



EPISODE 82 Are You In The Right Job For Your Enneagram Personality Type? Part 2

With guest Dr. Karen Barnard

SEE THE SHOW NOTES AT: www.doctorscrossing.com/82

[0:0:00]

KB: “When sixes move out of their fear-based thinking into their trust-based thinking, they often do really well in business because they know how to get stuff done.”

HF: Welcome to The Doctor's Crossing Carpe Diem podcast. If you're questioning your career in medicine, you've come to the right place. I'm Heather Fork, a former dermatologist and founder of The Doctor's Crossing. As a master certified coach, I've helped hundreds of physicians find greater happiness in their career, whether in medicine, a nonclinical job, or something else. I started this podcast to help you discover the career path that's best for you and give you some resources and encouragement to make it happen. You don't need to get stuck at the white coat crossroads. So, pull up a chair, my friend, and let's carpe that diem.

Hello, hello and welcome back to the Doctor's Crossing Carpe Diem podcast. You're listening to episode number 82. Last week, we had a lot of fun diving into the Enneagram personality system. I was joined by my great friend and colleague, Dr. Karen Barnard. We covered the first four of the nine types. So, if you miss that episode, I highly recommend going back and starting there with [number 81](#).

www.doctorscrossing.com/82



If you'd like to take the Enneagram test before listening to this podcast or the other one, there is a link in the show notes, or you can go to the Enneagram Institute website, that's enneagraminstitute.com and select the RHETI test. It's \$12 and it takes about 30 minutes.

Today, we're going to be talking about types five through nine. And as we mentioned on the podcast before, even though we have one primary Enneagram type and that's our type for our whole life, we have elements of the other types within us. Knowing about the types can also be useful in understanding those we work with as well as our friends and family members. Not for judgment, but just for understanding.

As we did in the last episode, we're going to be giving you a brief description of each type, as well as looking at what kind of work or work setting this type may be drawn to and sharing a few recommendations for personal growth.

Here joining me is my great friend and colleague Dr. Karen Barnard. Dr. Barnard is a former academic endocrinologist who transitioned after 20 years in practice to full-time coaching. Karen was certified through the same coaching program I attended, and she is one of my top referrals for physicians seeking career coaching. We'll make sure to have her information in the show notes so you can reach out to her if you're at the crossroads. Without further ado, it is my distinct honor and true pleasure to welcome Dr. Karen Barnard to the podcast. Hi, Karen. Hello again.

KB: Hi, Heather. It's delightful to be here with you again and delightful to be here talking to your audience about the Enneagram.

HF: Yes, thank you. I've been wanting to do this for a while, but I really didn't want to do it by myself. So, thank you so much for joining me.

KB: It's so much fun.

HF: Yeah. All right. I'm going to start with type five, which is also known as the observer or the investigator. Type fives like to gain extensive knowledge in specific areas of expertise. They're very observant, they're innovative and curious. They can focus deeply and relish long periods of uninterrupted solitude. They may be visionary and involved in new discoveries and breakthroughs.

Settings that require a lot of personal interactions with others and small talk can be very draining for them. Their desire for solitude can lead to some detachment and isolation. Famous type fives are Bill Gates, Albert Einstein, Steven King, Jane Goodall, Georgia O'Keeffe, Mark Zuckerberg, and Agatha Christie.

I could imagine being in the clinic and seeing patients every 15 minutes all day long is very challenging for fives. It's challenging, I think, for all of the types, but especially for fives. Fives might be more drawn to being in research in medicine and an academic career where they get to be in the lab or getting to spend all that time by themselves asking big questions and thinking about things. The clinic is going to be a bit more challenging for them. And it's one reason why I personally don't see a lot of fives as clients.

KB: Yeah. Heather, you mentioned that the five really tend to research more investigative kinds of careers. What other work settings might type five be drawn towards?

HF: Yeah. I have had a number of fives as clients, not a lot, but the ones that I have, have been writers, excellent writers. And so, they're able to spend that time by themselves. They like it. They're good at synthesizing information and seeing things from different perspectives. We did talk just a little bit about the research area.

If they're in pharma where they're in a role where they might be in clinical development or in a startup where they're helping that company really think about what might be a new direction to go, and they might be able to be innovative for that startup.

Where they're really being able to use that brilliant mind that they have in terms of bringing new things into the world that don't already exist. Whether it's an innovation for a company, and really it could be anything, it doesn't have to be pharma or biotech. Just bringing new things into the world.

And then the ones where they can have more quiet time, like they could potentially work in a role where they're at home working remotely and they might be involved in data analytics for a company. Really looking at all that data, making assessments. They might also be in artificial intelligence. They're sort of good at spending time where you have to look at a lot of things without a lot of that human interaction to get answers.

KB: That's awesome. And so, what would you say is helpful for this type, or this type within us?

HF: Yeah. Thank you for that great question. The type five, because they're often in their head, do really well by doing things that bring them into their body. Sports, and it doesn't have to be a team sport. It could be running. I know my father who was a physicist loved rock climbing because he was often in his head and in the lab, and then he would go rock climbing. He would say that was the one time when he wasn't thinking, because he had to be there present in the moment in his body. And it was a relief to him to be able to be that present. It's something that brings the five into the body and balances out that head energy.

I think it's also helpful for fives to find ways to connect with others because that can be a little bit scary sometimes for fives. If people seem to have a lot of needs that need to be met, but when fives actually are present with people, they're so wonderful because they have this live and let live energy. They don't tend to be judgmental, so they can really be there for someone in that space and find that they can get their own needs met too. They don't have to stay isolated.

KB: Oh, I so love that description of your dad rock climbing. Seeing the fives in this non-judgmental space, it's so true because we think of fives as these intellectual thinkers. And in fact, they have enormous hearts. It's just a matter of knowing how to connect with that heart. And if you have a colleague or a friend who's a five, one of the ways you might get them talking or get them engaged is by asking them what they're working on. Have them talk about this passion that they're investigating and they'll talk away. And for them, that's actually also connecting. So, it can be a very powerful connection when you have to work with the five or if you live with the five.

HF: That's such a great tip. I love that because they will teach you a lot too. You can learn a lot from fives. All right. Karen, would you like to take us to type six, the loyalist also called the loyal skeptic?

KB: Yes. As we've already mentioned, the six is one of the most common types we see, not only as the highest scoring, but most of my clients have six in their top three or four scores. For the sixes, when they're at their best, they are attentive, detail oriented, highly caring and devoted and responsible people in the world.

They really put their heart and soul into creating a world we all want to live in and they just naturally engage with people. And some of the more well-known type sixes are Robert Kennedy, Ellen DeGeneres, Julia Roberts, Bruce Springsteen, and Richard Pryor.

The other thing about sixes, and this is sort of where we, as sixes, can get into trouble a little bit, is that we're excellent at identifying problems and developing solutions to them. Sometimes even before the problems happen.

HF: That's so funny.

KB: And in fact, Mark Twain, who was said to be a six, he famously quoted saying “Some of the worst things in my life never even happened.”

HF: I love that quote.

KB: When this problem solving becomes hyper vigilance and taken to extreme, sort of this catastrophizing, it can really begin to create a lot of turbulence for the six. They begin to see the world with skeptical eyes and can lead them to suspicion.

But the biggest issue here also for us as physicians is this can lead to self-doubt, kind of overthinking and also a tendency to look to others for answers. This is the kind of thing where you're charting and you're excessively looking over dotting the I's, crossing the T's, thinking about, “Oh, this is a legal document. Make sure everything is in order.” And it leads to quite a bit of exhaustion and high anxiety for the six in the workplace. And this tendency to not trust themselves and look to others for answers is also something that the six can work with in their own personal development, which we can get to later.

HF: Yes. And as you're a six, you can really understand how this personality type works and especially how it manifests in the physician mindset. I think that was a really great description and really captures the gifts as well as the liabilities. Would you like to talk a bit about work settings and types of jobs for sixes?

KB: Yeah. The sixes really thrive in an environment where they feel safe, secure, and supported. In fact, safety is a high value for a six. And so, working for a boss or in a team. And if you're a six where you know that that boss and team are going to trust you, they're going to respect you. Your colleagues are personable and warm, you're going to be very happy in that environment. And you're unstoppable as a six when you feel that safety and security and you can function really well as part of that team.

Sixes also make really good administrators. Their attention to detail makes them very good process improvement specialists. Any job where they're also responsible for making sure things are organized and followed appropriately, sixes really thrive.

The interesting thing, and this is actually true for me as well, is that they might have some initial resistance to entrepreneurial pursuits because six is a really risk averse. You see all the problems before you see any of the fun. And we don't like uncertainty. But actually, when sixes move out of their fear-based thinking into their trust-based thinking, they often do really well in business because they know how to get stuff done.

HF: Yes. I'm really glad you brought up that point, Karen, because it's something I see since I do have a lot of six clients is, "Oh, well, I'm really not wired to be an entrepreneur." But so many of the qualities that make you a successful person in an organization make you great as having a business. All those details and the boxes that you have to check and be reliable. Sixes, as you said, can do really great in business. Do you have a growth point for our sixes?

KB: Yeah. I think what I see in myself and also my clients are to really take a break from putting the limits on your thinking. You'll get to the limits and the problems and the guardrails. But when you are thinking about what you want to do in your career or where you're going, once when you're in that brainstorming mode, just take the limits off and just ask "If anything is possible, what would I do?" That's so important. And then you can bring in "Oh, there's this problem that I have to overcome and that problem that I have to overcome."

And the other thing is, and this is actually true, because I think we all have a bit of a six in us, is to experiment with moving into action before everything is perfect. And then using the word "and" instead of "but" was huge for me. Now everything is "and." And that perspective shift really helps the six to get out of that fear-based problem-based thinking into, "Oh I can do this."

HF: Those are golden, Karen. And rewind those if you're a six and listen to them because that is worth a year of coaching right there. And the Enneagram helped me so much understand sixes and this issue of them really finding trust and security in themselves. And when they do that, the imposter syndrome is not such an issue. And this "what if" thinking, and like you said, having to know that something's going to work out before they get started. All these things just change. And I've seen people make that shift in a coaching session when they really realize what's going on. So, thank you for that beautiful description. And I'm going to have you lead us into type seven, the enthusiast.

KB: Oh yes. And I scored high on a six and really low on a seven as I said in the previous episode. The seven in all of us, Heather, exemplifies the phrase "I should be happy and free all the time." And for those of us in whom point seven is highly expressed and may even be our dominant expression, the desire for variety and exploring all of what life has to offer becomes the personality signature. Sevens are spontaneous and optimistic and outgoing and can be quite visionary as well. They can be the life of the party. And one of the downsides there is they can almost be quite impulsive.

But where many of us see challenges and problems, a seven looks at a problem and goes, "Oh, hell I only see opportunity." And they're actually quite fun to work with. I think we all have a seven in our live work. And really, they don't get bogged down in details and difficulties. They can brainstorm a bunch of ideas.

And if you think of the famous people that are sevens, people like Mozart, Amelia Earhart, Steven Spielberg and Benjamin Franklin. If this is your type, there is a tendency to get bored quickly. And so, when something doesn't feel enjoyable anymore, to move onto the next thing, like the bright shiny object syndrome.

HF: Yes. That is a great description of the sevens. And it explains why we see them more often in the emergency department because they love the energy, the adrenaline, that

something new is coming in the door and they're not treating chronic illness and seeing the same thing all the time.

But it can also be why sevens tend to get burned out from the emergency room. Because over time that newness does wear off, but there's lots of things that they can do and they have this great "can-do" energy they bring with them. Where else do you see them in medicine in terms of jobs and work environments?

KB: Yeah. I'm so happy you mentioned the ED and also even things like doctors without borders or wilderness medicine. They really are energized in environments where they can express their ideas and think outside the box. It's also really helpful if their boss can value their energy and enthusiasm to be involved in a variety of projects. Because in fact, if they can, for instance, work on a project or work on implementing a program or a process improvement system, and then move on to something else, they'll be very happy in that type of environment. Whereas a regulatory job, where they have to be checking boxes or following specific details without much interaction and creativity, that would just not be a good fit for them.

HF: Yeah. And that's a really good point. I've seen them go into consulting where the project is changing. They go and they learn about a client's problem. They help with solutions and then they move on to the next project. Something where there's a dynamic shift in whatever they're doing. So that change is helpful for them, but I've also seen them go into the ER physicians and then go into palliative medicine. So, they do have that ability to be really present with people, nonjudgmental and bring in that energy of hope and positivity even in dark times.

KB: I just love that. Yeah. They actually really can be highly productive and accomplished.

HF: Like all of the types, really.

KB: Yeah.

HF: All of them. Do you have a growth point for our sevens, the enthusiast?

KB: I think this is true for the seven and for the seven in all of us is becoming aware of the tendency to skip over things we don't find interesting. And then the other mantra is slow down to speed up. Really observing those impulses without giving into them and thinking about which ones are worth acting on in the long term. And maybe even as a little challenge is to pick one task to commit, seeing through to the end, even if it's no longer fun or interesting.

HF: I like to say after the ecstasy, the laundry.

KB: Exactly.

HF: All right. Before we do our last two types, I want to pause for a short break to share a resource with you, and then we'll be right back. Don't go away.

If you are applying to a nonclinical job, it's a great idea to convert your CV to a resume. A well-crafted resume helps recruiters see why you are the right person for the job. My resume kit is a downloadable PDF that walks you step by step through creating an impressive resume of your own. You'll have everything you need, including templates and a bonus on writing a winning cover letter.

To get immediate access to this kit that I use with my coaching clients, go to doctorscrossing.com/resumekit or simply go to the Doctor's Crossing website and hit the products tab at the top of the page. Now back to our podcast.

Here we are back again with my lovely guest, Dr. Karen Barnard. I'm going to be talking about type eight. The type eight is also known as a challenger or the leader. And as we said before, all of these types can be leaders and are also seen in leadership roles.

The type eights are known for their big energy. They're assertive, confident, and enjoy taking on challenges. They like to be in control and may come across sometimes as intimidating or overly direct. They're able to inspire and motivate others to take on challenges and are very protective of those they care about.

Eights gravitate towards leadership roles and being in charge. They typically do not shy away from conflict or endeavors that involve some risk. Well known type eights include Martin Luther King, Winston Churchill, Trump, Jon Morrison, Serena Williams, Aretha Franklin, Clint Eastwood and Barbara Walters.

Eights to me are a bit superhuman. They have a lot of energy and stamina. Often two to three times that of the average person. Eights are commonly found working as surgeons and in surgical subspecialties and taking on leadership roles. However, they can really be in any specialty. I have eights clients who are in surgical specialties, as well as primary care and psychiatry.

It can be easier for men to be type eights in medicine because women who are type eights are sometimes labeled as being too assertive, even if they're not doing anything different than their male counterparts. Can any of you, female type eights, agree with that?

Something I've noticed interestingly about these Enneagram assessments that I do is a fair amount of physicians are low in type eight. They might have a single digit score, whereas a classic type eight will have at least a score of 20 or higher. So, if you have a low eight, this is permission to allow yourself to be more assertive and advocate for yourself.

KB: Thank you so much, Heather. I would really want to underscore what you said about eights inspiring and motivating others. We tend to think of them as these powerful big personalities, and they're often also paving the way for those who come behind them.

The other piece of interest, around the eight types, is that they really appreciate direct communication. If you have an eight in your life, a boss or a colleague or a loved one, and you want to raise an issue with them being as direct as you can and getting to the point as quickly as possible paves the way for effective communication with them.

HF: Now that's a great tip. And I like that you bring out that as we understand what the personality types are of the people we're working with, we can more effectively communicate with them and interact. And so, the Enneagram can be a really useful tool for being in the workplace and also for your personal relationships.

KB: And Heather, what kind of work or work setting might the type eight be drawn to?

HF: Yes. Eights do gravitate towards work and positions where they have a high degree of autonomy and also control. They don't have to be in charge, but they will not do well with a weaker ineffective boss or where there's a power vacuum. Being an entrepreneur, having their own business is often appealing, though they need to be careful about making too rash decisions or getting into something that's too risky.

I've seen eights work in startups, be involved in creating new programs and departments within existing organizations. They can come in and fix things up when there's a lot of problems and conflict because they don't have a problem doing things that may not please other people.

And then I also have eights who want to find more of a routine 08:00 to 05:00 job where they could pursue outside interests or start a side business. Besides the more bread and

better nonclinical options, other areas where eights might be drawn to are expert witness work. Again, they don't mind that conflict. Independent medical exams, investment banking, venture capitalism, consulting, and academic leadership.

KB: And what would you say are some helpful growth points for the type eight or the leader in all of us?

HF: Yeah. And this is something I think we can all benefit from, which is to take a piece of paper and on the front side, write down everything that you're doing for everyone else. And that's what you're doing at work, your defined role, but things that you may be volunteering for. What are you doing outside of work? You might have investments going on that you're busy with. You might be doing things for extended family members, coaching your kid's soccer team. Whatever it is, write everything down because when you see it on paper, it's going to be helpful to assess whether this is really the right balance for you.

Then on the other side of the paper, write down what you are doing to take care of yourself and look at those fundamental blocks of health of getting enough sleep, exercise, good nutrition, and caring for your mental health. And when you can see it out on paper, you can decide whether there are things that need to be adjusted or not. Chances are, I'm sure there could be a little pruning going on.

The second tip comes from this part which is to take some time to really feel what are these feelings that are driving the action. Because sometimes there's unprocessed emotion that can cause eights especially to get into action to do things, because they're doers. They're not going to sit around and analyze things and gaze at their navel.

But here's an example of how an unprocessed motion could be an issue. And they might come from a family where there was financial insecurity. They may have lost a parent or there may have been some challenges when they were growing up and they've taken on

this role of really wanting to provide for their family or for themselves and be the protector. So, they're driven to do a lot and create a lot of security in that way, but it might in some ways be coming from a bit of fear, these feelings.

And so, if they can take a little time to be a bit vulnerable, feel these feelings, just let them be without getting into action, they can better tell if that's a feeling to respond to or just something to be aware of and understand where it's coming from.

All right. That is the type eight. And now Karen, I'd love it if you could take us to our last type, but certainly not the least, the type nines who are peacemakers. And I just want to say as we're coming to the end here, that all of the types are great. Karen and I love every single type. They're no bad types. There are definitely different levels of health within a type so people can look differently when they're on sort of these different levels. But they're all beautiful and they all have wonderful gifts. So, Karen, take us to type nine, the peacemaker.

KB: Yeah. Type nines are that person that when you are in their company, they are reassuring and calming and they'll often have a healing presence. They're relaxed and grounded and quite chilled. They really embody the phrase "Everything's going to be okay." And they have this wonderful way to see all sides of the story. And so, actually they make great mediators because of that.

When they're working in a team or even at home or in the friend group, they really make sure that the team gets along, and often they're known as the glue of the friend group because they'll get people together.

Examples of people who were nines and are nines are Abraham Lincoln, Whoopi Goldberg, Yogi Berra and the psychologist Cole Rogers. And this is just a testament again, that any point can be anything from a president to a psychologist.

And the other side of the nines out of this relaxed rounded presence, they can also be kind of self-facing. And in putting their own opinions and desires aside, they tend to go along with the majority. Part of it is because they really are trying to keep the peace internally inside of them and externally among everybody around them. And they really want to avoid conflict.

And because of this, they actually are the most tired of all types. We spoke about the eights having this high energy, the nines can get tired pretty quickly because of all this that's going on inside of them.

Another thing that I've seen with my clients who have a high score on the nine is their ability to sort of hold things in balance and weigh options equally leads to this sort of flat priority list and procrastination. And so, really looking at, we will talk about this a little bit later, but why are you not getting to something? Is it because you value everything as equally important?

HF: Yeah. I love that you're bringing all this out. And one of the things I do see with physicians who come for coaching who are type nines is that because they've often subjugated their own needs and wants in the service of other people, they have a hard time knowing what they want. And it's almost as if they have some insulation around their heart as the wires got a little loose. They're like, "Ah, to try to just reconnect to what the heart desires, it can take some time." It's not lost. It's not like this part of your heart is no longer accessible. It's just starting to have a practice of even asking myself simple questions like "Where do I want to go for dinner?" If the family wants to go here, are you saying, "Oh yeah, that's fine" even though you really want to go eat Thai and they want to go eat at Macaroni Grill, you say it. And then that starts to allow the heart to speak to you again. So, I love your description of the nines. That energy is so great.

KB: And I love that example of don't make it be a big thing of, "Oh, what do I want to do with my life? I don't know." Where do I want to go for dinner? What do I really feel like? And

starting with those small things, it's so powerful for a nine to begin to even just tap into the little things of what they really want. I love that example, Heather.

HF: Yeah. Because until they really reconnect with their heart, it's going to be hard for them to figure out where they want to go career wise, if they're making changes. And do you have some suggestions about where nines might think about going or doing with this type of energy that they have?

KB: Yeah. Nines thrive in a setting where teamwork and cooperation are highly valued and they shy away from the more competitive and conflict environments for obvious reasons we just discussed. And the disability of theirs is to hold two contradictory points of views simultaneously, and see things from other people's perspectives makes them excellent mediators, teachers, coaches, and even counselors.

HF: Yes. And this is an interesting thing about. Even though they're conflict averse, when they recognize they have that ability to be a great mediator, they can be in great conflict. Like you mentioned, Abraham Lincoln. Huge conflict.

KB: Exactly. That's a really good point.

HF: Yes. They have that power. They just need to own that they can stand in that space and not run away from it. What would you suggest type nines for growth point?

KB: I actually also do some of what you mentioned you do with your clients who are type nines to really sit and ask themselves what they really want. And that's hard for them sometimes. One of the ways to do this is as you mentioned with small decisions. If you are nine, know that your desires, your opinions are just as important as anyone else's. And so, if you find that you're obtaining to go along with others, doing that check-in and thinking about how you really feel, and then just having the courage to say what it is you want to do or how it is you feel.

The other tip that I give in terms of the to-do list to combat procrastination is to take your to-do list one step further and prioritize the task. So, it's a little bit easier to think about what you have to do next on your list, as opposed to everything being equally important.

HF: I hate that frog. I love that. I need that tip for myself. Well, that was really excellent, Karen. I can't thank you enough for joining me on these two episodes to talk about the Enneagram. And down the road, what we're going to be doing is I'll be having guests who represent each one of these types as physicians to talk about their challenges and their gifts, and to really dive deeper into each type. So, that'll be coming up over time. I'd love to give Karen another chance here to let us know how folks can get in touch with her.

KB: Well, thank you, Heather. And I really enjoyed this conversation. I think it's a fantastic idea to have guests that are the type to talk about their challenges and their gifts. And as far as how you can reach me, I'd love to hear from you. My website is drkarenbarnard.com or feel free to send me an email. I'd love to hear from you at karen@drkarenbarnard.com.

HF: Beautiful. And I'll put that information in the show notes. If you're at the crossroads and you would like some coaching, Karen is a fantastic coach. Please check her out and you won't be sorry. I promise.

All right, guys. Thanks again for being with us. I'll have this information in the show notes as well as a couple books on the Enneagram you might like to try. And until then, don't forget to carpe that diem, and I'll see you in the next episode. Bye for now.

You've been listening to the Doctor's Crossing Carpe Diem podcast. If you've enjoyed what you've heard, I'd love it if you'd take a moment to rate and review this podcast and



hit the subscribe button below so you don't miss an episode. If you'd like some additional resources, head on over to my website at doctorscrossing.com and check out the free resources tab. You can also go to doctorscrossing.com/free-resources. And if you want to find more podcast episodes, you can also find them on the website under the podcast tab. And I hope to see you back in the next episode. Bye for now.

[00:37:52]

Podcast details

END OF TRANSCRIPT