

The Administrator

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Administrators love order. They take responsibility for ensuring that everything complies with the agreed rules. If you perceive reality rationally and think everything through calmly, you can draw the right conclusions. That is the basis for reliability.

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 profile

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

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

Administrators are reliable and order-loving people. They want to preserve everything important. They keep a close eye on what is happening. Every change harbors risks and these must be recognized early on.

Most administrators strive for meaningful tasks and a permanent job in rather conservative companies or institutions that are managed according to facts and whose decisions are logically thought through. They want to keep learning and work on exciting projects. Manageable departments with clear organizational structures and reliable work guidelines are a good fit. Occasional personal feedback is welcome when working together. Mostly, however, they are focused on their work, which they carry out very reliably.

Successful administrators can be found in the typical administrative areas. They use the special experience and skills that match their personality, such as intelligence, rationality and

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attention to administrative processes.

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1.1 The inner team

Our self-control is always caught between extreme choices. If we want to live and develop, these basic needs must be met.

- **Safety:** We need to perceive and react to dangers in good time. We want to keep our feet on the ground.
- **Enforcement:** We want to grow, have adventures and develop our abilities. We strive for the top.

- **Belonging:** We cannot and do not want to live alone. We need fellow human beings and want to be at the center of a group.
- **Recognition:** We want to be sensing and proud of ourselves. We set ourselves apart from the group in order to be seen.

- **Rationality:** When we do something, we need to recognize the sense and reality of it. We act coolly and deliberately.
- **Empathy:** We want to live harmoniously with ourselves and with others. We are warm-hearted and empathetic.

Every personality sets its own priorities, usually from birth.

In the administrator's 'inner team', safety and rationality have the highest priority.

If we imagine that each need is represented by a deity, as the ancient mythologies tell us, they sit at the head of the table and are advised by the others.

Whenever possible, safety and knowledge determine our decisions. They are the source of the strongest feelings that make us aware of opportunities and risks.

The natural opponent of knowledge is empathy. It moves

closer to safety and offers it the opportunity to orient itself emotionally. If we want to be secure, we should consider the feelings of our fellow human beings.

Cognition needs information, preferably from a network of different people on whom it can rely, and this offers it belonging.

The pursuit of recognition and the energy to assert oneself are rather alien to the administrator. Both make little sense to him and can be associated with risks, because pride comes before a fall.

The safety (green, consistency, reliability) needs the cognition (rational information) and vice versa uses the cognition, continuity and reliability.

These two priorities determine the administrator's feelings, thinking and actions.

If he is satisfied, there is peaceful cooperation in his inner team. To achieve this, the other basic needs should also be integrated and taken into account. This could happen like this:

- White (empathy) feels into the possible consequences and uses his imagination to develop ideas that focus on sustainability.
- Blue (recognition) compares alternatives. He is looking for the best choice.
- Yellow (belonging) is concerned with communication and motivating those involved or affected.
- Red (enforcement) has a desire to actively participate in certain situations and to fight for everything important if necessary.

These instances, sometimes described as 'deities', use their own sensory channels.

- Green safety wants to be able to grasp, comprehend and, if necessary, hold on to something.

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- Black cognition wants to analyze reality from different angles. It uses motor skills.

- White empathy wants to empathize. Harmony is conveyed through smelling and tasting.

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

- 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.

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 consciousness with dreams, thoughts and feelings. We feel inner conflicts, because a common alignment and order is required.

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

The better we succeed in incorporating all emotional aspects, i.e. all opposing basic needs, into our plans, the more we feel the energy within us for a task that really satisfies us.

1.2 Self-awareness

We use our senses to perceive what is happening in our environment and within ourselves. We see, hear and feel something in a particular situation that we can evaluate emotionally.

When we feel fear, anger, hatred, addiction, loneliness, sadness, pride, despair or euphoria, it is unsettling if it does not match the situation. We start to think consciously and want to know what it is all about.

The safety part must react spontaneously if necessary. When there is danger, there is rarely an opportunity to consciously pay attention to the details.

The search for knowledge, on the other hand, requires time to deal with the connections and interactions.

Kahnemann described this change.

Wikipedia: Thinking, Fast and Slow is a book by Daniel Kahneman that summarizes several decades of his 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 provides an assessment of whether a situation poses a danger and very quickly arrives at a judgment, which can sometimes be a prejudice. Intuition uses experience, which often no longer corresponds with current reality.

System 2 fits better if we want to use safety and cognition in a sustainable way. Both want to understand something and recognize the connections. This requires something to touch and the time to move something within oneself in order to understand it.

Both systems that Kahnemann describes 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.

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 experience.

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 this for.

Strong feelings arise when our experiences point to situations in which the provision of our basic needs was jeopardized.

Often we then react out of avoidance anxiety and do too much of a good thing, which then puts pressure on the opposite need.

- Too much safety makes us stay or hide. Enforcement experiences this as stress because it wants to move forward.

- Too much knowledge hinders empathy. Empathy suffers greatly when we behave in a cool and matter-of-fact manner.

- Too much empathy makes us 'melt away' and we forget space and time. This stresses cognition.

- Too much belonging binds us to a group to which we conform. We are no longer sensed as an individual person.

- Too much recognition makes us only pay attention to ourselves. Our belonging suffers in this situation.

- Too much enforcement leaves us sensing no risks. The safety

side reacts with panic.

An oversupply of our basic needs usually leads to behavior that makes us unpleasant or unattractive to our friends and partners. They have the impression that something is wrong with us.

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.

The administrator needs time for:

- Safety (order and regularity)
- Knowledge (researching and analyzing)

And then:

- Empathy (empathizing and relaxing)
- Belonging (integration and communication)

But he should not forget this either:

- Recognition (individuality, doing things just for yourself)
- Enforcement (exercise, sport, adventure)

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

Realization: We remember our disorientation from the first months of our lives.

Safety: We remember health problems and initial injuries from the first year of our lives.

Empathy: We remember the feelings of our parents that we could not understand or influence.

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Belonging: We remember lonely moments when we were left alone.

Recognition: Our unconscious has not forgotten even the time as an infant when we cried for attention.

Enforcement: We remember situations in which we were not yet able to actively act for ourselves.

Thinking quickly has a major disadvantage:

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.

All negative feelings want to wake us up so that we consciously take care of our basic needs from an adult perspective.

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1.3 Self-determination

What is this self?

We usually speak in the first person.

I think, I feel, I want.

I have a body and an alert mind.

I need something, I am thinking or feeling.

Where does this thought come from? Who is powering this feeling for me?

Since it doesn't come from others and only happens within me, it must have arisen from parts of me and then I obviously became aware of it.

This awareness happens in my brain. Today it can be shown by neuroscientists using imaging techniques.

The experimenter sets a task: I toss a coin, please decide on picture or number.

We see strong activity in one area of the test person's brain in the image of the brain on the monitor.

The experimenter makes a note: Number.

A second later, the person answers: "Number".

The whole thing is repeated over several trials. It was always clear beforehand whether the subject would choose the picture or the number. He himself believes and claims that he has made an absolutely conscious decision.

Who or what in our brain produces these ideas?

A foreign, external entity?

Certainly not.

All ideas, feelings, thoughts, images or sounds that we become

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aware of, including our haptic sensings, are controlled by the unconscious.

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