instincts often referred to as self-preservation, social, and one-to-one (sexual).

The self-preservation instinct is interested in our safety and well-being.

The social instinct is very aware of others and how we affect those around us.

The one-to-one instinct has a higher drive for intimacy in another person.

SOCIAL

- This subtype focuses on achievement, admiration, and getting the job done.
- They act out their vanity and seek to garner attention to have as much influence as they can.
- They are the most competitive and aggressive type of the Three. They enjoy the spotlight and will climb social and professional ladders.
- They know what is expected of them and they can adjust to become the most admired person.
- They do not like any negative information about themselves.

SELF-PRESERVATION

- This "counter-type" behaves much differently. They want to be admired by others but will do so by being a good role model rather than by bragging.
- They want to be a model of efficiency, hard work, productivity, and effectiveness.
- Their relationships are more transactional than emotional. They have a hard time connecting to their inner feelings.
- They can be the most workaholic type of the other two subtypes.

ONE-TO-ONE

- This subtype will be more generous and helpful, making promises in order to receive the help and support they desire.
- They can be a force of nature and emotionally up and down.
- Their focus of attention is on pleasing other people and on their family.
- They do not need to be in the spotlight, however they will stay in performer mode whether on "stage" or in personal relationships.

Note: You use all three of these, but one is more influential upon your style. Also, the order of intensity of these three is why you can be very different than another person with the same style.

Your Circumstances

Childhood

As children, Threes may have felt their inner worth. Threes were commonly rewarded in childhood for how well they competed or appeared, often performing for a parent or role model to gain approval. Instead of simply modifying their behavior (as other children might), Threes absorbed a performance-based mindset, making it central to their identity. They may have even felt that they needed to create a successful image in order to be validated. This thought process leads to a strong work ethic and a passion to perform with excellence in order to gain recognition.



At Work and in Relationships

Threes can be accomplished at work and in relationships when they are operating from a place of health. At their best, high-functioning Threes can bring energy, efficiency and decisiveness toward a truly noble cause. At the same time, they build highly productive teams that deliver on their promises in such a way that all involved find success.

Threes can also misuse these characteristics, tending toward workaholism. In their weaker moments, Threes can deceive themselves and others in order to gain a flawless image.

Threes can move so fast that they often overlook warnings from others, ignoring a lack of inner satisfaction or a sense of shame. This is why failure can be a severe mercy for a Three.

Threes need to integrate their thoughts and actions with feelings through introspection and reflection. When they do, they grow to be honest and balanced leaders. They must also deal with any unresolved shame in order to truly serve others.

Stress & Security

The lines on the inside of the Enneagram drawing (pointing from the Three to the Six and the Nine) are called “Arrows.” They reflect how a person operates in times of stress or security.

Generally, Threes gain a few characteristics of Nines under stress. They may numb their stress or grow more apathetic by using drink, games, shopping or media. But when a stressed-out Three is filled up with love instead, they learn to simply “be” without feeling as though they should be working toward a goal.

In a more secure or relaxed setting when Achievers feel comfortable expressing their innermost thoughts and feelings, they gain a few characteristics of Sixes. They can normally be more honest with themselves, take off their masks and show loyalty towards others. But at times, when a Three does not feel loved, they can become indecisive and show dissatisfaction, self-doubt, dread and suspicion of others.



Gold & Shadow

When Threes seek validation and are motivated to attain success for themselves, they operate from the dark side of their personality. In this, they often feel impatience and act deceitfully. But when Threes have most of their deepest needs met and are well-loved, they authentically seek to help others with integrity and their gold emerges.

The following table shows your responses in the assessment. Typically, they are your characteristics when you are healthy (gold box) and your characteristics when you are unhealthy (gray box):

Successful

Whatever I put my mind to, I do well. Others recognize me and my work as superior.

Goal-Oriented

I love to get things done, pushing myself and others to work relentlessly until we reach our goal.

Ambitious

I am driven to see the people around me become the best they can be. I want that for myself, too.

Competent

I like to develop my skills, knowledge and experience so that I am qualified to tackle the challenges that come my way.

Self-Assured

When I walk into a room of new people, I am confident that I can make a good first impression.

Driven by Performance

My desire for success tempts me to believe that a person's value is found in their work.

Image Seeking

I'm used to presenting the best side of me. When others see me at my worst, I quickly adapt to hide it.

Overly Competitive

My love for winning gets out of control sometimes. I can even be a sore loser.

Workaholic

Though I can downplay it, the people closest to me say I work too much.

Pretender

I can lead myself and others astray with false representations about my abilities, intentions or status.

Healthy

Healthy Threes are no longer primarily driven by their strengths and abilities. They can receive unconditional love from others regardless of their performance. They are free to be utterly authentic and honest with themselves and others.

Healthy Threes remember that failure is often the way to a new life. They've learned not to fear it, but grow through it instead. This knowledge helps them value people for who they are, accept their failings and gently encourage the down and out.

Healthy Threes slow down to be fully present and love others unconditionally. They use their talent and efficiency to encourage others who have failed toward new growth. They're good leaders who find satisfaction in making others successful without the need for recognition.

In response to unconditional love, a healthy Three becomes successful in the most important areas of life.

Average Health

In an average level of health, Threes are split between a belief that they're validated by their work and also declared valuable by someone greater than themselves (esp. a "higher power").

When an average healthy Three is growing in their awareness of their self-worth, they don't need to impress others to earn the love they desire. They start to find rest regardless of their circumstances. They grow comfortable with their true self and are able to recognize and embrace their feelings. This awareness helps them develop a deeper relationship and grow to be more well-rounded leaders.

But when Three forget their self-worth, they focus their attention on their abilities and image. They can become workaholics in pursuit of their end goals. They are more apt to compare themselves with others and seek status and recognition. They can deceive others and themselves by presenting a false self-image. They are impatient towards those who are less successful, move too slowly or do not do what they say they will do.

Unhealthy

Unhealthy Threes are so fixated on their idea of success and winning that they often overanalyze things to the extreme--and become disconnected from their heart. They push so hard that even when they become "burned out" they can be unaware of it emotionally, refusing to give up. Too often they rely upon unethical, "quick wins" believing that "the end justifies the means." When they fail, they feel humiliated and are often ruled by the shame of their defeat. To prevent this nightmare, they shift the blame on others and become secretly vindictive towards those who brought them failure.

Next Steps

Here are some helpful steps in how you can boost your understanding of yourself and the people around you.

Personalize It!

Begin by reading through your report with purpose. Grab a highlighter and mark any word or phrase that is especially true of you. This process will help you evaluate your results and “hone in” on the truths that are most applicable to your growth.

Team Building

This study is perfect for groups and leadership teams. Your group will grow in empathy, understanding, and in the ability to speak to one another in a more personalized way.

Spiritual Questions?

Since the Enneagram emphasizes emotional health and character growth, it's a great tool to explore the spiritual beliefs that drive your motivations.

We also have courses for leaders who want to learn all nine Enneagram styles from a Christian perspective. To learn more, click the link below.



[Click Here to Preview Courses](#)

Coaching

We're happy to help boost your self-awareness, spiritual vibrancy and giftedness for individuals, couples and teams. We will customize our time to meet your needs and desires.

Speaking

We are equipped to help boost productivity, unity and the health of your leadership team through retreats and conferences. Email us at john@peoplelaunching.com.