Enneagram De-escalation Scripts

Use these de-escalation scripts to help guide challenging conversations in the workplace. Each one is designed to respond to a specific Enneagram type's fear and motivation, promoting calm, connection, and productive resolution.

Type 1 - The Reformer

"I can tell you care a lot about getting this right. I really respect your standards. Let's slow down and look at how we can work through this together without putting so much pressure on yourself."

Type 2 - The Helper

"I know your heart is in the right place, and I really value how much you care about the team. This isn't personal-we're just trying to sort things out. I'd love your input on how we can move forward."

Type 3 - The Achiever

"You've done a lot to move this forward, and I don't want you to feel like this is a reflection of your performance. Let's figure out a way to adjust without losing momentum-you're a huge asset here."

Type 4 - The Individualist

"I want to better understand what this experience has felt like for you. I can tell this matters deeply, and I want to honor your perspective. Can we take a few minutes to walk through it together?"

Type 5 - The Investigator

"There's no rush. You don't have to respond right now-I respect your need to process. When you're ready, I'd value your insights. Let's make space for that."

Type 6 - The Loyalist

"I'm not here to put you on the spot. We're on the same team, and I've got your back. Let's take a moment to walk through the facts and figure this out together."

Type 7 - The Enthusiast

"This feels frustrating, but I know we'll figure it out. Let's get grounded for a second so we can find a solution that keeps things moving. Your ideas are really valuable when we're calm."

Type 8 - The Challenger

"I'm not trying to shut you down. You're passionate, and I respect that. Can we slow this down so we can hear each other clearly and find a solution that works for both of us?"

Type 9 - The Peacemaker

"I know conflict isn't your favorite thing, and I appreciate you sticking with this. Your voice matters here. Let's take this one step at a time-together."

Note: These scripts are simplifications based on Enneagram theory and should be used with curiosity and care. Created by Elbow Tree Cooperative for professional use in conflict management training.