

The Preserver

Leseprobe

## **The Preserver**

Preservers have both feet on the ground. They use their experience, understand what is happening around them and know what to do. They are awake and ready to react immediately if something happens that can become threatening. Preserving everything that is important has the highest priority.

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. My personal profile

The result of analyzing my depth motivation says that my type is the 'preserver'.

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

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

Preservers have both feet on the ground. They use their experience, understand what is happening around them and know what to do. They are alert and ready to react immediately if something happens that could become threatening. Preserving everything important is their top priority.

**Relationship:** As a complement to their own personality, it is important for the preserver to have a partner who is able to commit to mutual concerns while being attentive to the care and maintenance of what they both want to preserve. Risk avoidance and sustainability are important for the need for safety. A lack of planning or unpredictable actions stir up fears. Partners also want to be able to rely on each other at all times. The preserver needs and offers stability.

**Decisions:** A preserver wants to understand the consequences of a decision in the literal sense. What risks could arise and what will stand the test of time? Topics are experiences, guarantees, sustainability, potential risks, continuity.

The preserver thinks: If I want to avoid risks, I need to be healthy. Fitness and stamina are important to me. I want to strengthen my resilience through exercise and nutrition. Stability and sustainability are important to me in all products. I want everyone to feel good about what I do. If I arouse negative emotions, there is a risk that people will attack me for it. For me, life makes sense if I can be sure that I'm doing the right thing. I use rules and commandments for this. Faith gives me inner stability. I am a spiritually stable person.

**Career:** In their professional careers, most preservers strive for a permanent job in a company whose existence is as secure as possible in the long term. In this environment, it is important to be able to rely on each other. The best fit is to work in manageable areas and to be able to rely on clear organizational structures and work guidelines. The "ideal" company tends to be conservative and should particularly value values such as continuity, experience and sustainability.

Successful preservers use the special experiences and skills that match their personality, such as a love of order, loyalty, reliability, risk minimization and attention to all work processes.

**Learning:** A preserver learns through order. He organizes new knowledge or skills to be learned according to certain categories and trains / anchors it through repetition. Self-written (paper) documentation and, whenever possible, tangible models (haptics) are helpful for this. It is important for preservers to be able to hold the results in their hands.

The need for safety means: I need peace and quiet when learning. I want to be able to concentrate and work at my own pace. I can also cope with e-learning, but I take notes on the side, because that consolidates the knowledge. It's also good that you can repeat the chapters in our program. Compared to others, I

need more time to learn. I want to work on it intensively. Writing everything down neatly, drawing pictures, making models and making sure everything is well organized doesn't happen so quickly. But in the end, I have something that I can refer back to again and again.

**Motivation:** A preserver learns through order. He organizes new knowledge or skills to be learned according to certain categories and trains / anchors it through repetition. Self-written (paper) documentation and, whenever possible, tangible models (haptics) are helpful for this. It is important for preservers to be able to hold the results in their hands.

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**Well-being:** A preserver is doing well when their most important needs are being met: Being secure, recognizing risks early, protecting and preserving everything important, ensuring continuity, reliability and order. Above all, they need attentive sensing of their environment in order to be able to react quickly if necessary.

When they want to achieve something, preservers use their structured thinking and organizational skills. Depending on the situation, the needs for belonging, rationality, recognition and enforcement may also come to the fore. In most cases, however, the desire for reliable developments has the highest priority.

## 1.1 The inner team

Everyone has conflicting basic needs that enable us to grow and live together.

Enforcement: We grow and develop our abilities, otherwise we would remain an infant.

Safety: We pay attention to dangers and protect our health, otherwise we would die early.

Recognition: If necessary, we scream so that our parents provide us with what we need.

Belonging: We cannot survive alone in this world, so we make sure we have good contacts.

Rationality: We learn structures and relationships so that we can orient ourselves in the world.

Empathy: For a harmonious coexistence, we empathize with possible effects.

People differ in the importance that these needs have for them.

For the preserver, safety has the highest priority.

There are six forces that wrestle in our unconscious about what is best for us in which situation. In our fantasy world they take on designer form, so we can imagine strong gods in an inner team, sitting together at a large table and discussing with each other.

In this round, the preserver is presided over by safety, symbolized by the color 'green'.

It is flanked by the orientation needs for knowledge (black - rationality) and empathy (white - emotionality), because if you

want to be secure, you have to orientate yourself holistically,

The need for empathy requires closeness, which is provided by belonging (yellow).

Rationality, on the other hand, likes to be alone in order to concentrate on the important things. This also fits very well with the need for recognition (blue), which prefers sensing others from an objective, critical distance.

On the opposite side, enforcement (red) has its place and confronts safety so that the preserver remains active and takes care of his life.

A preserver wants to preserve everything that ensures health and comfort in life.

In the inner team it could look like this:

- Black researches, analyzes the situations and the ongoing change processes.
- White feels the possible consequences and uses his imagination to develop ideas that focus on sustainability.
- Blue compares alternatives and their risks.
- Yellow takes care of communication.
- Red wants to take action in certain situations and fight for everything important if necessary.

These 'deities' in our soul not only have very different goals, but also use different sensory channels.

Green safety wants to be able to grasp and comprehend something.

Black cognition wants to look at the situation from different perspectives. It primarily uses motor skills.

### *The Preserver*

White empathy wants to empathize. It prefers to close its eyes to feel whether everything is to its liking.

Blue recognition is on the lookout for the best possible solution, which it tends to find in its self-talk.

The yellow belonging listens to partners and friends to check in with them.

The red need for assertiveness goes through the world with open eyes. It has visions and wants to be able to see opportunities early on.

All personality traits address the conscious mind with dreams, thoughts and feelings. The opposing voices and moods can confuse us as long as we have not aligned these opposites within us towards common goals and paths.

The inner team needs good organization with a reliable distribution of tasks. This is what our 'self' works on, an inner entity that strives for harmony and for meaningful and healthy self-development.

We are looking for a future scenario that satisfies all six opposing basic needs and fits the personality of the preserver.

The better we succeed in integrating all emotional aspects, i.e. all opposing basic needs, into a project, the more energy we feel for this task.

## 1.2 Thinking and feeling

For many people, feelings sometimes have a threatening character. Fears, anger, hatred, loneliness, sadness, despair and even euphoria can make us feel insecure. Sometimes we don't recognize their cause and only rarely can we assess what the consequences will be if we allow ourselves to be led by our feelings.

It is then better and, above all, safer to look at a situation from a certain distance and think about it.

God has given us the mind so that we can make sensible decisions.

There are spontaneous solutions offered by our unconscious that we can think about in peace.

Kahnemann has researched and described it.

*Wikipedia: Thinking, Fast and Slow is a book by Daniel Kahneman that summarizes several decades of his research, most of which was conducted together with Amos Tversky. The central thesis is the distinction between two types of thinking: the fast, instinctive and emotional system 1 and the slower, more reasoned and logical system 2.*

The preserver is dominated by the need for safety. When we use it consciously, it wants to understand and think things through. These haptic and kinaesthetic actions are slow.

**Preservers prefer system 2.**

Our unconscious is very fast and, if necessary, puts us in a panicky mood if it believes something could be dangerous for us based on ancient but still effective experiences.

Especially in stressful situations, we should make well-considered decisions before we become frantic, flee or react

nonsensically to something that poses no danger at all to our current skills and experiences.

If we want to be satisfied with our lives, we should know what messages the fast emotional system is sending us and what it is doing.

We can understand feelings as information with which one of the six members of the inner team wants to make us aware of something.

Feelings can be formulated as thoughts. The conscious mind can cope better with this.

It is about whether we are doing too much, enough or too little to take care of ourselves.

- Too much safety makes us pause or hide. It slows down our powerful actions.
- Too much empathy makes us 'melt away' and we forget space and time, which doesn't necessarily end well.
- Too much knowledge hinders empathy. We behave in a matter-of-fact to ice-cold manner and become unsympathetic.
- Too much belonging pays too little attention to our own interests. We are in the middle of things, but forget ourselves.
- Too much recognition makes us only pay attention to ourselves. We stop sensing our fellow human beings.
- Too much enforcement forces us to ignore risks. We put our head through the wall, which can be painful.

**We are satisfied** when we can expect good saturation for basic needs in the foreseeable future.

**Hungry:** The point is that we become aware of our emotional hunger so that we become active early on to provide for the necessities of life.

Basic needs don't require much. There is a lot of food available in our culture.

Preservers usually take care of their basic needs in this order:

- Safety (order and regularity),
- Rationality (available almost at will thanks to the internet),
- Empathy (times of leisure in their free time),
- Recognition (time for hobbies),
- Belonging (meeting up with friends),
- Enforcement (adventure and sport).

Really bad feelings usually stem from a time when we couldn't take care of ourselves.

Safety: We remember health problems and injuries in the early years of our lives.

Rationality: We remember many questions that no one could or wanted to answer.

Empathy: We remember feeling guilty because we couldn't help our loved ones.

Recognition: We remember moments when no one cared about us.

Belonging: We remember times when we were left alone.

Enforcement: We remember situations in which we felt trapped.

These are mostly childhood memories, but they still have an effect today.

As soon as danger threatens, the unconscious searches for a similar situation that we survived back then.

What were the most threatening situations in our lives?

How did we react back then?

How can we deal with it better today?

### 1.3 Self-determined

We are self-determined beings from birth.

As long as something or someone does not force its way into our brain, all decisions take place exclusively within ourselves.

I was an embryo, a fetus, I let myself be born, let myself be cared for as a baby and learned from the beginning what I had to do in order to be able to live as a complex being in this environment.

I use my senses to perceive what is happening around me and draw my own conclusions.

I decide on a behavior that will ensure my survival.

I am surrounded by a shell that no external being can penetrate and whose functions cannot be reprogrammed.

I am the being that developed from a fertilized egg.

Sometimes I still think that others have control over me.

That is wrong.

I have been a self-determined being from the very beginning, when my original cell began to divide and grow.

*The results of depth motivation analysis and the associated image of humanity are largely in line with humanistic psychology.*

*Its founder, Carl Rogers, proceeded from these basic assumptions:*

- Every person strives for self-actualization.
- Needs drive our actions through emotions.
- Everyone has their own individual values, goals and skills.
- Life experience and thus also relationships influence our personal development.
- We see people as a unity of body, soul and spirit.
- The interaction of many basic needs and experiences results

in an inner richness.

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## **Ende der Leseprobe**

Das vollständige Buch finden Sie bei Amazon.

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