

1 & 2

Perfectionists and Givers look alike because, as wings of each other, they possess some of the same personality traits. Both can have high standards of giving, focus intense energy on the improvement or well-being of others, and know what is best for others. Both types definitely suppress or repress their own needs and desires.

They differ in that Perfectionists concentrate, often inflexibly, on others' needs based on their own inner standards, while Givers, in their focus on others' needs, often alter themselves in order to make others happy. Although both types strive for self-sufficiency and independence, Givers are very relationship-oriented and often find themselves over-connected and even indispensable to others.

1 & 3

Perfectionists and Performers can be considered look-alike types because they are both achievers. Both can be goal-oriented, competency-oriented, and success-oriented with workaholic tendencies.

The differences are that Perfectionists are more likely to be hounded by their inner critic, which motivates them to do what is judged right by the high standards of the critic, while Performers are more driven to succeed and to change their image and approach, even cutting corners if necessary, to get to the goal and be recognized for their accomplishments.

1 & 4

Perfectionists and Romantics share some personality traits because the Perfectionist is the security type of the Romantic and the Romantic is the stress type of the Perfectionist. Both often express idealism, intensity, sensitivity, integrity, authenticity, self-reproach, and a concern for self-improvement. Perfectionists in stress become discouraged and feel deficient. Romantics in security can express a critical idealism and demand perfection or exactness.

They differ in that Perfectionists' idealism concerns correct behavior and “getting it right,” while Romantics' idealism revolves around possibilities for ultimate fulfillment. Furthermore, Perfectionists generally are self-restrained, suppressing personal desires, while Romantics experience strong longings and desires, sometimes to the point of self-absorption. Perfectionists cannot express their desires as readily as Romantics do.

1 & 5

Perfectionists and Observers can be considered look-alike types because they both are intellectual, competency-oriented, and can become retracted or internalized when trying to figure things out.

Perfectionists, however, are quite intense, suppress their desires, and seek to improve themselves and others, while Observers detach from feelings in order to protect themselves from being intruded upon and to conserve energy. In general, Observers have “a live and let live” attitude and restrict their judgments to intellectual matters, knowledge, and competence, while Perfectionists' judgments extend to the entire range of human activity covered by their internal standards of right and wrong.

1 & 6

Perfectionists and Loyal Skeptics can be considered look-alike types because both types can be very watchful, anxious and worried, and intent on figuring things out.

What distinguishes these two look-alike types is that Loyal Skeptics, by doubting, try to figure out what could go wrong, what the worst-case scenario might be, and how to gain a sense of safety and certainty. Perfectionists, by judging and comparing, try to figure out how to prevent mistakes, how to correct what is wrong, and how to avoid self-criticism and criticism from others. Perfectionists' 1 right way brings clarity, while the doubting and questioning mind of Loyal Skeptics hinders clarity.

1 & 7

Perfectionists and Epicures possess some traits in common because the Perfectionist is the stress type of the Epicure and the Epicure is the security type of the Perfectionist. Both are idealists who want a better world, who show intensity and helpfulness, and who value self-reliance. Perfectionists feeling secure often release themselves from their feelings of responsibility, relaxing into pleasure, personal desire, and playfulness. Epicures in stress can become quite critical, exacting, and determined.

However, while Perfectionists do not seek pleasure and are quite austere, Epicures definitely do seek pleasure and are even hedonistic. Thus, Perfectionists are serious and self-restrained and limit their desires. In contrast, Epicures are fun-loving and expansive and spurn limits.

1 & 8

Perfectionists and Protectors can be considered look-alike types because both are Body Center types and are concerned with rightness, justice, truth, and fairness.

Protectors, however, state their truth openly, express their anger directly, and go from impulse to action easily. Perfectionists suppress anger and impulse, becoming resentful and tense until a sense of righteousness allows their anger to spill out.

1 & 9

Perfectionists and Mediators look alike because as wings of each other and as Body Center types they share some of the same personality traits. They easily forget or suppress their own needs and desires. They value steadiness, organization, and routine, and they work hard for others with care and a concern for harmony.

However, Perfectionists hold to their positions and standards, often rigidly, wanting others to change, while Mediators readily adapt and accommodate to others' positions, often losing sight of their own. Thus, Perfectionists appear

tense and press for change, while Mediators go along with the agendas of others, adapting more readily to their requests and claims.

2 & 3

Givers and Performers look alike because as wings of each other and as Heart Center types they share certain personality traits. Both have active, “doing” energy, and both are oriented toward accomplishment and helping. They are exuberant, practical, and approval-seeking and often alter themselves to fit whatever image is required.

What distinguishes these two types is that Givers habitually focus on relationships and on others' feelings and needs, in contrast to Performers, who push aside feelings and habitually focus on tasks and goals and getting recognition for their accomplishments.

2 & 4

Givers and Romantics have some personality traits in common because the Giver is the stress type of the Romantic and the Romantic is the security type of the Giver and both are Heart Center types. Both are attuned to feelings. Both are sensitive, relationship-oriented, helpful, and emotionally intense. Both have a romantic flare and are concerned with image. Givers feeling secure become more internalized, self-oriented, nostalgic, and uniquely creative. Romantics in stress become more pleasing, outer-directed, focused on others, and giving.

They differ in that Givers are more outer-directed and other-referencing. Givers focus on others' needs with active energy and alter themselves as necessary to meet those needs. In contrast, Romantics are more inner-directed, self-referencing, and subject to feeling “down.” Romantics focus on their own specialness or authenticity and are subject to experiencing feelings of deficiency.

2 & 5

Givers and Observers can be considered look-alike types because both types are sensitive to the claims and needs of important others, are quite giving, and do not attend to their own feelings.

However, for Observers the periods of giving and responding to claims made by others are intermittent and punctuated by distinct periods when they move away and disconnect in order to recharge and protect their personal boundaries. Givers, on the other hand, sustain the giving mode, mostly moving forward to connect with others in order to meet others' needs and often lose their personal boundaries in the process.

2 & 6

Givers and Loyal Skeptics can be considered lookalikes because both types can be warm and friendly, anxious, sensitive to others, deferring to what others want or need, and disarming or seductive. (This is especially true of the more phobic, or accommodating, Six.)

However, Givers move forward with active energy, focusing on the needs of important others and often feeling indispensable, while Loyal Skeptics warily hold something back, doubt or question themselves and others, and spurn indispensability. Loyal Skeptics will please others to gain certainty and security rather than to gain love and a sense of self-worth. In contrast, Givers' self-identity is invested in giving.

2 & 7

Givers and Epicures can be considered look-alike types because both types are active, upbeat, energetic, charming and seductive, friendly, selective in relationships, and eager to be liked.

They differ in that Epicures maintain their separateness, and stay oriented primarily to themselves and to what they like, want, and need, while Givers move toward others and stay oriented primarily to the likes, wants, and needs

of others. Epicures can easily get absorbed in their own intellectual pursuits, in contrast to Givers, who alter themselves to meet the emotional needs of others.

2 & 8

Givers and Protectors share some of the same traits because the Giver is the security type of the Protector and the Protector is the stress type of the Giver. Both show active energy, assertiveness, intrusiveness, generosity, protectiveness toward others, and attraction to power. Givers in stress become more direct and forceful, readily expressing anger and determination that they know what is needed. Protectors feeling secure can be openhearted, expressing feelings, softness, and sensitivity to others.

However, Givers employ their active energy to move toward others with a strong sensitivity to others' feelings and needs, altering themselves to please others and repressing their own needs. By contrast, Protectors use their big energy to act forcefully in a way that often challenges and intimidates others, all the while asserting their own position, sense of justice, wants, and needs.

2 & 9

Givers and Mediators can be considered look-alike types because they share the characteristic of pleasing others and meeting others' wants and needs. In the process, both orient toward the claims made on them by others and lose awareness of their own needs and priorities.

The main difference is that Givers more actively focus their attention and energy on what others need and alter themselves to meet those needs, while Mediators are more reactive, allowing themselves to be pulled by whatever claims are made on them. Mediators blend in and disperse their energy to make things comfortable without changing their image. Givers can be intrusive, giving too much; in contrast, Mediators are not intrusive in their giving.

3 & 4

Performers and Romantics look alike because as wings of each other and as Heart Center types they share some personality traits in common. Both have a concern for approval and recognition, and both feel it is important to maintain their image. Both are intense and competitive and have a creative, inventive orientation.

They differ in that Performers sustain a go-ahead goal orientation, which requires them to suspend their feelings, focus attention outward, and alter themselves, while Romantics have difficulty sustaining a goal orientation because of their fluctuating and deep feelings brought on by their preoccupation with relationships and inward focus of attention.

3 & 5

Performers and Observers can be considered look-alike types because both can be oriented toward tasks, objectivity, competency, activities, and getting things done, and at the same time both detach from their feelings or suspend their feelings so as not to be overly influenced by them.

However, Observers are highly mental and are active and energetic in bursts interspersed with distinct periods of retraction-time spent recharging and thinking things over. For Performers, activity is much more continuous. Performers will “keep on trucking” with go-ahead energy and concern about presenting a good image.

3 & 6

Performers and Loyal Skeptics share some of the same personality traits because the Performer is the stress type of the Loyal Skeptic and the Loyal Skeptic is the security type of the Performer. Both types are personable, practical, highly active, and hardworking. Performers feeling secure are more questioning, reflective, and trusting in others to get things done. Loyal Skeptics in stress move into action, get concerned with their image, and press to get goals accomplished.

They differ in that Loyal Skeptics need to get mobilized for action, overcoming perceived pitfalls and doubts, while Performers sustain a goal orientation with their active, go-ahead energy. Performers thrive on success, compliments, and recognition, in contrast to Loyal Skeptics, who are uncomfortable with such feedback and tend to doubt it.

3 & 7

Performers and Epicures can be considered look-alike types because both types are active, assertive, upbeat, task- and activity-oriented, and often overbooked. Both tend to avoid "negative" feelings such as sadness and sorrow.

They differ in that Epicures naturally focus on their own pleasures and interests and experience a sense of personal entitlement, especially a right to keep their options open, whereas Performers are driven to succeed because they need to maintain their good image and get external approval for what they accomplish in order to sustain their self-worth. Performers strive for efficiency, while Epicures tend not to be interested in efficiency.

3 & 8

Performers and Protectors can be considered look-alike types because both are assertive, determined, action- and goal-oriented, and willing to take charge. Both types can radiate competence and confidence and may inadvertently step on anyone who gets in their way.

However, Performers shift gears, alter themselves, or change direction, somewhat like chameleons, in order to get their goals accomplished, while Protectors hold to a position, get confrontational, and express anger directly and easily. Performers' anger mostly comes up when they feel obstructed in getting to a goal.

3 & 9

Performers and Mediators possess some personality traits in common because the Performer is the security type of the Mediator and the Mediator is the stress type of the Performer. Both types are personable, practical, amiable (wanting to be liked), and competent, and both depend on external support and approval. Performers in stress are more likely to get diverted into secondary tasks and put aside their personal agendas and image. Mediators feeling secure become more singularly focused on their own goals, more efficient, and more image-oriented.

They differ in that Performers are fast-paced, efficient, focused on achieving goals, and impatient when obstacles get in their way. Mediators are slower-paced, accommodate readily to the opinions and claims made on them by others, and substitute others' agendas and goals for their own.

4 & 5

Romantics and Observers look alike because as wings of each other they share some of the same personality traits. Both can be analytical, introspective, internalized, sensitive, and shy (yet appear superior). Depending on how much their wings influence them, some Romantics will appear more detached and some Observers appear more in touch with their feelings.

However, Romantics are the most feeling and emotional type-they want more from others and have difficulty keeping their personal boundaries. In contrast, Observers are the most detached type-they want less, stay more self-contained, and keep clearer personal boundaries.

4 & 6

Romantics and counterphobic Loyal Skeptics can be considered look-alike types because both types tend to be contrary, question situations and magnify them, oppose authority, get reckless, break rules, defy dangers, and have periods of self-doubt.

While Loyal Skeptics don't want to become trapped in feelings or longings, Romantics are attracted to feelings and longings. Romantics get expansive and want to be affected emotionally. Furthermore, Loyal Skeptics look for what might go wrong in order to avert or challenge it, while Romantics look for what is missing that could be fulfilling.

4 & 7

Romantics and Epicures can be considered look-alike types because they are both intense and idealistic and want life to be adventuresome and highly stimulating. They both approach life by focusing on what they want, think, and feel.

However, Epicures are the most upbeat and pleasure-seeking type and avoid pain and negative feelings whenever possible, while Romantics are just the opposite. They tend to become melancholy, to have deep feelings, and to accept pain as part of life.

4 & 8

Romantics and Protectors can be considered look-alike types because both show intensity, depth, and directness of expression (even flamboyance), a lot of energy or emotion, a desire for authenticity, and tendencies toward recklessness, impulsivity, and opposition.

Because Romantics go deeply into their own feelings, however, they are often internally focused and can fall into inaction and lose direction, whereas Protectors focus externally, surmount their feelings, and sustain action with considerable energy.

4 & 9

Romantics and Mediators can be considered look-alike types because they are both relationship-oriented, caring, and empathic. Both can get lost or absorbed in their circumstances, feel deficient, become self-deprecating, and lose their impetus for action.

They differ in that Mediators are oriented toward others and like to blend in and keep life steady in order to feel comfortable and avoid conflict.

Romantics, by contrast, are oriented toward themselves, are attached to being special or extraordinary, and readily go to extremes or depths of emotions in order to feel vital and alive.

5 & 6

Observers and Loyal Skeptics look alike because as wings of each other and as Head Center types, they share some of the same personality traits. Both can be analytical, reflective, thoughtful, hesitant to take action, and retracted (especially the more phobic or accommodating Six).

They differ in that Observers detach from or dampen their feelings, compartmentalize circumstances, and usually delay their responses, while Loyal Skeptics react immediately to circumstances, often intensely and with either fear or action, and they magnify the danger of the circumstances to which they are reacting. Thus, Observers can detach from circumstances, while Loyal Skeptics have difficulty doing so.

5 & 7

Observers and Epicures share some personality traits because the Observer is the security type of the Epicure and the Epicure is the stress type of the Observer and both are Head Center types. Both are self-reliant, knowledgeable, and inventive, and both love ideas. These two types avoid painful feelings. Observers in stress become more externalized, social, active, and oriented toward possibilities. Epicures feeling secure become more internalized, solitary, observant, and inwardly oriented.

They differ in that Observers avoid strong feelings, contain their desires and needs, simplify life, and retract to protect their boundaries. Epicures, on the other hand, actively seek positives, express their desires and needs, get expansive and overbooked, and spurn boundaries and limits.

5 & 8

Observers and Protectors share some of the same personality traits because the Observer is the stress type of the Protector and the Protector is the security type of the Observer. Both types value respect and truth, resist control, become possessive of space and key resources, and are curious. Observers feeling secure become more engaged and outgoing and express their desires, their feelings, and their anger and position. Protectors in stress become more withdrawn, restrained, and reflective.

However, in general, Observers are the most retracted, contained, and measured type on the Enneagram: they conserve their energy, reduce their needs, and almost always think before acting. Protectors, by contrast, are the most expansive, expressive, and excessive type on the Enneagram: they expand their energy, directly express their desires and their anger, and often act before thinking.

5 & 9

Observers and Mediators are considered look-alike types because both types can be retracted and introverted, thoughtful and unobtrusive and may even seem to be invisible. Both can pull back from being overly influenced by their surroundings.

They differ in that Observers habitually detach from others and assert their boundaries in self-protection, whereas Mediators are the least able to detach from others; they habitually blend with others and go along with others to keep life harmonious and comfortable.

6 & 7

Loyal Skeptics and Epicures look alike because as wings of each other and as Head Center types they share some of the same personality traits. Both are mentally quick and often sharp-witted, analytical, imaginative, and able to connect diverse ideas.

Loyal Skeptics put a negative spin on experiences, however, seeing worst-case possibilities and pitfalls, while Epicures put a positive spin on experiences,

planning for multiple positive possibilities. Loyal Skeptics welcome reassuring limits and seek to gain certainty. Epicures abhor limits and seek to expand their options. For Loyal Skeptics, pleasure and personal wants are secondary concerns, but for Epicures they are primary.

6 & 8

Counterphobic Loyal Skeptics and Protectors can be considered look-alike types because both can be aggressive, challenging, and confrontational. Both can seem fearless, and both fight for causes. Both share a view of the world as unfriendly and untrustworthy.

Differences arise, however, in how the two types take action. Loyal Skeptics usually have moments of fear or hesitation before taking action; they may magnify and experience the hazards, and sometimes they give way under pressure as doubts and questions arise. By contrast, Protectors react from instinct; they take action without hesitation, minimize or deny dangers, and hold their ground while denying their vulnerability. Sixes seek certainty, whereas Eights always have it-as the saying goes, they are “often wrong but never in doubt.”

6 & 9

Loyal Skeptics and Mediators have some personality traits in common because the Loyal Skeptic is the stress type of the Mediator and the Mediator is the security type of the Loyal Skeptic. Both Mediators and the more phobic Loyal Skeptics can be agreeable, accommodating, friendly, anxious to please, self-effacing, sensitive, and eager to avoid conflict. Loyal Skeptics feeling secure are more at ease, relaxed, and accepting of life as it is. Mediators in stress become fearful, questioning, wary, and mobilized for action.

However, Loyal Skeptics keep some personal distance, staying focused on potential hazards and what could go wrong, while Mediators, the most other-oriented type, often lose themselves in the requests and claims made on them by others. Mediators go along with others before testing and questioning,

whereas Loyal Skeptics test and question before going along with others. Loyal Skeptics are fast-paced in their thinking and reacting, while Mediators take more time to process their thoughts and hence are slower-paced mentally and in their reactions.

7 & 8

Epicures and Protectors look alike because as wings of each other they share certain personality traits. Both are self-assertive, express their wants and desires, believe in their own power and ability, resist limits and controls, and are pleasure-oriented. Both have high energy and little inner restraining force.

Epicures avoid pain, explain away or rationalize difficulties, escape conflicts, and go into future planning. Protectors, however, accept pain, engage in difficulties, confront conflicts directly, and live mostly in the present.

7 & 9

Epicures and Mediators can be considered look-alike types because both want life to be pleasant and upbeat. They are adaptable and want to be liked and to get along with others. They both avoid conflict.

However, Epicures are more frenetic and fast-paced, while Mediators are more even-tempered and slower-paced. Epicures definitely are oriented toward themselves, knowing and expressing their own wants, agendas, and opinions. In contrast, Mediators are oriented toward others, forgetting or deferring their own wants, agendas, and opinions.

8 & 9

Protectors and Mediators look alike because as wings of each other and as Body Center types they share some personality traits. Both enjoy earthy pleasures, have gut reactions, seek comfort, and are friendly and steadfast. Both can get diverted from essential priorities.

The key differences are that Protectors welcome conflict and even anger, while Mediators avoid conflict and anger. Protectors focus on their own opinions, often expressing and defending their opinions as fact. They are decisive. By contrast, Mediators are oriented toward the opinions and views of others and can lose their own positions in deferring to others. They are often indecisive and go along with others to get along.