

The Supporter

Leseprobe

## **The Supporter**

Supporters are helpful friends. It is important to them to avoid unnecessary risks. They observe exactly what is happening at the moment and use their experience to be able to help if necessary. They have a good feeling for what they can support their partners with.

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 profile**

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

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

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

Most supporters are peaceful people who look after their own feelings and those of their fellow human beings. They care about reliability and the preservation of everything they believe is worth protecting. These personalities are dominated by the need for safety and empathy.

## **1.1 The inner team**

The opposing basic needs form inner conflicts. This is a good thing, because each of them is essential for survival.

This inner diversity helps us to control ourselves. We are free and can choose between these extremes:

- Either we strive for safety: we have to perceive dangers in good time and react.
- or for enforcement: we want to grow, survive adventures and develop our abilities.
- Either we seek belonging: We cannot and do not want to live alone. We need fellow human beings.
- or pay attention to our individual recognition: We want to be sensing and be proud of ourselves.
- Either we are curious about knowledge: When we do something, we need to recognize the sense and reality of it.
- or we are empathically oriented: we want to live harmoniously with ourselves and with others.

Every personality sets its own priorities, usually from birth.

If we imagine that these forces articulate themselves as personality traits, then we arrive at the idea of an inner team in which they gather and try to influence our conscious decisions.

In the supporter's 'inner team', safety and empathy have the highest priority.

If we imagine that each need is represented by a deity, which the ancient mythologies tell us about, then these two preside over this round and are advised by the others.

Safety and empathy are the 'bosses' of the inner team. From

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childhood onwards, they determine our feelings and therefore our behavior.

The decisions of the part of the personality that strives for safety are supported by the need for knowledge. It is all about facts if we want to perceive reality rationally.

Our empathy is oriented towards the feelings of people who are close to us. This warm-hearted orientation influences our striving for belonging.

At the head of the table we find the team members striving for recognition and enforcement. They also want and should get their due, but it should be reasonable and not harm anyone.

**The supporter knows that safety (green, consistency, reliability) needs empathy (white, empathy, harmony), because the world around us is far too complex to take everything into account. And empathy, for its part, needs safety in order to be attentive to what is happening and to recognize dangers.**

These two priorities dominate and primarily determine the supporter's feelings, thinking and actions.

If they are satisfied, their inner team will work together peacefully. For this to happen, however, the other basic needs must also be integrated and taken into account. This could happen like this:

- Yellow (belonging) takes care of communication and the motivation of those involved or affected.
- Black (realization) analyzes the situations and ongoing change processes and researches alternative solutions.
- Blue (recognition) compares alternatives. He is looking for the best option.
- Red (enforcement) has a desire to actively participate in

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certain situations and to fight for what is important if necessary.

All instances use their own sensory channels.

- Green safety wants to be able to grasp, comprehend and, if necessary, hold on to something.
- White empathy wants to empathize. It has a nose for certain consequences and doesn't like some things.
- Black cognition wants to look at the situation from different perspectives. It mainly uses motor skills.
- Yellow belonging listens to partners and friends in order to coordinate 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.

#### **The inner team demands order and a holistic orientation.**

What is sought is a future scenario that satisfies all six opposing basic needs and fits the supporter's personality.

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

The supporter consciously listens to their feelings. This allows the basic needs to express themselves when something is lacking.

## 1.2 Self-awareness

We see, hear, smell, taste, move and feel something that we can evaluate emotionally. It happens unconsciously and we usually only become aware of the results of this evaluation, if at all, as feelings.

When we feel fear, anger, hate, addiction, loneliness, sadness, pride, despair or euphoria, it does not always match the situation we are in.

We ask ourselves: What's wrong with me?

And this is how we start to find our bearings.

With the supporter, empathy very quickly provides spontaneous ideas.

But then the safety side, supported by cognition, checks these ideas. This takes much longer.

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 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.*

System 1 uses intuition and imagination supported by empathy. It quickly delivers a judgment, sometimes a prejudice, that is based on experience and often does not match the current reality. If necessary, we are put in a panicky mood when it believes, based on ancient but still effective experiences, that something could be dangerous for us. A quick apology (oh, sorry) or a jump to the side if it could be dangerous. Sometimes it's just a startle or a flash of realization that shows us that this system was

active.

System 2 is a better fit for safety. We want to grasp something. This requires something to touch, to grasp. Safety needs time to carefully examine hasty ideas or judgments.

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 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.**

When we lack something, for example recognition, and we become aware of it, we tend to take extra care of that side of ourselves. We distance ourselves from our friends and take care of our own needs.

- Too much recognition makes us only pay attention to ourselves. We are as proud as a peacock. Our need to belong puts pressure on us: we should take care of our fellow human beings.
- Too much safety makes us pause or hide. It slows down our actions. Our assertiveness side gets angry: we should become active.
- Too much empathy makes us 'melt away' and we forget space and time. The need for knowledge keeps us on our toes: we should open our eyes.
- Too much cognition hinders empathy. We behave coldly. Our empathy reacts with despair. We don't want to be like that.
- Too much belonging pays too little attention to our own concerns. Our need for recognition thinks this is crazy, because it means we can't even look ourselves in the eye

- Too much enforcement makes us act wildly and carelessly. We put our heads through the wall. Safety has to slow us down before something bad happens.

**We are satisfied** when we can expect every basic need to be satisfied for the foreseeable future. We feel an inner peace.

**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 as soon as we have grown up and taken responsibility for our own happiness.

It's actually quite simple. Depending on our needs, we divide our day or week so that all basic needs come into their own. The supporter needs time for:

- Safety (order and regularity)
- Empathy (empathy and relaxation)

And afterwards:

- Realization (researching and analyzing)
- Belonging (integration and communication)

But he should not forget these either:

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

Really bad feelings usually stem from a time when we were not yet able to take care of ourselves.

**Safety:** We remember injuries, pain, accidents or illnesses that we could not prevent.

**Empathy:** We remember discord or feeling guilty because we or our loved ones were not well.

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

Belonging: We remember times of loneliness when we were left alone.

Recognition: We remember moments when we panicked because no one heard us.

Enforcement: We remember situations in which we were bored because we couldn't or weren't allowed to do anything.

When we are in a seemingly dangerous situation, we assume the worst and search our memories for similar moments in order to find a solution that will secure our lives. Unfortunately, we then usually end up with early childhood memories and are then no longer able to consciously take care of our basic needs from an adult perspective with today's experiences and skills.

Especially when negative feelings seem to overwhelm us, it is time to switch on our slow thinking and consciously deal with the situation, recognize it rationally and empathize with our current strengths.

### 1.3 Self-determination

I see myself in a mirror and know that this is me.  
Our conscious 'I' serves this self-perception.

We are only seemingly separate from ourselves, because our consciousness is part of our brain, which is part of our body.

Consciously, however, we are thinking:  
I have an idea. Something has occurred to me.  
I need something.  
I have a thought.  
I have joy or fear.

Where do I get this idea, this thought?  
Who tells me that I need something?  
Where does this thought come from?  
Who does this feeling to me?

Well, since it doesn't come from the outside world, it will probably come from myself.

Thoughts and feelings are brought into our consciousness from the unconscious. They are processes in the brain that can be observed.

Today, this can be demonstrated by neuroscientists using imaging techniques.

*The experimenter asks a question, for example, "Imagine I toss a coin and, when I ask you to do so, decide on picture or number. "*

*After he has made his request, we see on the monitor that different areas of the test person's brain are active. Pictures are usually activated in the right hemisphere and numbers in the left hemisphere.*

*An area on the left side is active and the experimenter taps on*

*number.*

*A moment later, the subject responds: "Number. "*

This can be repeated several times and each time the respondent is sure that he or she has consciously made this choice.

In fact, the decision was made unconsciously and then transmitted to his conscious mind.

All ideas, ideas, feelings, thoughts, images, sounds that we perceive are transmitted from the unconscious to the conscious mind.

### **Our unconscious 'self' supplies our 'I-consciousness'.**

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

I-self is my whole body with all its organs, its knowledge and abilities, its experiences, its needs and feelings.

My self is the physiological and psychological processes that take place within me.

I-self is my unconscious and my conscious mind.

I-self determines what I feel, think, need and allow myself to be active. I make my decisions, MYSELF.

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 have to do to be able to live as a complex being in this initially unknown 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 and growth.

Even today, as an adult, a skin surrounds me like a shell that no

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external being can penetrate.

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## **Ende der Leseprobe**

Das vollständige Buch finden Sie bei Amazon.

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