

# Awareness of Enneagram Personality Types and Marital Satisfaction among Married Couples in Kiambu County, Kenya



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## Abstract

*This study examined how Enneagram Personality types (enneatypes) awareness influenced marital satisfaction among married couples in Kiambu County, Kenya. Review of current literature indicate conflicting findings where some studies have concluded that Enneagram personality types influence marital satisfaction while others observed that this was not the case. Amidst these conflicting findings, there was need to establish influence of couples Enneagram Personality type awareness on marital satisfaction considering that couples join marriage without any formal sensitization on their personalities. This study used a quasi-experimental time series A-B-A research design. The target population was married couples in Kiambu County. A Multi layered sampling involving purposeful and random sampling was used to select the sample. Priori power analysis was performed using G\*power 3.1 software to determine the minimum sample size as 44 couples for each group. A sample of 115 couples was randomly assigned to experimental and control groups where 58 out of the 115 couples were assigned to the experimental group and 57 to control groups. A short form of 60 items free Enneagram Type Indicator test and enneatype awareness and a couple of satisfaction questionnaires were used in enneatypes test, enneatype awareness and marital satisfaction for all the participants in pretest and posttests. Descriptive statistics, correlations, one way ANOVA and paired sample tests were used in data analysis. The findings indicate that integrated enneatypes awareness influenced marital satisfaction and all marital satisfaction sub-variables. The study recommends the need to create enneatype awareness for all couples before marriage or shortly after marriage as a method of enhancing marital satisfaction,.*

## Background to the Study

Personality traits strongly influence our psychological functions such as expectations, self-perceptions, values and attitudes, and predict our reactions to people, problems and stress. In the context of marriage, partners react to each other and experiences in their relationship based on their expectations, self-perception values and attitudes to achieve marital satisfaction or dissatisfaction. While studies agree that personality traits influence couples marital satisfaction, they disagree on whether it is the couple's personality type's combination or levels of personality type awareness that affect marital satisfaction negatively or positively (Daniels, 2015; Mead, 2005; Najarpourian, et al 2012; Raulo, 2016).



A study of 164 married people in Iran, Najarpourian, et al (2012) established that people with some personality traits enjoyed marital satisfaction more than others. Low neuroticism and high extroversion scored high in marital satisfaction while high neuroticism and low extroversion reported low marital satisfaction. The found out that each partner in a marital relationship had a different perception of what was needed for a satisfying life and for the fulfillment of the three basic needs of security, connection, and autonomy depending on his/her personality.

Gonzaga, Campo and Bradbury (2007) attributed relationship satisfaction to the combination of personality and interpersonal processes. In their study of dating and newlywed couples they identified that couples' emotional similarity mediated association between personality and relationship satisfaction. These results indicate that similarity and convergence in personality may benefit relationships by promoting similarity and convergence in partners' shared emotional experiences. This linkage points at the importance of personality awareness because couples barely explore their personalities during courtship.

Mead (2005) corroborated findings by Najarpourian, et al (2012) in their study on personalities predictors of relationship satisfaction among 3436 engaged and married couples. The research studied seven personality traits being neuroticism, depression, kindness, impulsivity, flexibility, self-esteem and extraversion. Kindness, flexibility and self-esteem were found to be significant positive factors and partner effects for both males and females while neuroticism, depression and impulsivity had were significant negative factors and partner effects on both males and females. Extraversion was found to have insignificant effects on relationship satisfaction. It was found to contribute little in relationship satisfaction contrary to findings by Najarpourian, et al (2012). Mead and Najarpourian, et al confirmed the role of couple's personality traits on marital satisfaction. However, individual's personality type is a combination of many personality traits and tends to behave differently at different levels of functioning. There is need for a study that would involve the whole person rather than specific traits, a gap the current study will fill by use of enneatypes.

Other studies attributed marital satisfaction to personality awareness rather than personality traits (Daniels, 2015; Erker, 2017; Raulo, 2016,). Raulo's (2016) report on a study of 457 couples from Greece on how couples combination related to couples relationship found out that all enneagram personality types' combinations can be happy together or struggle in relationship depending on their levels of self-awareness. This assertion brought hope to couples, whose marital dissatisfaction was based on differences in their personalities. The findings brought optimism that it was possible to reverse marital dissatisfaction by enhancing personality awareness. This study was correlational and conclusions were made based on effects of enneatype awareness on individuals rather than in a marriage context. These assertions therefore needed to be tested empirically in a marital context, which was the aim of the current study.

According to Daniels (2015), the differences among partners in marriage presented both synergistic and conflicting elements in a marital relationship. Synergistic elements helped the relationship to flourish while the conflicting attributes were the main sources of conflicts, disagreements, and challenges. When the partners were unaware of the differences and unique marital experiences, their deliberate efforts to change to healthy levels were limited. This research was



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correlational rather than experimental. Although the study was focused on intimate relationships, respondents were involved as individuals not as couples. There was need for an intervention research to explore strategies of helping couples to overcome challenges posed by personality differences.

Erker, (2017) asserted that a healthy self, translated to healthy marital interactions and psychological health could not be achieved without adequate level of self-awareness. This assertion was supported by Wright (2016), who identified enneagram personality typology as a good tool for facilitating self-awareness. With awareness, couples were able to self-explore and made changes in their lives and coped effectively with weaknesses of their enneatype and reduced stress in marriage. The more self-aware one was of the natural forces and pressures in his/her enneatype, the healthier and balanced he/she was in a marital relationship. It was on this premise the current study was founded.

According to McGuinness (2007), knowing ones enneatype allowed people to be more empathic and compassionate, led to fewer conflicts and clearer communication channels. Few conflicts and good communication were core characteristics of a healthy marital relationship. Enneatypes awareness therefore improved marital relationship and hopefully couples marital satisfaction. There was need for empirical tests on this assertion, a gap to be filled in the current study.

Globally, there are many studies on marital satisfaction. Most of the studies had focused on defining marital satisfaction, describing factors that influenced marital satisfaction and effects of levels of satisfaction on couple's relationship. Dissatisfaction in marriage causes pain to couples (Collard, 2006). Dissatisfied couples live in desperate conditions such as, domestic violence, infidelity, neglect of marital roles, partners' emotional distress, suicide, murder of partners and children, psychosomatic symptoms in partners, separation and divorce as consequences of betrayal, anger and revenge. In support of these observations W.H.O. (2002) in a study of 48 countries reported that 10% - 69% of women reported being physically assaulted by an intimate male partner during their lifetime and 40% -70% of all women who were murdered were killed by their current or former husbands or partners.

The state of marriages in Kenya needs to be given more attention. Reports from international and national institutions and researches indicated that symptoms of marital dissatisfaction are rampant in Kenya (The Kenya National Bureau of Statistics, 2014; ; KNBS (2014) reported an increase in divorce and separation cases from 2.2% in 1989 census to 3.0% in 2009 census. Any increase in separations and divorces in a community calls for attention. It signifies reducing levels of marital dissatisfaction. Based on the psychosocial effects of separation and divorces and those other marriages that were experiencing dissatisfaction but still struggling to live together there was need to search for a solution to marital dissatisfaction. An intervention study to inform on how to effectively deal with marital dissatisfaction would go a long way in reducing dissatisfaction.

In Kiambu County separation and divorce rates were significantly higher than the national rate at 4.5% of its married population which was 1.5% above the national rate based on 2009 census (KNBS, 2014). The higher separation and divorce rates indicated higher rate of marital dissatisfaction. Kamatu, and M'arimi (2017) observed that young marriages from Ruiru in Kiambu County were experiencing marital dissatisfaction leading to alarming rate of separations



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shortly after marriage. Kamatu and M'marimi conducted an exploratory study of 234 using descriptive mixed method on married young couples on the parental influence on marital dissatisfaction among young couples. They concluded that parents in Ruiru sub-county in Kiambu strongly contribute to the instability of their own children's marriages through physical interference and their philosophies. They identified spouses' personalities as intervening variables in their study. This conclusion confirms that marital dissatisfaction is sometimes inherited from parental generations. They recommended further study to cover Kiambu County and to focus on issues they highlighted in the study. Such multigenerational transmissions as identified in the study are ingrained in individual's personality (Wright, 2016). The study did not focus on how the emerging challenges could be addressed. A focus on couple's enneatypes awareness may expose such dynamics and therefore empower couples to change and improve their marital satisfaction for the current and future generations.

Wamue and Njoroge (2011) painted a grim picture of marital situation in Kiambu. They conducted a descriptive baseline study of 200 respondents in Kiambu County on gender role and power relations. Information from respondents was corroborated by interviews from key opinion leaders from the location of study. In about 70% of the homes they surveyed, male adults were experiencing marital stress. The husbands' needs were neglected where they were denied basic things like food, shelter and sex.

Wamue and Njoroge reported that 80% of surveyed women had made decisions about children single handedly and managed families. Considering the central role of children in marital satisfaction in Africa and patriarchal traditions, serious conflicts arose. Power struggles in such marriages resulted to rampant gender based violence and infidelity, separations, divorces, suicide and murder (Wamue & Njoroge, 2011). Couples resulted to blame game instead of resolving issues. The situation called for an intervention based research to come up with the remedy to the problem of dissatisfaction in marriages in Kiambu County. The survey generally captured the challenges experienced by marriages. Intrapersonal dynamics were not focused on. There is also need to develop solutions for the challenges being experienced. There was therefore need for in intervention study with a focus on intrapersonal dynamics a gap that the current study targeted to bridge.

### **Statement of the Problem**

The need for intervention strategies on marital dissatisfaction has become increasingly important in Kenya and Kiambu County specifically. The rising cases of domestic violence, separation, divorces, homicide and suicide among married couples as reported by the media and different government and non-governmental organizations reports indicate a need for intervention. It is noteworthy that research and census reports have identified high rate of dissatisfaction and separation and divorce rates (KNBS, 2014; Wamue & Njoroge, 2011).

Government agencies, nongovernmental organizations, media houses, professionals and religious leaders in Kenya have in the past made efforts to improve marital satisfaction among the married couples (Republic of Kenya, 2014; Kenya Conference of Catholic Bishops, 2015; Kagiri, 2012). The efforts mainly focused on defining marriage, developing policies to guide marriage, advising couples on how to communicate, solve marital conflicts and express love to improve on



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couple's marital relationship. However, marital dissatisfaction persisted. Lack of intervention research findings on marital dissatisfaction in Kenya and Kiambu was a gap the current study was seeking to fill given the emphasis on evidence based practice. Significantly, there has been recommendation in previous research for further studies in search of intervention of marital dissatisfaction among young couples in Kiambu County Kamatu, and M'arimi, (2017).

Specifically, this study examined effects of enneatype awareness on marital satisfaction among couples in Kiambu County. The study created enneatypes awareness to couples through psycho-education and examined the changes in their levels of marital satisfaction. If enneatypes awareness improved satisfaction in the study sample, the enneatype psycho-education would hopefully be useful as evidence based strategy of improving couples marital satisfaction hence reducing violence, separations and divorces in Kiambu County.

### **Objective of the Study**

The study was guided by the following objectives:

- i. To assess the total personality awareness among a selected group of married couples in Kiambu County
- ii. To investigate the influence of couples' awareness of their enneatype on their marital satisfaction.

### **Methodology**

This study used a quasi-experimental time series A-B-A research design. This allowed comparison of results and control of variables since it was neither practical nor feasible to assign subjects randomly to treatment (Christensen, Johnson & Turner, 2015). The target population was married couples in Kiambu County. Multi layered sampling involving purposeful and random sampling was used to select the sample. Priori power analysis was performed to determine the minimum sample size as 44 couples for experimental and control groups each, using free G\*power 3.1 software (Faul, Erdfelder, Buchner & Lang, 2009). A sample of 115 couples was randomly assigned to experimental and control groups where 58 out of the 115 couples were assigned to the experimental group and 57 to control groups.

A questionnaire of 60 items free Enneagram Type Indicator Test was used to create a Enneatypes awareness. A questionnaire with a reliability of alpha .94 (Graham, Diebels & Barnow, 2011) was used in identifying enneatypes, determining enneatype awareness and marital satisfaction for all the participants in pretest and posttests. Descriptive statistics and one way ANOVA tests were used in data analysis. Results were presented in tables, graphs and text.

### **Discussion of Findings**

#### *Sample Characteristics*

The sample comprised of 58 couples (116 individuals) for the experimental in phase 1, 58 couples (116 individuals) in phase 2 and 54 couples (108 individuals) in phase 3. For the experimental group the sample comprised of 57 couples (114



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individuals) in phase 1, 54 couples (108) in phase 2 and 52 couples (104 individuals) in phase 3. Their age was between 20-59 years. The age of marriage ranged from 5-20 years and their educational level ranged from secondary school to masters' degree. The data is presented in Table 1.



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**Table 1**  
*Sample characteristics*

Variable	Phase 1		Phase 2		Phase 3		
	Experimental	Control	Experimental	Control	Experimental	Control	
N	Valid	116	114	116	108	108	104
Age	20-29 years	8.6%	7.0%	8.6%	7.4%	8.3%	7.7%
	30-39 years	46.6%	50.9%	46.6%	50.0%	47.2%	50.0%
	40-49 years	39.7%	37.7%	39.7%	38.0%	38.9%	37.5%
	50-59 years	5.2%	4.4%	5.2%	4.6%	5.6%	4.8%
Age of marriage	5-10 years	34.5%	28.1%	34.5%	29.6%	35.2%	30.8%
	11-15 years	31.0%	38.6%	31.0%	37.0%	31.5%	34.6%
	16-20 years	34.5%	33.3%	34.5%	33.3%	33.3%	34.6%
	Secondary	24.1%	17.5%	24.1%	18.5%	23.1%	19.2%
	Certificate	20.7%	31.6%	20.7%	30.6%	21.3%	31.7%
	Diploma	26.7%	28.1%	26.7%	27.8%	27.8%	26.9%
	Bachelor	23.3%	20.2%	23.3%	20.4%	22.2%	19.2%
	Masters	5.2%	2.6%	5.2%	2.8%	5.6%	2.9%
	PhD	0.0%	05	0.0%	0%	0.0%	0%

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### *Total Personality Awareness*

The first research objective was to assess the Total personality awareness among a selected group of married couples in Kiambu County. Total enneagram awareness was assessed through ten items in the enneagram and marital satisfaction questionnaire where the respondent was required to respond on awareness of one's own and spouse's enneagram personality in nine of them and in the tenth to identify marital challenges. The scores for the one's own and spousal Enneagram Personality Awareness were summed up and in addition to the 4 scores from the tenth item, total enneagram personality score was achieved. The scores were interpreted into a five level scale: extremely low, very low, fairly good, good and very good levels of awareness where the lowest earned 0 score and the highest 4 scores. The results are summarized in Table 2.



**Table 2***Total Enneagram Personality Awareness*

Awareness level	Phase 1		Phase 2		Phase 3	
	Experimental (%)	Control (%)	Experimental (%)	Control (%)	Experimental (%)	Control (%)
Extremely Low	2.6	.9	0.0	0.0	0.0	0.0
Very Low	14.7	14.9	2.6	13.9	0.0	10.6
Fairly Good	50.0	50.0	15.5	47.2	1.9	44.2
Good	27.6	32.5	58.6	34.3	26.9	35.6
Very Good	5.2	1.8	23.3	4.6	71.3	9.6
Total	116	114	116	108	108	104



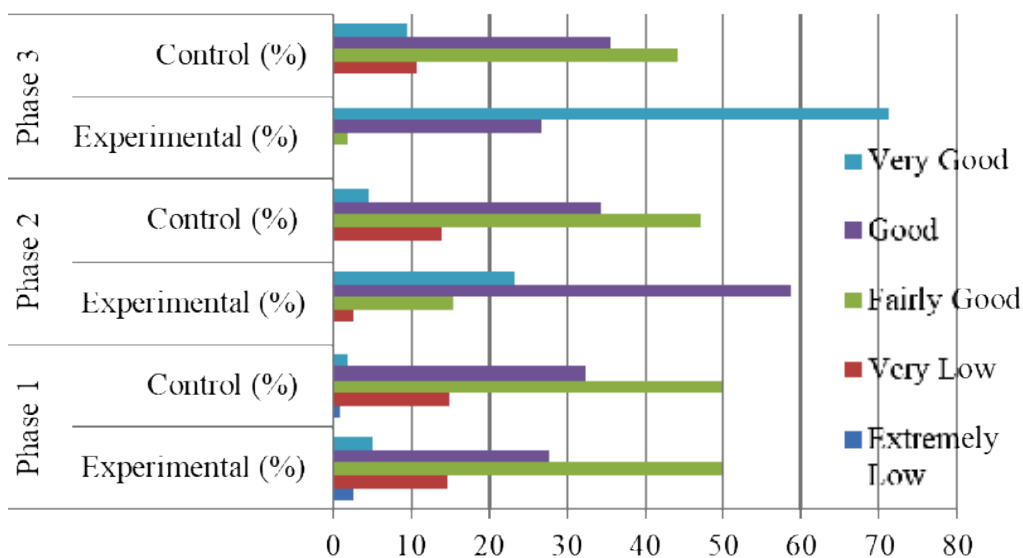
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The scores were normally distributed at the onset where the Fairly Good level had the highest frequency in both groups with 50% in the experimental and control groups in phase 1. In experimental group phase 2.6%, 14.7%, 27.6% and 5.2% reported extremely low, very low, good and very good levels of one's own Enneagram Personality Awareness respectively. In control group phase 0.9%, 14.6%, 32.5% and 1.8% reported extremely low, very low, good and very good levels of one's own Enneagram Personality Awareness respectively. In phases 2 the experimental group registered a frequency of 0.0%, 2.6%, 15.5%, 58.6% and 23.3% of respondents in extremely low, very low, fairly good, good and very good levels respectively.

In the control group phase 2 47.2% (Majority) of respondents remained at the fairly good level though they registered significant improvement. In phase 3, 71.3% of respondents had very good one's own Enneagram Personality Awareness in the experimental group with no respondent reporting extremely low, very low, and fairly good levels of awareness while in the control group 44.2% (majority) registered fairly good level of awareness percentage of respondents. In very good level the frequency improved from 4.6% in phase 2 to 9.6% in phase 3 among the control group. For ease of comparison data is summarized in Figure 1.

*Figure 1: Total Enneagram Personality Awareness*

From the results it was observed that the experimental and the control groups were homogenous at the beginning of the study in reference to total Enneagram Personality Awareness. After enneatype psychoeducation to the experimental group the groups differed showing psychoeducation affected the experimental group's awareness level.

Paired sample t-test was conducted on total enneatype awareness for experimental group phases 1 and 2, 2 and 3 and 1 and 3 and control group phase 1 and 2, 1 and 3 and 2 and 3. Results are summarized in Table 3.

**Table 3**  
*Sample t-test for the Total Enneatype Awareness*

Total Enneatype Awareness		Paired Differences					T	df	Sig. (2-tailed)
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Pair 1	E2 - E1	.845	.667	.062	.722	.968	13.636	115	.000
Pair 2	E3 - E2	.574	.776	.075	.426	.722	7.690	107	.000
Pair 3	E3 - E1	1.42	.939	.090	1.238	1.60	15.687	107	.000
Pair 4	C2 - C1	.120	.380	.037	.048	.193	3.294	107	.001
Pair 5	C3 - C2	.106	.439	.043	.020	.191	2.458	103	.016
Pair 6	C3 - C1	.231	.487	.048	.136	.326	4.829	103	.000

There was a very strong positive significant means difference in the scores for Total Enneatype Awareness between experimental phase 2 (M=3.03, SD=.704) and phase 1 (M=2.18, SD=.840) conditions;  $t(115) = 13.636$ ,  $p = .000$ , very strong positive significant means difference for phase 3 (M=3.69, SD=.502) and phase 2 (M=3.12, SD=.607) conditions;  $t(107) = 7.690$ ,  $p = .000$  and very strong positive significant means difference for phase 3 (M=3.69, SD=.502) and phase 1 (M=2.28, SD=.771) conditions;  $t(107) = 15.687$ ,  $p = .000$ . The findings suggested that enneatype psycho-education improved one's Total Enneatypes Awareness rapidly during the treatment and the self-exploration continued one month after to higher total awareness in phase 3 in the experimental group.

For the control group there was a strong positive significant means difference in the scores for Total Enneatype Awareness phase 2 (M=2.30, SD=.764) and phase 1 (M=2.18, SD=.734) conditions;  $t(107) = 3.294$ ,  $p = .001$ , moderate positive significant means difference for phase 3 (M=2.44, SD=.810) and phase 2 (M=2.34, SD=.745) conditions;  $t(103) = 2.458$ ,  $P = .016$  and strong positive significant means difference for phase 3 (M=2.44, SD=.810) and phase 1 (M=2.21, SD=.720) conditions;  $t(103) = 4.829$ ,  $p = 000$ . Online search on enneatype materials by the control group as well improved their total enneatype awareness but not as rapidly as couple group psychoeducation (also see figure 12).

The difference in rates of development accounted for the effectiveness of Enneagram personality Psychoeducation treatment. The findings supported Turners (1998) findings that psychoeducation made people aware of how their adult interaction styles interfere with their relationship and contributed to marital discord. Kranz (2011) captured the observed process of awareness development



in marriage in his three goals as awareness of self, awareness of partner and then accepting that they were part of one great whole and there was no separation where they loved each other irrespective of their personalities.



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### *Relationship between Enneagram Personality Awareness and Marital Satisfaction*

The second research objective was to investigate the influence of couples' awareness of their enneatype. One way ANOVA tests were conducted to compare the influence of Enneagram Personality Awareness on marital satisfaction. The one way ANOVA tests were conducted for control group respondents at the three phases of data correction and experimental group at pretreatment phase (phase 1), treatment phase (phase 2) and one month after treatment phase (phase 3). The means were compared for the five conditions of the awareness of spouse's Enneagram Personality - 1) Extremely Low, 2) Very Low, 3) Low, 4) Good and 5) Very Good.

Tukey's HSD post hoc test was conducted for the significant means of marital satisfaction index. The tests included marital sub-variables- happiness level, frequency of positive thoughts, strength of relationship, warmth and comfort in relationship, understanding in communication, the extent to which communication brought togetherness, marital reward, extent to which personal needs were being met, whether original expectation were being met, perceived satisfaction and level of emotional positivity on six marital aspects- interest, goodness, commitment, confidence in marriage, motivation, and excitement.

The means were compared at a confidence level of 95% and significance level  $p < 0.05$ . Significantly different means were denoted by stars (\* where  $p$  value is  $P \geq 0.010$  and above, \*\* where  $p$  value is  $0.001 \leq P < 0.010$  and \*\*\* where  $p$  value is  $p = .000$ ). The data arising from this process is presented in Table 4

**Table 4**

*Total Enneagram Personality types awareness and marital satisfaction*

Total enneagram personality awareness and marital satisfaction	Phase 1		Phase 2		Phase 3	
	Experimental (P<0.05)	Control (P<0.05)	Experimental (P<0.05)	Control (P<0.05)	Experimental (P<0.05)	Control (P<0.05)
Happiness Level	F(4,111)=9.065,P=.000***	F(4,109)=1.747,P=.145	F(3,112)=4.565,P=.005**	F(3,104)=2.086,P=.107	F(2,105)=1.575,P=.212	F(3,100)=2.995,P=.034*
Positive thoughts (frequency)	F(4,111)=6.965,P=.000*	F(4,109)=8.493,P=.000*	F(3,112)=3.878,P=.011*	F(3,104)=3.207,P=.026*	F(2,105)=3.858,P=.024*	F(3,100)=4.815,P=.004*
Relationship Strength	F(4,111)=8.393,P=.000***	F(4,109)=5.442,P=.000***	F(3,112)=3.027,P=.032*	F(3,104)=2.869,P=.040*	F(2,105)=3.281,P=.041*	F(3,100)=1.119,P=.345
Warmth and Comfort	F(4,111)=12.949,P=.000***	F(4,109)=7.773,P=.000***	F(3,112)=4.715,P=.004**	F(3,104)=5.606,P=.001**	F(2,105)=2.059,P=.133	F(3,100)=4.608,P=.005**

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Total relationship Index	F(4,111)= 8.147,P= .000***	F(4,109)= 5.358,P= .001**	F(3,112)= 2.425,P= .069	F(3,104)= 5.945,P= .001**	F(2,105)= 4.844,P= .010*	F(3,100)= 2.306,P= .081
Understanding in communication	F(4,111)= 3.012,P= .021*	F(4,109)= 1.315,P= .269	F(3,112)= 3.942,P= .010*	F(3,104)= 1.451,P= .232	F(2,105)= .806,P= .449	F(3,100)= 3.102,P= .030*
Communication on togetherness	F(4,111)= 5.168,P= .001**	F(4,109)= 1.286,P= .280	F(3,112)= 6.218,P= .001**	F(3,104)= .559,P= .644	F(2,105)= .600,P= .550	F(3,100)= .884,P= .452
Total communication index	F(4,111)= 5.906,P= .000***	F(4,109)= 1.871,P= .121	F(3,112)= 5.845,P= .001**	F(3,104)= .805,P= .494	F(2,105)= 2.749,P= .069	F(3,100)= 1.942,P= .128
Marital reward	F(4,111)= 11.192,P= .000***	F(4,109)= 3.523,P= .010*	F(3,112)= 4.687,P= .004**	F(3,104)= .625,P= .601	F(2,105)= .673,P= .512	F(3,100)= 1.316,P= .273
Personal needs	F(4,111)= .503,P= .733	F(4,109)= 2.419,P= .053	F(3,112)= .942,P= .423	F(3,104)= 2.908,P= .038*	F(2,105)= 6.552,P= .002**	F(3,100)= 1.119,P= .345
Meeting original expectations	F(4,111)= 4.762,P= .001**	F(4,109)= .352,P= .842	F(3,112)= 3.477,P= .018*	F(3,104)= .993,P= .399	F(2,105)= 2.079,P= .130	F(3,100)= .952,P= .419
Perceived satisfaction	F(4,111)= 6.301,P= .000***	F(4,109)= 7.656,P= .000***	F(3,112)= 4.816,P= .003**	F(3,104)= 10.288,P= .000***	F(2,105)= 4.638,P= .012*	F(3,100)= 7.550,P= .000***
Total Needs Index	F(4,111)= 6.993,P= .000***	F(4,109)= 4.772,P= .001**	F(3,112)= 4.898,P= .003**	F(3,104)= 6.054,P= .001**	F(2,105)= 4.496,P= .013*	F(3,100)= 4.579,P= .005**
Emotional Positivity Interest	F(4,111)= 3.273,P= .014*	F(4,109)= 3.737,P= .007	F(3,112)= 4.983,P= .003**	F(3,104)= =1.207,P= .311	F(2,105)= 2.391,P= .096	F(3,100)= 2.099,P= .105
Emotional Positivity Goodness	F(4,111)= .486,P= .746	F(4,109)= 5.847,P= .000***	F(3,112)= 4.792,P= .004**	F(3,104)= 6.295,P= .001**	F(2,105)= 3.889,P= .023*	F(3,100)= 7.748,P= .000***
Emotional Positivity Com- mitment	F(4,111)= 5.368,P= .001**	F(4,109)= 2.903,P= .025*	F(3,112)= 6.971,P= .000***	F(3,104)= 1.593,P= .196	F(2,105)= 7.182,P= .001**	F(3,100)= 1.393,P= .249
Emotional Positivity Confidence	F(4,111)= 5.660,P= .000***	F(4,109)= 9.305,P= .000***	F(3,112)= 6.205,P= .001**	F(3,104)= 4.254,P= .007**	F(2,105)= 5.672,P= .005**	F(3,100)= 5.276,P= .002**
Emotional Positivity Motivation	F(4,111)= 2.369,P= .057	F(4,109)= 2.096,P= .086	F(3,112)= 3.701,P= .014*	F(3,104)= 2.556,P= .059	F(2,105)= 9.111,P= .000**	F(3,100)= 1.709,P= .170
Emotional Positivity Excitation	F(4,111)= 3.414,P= .011*	F(4,109)= 1.640,P= .169	F(3,112)= 2.521,P= .061	F(3,104)= 1.771,P= .157	F(2,105)= 3.011,P= .054	F(3,100)= .661,P= .578



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Total Positivity Index	F(4,111)= 4.238,P= .003**	F(4,109)= 2.181,P= .076	F(3,112)= 3.471,P= .019*	F(3,104)= 1.657,P= .181	F(2,105)= 5.454,P= .006**	F(3,100)= 1.200,P= .314
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Total Satisfaction index	F(4,111)= 6.450,P= .000***	F(4,109)= 7.449,P= .000***	F(3,112)= 6.486,P= .000***	F(3,104)= 6.046,P= .001**	F(2,105)= 9.198,P= .000***	F(3,100)= 3.498,P= .018*
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There was significant difference in the means for total marital satisfaction scores between the five conditions of one's own Enneagram Personality Awareness at the significance level  $P < .05$  in all the phases of the control group. In phase 1, there was a significant influence of total Enneagram Personality Awareness on total marital satisfaction index at the  $p < 0.05$  level for the five conditions [F(4,109)=7.449, P=.000] (see Table 4). Post hoc comparison using the Tukey's HSD was conducted and means plotted in Figure 2.

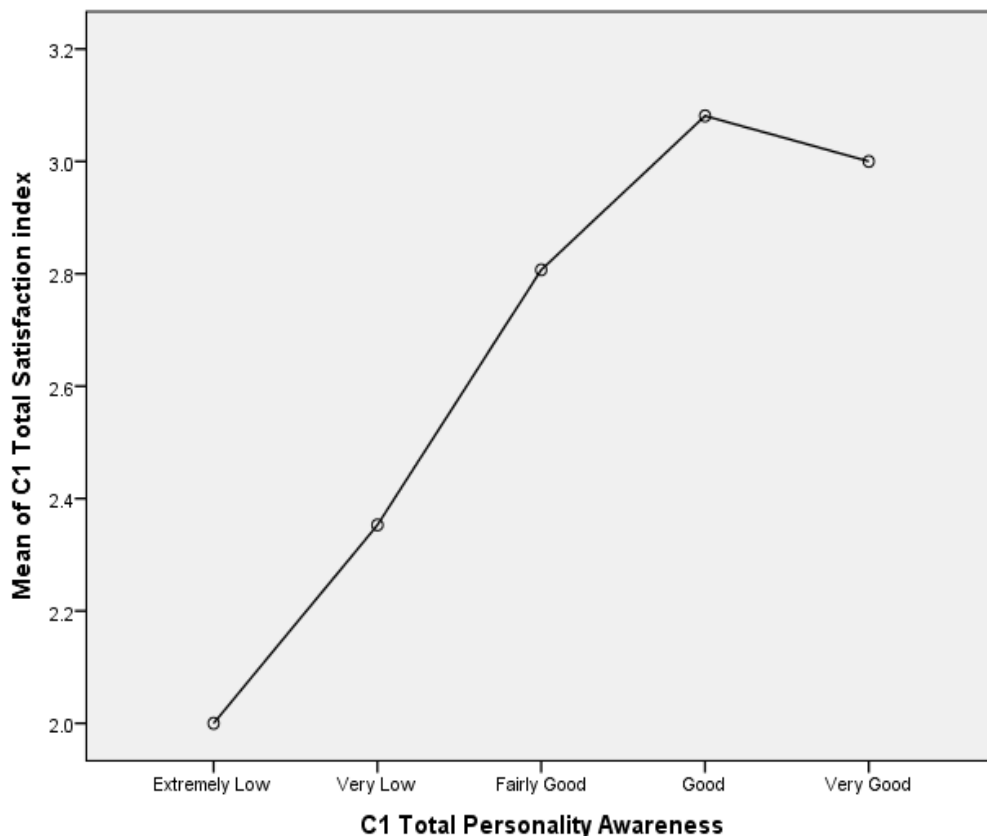


Figure 2: Control group phase 1: Total personality awareness and marital satisfaction means plot

Tukey's HSD test was not conducted because the Extremely Low condition (M=3.07, SD=.468) had only one case. The scores were normally distributed between the five conditions. The results indicated that total Enneagram Personality Awareness improved total marital satisfaction index. However without post hoc test the influence of specific conditions could not be determined.

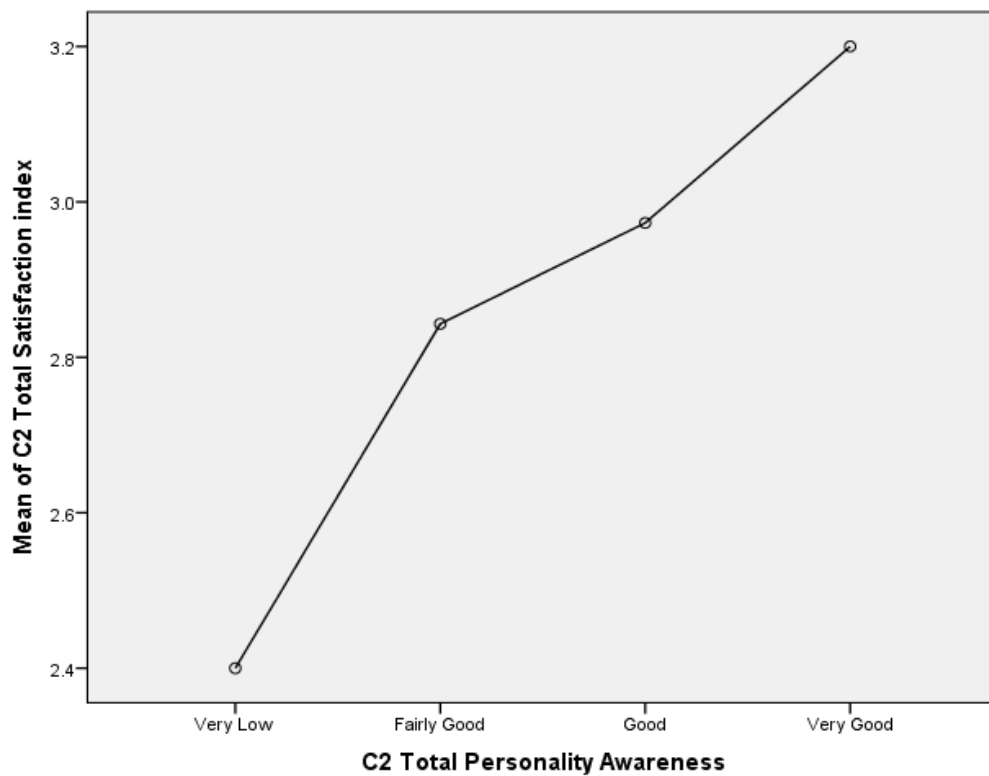
In phase 2, there was a significant influence of total Enneagram Personality Awareness on total marital satisfaction index at the  $p < 0.05$  level for the five



conditions [ $F(3,104)=6.046, P=.001$ ] (see Table 4). Post hoc comparison using the Tukey's HSD was conducted and means plotted in Figure 3.



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Figure 3: Control group phase 2: Total personality awareness and marital satisfaction means plot

Tukey's HSD test indicated that the mean scores for the Very Good ( $M=3.20, SD=.447$ ), Good ( $M=2.97, SD=.499$ ) and Fairly Good ( $M=2.84, SD=.464$ ) total Enneagram Personality Awareness conditions were significantly different from very low condition ( $M=2.40, SD=.507$ ). None of the Very Good, Good and Fairly Good conditions mean score was significantly different from others. Extremely Low condition was not displayed because it had no scores for computation to be conducted. The results suggested that total Enneagram Personality Awareness improved total marital satisfaction index in Very Good, Good and Fairly Good total Enneagram Personality Awareness condition compared to Very Low condition.

In phase 3, there was a significant influence of total Enneagram Personality Awareness on total marital satisfaction index at the  $P<0.05$  level for the five conditions [ $F(3,100)=3.498, P=.018$ ] (see Table 4). Post hoc comparison using the Tukey's HSD was conducted and means plotted in Figure 4.



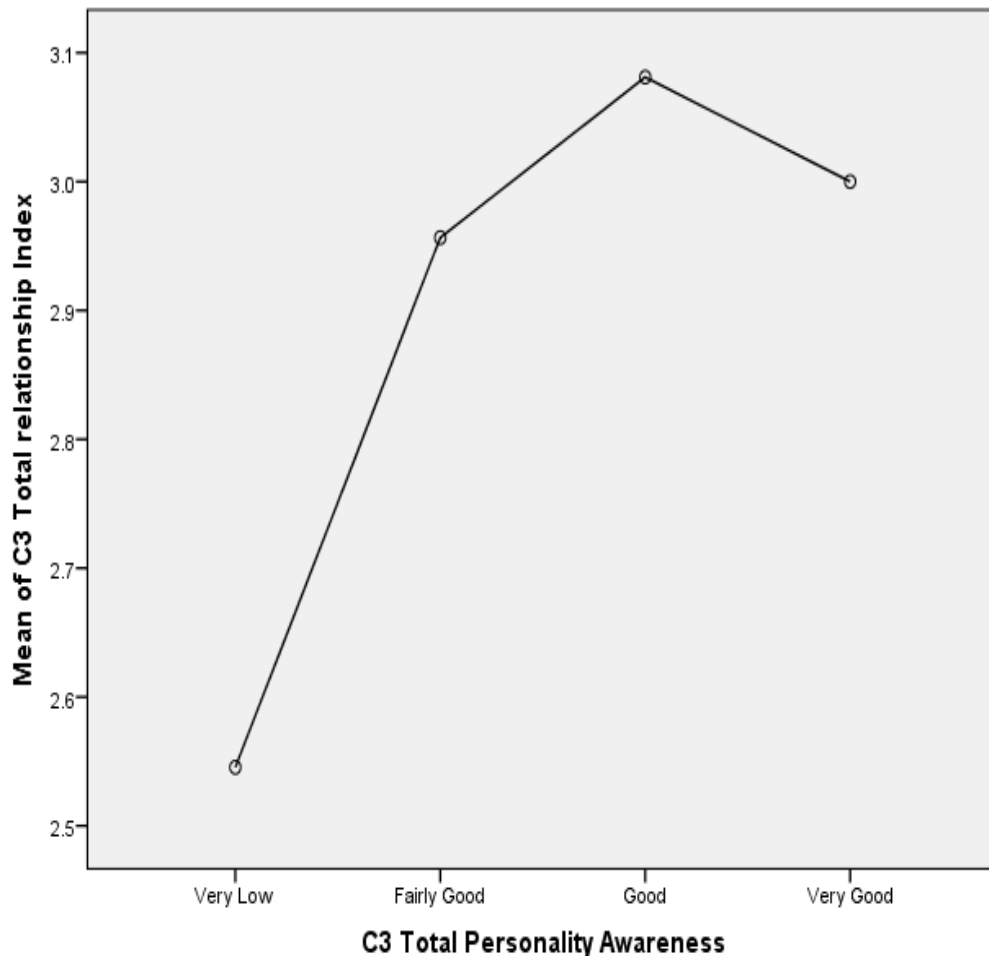


Figure 4: Control group phase 3: Total personality awareness and marital satisfaction means plot

The means plot indicate improvement of mean in very low, fairly good and good awareness level and a decline in mean for very good level. Tukey's HSD test indicated that the mean score for the Good total Enneagram Personality Awareness condition (M=2.97, SD=.499) was significantly different from Very Low condition (M=2.45, SD=.522). Very Good total Enneagram Personality Awareness condition (M=3.00, SD=.471) and Fairly Good condition (M=2.85, SD=.470) were not significantly different from any other condition. Extremely Low condition was not displayed because it had no scores for computation to be conducted. The cases were distributed in four conditions similarly to control group phase 2 results. The results suggested that total Enneagram Personality Awareness improved marital satisfaction in Good total Enneagram Personality Awareness condition. The improvement in both total Enneagram Personality Awareness and total marital satisfaction index was marginal and at a slow rate in that the scores remained distributed within four conditions of total Enneagram Personality Awareness as in control group phase 2 and in only one condition. (See figures 2, 3 and 4)

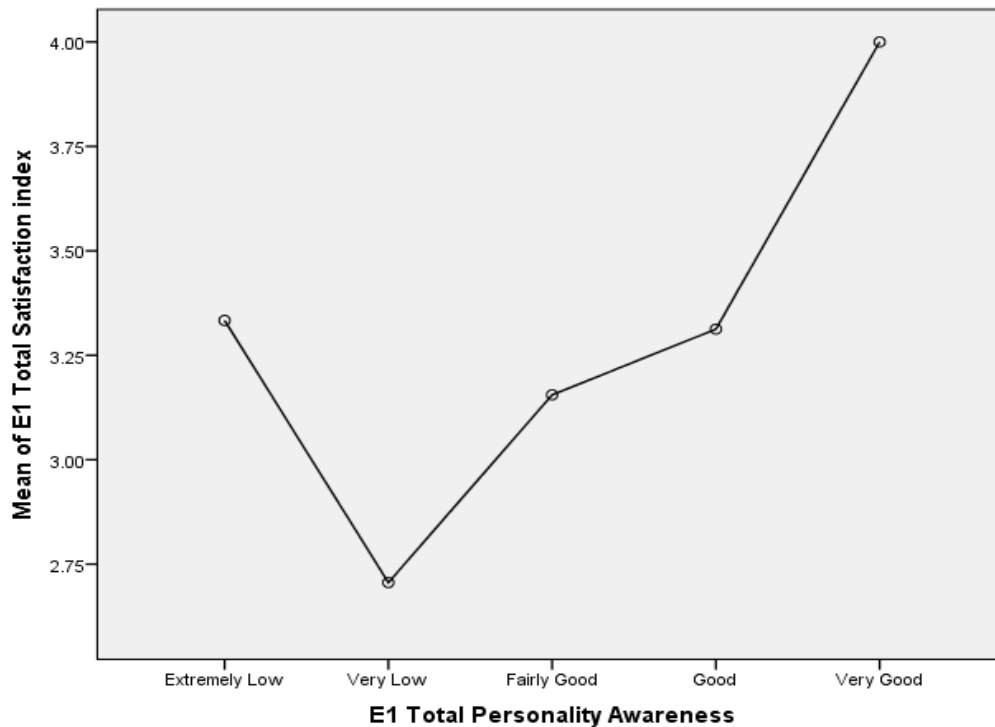
There were significantly different means for total marital satisfaction scores between the five conditions of total Enneagram Personality Awareness at the significance level  $P < .05$  within the experimental group.

In phase 1, there was a significant influence of total Enneagram Personality

Awareness on total marital satisfaction index at the  $p < 0.05$  level for the five conditions [ $F(4,111) = 6.450, P = .000$ ] (see Table 4). Post hoc comparison using the Tukey's HSD was conducted and means plotted in Figure 5.



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Figure 5: Experimental group phase 1: Total personality awareness and marital satisfaction

The means plot indicated high variation of awareness level in the five levels with extremely low levels of awareness showing high levels of marital satisfaction. Tukey's HSD test indicated that the mean scores for the very good ( $M = 4.00, SD = .00$ ), good ( $M = 3.31, SD = .592$ ) and fairly good ( $M = 3.16, SD = .586$ ) conditions of total Enneagram Personality Awareness were significantly different from very low condition ( $M = 2.71, SD = .470$ ). The mean score for the very good total Enneagram Personality Awareness condition ( $M = 4.00, SD = .00$ ) was significantly different from the fairly good condition ( $M = 2.74, SD = .653$ ).

The scores for extremely low total Enneagram Personality Awareness condition ( $M = 3.333, SD = 1.155$ ) were no significantly different from any other condition. The cases were normally distributed to the five total Enneagram Personality Awareness conditions. The results suggested that total enneagram personality awareness improved total marital satisfaction index in very good, good, and fairly good total Enneagram Personality Awareness conditions based on very low condition as well as very good total Enneagram Personality Awareness condition based on fairly food condition.

In phase 2, there was a significant influence of awareness of total Enneagram Personality on total marital satisfaction index at the  $p < 0.05$  level for the five conditions [ $F(3,112) = 6.486, P = .000$ ] (see Table 4). Post hoc comparison using the Tukey's HSD was conducted and means plotted in Figure 6.



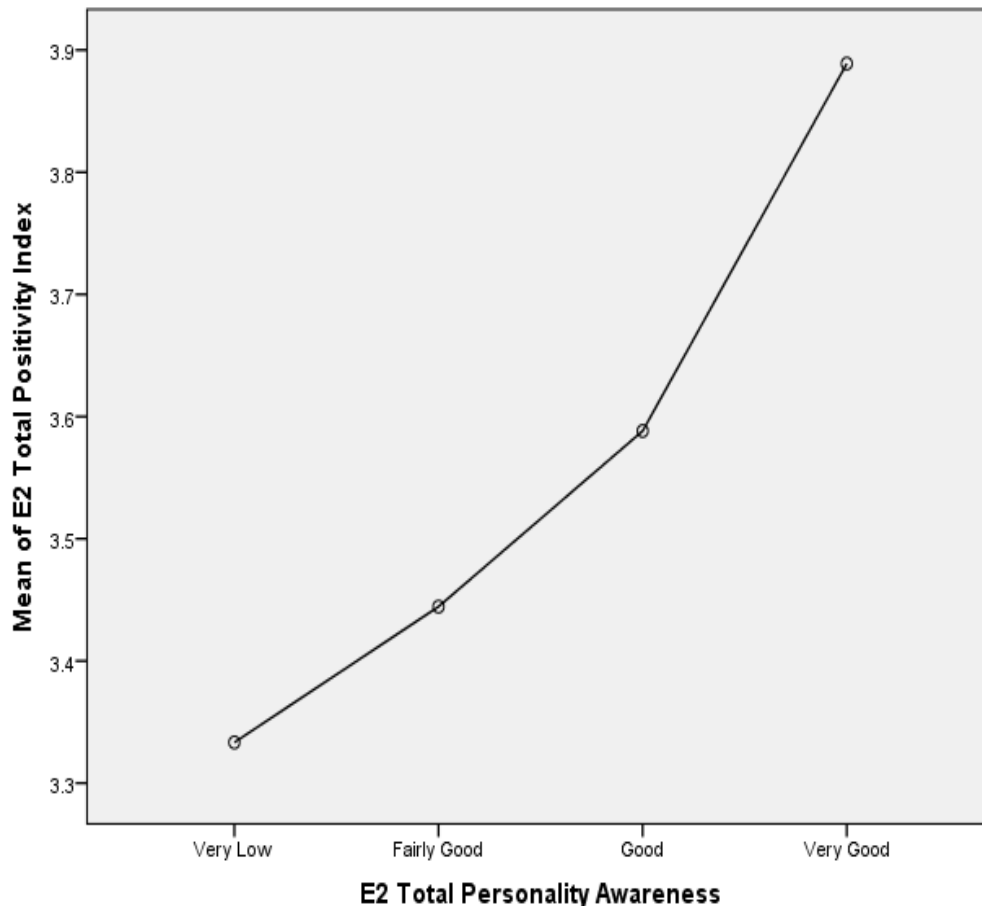
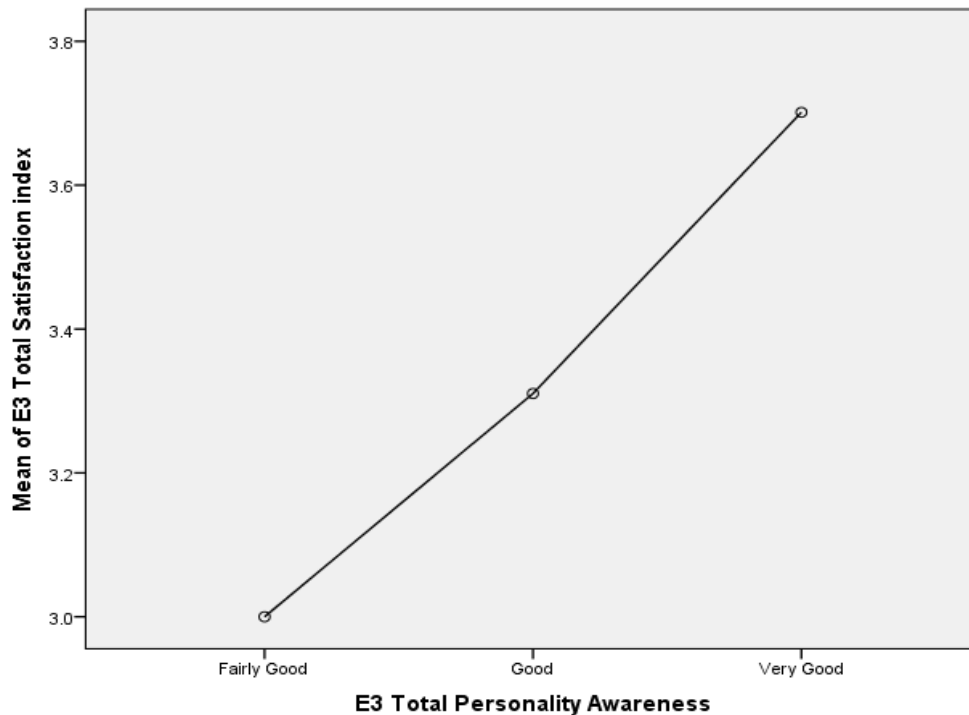


Figure 6: Experimental group phase 2: Total personality awareness and marital satisfaction means plot

The means plot indicated improvement in awareness level and scores in marital satisfaction. The respondents in the extremely low awareness level improved to higher levels hence respondents were distributed between four levels of development. Tukey's HSD test indicated that the mean score for the very good, ( $M=3.48$ ,  $SD=.509$ ) and good ( $M=3.21$ ,  $SD=.561$ ) total Enneagram Personality Awareness conditions were significantly different from the mean score for fairly good condition ( $M=2.78$ ,  $SD=.647$ ). The scores for very low total Enneagram Personality Awareness condition ( $M=2.67$ ,  $SD=.577$ ) were not significantly different from any other condition. Extremely low condition was not displayed because it had no scores for computation to be conducted. The cases had a negatively skewed distribution between the four total Enneagram Personality conditions. The results suggested that total Enneagram Personality Awareness improved marital satisfaction in very good and good total Enneagram Personality Awareness conditions.

In phase 3, there was a significant influence of total Enneagram Personality Awareness on total marital satisfaction index at the  $p<0.05$  level for the five conditions [ $F(2,105)=9.198, P=.000$ ] (see Table 4). Post hoc comparison using the Tukey's HSD was conducted and means plotted in Figure 7.



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Figure 7: Experimental group phase 3: Total personality awareness and marital satisfaction means plot

The means plot indicated further improvement in awareness level with those in very low level improved to higher levels improving and the shape of the line tending to a perfect straight line to linear relationship that improvement in awareness lead to improvement in marital satisfaction. Tukey's HSD test indicated that the mean score for the very good total Enneagram Personality Awareness condition ( $M=3.70$ ,  $SD=.461$ ) was significantly different from the mean score for good condition ( $M=3.31$ ,  $SD=.471$ ). The fairly good total Enneagram Personality Awareness condition ( $M=2.78$ ,  $SD=.647$ ) was not significant from any other condition. Extremely low, very low and low conditions were not displayed because they had no scores for computation to be conducted. All the cases had extreme negatively skewed distribution between fairly good, good and very good total Enneagram Personality Awareness conditions. The results suggested that respondents had massively improved in total marital satisfaction index in response to increased total Enneagram Personality Awareness. The findings supported Raulo's (2016) findings that when the couples are both highly self-aware the stood a better chance to succeed in their marital relationship.

Changes in Total Enneagram Personality Awareness influenced various marital sub-variables differently. Understanding in communication, extent personal needs are met, emotional positivity goodness and motivation sub-variables of marital satisfaction registered significant mean differences only after Enneagram Personality psychoeducation treatment as reported in table 35, indicating deeper comprehension of integrated functioning of one's own and spouse's Enneagram Personality dynamics in marital relationship was needed for the couples to change in these sub-variables. The couples integrated the spouses' personality in their functioning in support of Kranz (2011) second objective in the process of development. They understood





the spouses and knew how they fitted in their functioning. In the process they understood individual differences and regulated their expectations as explained by Ng'ang'a (2016) resulting to higher level of marital satisfaction. Frequency of positive thoughts, Strength of relationship, perceived satisfaction, total needs index and emotional positivity on commitment, confidence in the relationship and total positivity index sub-variable of marital satisfaction registered significant mean differences consistently in experimental group's three phases and/or control group's three phases (see Table 4). The results suggested the sub-variables were very sensitive to slight changes in total Enneagram Personality Awareness hence slight changes in total Enneagram Personality Awareness resulted to significant improvement in these variables.

Happiness level, warmth and comfort, extent to which communication brought togetherness, total communication, marital reward, extent to which personal needs were being met, emotional positivity interest and excitement registered significant mean differences at the pretest phase 1 or phase 2 for experimental group or in control group but lost the significance difference means in phase 2 after treatment or in phase 3 one month after treatment (see Table 4). The findings contradicted McGuiness (2007) observation that total enneatype awareness improved couples level of empathy which made their communication clearer hence reduced conflicts.

The results suggested misinformed or distorted assessment of marital satisfaction in these sub-variables without articulate total Enneagram Personality Awareness or cognitive dissonance caused by changes in marital interactions due to total Enneagram Personality Awareness before a new harmonious balance is created at a higher level of satisfaction. The findings corroborated Bowen (2017) awareness made couples uncomfortable as they engaged their resource center and Daniels (2015) findings that the process of translating awareness to marital satisfaction needed more time. The findings suggested the need for accurate personal information after a personality test and tolerance in the process of change to allow new balance to be achieved at a higher level of marital satisfaction. Couples in Enneagram Personality marital psychoeducation need to be sensitized of such marital satisfaction or dissatisfaction dynamics as they interact with awareness to avoid frustrations.

## **Conclusion and Recommendations**

In process of the of the research, respondents improved in awareness both in control and experimental group. Improvement in awareness was stronger in experimental group than in the control group which can be attributed to the fact that 53.3% and 68.3% of respondents in the control group searched for enneatype information online. Enneatype awareness was found to influence total personality awareness in the control and experimental groups in all the phases. However the F-value for the control group reduced in phases 2 and 3 indicating the influence grew weaker unlike in the experimental group. The study recommended that marital service providers needed to be empowered with knowledge on personality types and how personalities interact in marital relationships to result in satisfaction or dissatisfaction. In addition there is need for couple who seek help to do personality tests and be psycho-educated on their personality experientially. Further studies may focus on specific marital satisfaction sub-variables to explore on the observed differences in response to enneatype personality awareness.

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