

The Consultant

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Consultants are warm-hearted, open personalities. They want emotional closeness to the people they care about. For them, friendship means being close to each other, coordinating and supporting each other. To do this, they use their communication skills and personal interest.

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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15745 Wildau

Germany

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1. The personality

In order to live as free, independent people, we have to cater for different, conflicting basic needs. As each person sets their own priorities, different personalities are formed. The analysis of deep motivation shows what is most important.

In the 'consultant' motivation type, the strongest forces emanate from the basic needs for belonging and empathy. They use their empathy to integrate themselves into an existing group or to win other people over to this community.

The Sense.Ai.tion GmbH documentation is available to familiarize yourself with the other types of motivation:

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

1.1 The inner team

If we want to make a decision, we need alternatives. Do I stay at home because I can pursue my hobbies there, or do I go to work because I can meet my colleagues there?

Different areas of the brain are involved in these decisions. We can understand it emotionally: In order to be able to live, we have to fulfill different and even contradictory conditions. In deep motivation, we talk about basic needs.

We have the choice between these extremes:

- Either we seek **belonging** in a circle of fellow human beings to whom we adapt.

- Or we keep ourselves at a distance so that we are sensed as an individual and find **recognition**.

- Either we have a secure foothold for our **safety** so that we sensing danger in good time.

- Or we want to take care of ourselves with **enforcement** and develop our abilities.

- Either we are cool and curious about **rationality**: We want to orient ourselves in reality.

- Or we use **empathy** to empathize responsibly with effects.

In our dreams, fantasies or thoughts, we can sensing these opposing forces as persons or personality traits.

C.G. Jung described them as archetypes, which have been sensed in this way by people across cultures at all times.

For example, the type responsible for communication in Greek mythology is Hermes, the messenger of the gods, in Norse myths it is Loki and the Romans knew Mercury, the bearer of news. This deity is responsible for the communicative side. Our need for belonging is vital because we would not survive alone.

Other examples are Thor, Mars or, among the Greeks, Ares, who as gods of war represent the sometimes quick-tempered assertive side. Without sufficient care for ourselves, we would soon perish.

In our fantasy or dream world, we let these personified basic needs come together in an old knight's hall, as the band around King Arthur once did.

In a 'consultant' type personality, belonging, perhaps represented by Mercury, and empathy, as radiant Venus, will sit at the head of the table.

The opposite poles to the two are rationality and recognition. They sit opposite them.

Safety sits between belonging and recognition because it wants to ensure reliable relationships.

The need for assertiveness is oriented towards empathy and recognition in order to intuitively take advantage of opportunities.

As safety and enforcement sit opposite each other, they will be able to work together to ensure feasible strategies.

The task of the consultant is to responsibly align this inner team and to find a self-image (identity) that integrates all basic needs.

So we need a mental construct that powers us to feel good all round. When we say: 'I am a consultant', this can refer to situations in which we feel good. As a concept for the direction of our feelings, we need it to be a little more specific, preferably as a mental image that we can empathize with and sense with all our senses.

For some consultants, this is associated with personal coaching or therapeutic work, while for others it is attractive to work in schools, kindergartens or in a professional environment as a customer advisor.

This self-image is motivating in the sense of all basic needs if they can support each other and contribute to the common work.

Each of these shares brings different experiences and skills that can benefit everyone.

- Belonging (yellow) ensures commonality through coordination. It takes care of communication.
- Empathy (white) examines the effects of our behavior. It wants to act responsibly.
- Safety (green) is an attentive observer. It recognizes risks and ensures order and reliability.
- Enforcement (red) fights to achieve goals. It has visions and takes spontaneous action when we can win something.
- Rationality (black) analyzes situations and ongoing change processes. It wants sensible solutions.
- Recognition (blue) strives for the best, compares and evaluates alternatives. It makes suggestions for action.

A common orientation is sought with which all six opposing basic needs are satisfied.

1.2 Thoughts and feelings

The unconscious communicates with our conscious self. It can be thoughts or feelings, sometimes also sounds and melodies that come to mind, words or sentences that an inner voice says, occasionally also images or scenes that we have before our eyes, or we become aware of a smell or a taste.

As consultants, we pay attention to our feelings, because the impressions that our empathy wants to convey to us are as varied as a colorful landscape in which different colors and shapes seem to play with each other. Mentally, we can say: Oh, I think that's beautiful. But we can only begin to describe why we find it beautiful.

Empathy likes to use smell and taste to make us aware of something:

You smell so good.

I could kiss you.

What's happening here stinks to me.

It's not to my taste.

It's a rotten thing.

I have a nose for some things.

And a lot of things are just a matter of taste.

Belonging means 'listening'. We become aware of whether something sounds good:

It sounds good.

It's too loud for me.

I like this quietness.

It's coherent and harmonious.

It's shrill.

It sounds strangely weird.

And we should coordinate with each other.

The other basic needs also prefer their own sensory channels for communicating with our consciousness.

- Sense of touch: Safety wants to grasp. We need a firm standpoint and take things into our own hands.
- Sight: Enforcement likes vision. We have a picture in front of our eyes and immediately see what needs to be done.
- Motor skills: Rationality wants to be able to understand everything. We get up and move when a question moves us.
- Thinking: Recognition talks to itself. We ask ourselves questions and think about what we can improve.

We come into the world seeking recognition. This means we need to draw attention to ourselves so that we are taken care of.

A little later, we learn to differentiate between mother, father, siblings and strangers. We want to belong, to be part of our family, because we would die if we were left alone. We learn to speak, to listen, and we learn how our fellow human beings react to what we do and say and how we say it.

Thanks to our growing communication skills and rationality, we are more and more able to take care of our needs for safety, enforcement, recognition and acrationalityment.

We usually benefit from these early experiences for the rest of our lives. However, this has the disadvantage that what we learn relates to our very limited skills as a toddler and to the huge skills and rationality of our educators compared to us.

A child ego was formed in us. I was a well-behaved or a rebellious child.

And this is joined by a parent ego. They were either lovingly supportive or dismissive, contemptuous people who either put up with our naughtiness or tried to break our will so that we obediently realized their instructions.

Now we are at least grown up enough to take care of ourselves.

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We pay attention to our thoughts and feelings. They tell us what is important to us at the moment. This expresses our basic needs and shows whether they are being taken care of too much or too little.

In the consultant, belonging together with empathy determine our initial assessments and our spontaneous reactions.

It can happen that we give one of these needs too much time and space:

- Too much belonging adapts too much to our fellow human beings. We literally bathe ourselves in a sense of togetherness. Reaction: We should withdraw so that we don't lose our self-esteem.

- Too much empathy makes us 'melt away' and we forget space and time. In this dream-like state, we should get up, move around and focus on the things around us.

It will probably happen less often, but we should still be careful not to overfeed other needs:

- Too much safety makes us pause or hide. We are afraid of being attacked or feel thwarted. We can clench our fists and become active.

- Too much enforcement makes us act wildly. We go through the wall with our head. Now we should look down and adopt a stable stance.

- Too much realization makes us react coldly. We feel that we are erecting a barrier. Then we need to be calm and perhaps pay attention to our feelings with our eyes closed.

- Too much recognition makes us think only of ourselves. We are as proud as a peacock, but suspect that something is wrong. Reaction: We should talk to our friends about the situation.

For the consultant, reflection by friends and partners is always

important when one of the basic needs becomes too prominent or is occasionally underserved.

We are satisfied when we can expect our basic needs to be met for the foreseeable future. We feel an inner peace.

Hungry: The feelings of fear are unpleasant and are often repressed because they seemed unbearable when we were a small child.

Many people try to drown out their fears through destructive behavior. We would rather fight demons, people of other faiths, poor achievements or commit ourselves to our unhappiness than relive the panic of that time.

It's so easy when we trust ourselves and take care of ourselves, because basic needs don't take much.

Our personal disposition can schedule enough time for all sides in our daily or weekly planning.

Important for the consultant:

- **Belonging:** Experiencing togetherness, talking, working, planning, playing, doing sports, listening to music, working together in good teams and celebrating.
- **Empathy:** withdrawing to consciously sensing your own feelings and those of others, but also enjoying food and drink, yoga exercises and meditation

When these needs are satisfied, we take care of

- **Safety:** health, order and regularity
- **Enforcement:** sport, adventure, setting goals
- **Rationality:** reading, researching and analyzing
- **Recognition:** being an individualist, cultivating hobbies

Everything in its own time.

If we take care of ourselves regularly and completely in this

way, without making great demands, there is satisfaction in the inner team.

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1.3 Soliloquies

We are free. Not just our thoughts, but they are first and foremost if we want to design something positive in our lives.

Much of what we do, think and feel has become so ingrained over time. We take it for granted.

We think: we've always done it this way. And we have to behave properly, adapt, do our jobs, take care of the household or the children.

It's just like that.

No.

The fact is: We SELF have decided to behave in a certain way at some point. And we are free to choose again at any time.

Whether we spend the freezing cold and sad time as a homeless person or let ourselves drift towards burnout in an effort not to make mistakes, or get annoyed with our colleagues every day at work:

They are our own feelings.

They are our own decisions.

We are often unable to change the circumstances in which we live, or can only do so with difficulty and sometimes with dire consequences.

But we can decide how we deal with these circumstances at any time.

People are self-determined from the moment a new organism is formed from an egg cell and a sperm cell.

I myself am what has developed from my first cell over the years.

Nevertheless, we often consciously feel determined by others. A typical reaction to the enforcement that we are self-determined

is the statement: "But, you have to ... go to work, for example."

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Ende der Leseprobe

Das vollständige Buch finden Sie bei Amazon.

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