

The Motivator

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Motivators want to win, preferably together with people who are important to them. Where are we today and where do we want to go? They succeed in appealing to emotions and using them for their own ideas. It's about future results that we can get excited about here and now.

This book describes their particular strengths and competencies. It shows what is important to be satisfied with oneself and one's life.

Christoph Hofmański

Before Christoph Hofmański (born 48) founded his consulting company under the name "Kommunikationsmanagement" in 1988, he worked as a marketing manager in an international IT company. During this time, the discussion about emotional intelligence began to become more audible. Guided by the question "What is a certain behavior good for?", Hofmański interpreted the bi-polar dimensions of personality psychology as existential, conflicting basic needs. This gave rise to the construct of "deep motivation" in the mid-1990s. In the work of the last 25 years, there has been a growing realization that we can better understand people if we bring the construct of basic needs into a multi-layered model that captures the "flow of energy" from drivers to situational behavior. Practical use in many coaching sessions motivated Christoph Hofmański to develop TwentyFive.

Christoph Hofmański

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Motivational Type

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1. I am a motivator

The result of analyzing my depth motivation says that I am a 'motivator type'.

The Sense.Ai.tion GmbH documentation provides a brief overview:

[link][<https://doc.senseaition.com/twentyfive/portraits>]

Motivators want to win, preferably together with people who are important to them. Where are we today and where do we want to go? They succeed in appealing to emotions and using them for their own ideas. It's about future results that we can get excited about here and now.

Relationship: As a complement to their own personality, it is important for the Motivator to have someone by their side who takes care of order, facts and details, while ensuring that things move forward in communication with those around them. For the needs of enforcement and integration, it is important to be able to decide freely and to be supported in factual matters. Everything that has to do with being alone and that restricts his freedom is perceived as painful. It is good to celebrate festivals and enjoy adventures together with others. The motivator needs shared

enthusiasm.

Decision: A motivator looks at different alternatives when making decisions. How can I better realize my vision? They look at potential successes, profits, speed, independence and progress.

Before making a final decision, he talks to partners or friends. Which offer sounds the best? He votes on ideas such as conformity (does it suit us), general acceptance, fashion, trends, image.

Career: Most motivators strive in their careers to work in great teams in a modern company and steadily climb the career ladder. They want to be successful together and be able to make as many decisions as possible themselves. In their work, they have many contacts with customers or colleagues. These requirements are found in communication management (sales, advertising, customer and employee orientation). In addition to work, it should be possible to have many joint activities and fun with friends.

Successful motivators use the special experiences and skills that match their personality, such as assertiveness, inventiveness and communication skills. They are able to inspire those around them. Good if this is in demand at work.

Learning: A motivator learns through challenging, preferably inspiring examples and trying things out together, as well as through discussions. Pictures and films (visualization) that are discussed in group work (dialogues) are helpful.

Motivation: Motivators are attracted to situations or ideas in which they can win others over to their ideas and work together to realize them. They need an enthusiastic team, freedom and vision.

If they want to achieve something, they use their communication skills and empathy. Depending on the situation, the need for rationality, safety and recognition may also become apparent. Most of the time, however, the desire to inspire others and get ahead has the highest priority.

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Well-being: A motivator is doing well when their most important needs are being served: To be able to develop freely, do what is important at the moment without hindrance, experience adventure and enjoy success. Being well integrated, being comfortable, feeling part of a group, talking to each other and having fun. Above all, he needs the freedom to determine his own actions in everyday life and lively communication with people who form a community with him.

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1.1 The success team

Everyone has conflicting basic needs that usually unconsciously argue about what we should or should not do.

In the motivator, enforcement and belonging lead the inner team. They want joint success.

The assertiveness side favors the mind, while empathy is more important for the we-feeling.

There is a basic tension in the inner team.

The right side likes closeness, calm and serenity. The left side wants to make progress and strives for logical and sensible ways to achieve ambitious goals as quickly as possible.

The search for recognition and the pursuit of safety are less important for the motivator in this circle of basic needs. They form the opposition to enforcement and belonging.

Safety puts the brakes on enforcement so that its adventures do not have a destructive effect. Anyone who strives blindly forwards with zeal or fights for supremacy with others without necessity is taking far too great a risk. Our need for safety requires reliability and the assertiveness part can reveal its well-thought-out plans in return.

Recognition doesn't like it when we pander to other people. Adapting to a certain extent may be okay. But not at any price, please. We don't want to give up on ourselves. Not only do we risk losing self-respect, but we also make ourselves look ridiculous if we completely disguise ourselves. We can only be recognized as individuals if we are authentic.

Motivators learn early on to pay attention to their inner balance, because it's like being part of a team of colleagues or sports friends: If not everyone involved pulls together, there is a threat of defeat.

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He makes sure that opposing needs are aligned and thus benefit from each other.

If the inner team wants to agree on common paths, it needs attractive goals.

As a child, we play roles: 'I would probably be a ballet dancer or a famous footballer or a well-known musician or a rich businesswoman'.

In our imagination, we can identify with these roles and vary, adapt and shape them until we are deeply satisfied with them.

The 'do-as-if' becomes a target scenario that we can visualize within ourselves (for the enforcement part) and talk about (for the belonging part).

The better we succeed in integrating all emotional aspects, i.e. all conflicting basic needs, into this idea, the more we feel a firm foundation within ourselves.

The entire emotional world is behind us. We are carried by positive emotions. It is a joy to achieve this goal. It is so strong that we believe we will burst if we don't talk about it and infect others with this enthusiasm.

Now we turn our attention to the people around us.

We want to motivate them. They should be happy with us about what we will achieve together.

Emotionally, we have already arrived there.

We learn to influence others through our inner attitude of conviction and our lively communication.

As I said, it starts in the early years of our lives and so we train the art of motivation without even realizing it.

On this path of personality development, we learn how to integrate the members of our team.

Because our assertiveness part wants to try out what we have learned straight away, we pay attention to the reactions of those

around us.

Schiller wrote 'Freude, schöner Götterfunken' and in the same poem (Ode to Joy): 'Your spells bind again what fashion strictly divides.'

Fashion is what we perceive in our inner team and in our fellow human beings, namely a division into red (enforcement) or green (safety), into black (rationality) or white (empathy) and into blue (recognition) or yellow (belonging).

They are strictly divided because we cannot go on an adventure and stay in the safety of the cave at the same time, nor can we think ice-coldly and empathize warmly at the same time. Likewise, it is not possible to be on stage and celebrate with others in the stands at the same time.

Our mind says that these opposing things only work one after the other.

Our emotions suffer because they strive for balance, for this joy, for inner balance.

And that's exactly what we experience in moments of lively enthusiasm, as Ludwig von Beethoven set to music in his Ninth Symphony.

The self-management of a successful motivator-type person makes use of the entire inner team, because this means that all the different areas of experience and perspectives with their complementary skills are available to them.

In the best case, we succeed in using all the powers of the unconscious for our concerns.

![PAGEFULL][<http://texorello.org/W99C0P0>][TwentyFive - About the forces of the unconscious]

1.2 Good feelings

A motivator may occasionally ask themselves:
What's wrong with me when I feel sad or angry?
What is wrong with me?
How do I get back to my joy?

Feelings are the dashboard of consciousness.
They show us whether we need something to ensure inner balance in our soul.

Not enough enforcement: Feeling powerless, being hindered by something, feeling bored

Too little belonging: feeling excluded, feeling sad, feeling lonely

Too little rationality: feeling deceived, not understanding anything, senselessness

Too little empathy: feeling alienated and distant, feeling cold, feeling desperate

Too little recognition: feeling rejected, confrontation with mistakes, being despised

Too little safety: unreliability, threat of possible danger, losing ground under your feet

A motivator pays particular attention to enforcement and belonging. As these are closely linked to recognition and empathy, he usually acts early enough before negative feelings show.

In his inner team, recognition and safety have the lower priority and are further away from consciousness.

It is therefore important to think more often about whether recognition through good work and quality awareness, as well as safety through risk avoidance and continuity, are really well enough taken care of.

Good feelings indicate that all basic needs are well taken care of.

This 'all-round' means that we take care of ourselves on different levels:

Body: I am strong and attractive so that I can assert myself and be accepted by my friends.

Soul: I am a positive person, full of energy and create a good atmosphere among my friends.

Spirit: I lead a meaningful life in a responsible way that also involves my fellow human beings.

Past: I use my positive experiences.

Present: I am mindful and enjoy the day.

Future: I am motivated by my visions.

Self: I take myself and my own wishes and feelings seriously.

Partner: It is important to me that my partners are also doing well. Their well-being brings me joy.

Group: I belong to a group of people who enjoy life and want to make a positive difference together.

* * *

So far, so good?

Yes.

As adults, we can take good care of ourselves, i.e. our basic needs, and include our fellow human beings. We use our skills, are attentive in the here and now and are confident and enthusiastic about the future.

What sometimes holds us back are our early childhood experiences.

Enforcement: We were powerless as long as we couldn't walk.

Belonging: We couldn't integrate as long as we couldn't talk.

Rationality: We could not draw rational conclusions until we had learned enough.

Empathy: We could not empathize as long as we had no emotional experiences.

Recognition: We could not be proud of ourselves as long as we could not achieve anything independently.

Safety: We could not defend ourselves against danger as long as we were not strong and experienced.

Our basic needs were threatened and our lives were in danger.

We learned what behavior we could use to get out of trouble. Perhaps we were taken in our arms and comforted when we sobbed quietly.

We have trained ourselves to react in ways that we still use today. Regardless of age, intelligence or situation: as soon as something seemingly dangerous happens, we are afraid and fall back on these old programs.

We behave like little children as soon as our fear is greater than our ability to calmly analyze a situation.

What can we do?

We can - after the initial shock and when the fear has subsided - reflect on ourselves and use our imagination and consciously consider: 'What would have been the better reaction?

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The motivator has the wonderful gift of imagining it vividly, playing it out in his mind and getting himself excited about this new skill.

Sometimes he has to repeat it until the reactions become a matter of course.

But he learns that he is now an adult and can and can act independently.

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Ende der Leseprobe

Das vollständige Buch finden Sie bei Amazon.

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