

## Enneagram: The Peacemaker - Type 9

As most Type 9s go in the Enneagram test, they are individuals who at the core of their being a peacemaker. They seek out areas of comfort in work, home life, and personal relationships, often numbing themselves to conflict and avoiding bad blood. Their instinct is to melt into the background, to work behind the scenes while others take on a more assertive role. At their optimal state, Nines are capable of offering comfort and emotional security to those in their immediate sphere of influence; they are a calming influence. There are 9 levels of functioning in the Enneagram test for each distinctive type; 1 being the optimal version of oneself and 9 being fully dysfunctional.

Seeing that Social Work is a versatile field, it is possible that I, a Nine, could thrive in a work setting which relies on teamwork and engaging with others at a mezzo or macro level. At this present time in my academic and early career, I believe I am operating between a 3 and 4 in the 1-9 scale. I believe it looks like this: I am able to be diplomatic in groups while promoting harmony among members, I am afraid of conflict and tend to overcompensate for others, I often take on tasks for others that I do not necessarily wish to do, I have a calm temperament which aids in my supportive role, and I use deflecting tactics so that I do not find myself having to emotionally connect with many people.

Based on my current habits as a Nine, I foresee myself working well with others in a workplace setting. In order to ensure I am working optimally, I plan on doing these things: Practicing refusing tasks I do not wish to do which contribute to personal levels of stress and being assertive when I have an opinion which differs from others. I personally do not see a problem with maintaining boundaries that disconnect me emotionally from others; it can be emotionally draining to assume the role of listener to everyone in the workplace. I will continue to practice friendliness toward others, but I will be aware of my emotional and mental health when considering whose problems I listen to. Speaking candidly during supervision hours will keep me accountable and prepared to address workplace issues.

## Implicit Bias Test

The Implicit Bias Test (IBT) provided by Harvard University asks participants to take a look at the way they perceive others based on a series of discriminatory factors: age, disability, gender-career, religion, skin-tone, weaponry, weight, sexuality, and race. The purpose of these tests are to see if there is a correlation with the way you perceive these individuals and how your perceptions affect the way you view them. Through a series of exercises you are asked to categorize the individuals based on the words 'right', 'wrong', 'dangerous', 'innocuous', 'weak', 'strong', and a series of other identifying words. At the conclusion of the test you are given a score which lets you know if you have a bias toward this group or not.

I took three tests from the website: sexuality, weight, and disability. The results from the first two tests revealed that I did not have a bias toward individuals in either category, whereas in the final test I was shown to have a bias toward those with disabilities. I sat with the information from the third test and realized that I was more comfortable and accustomed to working with able-bodied individuals. Though my bias was/is not malicious, it was still present and had the power to hurt others unintentionally.

As hard as we try to be unbiased as both professionals and regular people, it's impossible to completely remove the thoughts which compose our inner narrative. I believe our choices and actions should be what defines our character to the world, not our subconscious thoughts. I plan on taking trainings and seminars which will reduce my bias toward others and improve my skills in working harmoniously with diverse populations. Whether differences include skin color, religious practice, position on weapons, ability to perform a task, or career choice, it is my ethical responsibility to serve them with kindness and equity. It is my goal to be an ethical and fair social worker.