

QUEST: Quick Enneagram Sorting Test

GROUP I

Weight:

A. I have tended to be fairly independent and assertive: I've felt that life works best when you meet it head-on. I set my own goals, get involved, and want to make things happen. I don't like sitting around—I want to achieve something big and have an impact. I don't necessarily seek confrontations, but I don't let people push me around, either. Most of the time, I know what I want, and I go for it. I tend to work hard and to play hard.

Weight:

B. I have tended to be quiet and am used to being on my own. I usually don't draw much attention to myself socially, and it's generally unusual for me to assert myself all that forcefully. I don't feel comfortable taking the lead or being as competitive as others. Many would probably say that I'm something of a dreamer—a lot of my excitement goes on in my imagination. I can be quite content without feeling I have to be active all the time.

Weight:

C. I have tended to be extremely responsible and dedicated. I feel terrible if I don't keep my commitments and do what's expected of me. I want people to know that I'm there for them and that I'll do what I believe is best for them. I've often made great personal sacrifices for the sake of others, whether they know it or not. I often don't take adequate care of myself—I do the work that needs to be done and relax (and do what I want) if there's time left.

GROUP II

Weight:

X. I am a person who usually maintains a positive outlook and feels that things will work out for the best. I can usually find something to be enthusiastic about and different ways to occupy myself. I like being around people and helping others be happy—I enjoy sharing my own well-being with them. (I don't always feel great, but I generally try not to show it!) However, keeping a positive frame of mind has sometimes meant that I've put off dealing with my own problems for too long.

Weight:

Y. I am a person who has strong feelings about things—most people can tell when I'm upset about something. I can be guarded with people, but I'm more sensitive than I let on. I want to know where I stand with others and who and what I can count on—it's pretty clear to most people where they stand with me. When I'm upset about something, I want others to respond and to get as worked up as I am. I know the rules, but I don't want people telling me what to do. I want to decide for myself.

Weight:

Z. I am a person who is self-controlled and logical—I don't like revealing my feelings or getting bogged down in them. I am efficient—even perfectionistic—about my work, and prefer working on my own. If there are problems or personal conflicts, I try not to let my feelings influence my actions. Some say I'm too cool and detached, but I don't want my private reactions to distract me from what's really important. I'm glad that I usually don't show my reactions when others “get to me.”

Instructions:

Weight the paragraphs in each Group from 3 to 1, with “3” being *the one that best describes your actual behavior.*

Then match the letters on the table below and add your weights to find what the *three most probable candidates* for your personality type are. For example, one type will be most probable with the highest score of “6” for most agreement in both Groups. Two types will have “5” scores—these are the next most probable candidates for your type. These three scores are the top most probable candidates for your primary personality type.

This test does not indicate your wing or the relative importance of the other types in your personality.

Name _____

2-Digit Code	Add Weights	Type
AX		7
AY		8
AZ		3
BX		9
BY		4
BZ		5
CX		2
CY		6
CZ		1

The Nine Personality Types of the Enneagram

1. The Reformer. *The principled, idealistic type.* Ones are conscientious and ethical, with a strong sense of right and wrong. They are teachers, crusaders, and advocates for change: always striving to improve things, but afraid of making a mistake. Well-organized, orderly, and fastidious, they try to maintain high standards, but can slip into being critical and perfectionistic. They typically have problems with resentment and impatience. *At their Best:* wise, discerning, realistic, and noble. Can be morally heroic.

2. The Helper. *The caring, interpersonal type.* Twos are empathetic, sincere, and warm-hearted. They are friendly, generous, and self-sacrificing, but can also be sentimental, flattering, and people-pleasing. They are well-meaning and driven to be close to others, but can slip into doing things for others in order to be needed. They typically have problems with possessiveness and with acknowledging their own needs. *At their Best:* unselfish and altruistic, they have unconditional love for others.

3. The Achiever. *The adaptable, success-oriented type.* Threes are self-assured, attractive, and charming. Ambitious, competent, and energetic, they can also be status-conscious and highly driven for advancement. They are diplomatic and poised, but can also be overly concerned with their image and what others think of them. They typically have problems with workaholicism and competitiveness. *At their Best:* self-accepting, authentic, everything they seem to be—role models who inspire others.

4. The Individualist. *The introspective, romantic type.* Fours are self-aware, sensitive, and reserved. They are emotionally honest, creative, and personal, but can also be moody and self-conscious. Withholding themselves from others due to feeling vulnerable and defective, they can also feel disdainful and exempt from ordinary ways of living. They typically have problems with melancholy, self-indulgence, and self-pity. *At their Best:* inspired and highly creative, they are able to renew themselves and transform their experiences.

5. The Investigator. *The perceptive, cerebral type.* Fives are alert, insightful, and curious. They are able to concentrate and focus on developing complex ideas and skills. Independent, innovative, and inventive, they can also become preoccupied with their thoughts and imaginary constructs. They become detached, yet high-strung and intense. They typically have problems with

eccentricity, nihilism, and isolation. *At their Best:* visionary pioneers, often ahead of their time, and able to see the world in an entirely new way.

6. The Loyalist. *The committed, security-oriented type.* Sixes are reliable, hard-working, responsible, and trustworthy. Excellent “troubleshooters,” they foresee problems and foster cooperation, but can also become defensive, evasive, and anxious—running on stress while complaining about it. They can be cautious and indecisive, but also reactive, defiant and rebellious. They typically have problems with self-doubt and suspicion. *At their Best:* internally stable and self-reliant, courageously championing themselves and others.

7. The Enthusiast. *The busy, productive type.* Sevens are extroverted, optimistic, versatile, and spontaneous. Playful, high-spirited, and practical, they can also misapply their many talents, becoming over-extended, scattered, and undisciplined. They constantly seek new and exciting experiences, but can become distracted and exhausted by staying on the go. They typically have problems with impatience and impulsiveness. *At their Best:* they focus their talents on worthwhile goals, becoming appreciative, joyous, and satisfied.

8. The Challenger. *The powerful, aggressive type.* Eights are self-confident, strong, and assertive. Protective, resourceful, straight-talking, and decisive, but can also be ego-centric and domineering. Eights feel they must control their environment, especially people, sometimes becoming confrontational and intimidating. Eights typically have problems with their tempers and with allowing themselves to be vulnerable. *At their Best:* self-mastering, they use their strength to improve others' lives, becoming heroic, magnanimous, and inspiring.

9. The Peacemaker. *The easy-going, self-effacing type.* Nines are accepting, trusting, and stable. They are usually grounded, supportive, and often creative, but can also be too willing to go along with others to keep the peace. They want everything to go smoothly and be without conflict, but they can also tend to be complacent and emotionally distant, simplifying problems and ignoring anything upsetting. They typically have problems with inertia and stubbornness. *At their Best:* indomitable and all-embracing, they are able to bring people together and heal conflicts.

Our special thanks and acknowledgment to our student and colleague, Carl Dyer, who inspired our development of the QUEST.

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