

Average OPQ Profiles by Riso-Hudson Type

Sten Scores are standardized (Enneagram group as a reference group)

Anna Brown and Dave Bartram, Relationships between OPQ and Enneagram Types, Version 1.3,
SHL Research Division: June 2005. (Table compiled by David Henry)

Meaning of numbers: Based on the graphs on pp. 25-34 of this study (and Dave Bartram's spread sheet, used with permission) and showing the degree to which each type exhibits the specific characteristic.

below 4.5 = 1	Stens below 4.5 are "very low," seldom apparent
4.5 – 5.1 = 2	Stens between 4.5 and 5.1 are "low," occasionally apparent
5.1 – 5.9 = 3	Stens between 5.1 and 5.9 are "average," sometimes apparent
5.9 – 6.5 = 4	Stens between 5.9 and 6.5 are "high," usually apparent
above 6.5 = 5	Stens above 6.5 are "very high," nearly always apparent

Enneagram Type:	One	Two	Three	Four	Five	Six	Seven	Eight	Nine
Persuasive	2	4	4	3	1	4	5	4	1
Controlling	5	3	5	3	3	2	3	5	1
Outspoken	5	3	3	3	2	3	3	5	1
Independent minded	3	2	3	5	5	1	4	5	1
Outgoing	2	5	4	2	1	4	5	5	1
Affiliative	1	5	4	2	1	4	4	3	3
Socially Confident	2	4	5	2	1	3	5	5	3
Modest	4	3	1	3	5	3	2	1	4
Democratic	3	3	3	3	1	5	2	1	4
Caring	3	5	3	4	1	3	3	2	3
Data Rational	5	2	3	1	4	4	3	3	3
Evaluative	5	1	2	3	5	4	2	3	1
Behavioral	4	4	3	4	4	3	3	3	1
Conventional	5	3	2	2	2	5	1	1	5
Conceptual	3	3	2	5	5	2	3	3	2
Innovative	1	4	4	5	5	2	5	5	1
Variety Seeking	1	4	5	3	4	1	5	5	1
Adaptable	1	3	5	4	3	3	4	1	3
Forward Thinking	3	3	4	3	4	3	2	3	3
Detail Conscious	5	3	3	2	3	4	1	3	3
Conscientious	5	2	3	3	3	3	1	4	3
Rule Following	5	3	2	2	2	5	2	1	5
Relaxed	1	3	3	3	2	1	3	4	5
Worrying	4	3	2	4	3	5	2	1	3
Tough Minded	3	3	3	1	4	1	4	5	5
Optimistic	3	4	4	2	2	1	4	4	3
Trusting	4	4	4	3	2	1	3	4	3
Emotionally Controlled	4	2	3	2	5	3	2	2	5
Vigorous	4	4	4	2	2	3	4	5	1
Competitive	3	3	5	2	3	3	3	4	2
Achieving	4	3	5	3	3	2	3	5	1
Decisive	3	3	4	3	2	1	5	5	1
Social Desirability	3	3	2	2	3	2	3	4	3
Enneagram Type:	One	Two	Three	Four	Five	Six	Seven	Eight	Nine