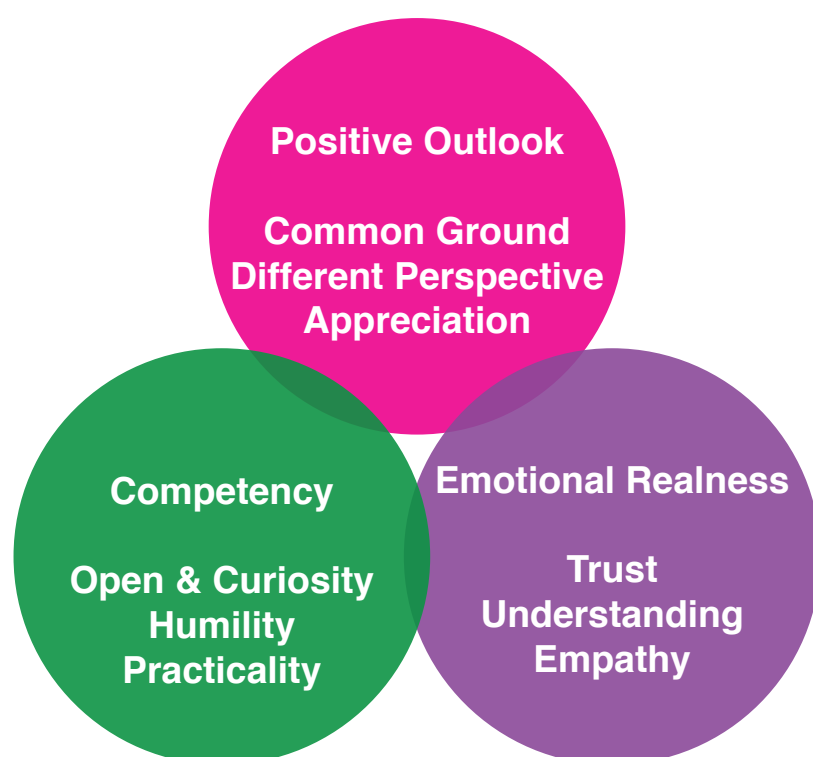


# ENNEAGRAM INSIGHTS

## How the Enneagram Types Handle Conflicts - The Harmonic Groups

The Harmonic groups are our life philosophies of how we approach challenges and conflicts. There are three key approaches of handling differences. Each approach brings in essential qualities to resolve a conflict.



### Positive Outlook group – Two, Seven and Nine

These types emphasise the positive side of the problem. When in a conflict, they operate in a positive context. They believe that keeping the framework positive will prevent conflict. When they are healthy, they effectively bring a positive attitude to the conflict and are able to see others' approaches.



- Accept challenges
- Have faith and hope in resolving problems
- Understand the value of the problem brings

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- Avoid problems and challenges
  - Quick fix
  - Impatient with self and others
  - No empathy

### Emotional Realness Group – Four, Six and Eight

This style emphasises being transparent, letting people see oneself's needs and feeling about the situation. They also expect others to share honestly with them.



- Authentic & honest
- Share truth and needs in a bold and tactful way
- Approachable and empathetic

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- Irrational and emotional
  - Do not share the real needs and emotions
  - Skeptical

### Competency Group – One, Three and Five

This style emphasises on figuring out what is happening and why it happens. They are looking for logical and practical solutions to the problem.



- Invite and accept others' views and suggestions
- Value synergy and relationship
- Objective and creative

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- Ignore relationship and teamwork
  - Only concern getting the problem resolved
  - Reject others' suggestions and ideas
  - Criticise others

Contact us to learn more about the Enneagram.