

The Moderator

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Moderators are friendly and personally close companions. They use their imagination to experience for themselves internally what moves their interlocutors and what might help them. They strive for harmony and responsible action.

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

<http://texorello.net/W96C0P0>



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ISBN 9783912062021

Edition 1

© May 30, 2025 by texorello

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1. The personality

We humans have different personalities and that's a good thing. We need people who want to create something new and others who want to preserve what already exists. Some care about the cohesion of the group, while others strive to prepare food in a tasty way.

There were and are storytellers who care about well-being and thinkers who calculate the best time to sow or about optimal methods of analysis.

The 'moderator' is characterized by his need for empathy. His important competence is empathy.

More about the motivation types:

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

1.1 The inner team

The following applies to everyone: in order to be able to live, we have to fulfill different and even contradictory conditions.

- We seek **belonging** in a circle of fellow human beings: We cannot and do not want to live alone.
- But we also need a certain distance so that we can be sensed as individuals and find **recognition**.
- We need reliability and **safety**: We need to sense danger in time and react.
- But we want **enforcement** in order to take care of ourselves, go on adventures and develop our abilities.
- We want to feel comfortable and use **empathy** to warmly empathize with our neighbors.
- But we must not overlook the reality and consequences of our behavior. **Rationality** is also important.

We can perceive these six opposing forces in our dreams and fantasies as designers or personality traits.

C.G. Jung spoke of archetypes, which have been sensed by people across cultures at all times.

For example, there is the type that is responsible for communication, in Greek mythology it is the messenger of the gods Hermes, 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 on our own.

For enforcement, we know Thor, Mars or, among the Greeks, Ares, who, as gods of war, are sometimes quick-tempered and fight for our interests. Without sufficient care for ourselves, we would soon perish.

It is understandable that people used to believe that it was external beings that we were sensing within ourselves. If the same types are seen across cultures and across time, by very different people, then these types must exist outside of our own heads, right?

If so many friends of ours are sensing a god, and many different gods at that, then we talk and share our fantasies, fears and hopes about them.

Maybe we sense the power of these guys and develop ideas together about what we should do to make these powers feel good so they don't harm us.

Today we know more about the brain, its many areas and a lot about which powers are active in which places.

In our dreams and fantasies, these functional areas are 'translated' into living designers with whom we ourselves can communicate.

We can imagine how these personified basic needs come together in an old knight's hall, as the band around King Arthur once did.

In a personality of the 'moderator' type, empathy, sometimes understood as the radiant Venus, takes the 'chair' at the head of the table.

Next to it is belonging, because our empathy likes close contact with friends. Opposite it is recognition, which strives to be sensed and appreciated as a human being.

The opposites of enforcement and safety also sit opposite each other. We will always experience situations in which it is important to act and, if necessary, to argue. Safety remains vigilant so that things don't degenerate and become dangerous.

At the other end of the table, rationality finds its place. As soon as empathy feels that someone is not doing well, the question goes to rationality: what should we do?

The moderator's task is to responsibly align this inner team and find a self-image (identity) that integrates all

'gods'.

We need a mental construct that powers us to feel good all around and ask ourselves what it means when we say: 'I am a moderator'?

Empathizing and making sure that we and our fellow human beings are well can be lived well, responsibly and also meaningfully in different ways these days.

There are moderators who enjoy standing in front of an audience, hosting TV shows, taking care of their fellow human beings as a therapist or as a pastor, or working for others in a kindergarten, in schools and organizations, or even those who work in a company as a coach or as a customer service representative.

Such tasks are motivating in the sense of all basic needs if our different sides can support each other and contribute to the common work.

Each of these members of the inner team brings special experience and skills that can benefit everyone.

- Empathy (color: white) examines the effects of our behavior. It wants to act responsibly and seeks belonging and recognition for reflection and supporter.
- Belonging (yellow) ensures common ground through coordination. It takes care of communication.
- Recognition (blue) strives for the best, compares and evaluates alternatives. It makes suggestions for action.
- Enforcement (red) checks which of the proposals can be implemented and how, and takes action.
- Safety (green) is an attentive observer. It recognizes risks and ensures order and reliability.
- Rationality (black) analyzes the ongoing change processes and provides the inner team with the necessary orientation to

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ensure that meaningful action is taken.

It's nice when inner cooperation takes place in this peaceful and complementary way. With most people, however, we find many disputes in the inner team, which are often taken to the outside world instead of being dealt with internally. The ancient legends of the gods tell of this.

In order to understand this, it is perhaps important to note that our soul is structured as a conflicting system:

We cannot simultaneously empathize warmly and at the same time try to fathom the logic of behaviour in a coolly distanced and objective manner.

We are not able to simultaneously rejoice with our friends about something that is happening on stage and at the same moment stand alone in front of the audience and have our achievements cheered.

We are not capable of simultaneously climbing the next peak and staying down in the safety of base camp.

The conflicts have to do with the word 'simultaneously'.

So they can be resolved if we acknowledge and take seriously the feelings with which basic needs are expressed and give everyone the space to take care of themselves. We will make enough time for everything.

1.2 The feelings

We ask ourselves and thus start a communication with the mostly unconscious parts of our personality: Am I missing something?

The members of the inner team, but also other instances, respond with feelings, sometimes also with sounds and melodies that come to mind, words or sentences that someone seems to say, occasionally also images or scenes that we have before our eyes, or we become aware of a smell or a taste. We feel something on our skin or in our body.

Everything we become aware of was previously unconscious, so it is a message from the deeper levels of our being.

We often mentally comment on these sensings, such as: Oh, I think that's beautiful. But we can only begin to describe why we find it beautiful, because we are not aware of it at first.

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.

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

- Hearing: Belonging needs to listen to each other, adapt and know that some things do not belong.
- Thinking: Recognition talks to itself. We ask ourselves questions and think about what we can improve.

- Seeing: Enforcement likes vision. We have a picture in front of our eyes and immediately see what needs to be done.
- Sense of touch: Safety wants to grasp. We need a firm standpoint and take things into our own hands.
- Motor skills: Rationality wants to be able to understand everything. We stand up and move when a question moves us.

Our empathy is awake even before we are born. After implantation in the womb, we feel a sense of safety and probably also an increasing tightness as the months go by.

Then we come into the cold world and need to draw attention to ourselves. We seek recognition so that we can be taken care of. If necessary, we scream.

A little later, we learn to distinguish 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 or say.

Thanks to our growing communication skills and rationality, we are increasingly able to provide for our belonging, but also for our needs for safety, enforcement and rationality.

We usually benefit from these early experiences for the rest of our lives. We have tried and tested reaction patterns, behaviors that run automatically and that we don't have to think about.

However, this has the disadvantage that what we learn is based on our very limited competencies as a toddler and on the superior powers of our educators compared to us.

A child ego is 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 rejecting, contemptuous people who either put up with our naughtiness or tried to break our will so that we obediently realized their instructions.

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

When we become active for ourselves, the adult ego grows and we say goodbye to the often strange and almost always inappropriate rules of our internalized parental instincts.

In the moderator, emotions determine our thinking, feeling and actions. When we feel good about a situation, we may hold on to that good feeling and forget about other needs and the world around us. As soon as we sense that something is wrong, our conscious self-reflection is required:

- Too much empathy makes us 'melt away' and we forget space and time. The cognitive side reacts with fear, because we lose our orientation.
- Too much belonging adapts too much to our fellow human beings. We literally bathe ourselves in a sense of 'we'. The need for recognition turns sour because we lose our self-respect.
- Too much recognition makes us only pay attention to ourselves. We are as proud as a peacock, but suspect that something is wrong. Belonging makes us sadly aware that we are becoming lonely.
- Too much enforcement makes us act wildly. We go through the wall with our heads. Safety paralyzes our actions so that nothing bad happens.
- Too much safety makes us pause or hide. We are in our inner cave. Enforcement gets angry and makes us rage so that we don't suffocate in this cave.
- Too much rationality makes us react coldly. We feel that we are distancing ourselves from everything. Our empathy reacts with

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despair so that we can find our way back to ourselves.

It is important for the moderator to pay attention to his or her feelings, to enjoy taking a step back for a moment and to feel: If I am lacking something, then I will take care of my well-being first, because then I will have the time and energy to take care of my friends and partners.

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

Hungry: Feelings of fear are unpleasant and are often repressed, because back when we were babies or small children, our lives were threatened. We don't want to suffer that again.

Many people try to suppress their worst fears. Some will do too much to artificially manufacture their inner greatness (I must be the best, strongest, smartest, most loving person) and others try to drown out the fears with destructive thoughts (like: strangers are bad and must be fought against).

We'd rather fight demons, those with different beliefs, poor achievements or exacerbate our own pain than realize we have fears and that they are good because they challenge us to finally take care of ourselves.

It would all be so easy if we took ourselves seriously and realized that today, as adults and experienced people, we can trust ourselves and take care of ourselves.

Our basic needs don't require much.

If we take the freedom to do so, we can plan enough time for all of them in our daily or weekly schedule. We need regular 'nourishment' for our empathy:

- Withdrawing to consciously sensing our own feelings and those of others, but also enjoying food and drink, and taking time for yoga exercises, meditation and art.

When these needs are satisfied, we take care of

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

We find enough time for all of them, because IT (the instinctive inner team) doesn't need much. It is easy to take care of ourselves regularly and completely. Then there is satisfaction in the inner team.

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Ende der Leseprobe

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ISBN: 9783912062021