

The Mediator

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Mediators want to help in an advisory capacity. Empathically, they appreciate the emotions of their fellow human beings, analyze the situation and make rationally thought-out recommendations for action. They strive for a comprehensive perception of reality in order to make good decisions.

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. The personality

We humans are different. There are adventurers and safety experts, perfectionists and gifted communicators, craftsmen and financial advisors. Every personality has its own preferences and skills.

Deep motivation aims to inspire people to live a life that corresponds to their own characteristics and makes them satisfied in every respect.

For a mediator, the basic needs for rationality and empathy are of the greatest importance and primarily motivate their feeling, thinking and acting.

The Sense.Ai.tion GmbH documentation provides a brief description of all personality types:

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

1.1 The inner team

Every being that wants to control its own behavior needs alternatives. We decide for right or left, up or down, cold or warm when we can assess these directions or characteristics and choose between them.

With the help of imaging techniques, we can now observe that there is a complex interaction between different areas of the brain. It looks as if there are different functional areas that are activated depending on the situation.

If we observe the decision-making behavior of different personalities, these essential alternatives become apparent.

Orientation:

We can orient ourselves towards facts, structures and contexts. We tend to perceive this as cool and rational. We call the need that motivates us to do this: rationality.

When we allow ourselves to be guided by the possible effects of our behavior, we usually experience this as warm and emotional. We call this need: Empathy.

Development:

All development is change and may involve risks. If we want to avoid danger, we stay down, on the ground. The need for safety strives for stability.

A life without development is stagnation and makes little sense. We want to develop our abilities and make progress. The need to assert ourselves makes us strive for the top.

Relationship:

As a lonely person, we would not survive the first few years. We need a family. The need to integrate and fit in is what we call belonging.

We need to be sensed as an independent person, otherwise we

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would be overlooked or ignored. We call the need for individuality recognition.

There are six different directions in which we are drawn. As each of them is vital, we call them basic needs.

- Rationality: If we do not perceive reality, we are helplessly lost.
- Empathy: We need to assess the effects of our actions in order not to be attacked by others.
- Safety: If we want to survive, we must be aware of dangers in good time and react appropriately.
- Enforcement: If you want to live, you have to take care of your needs and fight for them if necessary.
- Belonging: We cannot survive alone in this world.
- Recognition: Even as a small child, we would die if we were overlooked.

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

We can imagine that these six representatives of basic needs meet in an old knight's hall and take their places according to our personality. This could look like this for the mediator:

The two orientation needs of rationality and empathy take the lead.

In order to be able to react immediately when action is needed, enforcement and safety sit right next to them.

When things are calmer, belonging and recognition come into play. These two also have an existential significance, but require less immediate reactions.

These meetings of the inner team, with the usual discussions and the struggle for the best possible decision, happen unconsciously.

Our 'self' moderates these processes and uses common goals and values that are accepted by everyone in the inner team. This works well when all those involved get their due.

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It is important to align all conflicting aspirations with common goals.

From an early age, each member of the inner team has their own specific experience of the question: What do I need to do to

act rationally and sensibly (rationality),
integrate myself (belonging),
to be valued (recognition),
to be successful (enforcement),
to avoid danger (safety) and to live
live harmoniously and peacefully (empathy)?

Throughout our lives, we train the best behaviors for each need, developing skills that can also benefit the other members of our inner team:

- Rationality (black) analyzes situations and ongoing change processes. It wants sensible solutions.
- Empathy (white) wants to act responsibly and observes possible effects.
- Safety (green) is an attentive observer. It recognizes risks and ensures order and reliability.
- Enforcement (red) fights to achieve goals. It has vision and takes spontaneous action when opportunities arise.
- Belonging (yellow) ensures common ground through coordination. It takes care of communication.
- Recognition (blue) is critical, strives for the best, compares and evaluates alternatives. It ensures quality.

As long as this inner distribution of tasks works well, we experience that our energy flows, that we are inwardly satisfied and that we can be sure of achieving our goals.

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Our conscious thinking is always called upon when this unconscious team is not in agreement. We experience through thoughts or feelings that something is missing or needs a conscious decision.

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1.2 Reflection

Mediators are orientation people. They use this for themselves as well as for their friends, partners and colleagues.

Our feelings tell us that something is missing. Thoughts convey what it is about. They give us an idea of what is at stake at the moment.

- Seeing: The **enforcement** likes visions. A need expresses itself through formulations such as: I don't see it. I can't see through it. I'd like to get a picture of it. It looks funny.
- Listening: **belonging** favors the auditory channel. Need: That's too loud, too shrill ... It doesn't sound right. That doesn't sound good.
- Sense of touch: **safety** wants to grasp. Need: That is incomprehensible to me. I would like to understand it. It has strange rough edges. The guy is slick.
- Thinking: The **recognition** is talking to itself. Need: How can I do this better? How will they react? Wondering what he meant by.
- Tasting: The **empathy** smells and tastes. Need: It has a strange aftertaste. The thing stinks to me. It's a matter of taste. I have a nose for that.
- Motor skills: The **rationality** is expressed in the movements. Need: I can't comprehend it, need to get closer to it. I want to deepen that.

If we don't pay attention to these 'messages', feelings come up. At first, basic needs trigger fears, because their fulfillment is vital.

As fears are unpleasant, they are often compensated for emotionally.

- Enforcement: Fear of being blocked. Possible compensation: anger and hectic pace
- Belonging: fear of loneliness. Compensation: sadness, depression, but also over-excited communication
- Safety: fear of danger. Compensation: hiding, compulsive behavior, but also attacks against perceived opponents
- Recognition: fear of contempt. Compensation: carousel of thoughts, but also judging and despising other people
- Empathy: fear of coldness and war. Compensation: despair, but also injury
- Rationality: fear of disorientation: compensation: insistent questions, but also retreat into 'crazy' ideas

These 'compensation attempts' can be turned against ourselves or against our fellow human beings. As a result, we often give one of the anxiety-inducing needs too much time and space, whereupon we unintentionally put the other side under pressure if we neglect it:

- Too much rationality makes us react coldly. Empathy makes us feel that we are erecting a barrier. Then calm is needed, at least a phase in which we pay attention to our feelings with our eyes closed.
- Too much belonging adapts too much to our fellow human beings. We literally bathe ourselves in a sense of togetherness. Recognition warns us: we should withdraw so that we don't 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. Reaction of belonging: We should talk to our friends about the situation.
- Too much enforcement makes us act wildly. We go through the wall with our head. For safety, we should look down and take a deep breath.

- Too much safety makes us pause or hide. We are afraid of being attacked or feel thwarted. For enforcement, we can look up, clench our fists and visualize our goals.
- Too much empathy makes us 'melt away' and we forget space and time. In this, the need for rationality reminds us of our orientation. We should stand up and sensing reality.

Our inner team strives for balance of its own accord. If this is not feasible in a situation, consciousness is switched on.

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 we usually don't realize it because it seemed unbearable when we were a small child. We learned to repress them, i.e. to banish them from our consciousness. As a result, we have not realized that we are no longer children and that we can take good care of ourselves.

Yet it would be so easy, because basic needs don't require much. At the mediator are relevant:

- Rationality: Researching, analyzing and analyzing or searching for the philosopher's stone like Goethe's Doctor Faust
- Empathy: Eating, drinking, enjoying, creating art and seeking emotional closeness to other people
- Safety: keeping order, reliably sticking to plans, ensuring reliability, doing something crafty
- Enforcement: realizing ideas, doing sports, experiencing small adventures, trying something new
- Belonging: integrate to a certain extent, talk to each other, plan joint activities
- Recognition: being an individualist, cultivating hobbies,

special clothes, jewelry, tattoos, reading, inventing, doing something alone

Everything in its own time. We can comfortably take all basic needs into account in our weekly planning or ask ourselves in the evening whether we have taken good care of everyone.

On the one hand, the mediator orients himself very quickly. His empathic side is intuitive and acts spontaneously. On the other hand, the need for rationality requires careful consideration.

Speed has a disadvantage. It is based on our experiences and uses drastic generalizations. On the one hand, this is helpful when we want to drive a new car of a brand we are not yet familiar with. On the other hand, it can end horribly when we laugh at an armed gunman running amok because we think he's just joking with us.

The mediator knows that sometimes it makes sense to pause for a moment and reflect. After intuitive sensing, he switches on his thinking.

Kahnemann has 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 favors our empathy. It reacts to moods and unconsciously analyzes the external situation in relation to expectations and experiences. It quickly delivers a judgment, but this is often a prejudice.

System 2 is better suited to rationality. We want to recognize the truth with its correlations and causalities. To do this, we consciously use our own research, nowadays often via the internet, which we then question mentally. This takes longer, but brings better results

1.3 The unconscious

Let's look again at the old knight's hall where the six basic needs gather.

If we compare them to the directors of a company, they will probably run different departments or specialist areas from which they receive the necessary briefings for their board meetings.

There are departments for each of the six basic needs

- Past
- Present
- future

with the departments related to the levels

- Body
- Soul
- Spirit

evaluate and plan our activities. This is done with regard to the effects on

- Myself
- My partners
- My group (family, teams, etc.)

All of this happens unconsciously. This complexity of six basic needs times three temporal orientations times three levels times three social effects cannot be processed consciously.

The unconscious has to sort and select whether and what is transmitted to the conscious mind as a thought, image or in a kind of script so that we can continue to work with it consciously.

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To make it clear: It is not our conscious mind that thinks, but rather thoughts are transmitted to it from the unconscious.

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Ende der Leseprobe

Das vollständige Buch finden Sie bei Amazon.

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