

# Type and the Balance and Belonging Connection

Essential Motivators (aka temperament) provides a framework to help us restore lost balance and belonging. When we are out of balance it affects our basic human needs for belonging.

We will explore three ways of being out of balance:

- Can't Be Me
- Only Be Me
- Developing Me

...and identify ways the Essential Motivator lens can help us get back into balance and experience belonging.

## Implications of Being Out of Balance

### **Trouble getting to best fit type...**

Identifying who we are at our core, despite traumas and negative messages, can be **transformative** or it can be **limiting**. Often finding a best fit personality type can be challenging when we have experienced trauma and constraint that doesn't make space for us to be ourselves. Also, we might over identify with the mistyped self or with our core self and become out of balance. In this case we may lose opportunities for belonging that will feed our soul.

### **Feeling like we don't belong...**

We will explore the Core needs of each Essential Motivator pattern as well as its related stressors and leverage this knowledge to give us **more self-control** and **energy**.

We will also explore how the Core needs relate to our needs for belonging and how to reap the rewards of self-management and shifting our perspectives.

## Keys to Regaining Balance and Belonging

- Getting to Best Fit Type
- Access to well-balanced type descriptions
- Recognizing personal biases about some type patterns
- Increased self-awareness and self-management
- Honoring differences so we can recognize that many issues are just different approaches and not personal.
- Skills in perspective shifting to build better relationships
- Apply our knowledge of Essential Motivators as a pathway to getting our belonging needs met through improving our relationships.

## The Four Essential Motivator Patterns

	Improviser™	Stabilizer™	Theorist™	Catalyst™
Core Needs	<ul style="list-style-type: none"> <li>Freedom to act on needs of the moment</li> <li>Have impact</li> </ul>	<ul style="list-style-type: none"> <li>Membership; belonging; a place to contribute</li> <li>Responsibility</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge and Competence</li> <li>Mastery</li> </ul>	<ul style="list-style-type: none"> <li>Deep meaning and significance</li> <li>Unique identity</li> </ul>
Core Values	<ul style="list-style-type: none"> <li>Variety</li> <li>Skillful Performance</li> </ul>	<ul style="list-style-type: none"> <li>Security</li> <li>Continuity</li> </ul>	<ul style="list-style-type: none"> <li>Progress</li> <li>Logical Consistency</li> </ul>	<ul style="list-style-type: none"> <li>Authenticity</li> <li>Empathic relationships</li> </ul>
Talents	<ul style="list-style-type: none"> <li>Tactics</li> <li>Performance</li> </ul>	<ul style="list-style-type: none"> <li>Logistics</li> <li>Protecting</li> </ul>	<ul style="list-style-type: none"> <li>Strategy</li> <li>Design</li> </ul>	<ul style="list-style-type: none"> <li>Diplomacy</li> <li>Advocacy</li> </ul>
Stressors	<ul style="list-style-type: none"> <li>Constraint</li> <li>Boredom</li> <li>Lack of impact</li> </ul>	<ul style="list-style-type: none"> <li>Irresponsibility</li> <li>Instability</li> <li>Inability to make a contribution</li> </ul>	<ul style="list-style-type: none"> <li>Powerlessness</li> <li>Incompetence</li> <li>Lack of knowledge</li> </ul>	<ul style="list-style-type: none"> <li>Insincerity and betrayal</li> <li>Loss of meaning</li> <li>Lack of integrity</li> </ul>
Stress Responses	<ul style="list-style-type: none"> <li>Strikes back</li> <li>Becomes reckless</li> </ul>	<ul style="list-style-type: none"> <li>Complains</li> <li>Becomes sick, tired, sorry, worried</li> </ul>	<ul style="list-style-type: none"> <li>Obsesses</li> <li>Becomes mindless</li> </ul>	<ul style="list-style-type: none"> <li>Disassociates</li> <li>Becomes phony and fake</li> </ul>
Stress Antidotes	<ul style="list-style-type: none"> <li>New exciting activities</li> <li>Options for new impacts</li> </ul>	<ul style="list-style-type: none"> <li>Appreciation and Inclusion in news and activities</li> <li>New membership</li> </ul>	<ul style="list-style-type: none"> <li>Reconfirmation of competence and knowledge</li> <li>A new project</li> </ul>	<ul style="list-style-type: none"> <li>Affirmation and nurturing from self- and others</li> <li>New sources of meaning</li> </ul>
Strategies to Regain Balance	<ul style="list-style-type: none"> <li>Troubleshoot to find new ways to make an impact</li> <li>Notice actions you can take to adapt</li> <li>Find ways to vary your responses so you can create freedom</li> <li><b>Contextual</b> thinking to see other aspects of the situation</li> </ul>	<ul style="list-style-type: none"> <li>Recognize what is still stable</li> <li>Monitor your own negative thoughts and switch to nurturing ones</li> <li>Remind yourself of when you've felt safe so you can find ways to do so again</li> <li><b>Sequential</b> thinking to identify contributions to the threat</li> </ul>	<ul style="list-style-type: none"> <li>Analyze the sources or causes</li> <li>Take a research or inquiry approach to better understand</li> <li>Look for universal truth in the situation so you don't get triggered personally</li> <li><b>Differential</b> thinking to see the other perspectives</li> </ul>	<ul style="list-style-type: none"> <li>Interpret the deeper meaning for yourself or even the universe</li> <li>Counsel yourself or others for deeper understanding</li> <li>Recognize a deeper purpose to it all</li> <li><b>Integrative</b> thinking to see where you really connect and find meaning</li> </ul>
FYI: Type Code	_S_P	_S_J	_NT_	_NF_

### Resources for Essential Motivators

*Understanding Yourself and Others, Exploring Essential Motivators* (a slightly revised version of *An Introduction to the 4 Temperaments, 4.0*), Linda V. Berens, available at [www.InterStrength.org](http://www.InterStrength.org) in hard copy or [www.InterStrengthInstitute.org](http://www.InterStrengthInstitute.org) online. *The I in TEAM*, Susan K. Gerke and Linda V. Berens (Updated version soon to be released, contact [linda@lindaberens.com](mailto:linda@lindaberens.com) for more info)

## Reflection Worksheet

Think of times when you experienced the following and reflect on how you could apply Essential Motivators to transform the experience.

I couldn't Be Me

I was stuck in "Only Be Me"

How has tuning in to "Developing Me" helped you shift?

Any situations where you have helped someone else get out of these traps?