The Specialist

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The Specialist

Specialists work conscientiously. They are experienced professionals. Based on facts, you can achieve results that also meet high quality standards. The devil is in the details, so you have to look closely if you want something to be really good.

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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Motivational Type

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1. My personal profile

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

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

Specialists work conscientiously. They are experienced professionals. Based on facts, they can achieve results that meet high quality standards. The devil is in the detail, so you have to take a close look if you want something to be really good.

Relationships: To complement their own personality, it is important for the specialist to have a partner who is committed to common causes and ensures integration within their circle of friends, while taking care of the factual work. Reliability and recognition are important for the need for safety and individuality. Anything that prevents them from doing their work really well is seen as a hindrance. A lack of planning or unpredictable actions stir up anxiety. It is also good for the partnership to be able to rely on each other and be proud of each other. The specialist needs positive feedback and consistency.

Decisions: A specialist compares alternatives with their own evaluation criteria. What best meets my requirements? He scrutinizes product or service descriptions, quality checks, expert opinions, comparative tests, critical reports.

The next step is to understand the consequences of a possible decision. What risks could arise and what will stand the test of time? Topics include experience, guarantees, sustainability, potential risks, continuity.

Motivation: Specialists are positively motivated when they know the details and can be proud of their achievements. For this, they need clear guidelines and approving feedback.

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

Career: Most specialists strive for a secure job with challenging tasks in their professional career. They want to work independently and use their specialized rationality and skills to work for a company on a permanent basis. Occasional feedback is important, but otherwise they are focused on their work. Ideally, they would have manageable areas of responsibility with clear organizational structures and work guidelines.

Successful specialists use the special experiences and skills that match their personality, such as motivation, quality awareness and reliability. They constantly develop and deepen their specialist rationality and skills.

1.1 The inner team

If we want to make our own decisions, we need alternatives: up or down, left or right, warm or cold.

We can assign the basic needs that determine our behavior to these directions and that motivate us strongly through feelings, because each of them is essential for survival.

• Safety - down: We should have both feet on the ground in order to be able to react in case of danger.

• Enforcement - up: We want to grow, adventure and strive upwards to develop our abilities.

• Belonging - to the right: We need partners at our side, because we cannot and do not want to live alone.

• Recognition - to the left: We want to be self-sufficient and not get lost in the crowd, but be able to be proud of ourselves.

• Rationality - cold: We need a cool head if we want to act rationally and sensibly.

• Empathy - warm: We can empathize warmly with the effects of our actions on ourselves and our partners.

People differ because they prioritize these different needs differently.

For specialists, the needs for recognition and safety are the most important. But the other forces, which we can think of as independent areas of the brain, are also responsible for our lives in a special way.

In our unconscious, they wrestle with each other over what is best for us in the current situation when making important decisions.

They take on designer form in our dream and fantasy world. This is how the old legends tell of the strong gods. They sit

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together at a large table and argue with each other about how we should behave in certain situations.

If we imagine that these six gods meet at a round table, then safety and recognition take the chair with the specialists.

They are supported by cognition (rationality) and empathy (emotionality). These two basic needs serve as orientation.

The opposite poles, striving upwards and to the right, sit opposite the leadership duo.

Belonging knows that the loner needs recognition and feedback from other people. He wants to be proud and therefore likes to show off his work results.

The enforcement focuses its watchful eye on safety. It tends to retreat into a cave. It may be safe there, but real life doesn't take place there.

The specialist knows that quality (blue, recognition) and durability (green, safety) go hand in hand.

Both together dominate the specialist's feelings, thinking and actions.

When he is satisfied, there is peaceful cooperation in his inner team. The other basic needs support the leadership duo. It could look like this:

- Black (rationality) researches, analyzes situations and ongoing change processes.
- White (empathy) feels the possible consequences and uses his imagination to develop ideas that focus on sustainability.

- Red (enforcement) has a desire to actively participate in certain situations and fight for what is important if necessary, or at least protect green against attacks.
- Yellow (belonging) takes care of communication, motivating those involved or affected, and ensures that blue gets its

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recognition.

These inner instances use their own sensory channels.

• Green safety (haptic) wants to be able to grasp, understand and, if necessary, hold on to something.
• Blue recognition (auditory, inner dialog) tends to seek the best possible solution in its self-talk.

• Black cognition (motor skills) wants to move things around in order to look at them from different perspectives.
• White empathy (smelling, tasting) looks for what tastes best to us, so that nothing toxic clouds the mood.

• The red need for enforcement (visual) goes through the world with open eyes in order to see opportunities early on.
• The yellow belonging (auditory) listens to partners and friends in order to be in tune with them.

Because these personality traits represent different and opposing needs, they need a common direction.

As long as we are not consciously clear about how we want to live, what makes sense for us and how we can confidently go our own way, the members of the inner team turn to the conscious mind with dreams, thoughts and feelings.

They are looking for a future scenario that satisfies all six opposing basic needs and fits their personality.

The better we succeed in integrating all emotional aspects, i.e. all opposing basic needs, into our life plan and our current plans, the more we will feel the energy for a task that really satisfies us.

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1.2 Self-awareness

Our recognition side has gained a lot of experience over time. When it comes to assessing certain things or contexts, it uses intuition. This is much quicker than measuring and judging something anew every time.

The need for certainty slows down our quick judgments, as incorrect assessments can have negative consequences. It is better to proceed carefully and weigh things up carefully.

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 provides a judgment, sometimes a prejudice, to assess whether something meets the qualitative requirements, which is based on experience but often does not match the current reality.

System 2 is better suited to safety, because it wants to grasp and consider something. These haptic or kinaesthetic actions are slow.

However, both systems described by Kahnemann receive their information from the unconscious.

System 1 searches for comparable patterns in memories and describes them verbally. It then supplies System 2 with information.

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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.

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

The messages from the inner team can be short thoughts accompanied by feelings. Our first impression is: That's clear.

We can now switch on our consciousness, which is critically pronounced in specialists anyway, and take things formally or symbolically into our own hands. Is our point of view firm enough for us to defend it?

Our unconscious is a conflicting system. Each basic need initially takes care of itself and it can happen that we act unilaterally, which then leads to counter-reactions from the other side.

• Too much safety makes us pause or hide. It slows down our actions.

• Too much recognition makes us only pay attention to ourselves. We stop sensing our fellow human beings.

• Too much empathy makes us 'melt away' and we forget space and time, which doesn't necessarily end well.

• Too much rationality 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 enforcement prevents us from sensing risks. We put our head through the wall, which can be painful.

Oversupplying our basic needs usually leads to behavior that is rather unpleasant or unattractive in the sensing of our friends and

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partners. They sometimes have the impression that something is wrong with us. We soon feel this ourselves, because the underserved side creates a lot of pressure.

When we feel under stress, it is rarely due to external circumstances, but to our inner imbalance.

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

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

Basic needs don't require much. In our culture, we can take good care of ourselves.

For the specialist, this is important first:

- Safety (order and regularity),
- Recognition (time for hobbies and improvements).

And then:
- Rationality (available almost at will thanks to the Internet),
- Empathy (times of leisure in your free time).

Followed by:
- Enforcement (freedom of movement for our adventures),
- Belonging (meeting up with friends).

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

Recognition: Our unconscious has not forgotten the time as an infant when we cried out in fear.

Safety: We remember health problems and first injuries.

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

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

Enforcement: We remember situations in which we felt trapped.

Belonging: We remember times when we were left alone.

Thinking quickly has a big disadvantage.

Our experiences are sorted by relevance to action and do not take into account the skills we have developed:

It assumes the worst and usually uses early 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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1.3 Self-determination

All our feelings and thoughts, as well as our decisions, happen in our own head. Our unconscious determines what we do or don't do and also what we become aware of.

When we talk about self-determination, we mean everything that happens in our body, our head and in our consciousness.

My self is my whole body with all its organs, its rationality and skills, its experiences and its needs.

My self determines what I need, senses the possibilities and decides on something.

In order to survive, I must provide for all basic needs, but recognition and safety are most important to me.

The need for recognition comes with the first cry of the newborn: I am here. I need to be cared for by you.

Soon the need for safety also cries out: Something hurts. I don't want that, doer it away.

These little beings, whose early experience is the basis for everything that will happen later in life, feel the basic needs from the negative side [I have to avoid this] and externally determined [the big ones have to do it for me].

Later they consciously sensing:

- I can do something! *(maybe the first little picture?)*
- I feel secure! *(in your arms?)*

Pride and feeling good are the positive side of these two basic needs for recognition and safety.

We feel like it and can provide it ourselves. We become aware of this early on.

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Ende der Leseprobe

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