

The Assistant

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## **The Assistant**

Assistants take care of their team. They order and integrate. They are attentive to what is happening in the here and now. Everyone should be doing well. Firmly anchored on the ground of facts, we can support each other and be there for each other.

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 'assistant'.

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

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

Assistants take care of their team. They organize and integrate. They are attentive to what is happening in the here and now. Everyone should be well. Firmly anchored on the ground, we can support each other and be there for each other.

**Relationship:** As a complement to one's own personality, it is important for the assistant to have a partner who is committed to what they have in common, taking care of facts and details while being attentive to the care and preservation of what they both want to preserve. Reliability and closeness are important for the needs of safety and integration. Being alone, lack of planning or unpredictable actions fuel fears. For the partnership, you want to be able to rely on each other, but also do things together and have fun. The assistant needs consistency and togetherness.

**Decisions:** An assistant first wants to understand the consequences of a possible decision. What risks could arise and what will prove to be sustainable? Topics are experience, guarantees, sustainability, potential risks, continuity.

He then discusses his choices with partners or friends. Which offer sounds the best? He agrees on ideas such as conformity (does it suit us), general acceptance, fashion, trends, image.

**Career:** Most assistants aspire to work in great teams in a modern company during their career. Tasks that involve supporting customers or colleagues are attractive. A job in an institution whose existence is secured for the long term is ideal. Assistants want to work in manageable areas where clear organizational structures and work guidelines determine the work. They prefer an entrepreneurial focus on supporting people and sustainability.

Successful assistants use the special experiences and skills that match their personality, such as communication skills, sociability and reliability. Customers or employees are happy to be advised by them.

**Learning:** An assistant learns through the support of fellow learners. He creates the basis for this through his own organization, in which he assigns his preliminary understanding to certain categories. Knowledge and skills are consolidated through discussion and repetition. Group work, personal discussions (dialogs) and self-written paper documentation as well as tangible models (haptics) are helpful.

**Motivation:** Assistants are positively motivated when they have everything under control in a reliable environment. They need both order and colleagues with whom they get on well.

If they want to achieve something, they use their attention and communication skills. Depending on the situation, the needs for enforcement, rationality, empathy and recognition may also become apparent. Most of the time, however, the desires for belonging and consistency have the highest priority.

**Well-being:** An assistant is doing well when their most important needs are being met: Being well integrated, being comfortable, feeling part of a group, talking to each other and having fun. Being secure, recognizing risks early on, protecting and preserving everything important, ensuring continuity, reliability and order. Above all, he needs lively communication with people who form a community with him and attentive sensing of his surroundings so that he can react quickly if necessary.

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## **1.1 The inner team**

Deep motivation recognizes six different basic needs that control our behaviour through strong feelings, because one of them is essential for survival.

Our self-control always stands between the extreme choices of safety or enforcement, belonging or recognition, rationality (knowledge) or emotionality (empathy).

In the 'assistant' motivation type, the needs for belonging and safety have the highest priority.

- Safety: We need to perceive and react to dangers in good time.
- Enforcement: We want to grow, survive adventures and develop our abilities.
- Belonging: We cannot and do not want to live alone. We need fellow human beings.
- Recognition: We want to be sensing and be proud of ourselves.
- Rationality: When we do something, we need to recognize the sense and reality of it.
- Empathy: We want to live harmoniously with ourselves and with others.

We can imagine these six different needs as separate forces. They are independent areas of the brain and each of them is responsible for our lives in a special way. We cannot do without any of them.

They will wrestle with each other over what is best for us when making important decisions.

They take on designer form in our fantasy world. This is how

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the old legends tell of the strong gods. They sit together at a big table and argue with each other about how we should behave in certain situations.

In the assistant, safety (green) and belonging (yellow) preside over this round.

The two are flanked by orientation needs for knowledge (black - rationality) and empathy (white - emotionality).

The opposite poles sit opposite the leadership duo.

Recognition (blue) makes sure that belonging does not give itself up, but preserves its self.

Enforcement (red) keeps a watchful eye on safety so that it does not hide in its cave but participates in life.

The assistant takes care of the well-being of his inner family, because the basic needs, each of them with strong feelings, ensure that we serve them well.

When we are satisfied, there is peaceful cooperation in our inner team. It could look like this:

- Black researches, analyzes situations and ongoing change processes.
- White feels his way into the possible consequences and uses his imagination to develop ideas that will work harmoniously.
- Blue compares and evaluates the alternative courses of action. It strives for a quality of which it can be proud.
- Yellow cares about communication. It wants to adapt and ensure good relations with friends.
- Red wants to take action in certain situations and fight for everything important if necessary.
- Green checks all suggestions from colleagues to see if they involve risks. It wants to avoid danger.

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.

Yellow belonging listens to partners and friends in order to coordinate with them.

Black cognition wants to look at the situation from different perspectives. It uses movements.

White empathy wants to empathize. It prefers to close its eyes and activate its waking dreams.

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

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. Our 'self' works on this, 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 conflicting basic needs and fits the assistant's personality.

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 Self-awareness

We see, hear and feel something in a certain situation that we evaluate emotionally.

If it triggers feelings such as fear, anger, hatred, addiction, loneliness, sadness, pride, despair or euphoria, this can make us feel insecure.

These clarifications and the resulting feelings happen unconsciously and very quickly.

The assistant's need to belong favors spontaneity. It allows them to react immediately and flexibly to the situation.

If we are insecure, the need for safety comes to the fore. Now it's time to sensing exactly what is at stake. We start to think about the situation in order to understand it.

Kahnemann has researched and described these thought processes.

*Wikipedia: Thinking, Fast and Slow is a book by Daniel Kahneman that summarizes several decades of research, most of which he 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.*

System 1 quickly delivers an idea and occasionally this is immediately realized as a speech to partners or friends. Belonging wants to talk about it and then hear what others have to say about it.

System 2 is better suited to safety because it wants to grasp something and think about it. These haptic or kinesthetic actions are slow but sure.

However, both systems that Kahnemann describes get their information from the unconscious.

System 1 may realize feelings in images and sounds and describe them verbally.

It then supplies system 2 with information. This searches for (thinking) models and fixed points of view.

Especially in stressful situations, we should make well-considered decisions before we become hectic, 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 come to a good understanding with the slow, secure system before we react spontaneously.

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 actions.
- Too much belonging pays too little attention to our own concerns. We are in the middle of things, but forget about ourselves.
- 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 recognition makes us only pay attention to ourselves. We stop sensing our fellow human beings.

- Too much enforcement means we don't take any risks. We put our head through the wall, which can be painful.

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

**Hungry:** We need to become aware of our emotional hunger so that we can take action early on to provide for our vital needs. Every fear is an important, positive signal. It means: Do something for me so that we can live happily.

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

For the assistant, this is important first:

- Safety (order and regularity),
- Belonging (meeting up with friends).

And then:

- Knowledge (available almost at will thanks to the Internet),
- empathy (times of leisure in your free time)

Followed by:

- Recognition (time for hobbies),
- Enforcement (freedom of movement for our adventures),

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

As an infant or toddler, we were dependent on the care of the big people who were around us. Fears stem from these times.

Safety memories: We remember pain and hurt.

Belonging: We remember times when we were left alone.

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Reality: We remember our disorientation because we did not understand reality.

Empathy: We remember how the big ones ruled us and we couldn't influence it.

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

Enforcement: We remember situations in which we felt trapped.

There is a big disadvantage to quick thinking:

It assumes the worst and usually uses childhood memories to judge today's situations.

It looks for the worst in order to find solutions that secure our lives.

**The more stressful our situation is, the more important it is to switch on slow thinking and come to an 'adult' judgment from a spatial, temporal and, above all, emotional distance.**

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## **Ende der Leseprobe**

Das vollständige Buch finden Sie bei Amazon.

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