

## ENNEAGRAM STYLE 3

Threes organize their lives to achieve specific goals and to appear successful in order to gain the respect and admiration of others.

Also called the... Performer · Achiever · Succeeder · Initiator



3 Enneagram Style  
PERFORM

### IMAGE

Threes are known as the chameleons of the Enneagram because they can change their image to match a particular situation. They do this not to blend in or fit in, but rather to create a positive impression - usually, one of self-confidence, optimism, and success. This shape-shifting is more intuitive than conscious; for instance, a Three might say, "I just read my audience well!" The image of success that the Three creates usually depends on the context - for example, it may be the image of a successful athlete, poet, wife or husband, community organizer, business person, or PTA president.

### GOAL ORIENTATION

Threes focus on goals, emphasizing results and the achievement of objectives, and they can become quite agitated when obstacles appear in their paths. While their drive to achieve goals usually makes Threes highly productive, the productivity can come at the expense of feelings - the Three's and those of other people. To Threes, feelings - particularly feelings of sadness or fear - are seen as having the potential to derail them from accomplishing their objectives.

### SUCCESS

Work and accomplishment are the preferred areas of activity for most Threes, because their sense of self-worth depends on their doing a job successfully. Consequently, they tend to focus on "doing" rather than "being," and they believe they are valued for what they accomplish rather than for who they are. Ever active, most Threes are confused by the word being. If it is suggested to a Three that he or she might spend less time doing things and more time simply being, the Three is likely to say, "Being? What is that?"

### FAILURE AVOIDANCE

Seekers of success, Threes are simultaneously avoiders of failure. In order to avoid failing, Threes often pursue activities in which they are competent and therefore are likely to be successful. If and when they do fail (as everyone does at some point), Threes may still say, "I've never really failed" or they may reframe the failure as a "learning experience."

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**Basic Concern:** How can I gain the respect and esteem of others?

Place a check by the words that describe you well.



3 Enneagram Style  
PERFORM

#### AREAS OF STRENGTH

- Success oriented
- High energy
- Read an audience well
- Overcome problems
- Optimistic
- Entrepreneurial
- Confident
- Accomplish results

#### AREAS FOR DEVELOPMENT

- Overly competitive
- Not always forthcoming
- Abrupt
- Hide deep-level feelings
- Become over-extended
- Limited time for personal relationships
- Impatient with others' feelings
- Believe that my image is my true self

Do I do all the things I do so that others will value and respect me?

Yes  No  Sometimes

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