The Doer

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The Doer

Doers look at a situation, recognize connections and opportunities. Their logical judgment clarifies alternatives. Their intuition shows what to do. Then they get going. All this often happens very quickly. In discussions with partners, they gather information so that they can act even more efficiently in the future.

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.

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Christoph Hofmański

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Motivational Type

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texorello
15745 Wildau
Germany

http://texorello.org

1. I am a doer

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

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

Doers look at a situation, recognize connections and opportunities. Their logical judgment clarifies alternatives. Their intuition shows them what to do. Then they get started. This often happens very quickly. In discussions with partners, they gather information so that they can act even more efficiently in the future.

Relationship: As a complement to their own personality, it is important for the Doer to have a partner who is able to empathize and take care of order and regularity, while making sure things move forward in a rationally sensible way. For the needs of enforcement and rationality, it is important to be able to decide freely and to have all the necessary information. Anything that is expressed in an emotionally diffuse way and restricts his freedom is perceived as a hindrance. It is also good for the partnership to relate to reality and experience variety. The doer needs clarity and

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freedom of action.

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

He then logically examines the first idea and evaluates information according to rational criteria. What is a sensible decision? Transparency, research, analysis results, structural and logical developments are important.

Career: In their professional careers, most doers strive to have meaningful tasks in which they can make as many decisions as possible themselves and freely organize their work on the basis of target agreements and clear framework conditions. They want to manage their area of responsibility or their company based on facts. They will think through their decisions logically and justify them. The ideal environment is one that encourages them to keep learning in order to work on exciting new projects or products.

Successful doers use the special experiences and skills that match their personality, such as rationality, inventiveness and problem-solving skills. They need free access to information in order to be able to analyze and research on their own. Corporate development and controlling are part of their repertoire.

Learning: A doer learns by doing, for example by trying out new ideas in practice, ideally by analyzing and researching interesting problems. Pictures and films (visualization) as well as own sketches, graphics, excursions (sensory + motor skills) are helpful.

Motivation: Doers are positively motivated when they have meaningful goals towards which they can move powerfully. They need freedom, sufficient reserves of energy, clear structures and information.

If they want to achieve something, they use their assertiveness and their ability to think. Depending on the situation, the need for belonging, empathy, safety and recognition may also become

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apparent. Most of the time, however, the desire to achieve something that makes logical sense and to force one's own way of thinking have the highest priority.

Well-being: A doer feels good when their most important needs are being met: Being able to develop freely, doing what is important in the moment without hindrance, experiencing adventure and enjoying success. Being correctly informed, researching and analyzing, recognizing connections and their sense and thinking them through logically. Above all, this requires the freedom to determine one's own actions in everyday life and the opportunity to obtain and evaluate all the necessary information.

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1.1 The inner team

Everyone has conflicting basic needs. Each of them is essential for survival.

This makes sense and helps us to control ourselves.

Enforcement wants to get ahead, whatever the cost. What if life were endangered as a result? Without our need for safety, we would have died long ago.

Rationality seeks truth, sense and logical connections. But the reactions of our fellow human beings are usually shaped by their emotions. Reason alone does not help us.

Recognition wants to be seen. A baby that doesn't cry has little chance. The need to belong later determines whether and how we adapt, because we cannot survive on our own.

Every personality sets its own priorities, usually from birth. For the doer, enforcement and rationality are most important.

We can imagine the interaction of these basic needs as an inner team in which the strengths and competencies are activated depending on the situation and our needs.

The team is usually led by enforcement (red) and rationality (black).

Enforcement loves empathy (white), because this type of orientation delivers ideas and fantasies a thousand times faster than we can think.

Rationality needs information from and about other people. For this, it likes to use the communicative skills of belonging (yellow).

A doer wants to do something.

In the inner team it could look like this:

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- Red has a desire for new successes.
- Black researches and analyzes the logical processes.
- White empathizes with those affected.
- Yellow explains how to communicate the new story.

A division of tasks is not yet an agreement.

These 'deities' in our souls do not allow themselves to be told what to do, not even by the need to assert themselves.

How do recognition and safety react?

Recognition says: "If you want to come into your own, you have to somehow set yourself apart from others. You have to look after yourself (this starts shortly after birth with a powerful cry) and show that "you are there". An acclaimed star is the best way to show that you exist. Nevertheless, self-reference often has an introverted effect. We want to be and remain recognizable as a special person. This need hates uniformity and wants to stand out from the crowd. What others do is to be viewed critically."

The recognition god wants to be proud of himself.

Safety adds: "Everything new involves risks. If you put yourself in danger, you will die. If you don't take care of your own life, you will quickly lose it. You have to be vigilant and thoughtful if you want to get through life in one piece. It's about sustainability. We strive for continuity and reliability. Everything that is important or could become important should be protected. We should be alert at all times so that we can recognize and avoid risks at an early stage."

The safety god loves consistency.

The doer realizes:

If the inner team wants to agree on common paths, it needs an attractive vision that everyone agrees with.

The search is on for a future scenario that satisfies all six

opposing basic needs.

Which topics are interesting and exciting enough to get our inner diversity in tune?

Body (facts, technology, physics ...)
Soul (emotions, music, theater ...)
Mind (culture, faith, philosophy ...)

Past (history, controlling, causal research ...)
Present (sensing, transportation, processing ...)
Future (development, medicine, health ...)

Individual (beauty, training, time management ...)
Partner (mediation, care, coaching ...)
Group (communication, health, study programs ...)

In this way, 27 fields can be defined that the doer could be passionate about, for example **body-future-individual**.

What he chooses depends on his previous experience, his preferences or hobbies.

Perhaps the doer wants to start a small business that helps interested entrepreneurs realize their own building and renovation projects.

With this first idea, clarification begins (usually unconsciously) within the inner team.

Enforcement: Yes. It's something new and an exciting challenge.

Rationality: Yes. The topic is exciting and makes sense. It can be realized.

Empathy: Yes. It could be an important contribution where people learn something good for themselves.

Belonging: Yes. There will usually be many friends working

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with the professionals.

Safety: I need to think about the risks involved. How will the financial provision be secured by then? Well, if both are okay, then I'm happy to do it.

Recognition: Yes. I'm creating something unique and important.

The better we succeed in integrating all emotional aspects, i.e. all conflicting basic needs, into this idea, the more we feel the enthusiasm and energy within us.

The entire emotional world is behind us. We are carried by positive emotions. It will be a joy to achieve this goal.

Fantasy outings are typical for doers and this is how they learn how to integrate opposing basic needs.

The self-management of a successful doer utilizes the entire inner team, as this means that all the different areas of experience and perspectives with their complementary skills are available to them.

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1.2 Pay attention to your feelings

Feelings arise in the unconscious. We can understand them as messages from the inner team that inform our conscious mind whether there is a need for action.

Too much can mean that we are not balanced. The other party is put under pressure if their needs are ignored.

- Too much enforcement prevents us from sensing risks.
- Too much rationality hinders empathy.
- Too much belonging pays too little attention to our own interests.
- Too much empathy reduces rational sensing.
- Too much safety slows down our willingness to take risks.
- Too much recognition distances us from others.

We are satisfied when we can expect this basic need to be satisfied for the foreseeable future.

Hungry shows through our feelings that we need to do something for this basic need. These negative moods can become more intense over time. From the perspective of the inner team, this is about existential issues. If something is lacking, it can have fatal consequences, says our early childhood experience.

Enforcement
Too much: overexcited, enthusiastic
Satisfied: calm and powerful
Hungry: fear of getting stuck

Rationality
Too much: lecturing others
Satisfied: calm and curious

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Hungry: fear of confusion, error

Belonging
Too much: raging enthusiasm
Satisfied: calm and integrated
Hungry: Fear of being alone

Empathy
Too much: being one with the universe
Satisfied: calm and harmonious
Hungry: fear of despair, coldness

Recognition
Too much: strutting along like a peacock
Satisfied: calm and proud
Hungry: fear of rejection, mistakes

Safety
Too much: unbeatable
Satisfied: calm and secure
Hungry: fear of change

Those who are satisfied all round feel above all calm and happy in a deep way. Nothing exuberant, but 'just' this inner balance.

This applies to all the fields described above:
• body-mind-spirit
• Past-Present-Future
• Self-Partner-Group

The basic needs do not need much. There is a lot of food available in our culture:

• for enforcement (freedom of movement for small adventures),
• recognition (being able to do something yourself),

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• rationality (available at will thanks to the internet),
• empathy (times of leisure after work and at the weekend),
• safety (our social system provides for us in an emergency) and
• belonging (we can meet wherever and whenever we want).

Unfortunately, we have had traumatic experiences in childhood that warn us, despite all our rationality, that there are always phases in life when we have to go hungry.

Recognition: After birth, we had to scream to draw attention to ourselves. We would have died if we hadn't let the big ones sensing us.

Safety: We began to move around and learned that we needed the protection of adults so that nothing bad would happen to us.

Belonging: we couldn't survive without the adults around us and depended on being able to communicate with them.

Enforcement: We were powerless as long as we couldn't walk. Our urge to move drove us forward. But soon it was a hail of regulations.

Rationality: We couldn't inform ourselves and our questions were rarely answered.

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

All that was a long time ago, but it still has an effect.

In our unconscious, early childhood experiences have become fixed as programs.

It is independent of age, intelligence and situation: when something seemingly dangerous happens, we are unconsciously afraid and fall back on these old behavioral patterns.

As soon as we are emotionally hungry, fear is present.

It can flood our consciousness.

We react like little children, because the fear is greater than our ability to calmly analyze the situation at that moment.

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Ende der Leseprobe

Das vollständige Buch finden Sie bei Amazon.

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