

The logo features a light blue geometric design consisting of a square with internal lines forming a star-like pattern, centered behind the text.

**EnneaTest®**

"A valuable opportunity to trigger your personal and professional growth path."

## What is the Enneagram?

In times of great transformation sometimes we wish we had a tool to help us better read ourselves and others around us. Here is where knowledge of the **Enneagram, a powerful tool for decoding** why we are the way we are, our behaviour, how our character traits influence us in situations that bring us happiness or unhappiness, can come to our aid. It helps us to understand more deeply **what we are afraid** of and what we run away from, **to identify our strengths on which to trigger change**, how instead to **recognise the traps we fall into**.

Today there are many paths and tools for knowing ourselves: the Enneagram is among them. A tool of awareness for better self-knowledge and understanding of others who, like us, fall back into their automatisms and fears.

The Enneagram is a tool that identifies **9 main personality types** that lead back to a primary conditioning aspect and automatisms that we do not recognise and struggle to get rid of. From childhood we have built defence mechanisms that generate recurring compulsions and anxieties whenever we are in trouble.

The power of the Enneagram is precisely its becoming a traveling companion at our service, valuable support because of its ability in reading us and others, and **to guide us on how to work on the blocks and conflicts** that prevent us from being as we would like to be.



# Enneatype Three

Your test result is:

## Enneatype Three

### The Realiser

**Enneatype Three** is one of the nine personality types described in the Enneagram system.

They are an intriguing and complex figure that stands out for certain distinctive traits that guide their behaviour, relationships, and aspirations in life.

They are commonly known as the **Performer**, the **Committed**, the **Organiser**, the **Executor**, or the **Achiever** and are characterised by a deep desire for success, recognition, and personal fulfilment.

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# Enneatype Three

To understand an Enneatype Three, it is crucial to examine what deeply motivates them: they are driven by an **innate need to feel appreciated**, admired, and respected by others for the achievements they make and show to the world. They seek success as a form of **external recognition** that confirms their intrinsic worth. In fact, they often associate their value as an individual based on how accomplished and appreciated, they feel by the outside world.

One of the most striking characteristics of an Enneatype Three is their **deep desire for success**, which is not simply limited to professional success but also extends to the personal, social, and relational dimensions of their life. They want to be the best at what they do and often work hard to achieve goals. Ambition may drive them to pursue high-prestige careers, seek to earn large amounts of money, and seek to make a significant impact on society.

**Image** is of primary importance to this Enneatype: they constantly strive to create and maintain a certain image of itself in the eyes of others. This attitude may manifest itself through attention to one's outward image (clothing, physical appearance, and lifestyle) but it is also deeply connected with the perception of personal success and accomplishment: the Enneatype Three wants to be seen as **successful, accomplished, and admired**.

Enneatype 1

Enneatype 2

Enneatype 3

Enneatype 4

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“They are driven by a deep need for success, recognition and personal fulfilment. They are ambitious, competitive and image-oriented, constantly seeking to prove their worth in the eyes of others.”

For Enneatype Three, **competition** is a key component: they see life as a competition in which they must emerge as the winner. This mindset pushes them to compare themselves with others and to constantly try to outdo them. They can be highly competitive in work, sports, relationships and any other sphere of their life where they see an opportunity to prove their worth.

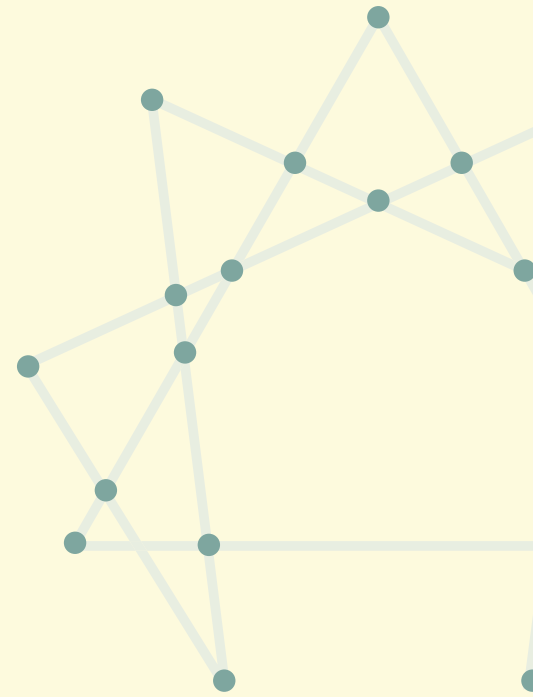
Enneatype Three is extremely **versatile** and **adaptable**: it integrates easily into multiple situations and social contexts, taking on different behaviour depending on the circumstances. The ability to adapt often makes them very **charismatic** and able to connect with a wide range of people. However, this adaptability can lead them to a **lack of authenticity** as they can lose sight of who they really are beyond the mask they wear.

Enneatype Three is known for being tireless at work and **dedication to set goals**. They are willing to put in a lot of effort to achieve success and are determined to overcome the challenges they encounter along the way. Dedication can lead them to work extremely hard and be extremely persistent in their efforts, seeking extreme **efficiency** in their **continuous doing**.

In interpersonal relationships, Enneatype Three can be very **charming** and **sociable**, but may exhibit a tendency to seek recognition to the point of affecting the dynamics of relationships. In fact, they may tend to show off their achievements and constantly **seek approval** from others, and this may foster superficial relationships.

Not surprisingly, the **main fear** that drives their behaviour is failure: they fear not living up to the expectations of others and being considered **worthless**. This fear drives them forward at all costs, sometimes at the expense of their own mental and physical health.

For an Enneatype Three, **personal growth** can be challenging because it often involves greater self-awareness and greater acceptance of one's flaws and insecurities, but this can be difficult to accept as it may undermine one's successful image. However, the path to personal growth also involves developing **greater authenticity** and a deeper connection with one's feelings and needs.



## In summary

Enneatype Three is driven by a **deep need for success, recognition and personal fulfilment**. They are ambitious, competitive, and image-oriented, constantly seeking to prove their worth in the eyes of others. In addition, skills include versatility and adaptability. However, these abilities can lead to a lack of authenticity. Enneatype Three is willing to make many efforts to achieve success and is determined to overcome the challenges they encounter along the way. Their main fear is that of failure, worthlessness and being worthless. Understanding the Enneagram can help these people explore their motivations more deeply and work toward personal growth that allows them to find a balance between their **desire for external success and their connection to their authentic self**.

# Strengths of Enneatype Three

The **competent** and **effective** Enneatype Three emerges in any field or sector and can leave a positive imprint wherever they are. It is possible to outline several distinctive traits that often characterise these individuals.

01.

Enneatype Three has the ability to adapt to different situations and environments: **adaptability** is one of its great strengths. They draw on creative thinking, are able to think outside the box and find innovative solutions. In high-pressure situations, they keep calm and

make thoughtful decisions rather than reacting impulsively. **They can take responsibility** for their actions and decisions. They do not look for excuses; instead, they look for solutions and reinvents their doing by directing it toward new goals.

02.

They know how to deal with challenges flexibly and is open to new ideas and approaches with that highly **competitive** spirit that sets them apart.

They have a strong self-awareness that makes them aware of their strengths, weaknesses, and personal qualities. This quality helps them to make thoughtful decisions.

03.

Enneatype Three has the ability to **communicate clearly** and **effectively**. They can actively listen to others and express their ideas clearly and persuasively. They also have great empathy, which is the ability to understand others'

emotions and points of view. Although not necessarily in formal leadership positions, she often positively influences others. They are able to inspire and lead others by example.

04.

Enneatype Three knows that planning and **efficiency** are the means to achieve their successes and maintain the perception of their image. They know how to manage their time, set goals, and follow well-structured plans.

They are skilled at solving complex problems, can analyse situations, identify challenges, and find creative and efficient solutions.

05.

Enneatype Three is also distinguished by its **desire to** constantly **learn** and improve, it is open to self-training and acquiring new skills, it is fuelled by a **passion for what it does**, and this shines through in its work.

Enneatype Three is also distinguished by its sound principles. They are able to face life's challenges with **resilience**: they know how to recover from failures and continue to pursue their goals.

## In summary

An Enneatype Three is characterised by a combination of interpersonal skills, technical expertise, authenticity, and an unwavering commitment to learning and self-improvement. **Adaptability**, **self-awareness** and **clear** and effective **communication** make Enneatype Three valuable in any area of life. They also know how to manage their time, sets goals and follows well-structured plans. They are adept at solving complex problems and are distinguished by their desire to constantly learn and improve. In fact, they are open to self-training and acquiring new skills, possesses great empathy, and works well in teams. They are able to think outside the box.

Adaptability

Communication

Efficiency

Planning

Competition



# Weaknesses

## of Enneatype Three

Enneatype Three is distinguished by a set of traits and behaviour that emphasise its tendency to seek the approval of others, exploit situations to its own advantage, and use personal charm to achieve goals. These traits, while not necessarily negative in themselves, can lead to complex relational dynamics and can have a significant impact on the lives of the person who possesses them and those around them.



01.

Enneatype Three is **constantly seeking** recognition: this can make them vulnerable and dependent on others' opinions, leading them to measure their success based on external

validation rather than their own commitment and achievements.

02.

Enneatype Three **tends to identify with their work or professional role**. A forced break may send them into an existential crisis, since they would be forced to confront their inner self, so they tend to always be doing, never allowing

themselves to stop. In addition, they may tend to put aside their emotions and feelings, focusing solely on their work.

03.

Enneatype Three tends to be **very competitive**, not accepting of losing or putting themselves on the line where they might not be successful. This can lead them to forgo taking the field in

situations where they would not stand out and instead target where they may have a chance to excel.

04.

Enneatype Three may show some **difficulty in delegating**, preferring to do everything themselves to ensure success. Developing authenticity and being able to openly communicate their emotions can help them make deeper connections with others and

strengthen their sense of personal identity. Success and productivity are their priority but sometimes this can lead them to sacrifice personal life, relationships and relaxation. Being able to find a work-life balance is critical to their overall well-being.

05.

Sometimes Enneatype Three **lacks flexibility in dealing with new situations or considering different points of view**. This attitude may be strongly anchored in their own beliefs and routines, leading them to show little interest in adapting or considering alternative ways of thinking or acting.

This **rigidity** can restrict opportunities for personal growth and create significant difficulties in interpersonal relationships, primarily with difficulty admitting to themselves and communicating to others that they are wrong.

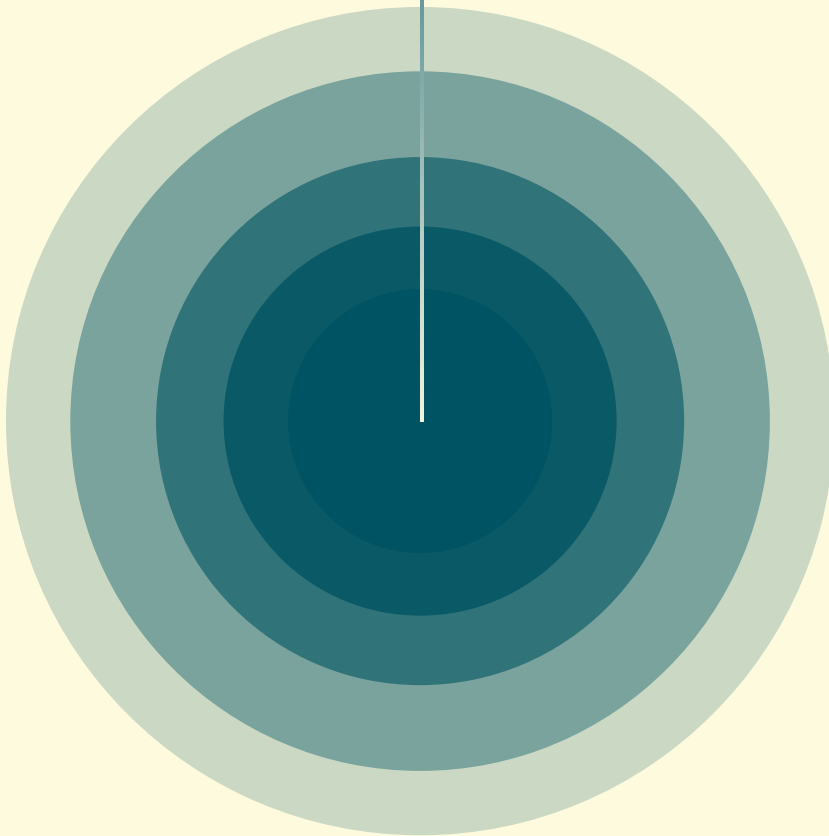
Importance of one's image

Self-identification with their role

Excess of competition

Difficulty in delegating

Not admitting one's mistakes



Ultimately, Enneatype Three can become **dependent on others' opinions about their value and image**. They tend to identify with their job and professional role. Under stress they may become indolent and tend to avoid confrontation or become hyperactive. They may show difficulty in delegating. However, learning to trust others and share success can lead them to greater satisfaction and more balanced personal and professional growth. Success and productivity are their priorities, but sometimes at the expense of personal life, relationships, and relaxation. Being able to find a **work-life balance** is a key challenge for them for their overall well-being.

# Conflict management

## of Enneatype Three

### 01.

Enneatype Three handles conflict with an ambivalent approach to dispute resolution. They may demonstrate a remarkable ability to resolve conflict effectively when it results in direct benefit to themselves or their personal goals, but they may also be inclined to exploit conflict situations to their own advantage when this opportunity presents itself.

Enneatype Three is adept at analysing conflicts with a strategic perspective. They know how to identify the dynamics at play, assess possible consequences, and weigh whether involvement in a dispute is beneficial or harmful to themselves and act accordingly.

### 02.

When conflict can lead to beneficial results for their career or job position, Enneatype Three is inclined to actively engage in **dispute resolution**. They may use their communication skills and charisma to seek a solution that favours them.

When conflict involves people or groups with whom Enneatype Three has a personal interest, they are inclined to invest time and energy in relationship management. They may try to maintain a balance between the parties involved to avoid tensions that could compromise their goals.

### 03.

They can demonstrate **great negotiating skills** when it serves their purposes. They are willing to seek compromises, make concessions, and find solutions that meet the needs of the parties involved, as long as it results in personal gain. In addition, they may exploit sensitive or compromising information previously gathered to influence the course of disputes. In conflict situations, they may choose to use seduction and charisma to manipulate the emotions of others and gain their support. In this way they aim to gain the sympathy of others or convince them to take their side.

Enneatype Three may choose to intentionally omit relevant information or distort the truth to present a version of events that favours them in influence the perceptions of those involved in the conflict.

### 04.

Enneatype Three often proves **flexible in the methods** it adopts to handle conflict. It can adapt quickly to new situations and change strategies when convenient. They might change alliances during a conflict according to the opportunities that arise, switching from one group or individual to another depending on which side seems to offer the best advantage for their goals. For this reason, they might compromise themselves morally in managing the conflict at times. They might act in ethically questionable ways to get what they want, without concern for the long-term consequences.

In **summary**, Enneatype Three, whether competent or opportunistic, may be adept at managing conflict when it offers personal advantage.

However, the inclination to use manipulative tactics and sacrifice moral integrity may cause tension and distrust among colleagues and team members.

# Working independently

Enneatype Three succeeds extraordinarily well at **working independently** and is a valuable figure in any professional environment. The ability to manage their own responsibilities and tasks without the need for constant supervision is a **sign of professional maturity** and the ability to work alone. In this detailed description, we will explore the qualities, skills, and attitudes that characterise them and enable them to excel at working independently.

The fundamental basis for working independently is **self-discipline**. Enneath Enneatype Three is able to set clear goals and priorities for their work and strictly adhere to set deadlines. This requires **effective time management**, the ability to plan activities and tasks efficiently, and the ability to focus on the most important activities. Enneatype Three is **aware of their responsibilities** and takes full responsibility for their work.

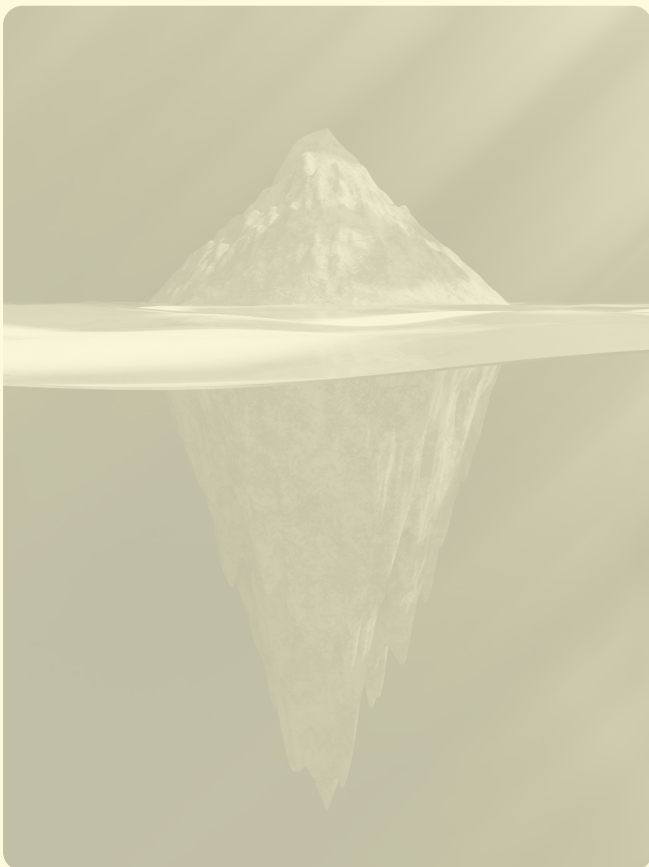
This means that they are able to **manage assigned goals**, deadlines, and expectations and constantly work to meet them. They do not make excuses or blame anyone when things go wrong; on the contrary, they take responsibility for results, both positive and negative. Enneatype Three's ability to organise includes managing documents, planning activities, and creating a structure for their work. It uses organisation tools such as diaries, time management tools and document classification systems to keep everything under control. Organisation also extends to creating daily or weekly task lists to ensure that nothing is overlooked or left out. Enneatipo Three recognises the importance of continuous learning to improve one's skills and stay current with industry trends.

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This implies their strong interest in researching new information, attending training courses, or reading relevant books. **Self-learning** is a means and a strong motivator to stay ahead of the curve and adapt to the changing demands of the job in order to achieve new goals. When a problem or challenge arises Enneatype Three is able to deal with them independently. This requires a **proactive mindset and the ability to analyse the situation**, identifying possible solutions and making informed decisions. Instead of waiting for someone else to solve problems, Enneatype Three takes the initiative to address them directly.

Working independently can be rewarding, but it can also be challenging. Enneatype Three understands the importance of stress management and work-life balance. When they are in balance, they know how to take time to relax, recharge, and deal with stress, and this helps to keep them at a sustainable level of productivity and personal well-being.

In addition, Enneatype Three does not just carry out instructions, but **shows initiative and creativity in their work**. They constantly look for ways to improve processes, optimise activities, and generate innovative ideas. **This openness to creativity** enables them to find original solutions to problems and to be more autonomous in handling challenges.



A key characteristic of those who work independently is **intrinsic motivation**, which for Enneatype Three implies a desire to achieve satisfactory results and to excel in their challenges. In this they are driven by a **passion for their work** and a willingness to do their best, regardless of the presence of external supervision.

In self-employment there is **more independent decision-making**, and Enneatype Three is able to make autonomous decisions based on their own experience, knowledge, and common sense. This may involve day-to-day decisions or more strategic choices. They not only seek to complete tasks and projects but also **aspires to quality**. They work with attention to detail and strives to produce excellent results that meet or exceed expectations. Even while working independently, Enneatipo Three knows how to maintain a high standard of authenticity and integrity, acting ethically and fairly, maintaining their reputation and trustworthiness.



Finally, emotion management is crucial in this type of work. Enneatype Three regulates one's emotions so that they do not interfere with work. This includes ability to handle stress, frustration, and pressure constructively, without becoming overwhelmed by negative emotions. This sometimes comes at the expense of fully understanding the emotions of others, who may see them as a self-referential individualist.

## In summary

An Enneatype Three who works independently is characterised by a combination of self-discipline, time management, initiative, creativity, intrinsic motivation, and communication skills. These qualities enable them to meet the challenges of the successful independent work while maintaining high standards of quality and integrity.

# Teamwork

The ability to **work well in teams** is essential in many situations. Competent people know how to collaborate and create synergy with others. Enneatype Three knows how to maintain a clear vision of their goals and focuses on them. **They do not stray into distractions** and prioritises what is really important.

Very demanding, under pressure they may show “selective” empathy toward others guided by whether or not they are functional in achieving the goal. They can be a great motivator and dragger, often exceeding in assertiveness, not afraid of conflict especially if it is useful in correcting the inefficiency of others. At the same time, they can be very skilful and diplomatic in managing relationships with those involved in achieving their goals.



When working in teams, communication remains critical. Enneatype Three **is able to communicate** clearly and effectively with colleagues, superiors and other team members when necessary. This may include updating on the status of projects, asking for clarification, or expressing their own needs. In fact, they are aware of how clear communication avoids misunderstandings and ensures that work proceeds smoothly. In the ever-changing business environment, the **ability to adapt to change** is essential, just as aligning and updating others on new and different ways of teamwork and communication. On this, Enneatype Three knows how to play its adaptability and determination card well.

## In summary

An Enneatype Three is adaptable and able to face new team challenges and situations flexibly. They experience them as opportunities for growth and success and adapts to changes in procedures.

This ability leads them to lead the team to important results, confirming them as a valuable resource for the company as they contribute to productivity and the achievement of defined goals.



# Ability to delegate

When Enneatype Three finds themselves having to **delegate tasks** and responsibilities in the company, they may adopt an ambivalent and complex approach. While their expertise allows them to recognise the importance of delegation as a tool to distribute workload and promote team growth, their opportunistic nature may push them to use this ability to take personal advantage or to handle specific situations strategically. Below, we will explore how they might manage delegation in a business context.

Enneatype Three **knows how to assess the skills and abilities of their team members**. Before delegating a task, it makes a thorough assessment to determine who among the team members is best suited to handle it. It chooses employees based on their experience and specific skills to maximise the effectiveness of the delegated work. Especially if it is functional to achieve objectives, they are a promoter of skill enhancement of team colleagues, including promoting targeted trainings.



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Enneatype Three communicates clear goals and detailed expectations to its team members. This helps avoid misunderstandings and ensures that everyone fully understands what is expected of them. Precisely because of this, however, they become extremely demanding of others.

Enneatype Three closely monitors the progress of delegated tasks and provides timely feedback. They know how to maintain adequate control without micro-managing or interfering in delegated tasks and they are ready to intervene only when necessary.

They use delegation as an opportunity to develop team skills. They see assigned work as a chance for team members to grow and offer support and resources when needed to help with task accomplishment.

**Their tendency toward opportunism** may influence Enneatype Three's motivation to delegate. Indeed, they may be more inclined to delegate tasks selectively when it serves their personal interests or when they can gain strategic advantage from it. In some situations, they may use delegation as a strategy to mitigate risk or shift responsibility to others in case of failure. This may involve assigning high-risk tasks to different people so that they are not directly responsible in case of failure.

Enneatype Three might **delegate** tasks or responsibilities so as to manage power relations within the company. For example, they might give key assignments to people who can positively influence their position or status in the organisation. Or they might focus team resources on projects or tasks that offer a benefit to them or a higher return on investment for the organisation. Finally, they could skilfully use communication to persuade team members to accept specific tasks or responsibilities, through charisma and persuasion, to gain adherence and cooperation.

Enneatype Three seeks a **balance between offering autonomy** to team members and maintaining a degree of **control over operations**. They tend to delegate more independent tasks to those they trust while keeping tighter control over key aspects.

## In summary

Enneatype Three can manage delegation skilfully, using their expertise to identify opportunities for team development and to distribute the workload effectively. However, it is important to be aware of the nuances of this management, as the opportunistic approach could influence the selection of assignments and the motivations behind delegation. Corporate leadership should closely monitor this behaviour to ensure that delegation is fair, transparent, and aligned with organizational goals.

## Conclusions

Enneatype Three is driven by a **deep-seated quest for success**, recognition and personal fulfilment. It is an **ambitious, competitive** and **image-oriented** individual. They constantly seek to prove their worth to others. **Adaptability, self-awareness**, and clear and effective communication make these people valuable in any area of life.

Enneatype Three also possesses great **empathy** and can work well in teams. However, they may become dependent on the opinion of others and may tend to identify with the job or professional role to which they belong.

Enneatype Three is adept at managing conflict when it offers personal advantage. Nevertheless, the inclination to use manipulative tactics and sacrifice moral integrity could cause tension and distrust among colleagues and team members. Their defining qualities enable them to meet the challenges of working independently successfully while maintaining high standards of quality and integrity.

Enneatype Three can handle delegation skilfully, using their expertise to identify team development opportunities and to distribute the workload effectively.

Finally, it is important to remember that each individual is unique, and the nuances of the Type Three personality can vary greatly from person to person.

The Enneatype Three who knows how to express their potential to the fullest can be a highly valuable resource for themselves and the people who refer to them and about them, both in personal and in professional and corporate settings.

