



**ONES** seek a perfect world and work diligently to improve both themselves and everyone and everything around them.

**Strengths** | strive for quality | organized | perceptive | honest

**Development** | reactive | critical | opinionated | impatient



**TWOS** want to be liked, try to meet the needs of others, and attempt to orchestrate the people and events in their lives.

**Strengths** | empathic | supportive | motivating | warm

**Development** | accommodating | indirect | angry when unappreciated | overextending



**THREES** organize their lives around achieving specific goals in order to appear successful and to gain the respect and admiration of others.

**Strengths** | energetic | entrepreneurial | confident | results oriented

**Development** | competitive | abrupt | overly focused | selectively disclosing



**FOURS** desire deep connections with both their own interior worlds and with other people, and feel most alive when they authentically express their personal experiences and feelings.

**Strengths** | inspiring | creative | introspective | expressive

**Development** | intense | self-conscious | moody | guilt-ridden



**FIVES** thirst for knowledge and use emotional detachment as a way of keeping involvement with others at a minimum.

**Strengths** | analytic | objective | systematic | expert

**Development** | secretive | detached | autonomous | under-emphasize relationships



**SIXES** have insightful minds and create anticipatory or worst-case scenarios to help themselves feel prepared in case something goes wrong. Some are tentative, some engage in high-risk behavior to prove their fearlessness, and some do both.

**Strengths** | loyal | collaborative | persevering | problem solving

**Development** | worrying | tolerance of ambiguity | analysis paralysis | martyrizing



**SEVENS** crave the stimulation of new ideas, people, and experiences, avoid pain and discomfort, and engage in positive possibility planning, thus allowing them to keep all of their options open.

**Strengths** | imaginative | enthusiastic | engaging | quick thinking

**Development** | impulsive | unfocused | rebellious | pain avoidant



**EIGHTS** pursue the truth, like to keep situations under control, want to make important things happen, and try to hide their vulnerability.

**Strengths** | direct | strategic | protective | big action oriented

**Development** | controlling | demanding | disdain weakness | intimidating



**NINES** seek peace, harmony, and positive mutual regard, and dislike conflict, tension, and ill will.

**Strengths** | diplomatic | easygoing | accepting | affable

**Development** | conflict avoidant | unassertive | procrastinating | indecisive