

Shrink Rap Radio #77, February 16, 2007, Understanding the Enneagram
David Van Nuys, Ph.D., aka “Dr. Dave” interviews Gabriele
Hilberg, Ph.D.
(transcribed from www.ShrinkRapRadio.com by Paula Bautista)

Excerpt: *Initially, we are not aware of how our perception works, what our preferences are, what our fixations are – that is, how we automatically fall into who we are and what we choose, and we think, “Well, that’s just me.” It becomes obvious that this isn’t personal at all. It’s an impersonal structure that basically we have from birth on that is like an emotional skeleton that helps us orient ourselves in life.*

Introduction: That was the voice of my guest, Dr. Gabriele Hilberg. Gabriele Hilberg, Ph.D., is a San Francisco Bay Area psychotherapist, business consultant, and international workshop leader, who relies heavily on the Enneagram personality system in her work with people over the past 24 years. She says her passion is empowering people to go beyond what they think is possible and to take quantum leaps. Her private practice is in Mountain View, California, where she works with individuals and couples. She is the founder of Thought Horizons Incorporated, and she is co-author of the book *Einstein’s Business*, which was released in December 2006. She holds a Master’s in Teaching, from the University of Essen, West Germany; a Master’s in Counseling Psychology from Santa Clara University in Santa Clara, California; and a Ph.D. in clinical psychology from the Pacific Graduate School of Psychology in Palo Alto, California. Now, here’s the interview.

Dr. Dave: Dr. Gabriele Hilberg, welcome to Shrink Rap Radio.

Gabriele Hilberg: Good morning.

Dr. Dave: (laughs) Good morning to you. Now, the reason why we’re speaking today is I’m very interested in your work which – I know you’re trained as a psychotherapist, and you did therapy for a number of years, and I want to explore that, but more recently, your work revolves around a system known as the Enneagram, and so that’ll be a large part of our focus. Maybe we should start out by my asking you, “What is the Enneagram?”

Hilberg: Well, the Enneagram is, the way I look at it, is a great tool to understand how we are internally wired. It creates a map. It’s a system that’s based on wisdom tradition, like the Sufis, the Kabbalah, Buddhism, Christianity. So there

are elements that we find in those traditions and when the Enneagram was basically created in the last 30, 40 years, the way we are using it now, it is based on those traditions, but then it became more specific about the psychology of how we are perceiving the world and how we are relating to the world.

Dr. Dave: Okay, I did a little background research preparing for this and so, I would guess that most of our listeners have probably, maybe never heard of it. So we really need to start as basically as we can. So I gather one of the things that's associated with it is a nine-pointed star or geometric figure. Right?

Hilberg: Right. Yes. It's called Enneagram. Ennea is Greek, "nine"...

Dr. Dave: Okay.

Hilberg: ...and gram is "figure." So we have a geometric figure that maps the different personality styles.

Dr. Dave: Okay. So it's basically a personality typology, if you will.

Hilberg: Correct, correct.

Dr. Dave: Great. How did you get exposed to it?

Hilberg: I was one of the early students about 20 years ago when Helen Palmer in Berkeley started the early seminars, and it was on Sunday nights and I went for ten weeks. Each night a different personality was introduced. The way the Enneagram is taught is basically as an oral tradition. And what that means is that people who have studied their type are sitting on a panel and the interviewer is asking them about their life, their perceptions, their way that they are in the world, the choices they're making. And as the audience is listening, the idea is that you identify with your type over a number of evenings so that you see the differences of the type, but with one type you will get that gut-feeling reaction, like "I know. I know how to be that; I know how to be in the world like that." And it's a very interesting message, different from learning something intellectually, because it's a growing awareness of how you are wired. So when I went to my early seminars I didn't know what my type was. And, like a light bulb went on for me when I understood what my type is and I discovered that I'm a Two with a Three wing, which is quite typical for therapists, because as a Two, my main tendency will be to take care of others.

Dr. Dave: Yes. Actually, as I was reading through the list of the nine types – and we should go through them – but that was one of the ones that lit up for me. I thought, "Well, maybe I'm a Two," just because of that.

Hilberg: Yes, well, we can discuss that later. What's interesting for me is that after I understood what my type was, I went and read Helen Palmer's book *The Enneagram in Love and Work*. And, I must say, that reading my own chapter really made me cringe and...

Dr. Dave: (laughs)

Hilberg: ...I thought, "Why did she have to put these things in there? I know I do them, but you don't have to write them down in a book, where everyone can read that book."

Dr. Dave: (laughs) Okay.

Hilberg: So the first time I read my chapter, I took a highlighter and I went through and I highlighted what I thought applied to me, and then six weeks later, I reread my chapter and this time I took a different color and I added the things that now I had become aware of. And I read my chapter a number of times, each time with a different highlighter, and by the end it was a rainbow color.

Dr. Dave: So you really – as you stuck with the process, you found that more and more was accurate for you.

Hilberg: Yes. And initially, we are not aware of how our perception works, what our preferences are, what our fixations are – that is, how we automatically fall into who we are and what we choose, and we think, "Well, that's just me." But then, the shocking thing is to read in the chapter all these descriptions, and the idea is that when it's in the chapter described what you might have thought is your personal style, it becomes obvious that this isn't personal at all. It's an impersonal structure that basically we have from birth on that is like an emotional skeleton that helps us orient ourselves in life.

Dr. Dave: That's interesting. It almost sounds like it could tie into DNA or – we're learning so much that we come into the world not as a blank slate but that we are born with certain predispositions, and what you say would seem to fit well with that.

Hilberg: You know, I have worked in my practice with people who have processed prenatal material. And already the perception in the womb was the perception of the Enneagram type.

Dr. Dave: Hm, interesting.

Hilberg: And now, you know, we don't know for sure if this is projected backwards, but these perceptual styles are so ingrained that even as we learn more and expand more, our fundamental style stays in place.

Dr. Dave: Yes. Now, you mentioned that you got exposed to this in a ten-week workshop, but I don't want to leave people with the impression that you're a ten-week wonder when you've actually spent a good portion of your life deepening your study of this. Isn't that the case?

Hilberg: Oh, yes. So those ten weeks...each evening would be a panel. So you get a sense of how differently people are really living their life and seeing the world. So that in itself is interesting. But when I work with my clients I say basically, "It's going to take you at least a year to even grasp what your internal map is, and you begin to learn more and more about yourself until you don't have to think about it as a map anymore, but you begin to live in your awareness as your type."

Dr. Dave: Yes. Now, were you already a therapist at the time that you discovered the Enneagram, or did that come later? Was that motivated by your interest in the Enneagram?

Hilberg: I was already a therapist for at least eight, nine years. And I see myself as a perpetual student – I love studying, and I love new approaches and methodologies. When I was exposed to the Enneagram, I noticed my own personal relief that nobody had ever been able to describe how I am functioning and how I'm internally organized as precisely as with the Enneagram. And I've been in therapy for myself for personal growth experiences for about 27 years. And because many therapists are of my type, they wouldn't know how to confront the blind spot of my type. And so I would feel "Hey, I'm doing pretty good," you know, it's like, "I'm a great therapist" and "Things are going well," and when I learned about the Enneagram I could look back and see that my strength was also my weakness. And that was fascinating to me.

Dr. Dave: Yes. Just out of curiosity, what kind of therapy were you practicing before you became involved with the Enneagram?

Hilberg: My basic training is in Gestalt, and at that time it was also Transactional Analysis. I have training in Hypnosis, Prenatal Psychology, Psychodrama, Family Constellation Work...so I had been exposed to a number of different methodologies.

Dr. Dave: Yes. Yes. And then based upon what you were just saying, I gather that the Enneagram as another typology, that it refers you to both strengths and to vulnerabilities.

Hilberg: Correct. And it gives me a sense of where my own blind spot lies. As a Two, that is around the issue of pride. And that had never occurred to me, that pride was a major stumbling block for me and a major area of unawareness and difficulty. And then looking back, I could see that most times in my life when things had not gone well, it was based on pride being present.

Dr. Dave: Can you give an example of that? Since I might be a Two, I might benefit from (laughs) your example.

Hilberg: Yes. So, as a Two, I would think that I can understand everyone; I will be able to reach the heart of the other person easily. That has been a problem in romantic relationships because – and this is typical for Twos, as I learned – is that the more the difficulty of a person was, the more interesting. And the more somebody would say, “Well, you know, this person doesn't open up to anyone,” pride inside would say, “You bet I can.”

Dr. Dave: Yes. Right.

Hilberg: Right? I mean, that didn't make much for a happy romantic life.

Dr. Dave: Yes, I could see where that could be a problem.

Hilberg: Right? And so, this is for Twos who don't know their type and those with particular interest in that are part of the type – it's typical that Twos are drawn to difficult relationships because it's more juicy, and we have more value if we can open up or help the other one open up.

Dr. Dave: (laughs) Yes, so in other words, one's pride – if they are Two – their pride leads them to take on the challenge of a very challenging relationship.

Hilberg: Exactly. And I was, like, 35 years old and pride had not ever been an issue brought up in any therapy, or it wasn't at all in my awareness that that could be a problem. It was so automatic.

Dr. Dave: Yes. Yes. Interesting. So how would you compare the Enneagram typology to some of the other typologies that are out there? For example, there's Jung's typology and the Myers-Briggs test that goes with it, or astrology is another typological system. Are there points of crossover? How would you compare it to some of those other systems?

Hilberg: Well, I am familiar with the Myers-Briggs. I have used it in business consulting. I prefer the Enneagram because it gives you a greater depth in the description of behaviors. But mainly it gives you an idea of what motivates people intrinsically and what they are drawn to, and what language they might

use. So the Myers-Briggs gives you a description of how somebody might be functioning but it's kind of a two-dimensional system compared to the Enneagram. In astrology, for example, you get a highly individualized map of who you are and what aspects are present in you, and how you might live out those aspects. But you don't get a cognitive map that helps you create an awareness pattern where you can look at yourself and get to know yourself ongoingly.

Dr. Dave: Okay. Have we come to the place maybe where we could step through the nine types?

Hilberg: Yes.

Dr. Dave: We've been referring to the Number Two and people are probably scratching their head feeling like outsiders. (laughs)

Hilberg: All right. Very good. So, let me start with Type One...

Dr. Dave: Good.

Hilberg: ...and a One might say these particular statements that I'm now expressing as a One. "I'm responsible, conscientious, and try to meet my highest internal standards. I gain love and approval by following the rules. I value integrity, effort, and self-reliance. I tend to be highly critical of myself and others. I hate making mistakes and fear others' criticism. I often feel overburdened with responsibility and become angry and resentful. I believe that I'm not good enough and try to fix myself. I constantly compare and judge myself. I want to be right."

Now there's a particular flavor – now, we all don't like making mistakes, but for the One, it is a driving force in their life and how they move into any situation or perceive a situation from that point of view. "Am I right? Am I wrong? Have I done the right thing? Have I lived up to my own standards?" And the fear of others' criticism and the extreme self-criticism.

Dr. Dave: Okay, yes. One of the things I always struggle with typologies like this is I can see myself in there. I can probably see myself in each of the types.

Hilberg: Absolutely, yes.

Dr. Dave: Yes, so...

Hilberg: Now, otherwise we would not even understand each other at all if we did not have aspects of this.

Dr. Dave: Yes.

Hilberg: But as we go through the nine different types, you're going to see the focal point. If you imagine that reality is like a pizza, right? And we cut it into nine different slices. Each slice is part of the pizza, but it presents a different angle of looking at life and being in life. And so as a One, this description that I just gave is core to how they are operating from deep inside and what motivates them. So the motivation: "I want to be good; I want to be right; I want to get it right. Have I gotten it right? Should I have done more?"

Dr. Dave: Yes, kind of a perfectionist.

Hilberg: Yes, and actually that type is called the Perfectionist.

Dr. Dave: Okay.

Hilberg: Now, contrasting that to the Type Two, which is called the Giver. The Two might say, "I'm highly sensitive to the feelings and emotional needs of others. I sense what's missing for them and I want to satisfy their needs. People often tell me, 'I couldn't have done it without you.' I feel loved when people need me. I easily connect with people in the world. I tend to forget about my own problems and needs and have difficulties articulating them. It hurts when my good intentions are seen as manipulation. At times I get depressed and feel helpless when I have to take care of everything myself in my own life."

Dr. Dave: Okay.

Hilberg: A different flavor of being in life.

Dr. Dave: And what is – yes, go ahead.

Hilberg: What you saw with the One was a more self-focused position...

Dr. Dave: Okay.

Hilberg: ...and here with the Two it's an overly other-focused position.

Dr. Dave: Oh, yes.

Hilberg: Okay?

Dr. Dave: Is there a one- or two-word handle for this to help us remember the Two? You said the One, what...

Hilberg: Say that again, one...

Dr. Dave: A one- or two-word handle, like “perfectionist” for the One. How would you...

Hilberg: The Giver.

Dr. Dave: A Giver. Okay.

Hilberg: Yes.

Dr. Dave: So Two is a Giver.

Hilberg: The Three is the Achiever or the Performer. And the Three says, “I am valued for my achievements and productivity. My feelings are suspended while I get my job done. I project professional and personal success. I am what I do. I am in a constant state of striving. I deny any feelings of helplessness and powerlessness. I am the doer. I'll make it happen.” So this is the Performer. And the Performer believes that “I will be loved because of my success.” And so the Performer looks at life – and Performers are always very successful – you already see them in high school, you know...

Dr. Dave: (laughs) Right.

Hilberg: ...excelling and being the class president and on it goes, because they have a knack to intuitively size up where they can be successful and they gravitate to those areas, because success, as they believe, becomes a way of being loved and being accepted.

Dr. Dave: I'm thinking of Donald Trump.

Hilberg: Yes.

Dr. Dave: (laughs)

Hilberg: That could be a Three. You know, what's difficult is when we see the behavior of people like Donald Trump, we don't really know what he is thinking, and what motivates him. Is he motivated by success? Or is he motivated by expansion, of being great, and is he motivated by greed? We don't know that just by looking at the behavior.

Dr. Dave: Okay.

Hilberg: And here is the great thing that when you understand what your own type is, then you can speak and explain to others what motivates you and how you engage in life.

Dr. Dave: Okay, good.

Hilberg: So here is the Four. The Four is called the Romantic, and the Four would be saying, “I am a creative, unique individual. I have experienced many painful losses, which have left me feeling rejected and abandoned. I feel that there's something wrong with me. I envy people who are happy in life. I have great emotional depth and my introspection serves me in my creative expressions. I long for a romantic relationship and the deep soul-connection with my beloved. I value authenticity and sincerity.”

So here is the type that you typically find with artists, people that are very creative, writers, musicians, who use their emotional depth to project out a creative expression. And when you get the emotional flavor of it, again, here it's a more self-focused type, and emotions are highly valued. When we come to the thinking type, you get a whole different sense of how thinking types are in the world versus the emotional type, particularly the Type Four.

So that was the Romantic.

Dr. Dave: Okay. I certainly resonated to parts of that one. I have to tag that as one of my possibles.

Hilberg: Very good, you're on the right track.

Dr. Dave: (laughs) Okay.

Hilberg: The Type Five is called the Observer. This is the person who will say very little and have a lot of mental processes going on inside. So the Five might say, “I'm an isolated individual with boundaries that separate me from everything. People are demanding, unpredictable and intrusive. I easily feel overloaded by emotional input and need my privacy to restore my energy. I have strong feelings of social inadequacy and emptiness. My detachment gives me a keen sense of observation and objective analysis. I'm self-sufficient, thoughtful, and I keep confidences.” So here we have the first thinking type. Right? And you find often inventors, or financial people, mathematicians, people who use their keen sense of observation to understand the world, but they almost have a hermit-type personality to them.

Type Six is called the Loyalist, and this is the person who might say something like this. “The world is threatening and dangerous. You just cannot trust people

or rely on them. I question people's motivations and intentions. My mind is vigilant and I run worst-case scenarios. I either obey authority, rebel against it, or question them. I get stuck in self-doubt. I don't really trust myself. Life is a struggle to survive. Human nature is inherently selfish, self-centered and self-seeking." These are the kind of people who will see everything from both sides. Often they are attorneys or scientists looking at "what is the truth? What is underneath? What motivates people? What is really at the core of things?"

And they want to know the truth because the truth is safe, while they perceive the rest of the world as lurking of difficulties and dangers – particularly, their attention goes to the incongruency in people and they question people and inquire, "What are you really thinking?" and "What's behind your friendliness?"

Type Seven would be called the Epicure. And the Epicure says, "I like pleasurable, fascinating ideas, projects and events. I believe it is better to be happy, excited and entertained by life rather than dwelling in dark places. I'm interested in many different subjects and drawn to the interconnectedness of it all. I dislike interpersonal struggles, people's negativity and any limiting belief. I like thinking about different possibilities and prefer to leave things open rather than getting locked into commitments and schedules." How does that sound?

Dr. Dave: Yes. (laughs) that certainly – I've got elements of that.

Hilberg: Yes, yes, so...

Dr. Dave: (laughs)

Hilberg: ...let's go for the other next two, and then I know that you are wanting to know where you might be finding yourself in this typology, right?

Dr. Dave: Of course. (laughs)

Hilberg: Yes, great. So the Eight is called the Boss. The Boss might say something like, "I like to take charge and I rely on my own instincts. I put things on the table and confront people as needed. You are either friend or enemy. I hate it when people hint at things. I want you to stand up for yourself and defend yourself. I am living life full-out, don't get tired, and I have a high pain threshold. I want your respect and I demand fairness. If you are being attacked or unfairly treated, I'll step in and set the record straight. I refuse to be controlled by people or life." Here you have a strong doing element. Right? Somebody who takes charge but often takes charge by being domineering and overpowering others if not careful.

And the Nine is called the Mediator, and the Mediator might say, "People say that I am accepting, caring and peaceful. I tend to avoid confrontations and

conflict. I end up making commitments I didn't really want to make. I get passive, sometimes passive-aggressive, stubborn or resistant when pushed around too much. I don't like it when others make too many demands and want my attention and energy. I try to please people and I get caught up in their agendas. I'm easy-going, supportive and loving.”

Dr. Dave: Oh, I've got a lot of that in me, the Nine, the Peacemaker. Mediator is a role that I've played a lot.

Hilberg: Oh, okay. Great, so you see yourself in a number of them.

Dr. Dave: I do.

Hilberg: And you mentioned that you see yourself in the Two and the Nine and in the Seven.

Dr. Dave: Yes. Well, as you pointed out, I see some of myself probably in each of them, but...

Hilberg: Absolutely. Yes. We have ways of being like all those nine different types, but we have our certain preference, and the preference is automatic. So when I was sitting with the question, “Who is Dave, who I'm going to be talking to in this interview?” I wanted to learn a little bit about you, so I listened to the astrology reading that you got and I listened to your...

Dr. Dave: You mean the Tarot reading.

Hilberg: I'm sorry, yes, the Tarot reading. And I listened to the interview you did with another station, and to find out how are you organizing your experiences, and the theme of being excited about new things, about different interests...I looked at your sports activities that you listed on your website...

Dr. Dave: (laughs) Right.

Hilberg: ...and I knew already that you weren't certain types, because nobody of the other types would have such a range of physical activity as you have listed. Some I couldn't even pronounce...

Dr. Dave: (laughs)

Hilberg: ...and I never heard of. So that was a clue that you would be drawn to new and exciting ideas and activities like hang gliding, or – no, airplane-jumping, was that...

Dr. Dave: There was sky diving and soaring, which is flying an airplane without a motor, a glider. (laughs)

Hilberg: Oh, yes. Okay. So here one interesting thing is that many Sevens are drawn to the air. You find a lot of Sevens in aviation, because there's a certain sense of freedom, of being in the air and having a perspective and seeing things from a different position.

Dr. Dave: Yes, if I had more money, I would definitely have a pilot's license and I would have a plane. No question.

Hilberg: Yes. So, I was thinking that. And I thought, "Why would Dave go into this podcast and what could be the interest?" And I looked at your fascinating list of interviews you have done, and I thought, "I bet he's fascinated about learning about so many different things and being able to ask questions, and investigate and have something new each time." Would that be part of why you're doing this podcast?

Dr. Dave: Yes, I think that is definitely part of it. Another part of it is the sense of...maybe it relates to the Mediator and to the Helper parts, of wanting to be a facilitator, to do it as a service to my audience out there, to expose them to new ideas, and then to facilitate my guests, because I feel like I'm serving them; I'm helping them to get their ideas out.

Hilberg: Yes.

Dr. Dave: So...

Hilberg: So, here is something interesting happening. When somebody has done a lot of inner work, it is harder observe when he is an outsider what your type would be, because it's almost like a diamond – you have been polished in many, many different ways. A good way of understanding what a type might be in the other person is, "What were you like in your early 20s – when personality was in full swing and you hadn't done yet your inner work? What were you like then?"

Dr. Dave: Hm, (laughs) well, I was definitely...I was romantic. Relations with the opposite sex were extremely important and a very powerful focus for me, as was adventure-seeking, feeling a bit of an outsider, being a bit alienated, identifying with people like beatniks and hippies and things like that.

Hilberg: Were you interested in philosophy, psychology at that time?

Dr. Dave: Yes, I think I was. I actually ended up minoring in philosophy. But my major was creative writing, so there was definitely that pull towards the arts.

Hilberg: Yes, so here...one way of looking at the Enneagram is that it consists of close triangles. For the Seven it would go to Four, which is the artist, and also over to One. And when I listened to the Tarot reading, particularly the segment when you did your own show on your reaction to your Tarot reading, there was a lot of responsibility that I heard as an underlying theme of wanting to make sure that people understood about projection and how to work with these tools. And the theme I heard was "Let's make sure we are doing this right." So sometimes as a One, there is a lot of service also. The One and the Two distinguish themselves by – the One will pitch in and do hands-on helping, while as a Two I prefer more helping other people process their feelings. But again, like I said, it's very difficult when somebody has done a lot of work and basically has been polishing some of the early ego structures that were much more crudely standing out early on in life.

Dr. Dave: Yes.

Hilberg: So my working hypothesis would be with you that I would think most likely that you are a Seven, because of your interest and the way that you are looking at the world and being fascinated by new ideas.. Now, if you were a Seven, what is automatically built in would be a fear of getting trapped by any kind of arrangement. That would be trapped in a romantic relationship or trapped by an organization, or trapped by having to do weekly podcasts. Because the Sevens are about exploring freedom and being spontaneous and being in the moment, and any kind of commitment registers for a Seven like, "This might bog me down or limit my free choices." Does that ring any bells?

Dr. Dave: Oh, definitely. I can definitely relate to that. I'm wondering though, if it can change over time. So for example, being at this stage of life, and having now raised four children, where my first response was "Oh my god, now I'm trapped," you know, "I'm trapped by having children and so on" – at this point I rejoice in the fact that I had children and I'm also less likely to have that trapped feeling.

Hilberg: Excellent. So one of the learning points for a Seven is to understand that going deeply into an experience is where the portals open, and the richness of life is experienced. Some Sevens never learn that lesson, so you find them at age 60 still being drawn to the latest gadgets, the novel ideas, the adventures and, at that point then, other people perceive a Seven as shallow, but if you have learned that through commitment do you gain the richness and the depth of life, then the commitment does not remain this kind of bogey fearful thing that it registers as for a young Seven.

Dr. Dave: Yes, that's definitely something I've been working on. One of the keywords for me as I was doing a little background reading and I noticed that one

of the terms used in relation to the Seven is the Jungian idea of the Puer aeternus, the eternal child, or the eternal young man. And I've definitely have had a strong thread of that in my life and also coming from the Jungian perspective realize that the challenge would be to convert from that archetype to its opposite, which is the wise old man. And so I've seen that as my challenge (laughs) to go from this...

Hilberg: Very good, yes.

Dr. Dave: ...dilettantish young man – my worst judgment against myself has been to see myself as a dilettante and not getting deeply enough into things, which has both advantages and disadvantages.

Hilberg: So here now as I'm listening to you I'm hearing more and more Seven themes, like one of the universal fears of Sevens is the fear that one doesn't really know a lot in-depth about anything. It's more about the synchronicity between things, the relationship between things. That is the attention point of the Seven. So many Sevens have been, for example architects, inventors, and they have been able to think and put things together in ways nobody ever has dared before to think of that way. So the high point of a Seven is creativity...

Dr. Dave: Interesting.

Hilberg: ...which is great.

Dr. Dave: People have – I tend not to see myself in terms of a lot of creativity but other people have described me as being very creative.

Hilberg: Excellent. So, one of the things that as I was listening to the different podcasts that are on your website, the theme of responsibility and the effort that you put into things became quite clear to me. When I was thinking that “Oh my god he's most likely a Seven and he has to take out all the uhms and the pauses”...

Dr. Dave: (laughs)

Hilberg: ...that is torture for a Seven. And I loved hearing that you were asking somebody to please help out and help with the cutting because as a Seven this is really an activity that will not serve your type and your wiring. And if you make yourself do that, you go to point One which is kind of obsessive-compulsive, doing it right, and that is a much denser way for you to be than in Seven when you're interviewing people and you're dancing with people in the conversation and creating conversation. That's a great creativity.

Dr. Dave: You're so right. I love it. Because I get so compulsive when I switch into that mode, that editing mode – I actually had somebody help me edit a recent show. Somebody stepped forward as a volunteer. He's been a wonderful fellow in Mexico City who I want to acknowledge, Fernando, and he spent four hours editing and he sent it back to me editing out uhs and ums, and I ended up spending another two hours. (laughs) I found 80 more that he had missed after he had been working on it for four hours, and it was probably fine, the way that he had it, but I was so obsessive about it that I had to remove every single one.

Hilberg: (laughs) Right. So here it would be interesting when you read more of the Seven chapters that you find with different authors and every author describes it from a slightly different angle and with different words, so some authors will resonate with you more than others – that if you could stay see that your talent is being in the moment and creating conversations with people in the moment that that is what you're really bringing to your podcast. And that, you know, the one part of responsibility, and the being the university professor is like the backdrop that creates a beautiful, responsible container for these conversations.

Dr. Dave: Well put. Yes, very well put. So I take it that you don't see the types changing over time. Well, maybe in the sense of becoming more refined but not changing from a Seven to a Four, or some kind of major shift like that.

Hilberg: Well, yes and no. First of all, each type can be lived out at the unhealthy level which makes each type really a pain in the butt to be with.

Dr. Dave: (laughs)

Hilberg: At the average level we call people our friends, and at the evolved level, every type has a beautiful contribution to bring to society and a facet of life that we all benefit from. So each type at the unevolved level is quite unpleasant; at the highly evolved level, getting more and more refined, stepping out of the automatic thought process and making greater choices about how one wants to be, you see then it stands out more and the person becomes richer in his or her whole expression.

Dr. Dave: Yes, that's really a theme of...it's a much larger theme in the whole study of consciousness that cuts across various spiritual and psychological systems, isn't it? The idea of becoming more and more conscious of both one's strengths and one's weaknesses so that one isn't as trapped by them, has more flexibility, more room in which to move.

Hilberg: Exactly so here I want to get back to a point that we earlier started out making. The Enneagram is a universal system describing universal structures and the interesting thing is that cross-culturally the Enneagram is accurate. So if you

go to Sweden and you see somebody there who is a Seven and you find a way of communicating, you will have similar interests, that person most likely will also love aviation, is interested in psychology and philosophy, and energetically you will have a great time with that person.

Dr. Dave: What about marital and romantic relationships, then? Should you hook up with somebody who's of the same type or is there some sense of the ideal mate for a given type?

Hilberg: Yes, so this is always a question that people...

Dr. Dave: (laughs)

Hilberg: ...immediately start asking when they learn about the Enneagram. In general people of the same type don't marry. They might date for a while but ultimately it gets very boring to be constantly looking at your own mirror. There isn't enough opposite or dynamic tension because you're so familiar with how the other one is that initially that might be pleasing but it typically doesn't last. So then when you look at the symbol of the nine-pointed star of the Enneagram you see that some types have a line that connects them and some types don't have a line at all. Like, the Seven is not related to Three and not related to Nine. And so if you were dating somebody who is a Three, you would after a while have to mentally make allowance for that person coming from a different place that isn't very familiar to you. Now that can be done, but it's not as easy-flowing as if you would be with a Four or with a One, possibly with an Eight, which is a neighbor, or a Six, which is also a neighbor.

Dr. Dave: Okay.

Hilberg: So those would be easier relationships but if that person is unevolved, even if it's a related type, you wouldn't be very happy with it. So there are many factors that we have to observe as part of a good relationship.

Dr. Dave: Well, we're coming near the end of our time and I know that you'd co-authored a book in 2006 and I want to give you a chance to tell us a little bit about that.

Hilberg: Yes, it's an anthology called Einstein's Business: Engaging the Soul, Creativity and Imagination in the Workplace, and I wrote a chapter in there called Creative Solutions Under Pressure, which is a process based on my old Gestalt training. When I work with people, for example, in business or in my private practice...when people are really stuck and having a problem – sleepless nights, and they have really tried everything that has worked for them in the past but it hasn't solved the problem – then I take them across the room into the future

where that problem no longer exists. And I stand with them in the future until they begin to relax. Even the idea that the problem could be totally gone is such a relief that people step out of their anxiety and their tension, and then I look back with them at the old person sitting in the chair who has still the problem and we have a conversation about what it's like to have a problem like that, what's the benefit, what they don't have to address by having this problem, and when they see themselves sitting in the problem from a place where they're relaxed and they're playfully talking about how life is better, suddenly they see their own grasping and trying to control the outcome or the solution. And what I have experienced is that when people stand with me in the future, they boldly confront themselves, saying, "Well, you know, if you sound so arrogant with the investors, why do you think they'd want to give you money?"

Dr. Dave: (laughs)

Hilberg: And it spontaneously arises in them that they see their own answer, and the principle is the same as when we stand in the shower and we are not thinking but then suddenly we get a whole solution as a picture that has this multi-dimensional – and comes in like a lightning bolt.

Dr. Dave: Yes, it always happens to me in the shower. (laughs) I get all my best ideas in the shower.

Hilberg: Exactly. So, what I did is look at what happens in the shower, what are the conditions and I replicate them in my office, in a person's business office, where the condition is that we are not thinking, but we are letting intuition rise. And what I'm thrilled about is that when people see that intuition comes in, it's a sense of a universal intelligence that isn't their own personal IQ that is producing the solution. But it requires...

Dr. Dave: Wonderful.

Hilberg: ...go ahead.

Dr. Dave: Oh, I just said "wonderful."

Hilberg: Yes, it requires for people to drop their ego and really step into that open space and to experience that there is a higher intelligence that we can tap into if we are not demanding that the solution should be coming from me and my own thinking and my own past and what I have learned.

Dr. Dave: I think that's a wonderful close here. I'm going to put a link to your website so that people in the area can find out about workshops that you do and find out

some other resources that you have there. And I want to thank you so much for such a delightful conversation.

Hilberg: Oh, very good. Thanks again, Dave, for inviting me and this was delightful to be playing with you and exploring things.