



Contributor Personality Development Program

Contributor Personality Development Program (Vishwakarma Government Engineering College)



Scan to open on Studocu



Swami Vivekananda

Contributor Personality Program

An **adani** Group Initiative

UNIT 1:

Who is a Contributor?

...Values + Effectiveness

JULY 2012 EDITION



for students and faculty of
Gujarat Technological University

by

i-become

University
Services

This document is available free of charge on



Downloaded by Amit Sharma (amitmudgal69@gmail.com)

COPYRIGHT DECLARATION

Booklet printed from



This Study Material is designed, developed and published by Illumine Knowledge Resources Pvt. Ltd. and licensed to Career Knowledge Resources Pvt. Ltd., the promoters of I-Become. All rights are reserved. No part of this Study Material may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise by any person or organization (including program participants) without the prior permission of Illumine Knowledge Resources Pvt. Ltd.

UNIT 1:

Who is a Contributor?

Who are Contributors? How are they fundamentally different from Non-contributors in their overall approach to work, to other human beings, to society as a whole? Discover what this means for your career.

1.1 Exploring who is a Contributor	pg. 2-3
1.2 The Contributor's Checklist	pg. 4-5
1.3 Workplace application 1	pg. 6-7
1.4 Workplace application 2	pg. 8-9
1.5 Workplace application 3	pg. 10-11
1.6 Project work	pg. 12
What you can do next	pg. 13
Swami Vivekananda speaks to you: What is personality?	pg. 14-17

1.1 Exploring who is a Contributor

[CONCEPT EXPLORATION]

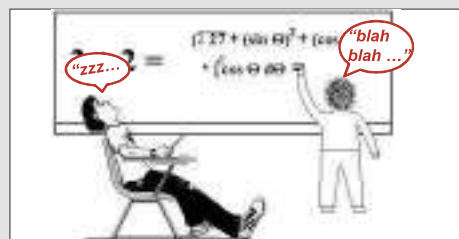
Some Examples

1. The Contributor Teacher



The Contributor Teacher is concerned about bringing out the best in each student. Such a teacher cares about the future of every student, and whether they have built confidence in the subject.

The Non-contributor Teacher



The Non-contributor Teacher is unconcerned whether students are paying attention or have understood what is being taught. Such teachers run through the syllabus, but are disengaged from their students. Result – students find these classes boring.

2. The Contributor Government Official



The Contributor Government Official ensures that a common citizen is able to get his work done. She goes all out to find a solution for the person and does everything within her power to accomplish it.

The Non-contributor Government Official



The Non-contributor Government Official is indifferent and does not bother to find a solution to the common citizen's problem. Such officials may do their duty and follow rules, but they make a common citizen run around from pillar to post. They don't care whether the work gets delayed and people find the interaction painful.

3. The Contributor Sweeper



The Contributor Sweeper cares enough to ensure that the living environment is clean for people in the locality! She has a wider view of her work and doesn't just see herself as "sweeping kachra" – she takes pride in her work of creating a clean and hygienic environment for the people who live there.

The Non-contributor Sweeper



The Non-contributor Sweeper sees her work in a narrow way and does it only for her 'Dal Roti'. She has no pride or interest in her job and works like a 'robot' without any feeling. Thus she becomes careless and "chalta hai" in her work.

continued ...

... continued

4. The Contributor Team Member

The Contributor Team Member always puts the team's success before personal success. Such team members are committed to the larger purpose and don't let personal egos come in the way.

The Non-contributor Team Member

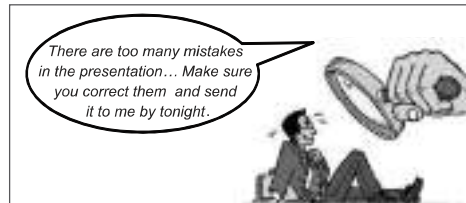
The Non-contributor Team Member pursues personal goals even if it is at the cost of team goals. Such people may be talented as individual stars, but are unable to contribute in a team environment.

**Group Worksheet 1.1:**

Similarly, imagine how the following contributors and non-contributors behave. Discuss to fill in.

5. The Contributor Senior

The Contributor Senior always helpful and kind with junior students. They help juniors with work and guide them.

The Non-contributor Senior

The Non-Contributors Senior Don't help juniors, They just give all the workload to students and relax.

6. The Contributor Salesperson

We have to meet our targets this year and we make sure that our customers are satisfied with our work and products.



The Contributor Salesperson not only care about his personal target and company targets but also provide quality products and services

The Non-contributor Salesperson

We have to increase target this year do whatever you want to do for this like fake advertisements or fake deals and promises.



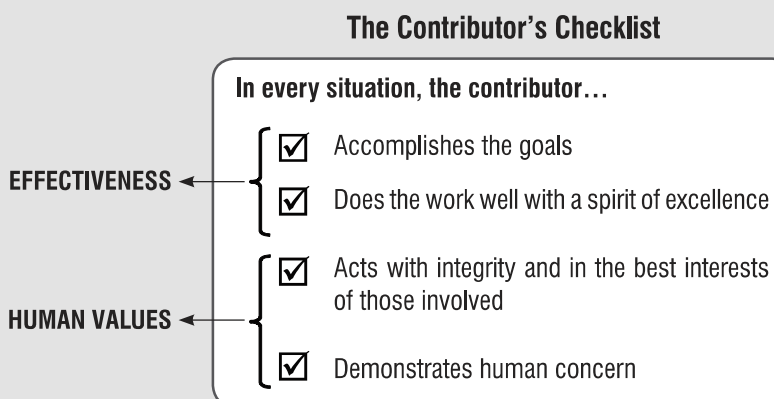
The Non-Contributor Salesperson only care about their personal targets and company targets. They do not care about their products and services.

1.2 The Contributor's Checklist

[CONCEPT EXPLORATION]

Study the following

Contributors constantly strive to combine both
effectiveness + human values in any situation.



[For a media presentation exploring the Contributor's Checklist, visit [i-become](#)  Unit 1: Who is a Contributor? → Foundation → Concept Exploration]



Group Worksheet 1.2:

Share the story of a person you have met / heard of, who you believe is a contributor in his / her own work.

PART A

Name of the person: Kiran P Patel

Profession / work: Tution Teacher

Share 1-2 incidents from the person's work life, where you believe he / she acted as a contributor:

Kiransir is my physics tution teacher in 11th-12th. He is very kind with stuudents. He is very panctual and hard working , we can call or message him anytime for doubts.

As we can see mostly tution teacher charges too much fees especially in 11th-12th but kiransir charges half fees with compare to other tutions with quality teaching and study materials. Sometimes if a student is intelligent but not well in wealth he gives free tution to them.

Every tution teacher provide only their subjects study material but kiran sir provide quality study materials and test papers of all subjects to all the students who want it.

There are lots of incidents happened in this 2 years here is two of them.

continued ...

... continued

PART B

For your story, answer the following –

How was the goal accomplished?

Kiran sir is a very good planner. He planned and managed all his work like every student gets a equal opportunity. He focused on weak students more than clever students that separate him from normal teachers. He is not intersted in money. He's goal is 100% result and in this way he accomplished his goals n make others future better.

How did the person try to go about doing an excellent job?

As I said above, kiran sir is a very good planner. He planned and managed his work very well. He is a very punctual person. He believes in karma.

How was integrity ensured? Were the best interests of all parties involved, considered? How?

He is a person of great integrity who can be relied on to tell the truth. He believes in Karma theories. He is doing his teaching job with a very interesting and practical manner so that no one can get bored.

How did he / she demonstrate human concern through his / her actions?

Kiran sir is a very good Teacher and kind person too. I have seen many times he gives free tutions to poor students. He gives real time knowledge subject with practicals and real life examples. He's goal is very simple bright future of every student. He provide all subjects study material for free. these all makes him a good human being.

Were any of these 4 aspects missing? Why?

No

Explore more stories of contributors at work on the  

[Log into your account on <http://gtu.ibecome.in/> and select Unit 1: Who is a Contributor? → Foundation → Concept Applications]



A1: STEVE JOBS



A2: NARAYANA MURTHY



A3: JONAS SALK



A4: KIRAN BEDI



A5: DHARNIDHAR BORO

AND MORE ...

1.3 Workplace application 1

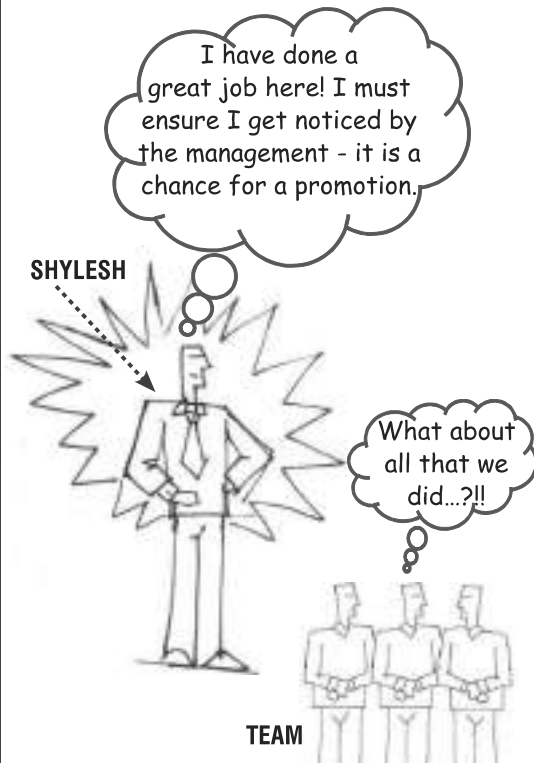
[CONCEPT APPLICATION]

Shylesh and Vikas are two team leaders who have successfully completed a project

[SCENARIO]

Shylesh and Vikas are project leaders with the responsibility of completing two important assignments. After the successful completion of the projects, the following is how they think...

SHYLESH'S TEAM



VIKAS' TEAM





Group Worksheet 1.3:

When you are part of any team, to be able to perform well and be highly productive, why is it important to focus on “we” not “I”? Discuss to answer.

Compare the 2 teams –

	TEAM 1 Team members are focused only on “I” and don’t really care about the team’s goals (Look at Shylesh’s team as an example)	TEAM 2 Team members are focused on “we” not “I” (Look at Vikas’ team as an example)
Which team’s members will be more willing to volunteer for responsibility in the team? Why? How will this lead to higher team performance?	Shylesh's team members will be not more willing to volunteer for responsibility in team because team leader is more focused on his own self and his personal promotion, He doesn't care about his team and this will leads to lower team performance.	Vikas's team members will be more willing to volunteer for responsibility in team because team leader is more focused on team work and quality work and team appreciation and this will leads to higher team performance.
What will be the motivation levels in each team? How will this affect their ability to deliver results?	The motivation level is very low in Shylesh's Team as he is more focused on his own self and his personal promotion and this will lead to less activeness or less interest of each team members in assignment thus its clearly leads in bad results.	The motivation level is very high in Vikas's Team as he is more focused on Team work and he is not focusing on promotions. He is more intersted in quality work. and this will lead to high activeness or high interest of each team members in assignment thus its clearly leads to good results.
Which of the two teams will work more harmoniously together? Why will this make them more productive?	The Shylesh's Team will not work more harmoniosly together. because Shylesh is more focused on his own self and his personal promotion so Team members will not able to work with interest and activeness and this will leads to less productive work.	The Vikas's Team will work more harmoniosly together because vikas is not focusing on promotions. He is more intersted in quality work so Team members will work with interest and activeness and this will leads to more productive work.

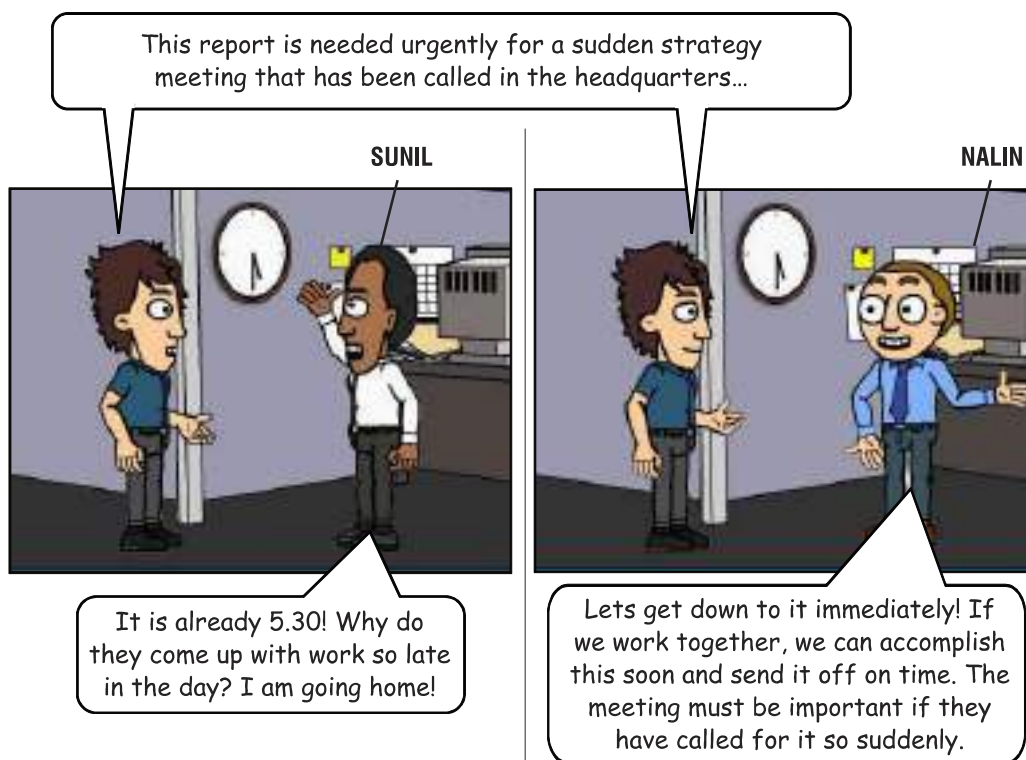
1.4 Workplace application 2

[CONCEPT APPLICATION]

An urgent report is needed just when leaving office to go home

[SCENARIO]

Sunil and Nalin work for a telecom company. Their office timing is 9.30 to 5.30. Late one day, their headquarters asks for an urgent report. Their team-mate Rupesh comes to tell them about it...





Group Worksheet 1.4:

When taking up any task, why is it important to recognize its value and the larger purpose it is serving? Discuss to answer.

Compare the 2 approaches to any task –

	APPROACH 1 “I care only about my own convenience (no thought of the company’s goals and purpose / value of the work)” <i>(Look at Sunil’s approach as an example)</i>	APPROACH 2 “I realize the value and purpose of this work – thus I am committed to the responsibility of getting the work done” <i>(Look at Nalin’s approach as an example)</i>
How would the quality of my work get affected? Why?	As we can see here, Sunil is only care about his personal peace. He doesn't care about his telecom company after his job time is over and this will leads to lower performance in company targets.If I do the same thing than definitely quality of my work gets affected.	As we can see here, Nalin is not only care about his personal peace. He cares about his telecom company even after his job time is over and this will leads to Higher performance in company targets. In this case quality of my work increases.
How would my capability development get affected? Why?	If I do like Sunil's approach, I will not able to increase my capacity to do work because of lazy and selfish nature and in this way my capability developments get affected.	If I do like Nalin's approach, I will able to increase my capacity to do work and It will also shows loyalty towards the company and in this way my capabilities developments not get affected.
Which approach would make me more valued by my team members? Why?	We can clearly see that Sunil's approach wouldn't make me more valued by my team members because Sunil doesn't care about his telecom company after his job time is over.	We can clearly see that Nalin's approach would make me more valued by my team members because Nalin cares about his telecom company even after his job time is over.
How will it affect my career in the long run? Why?	As we can see here Sunil is not interested in company progress and reputation so obviously if I do like him I am in a bad looks by my team members and my company senior and this will affect me after long run may be like promotions I will lose my job too.	As we can see here Nalin is interested in company progress and reputation so obviously if I do like him I am in a good looks by my team members and my company senior and this will affect me after long run may be I get promotions and also I have no fear to lose job.

1.5 Workplace application 3

[CONCEPT APPLICATION]

While the boss is away

[SCENARIO]

SOHAN IN COLLEGE

Sohan was bright but mischievous. When teachers were looking, he would pretend to be attentive. When they were not around, he played the fool, wasted time, and distracted others, making them laugh...



...this made him popular amongst his classmates. They thought he was "cool".

WHEN SOHAN STARTED WORKING

Sohan continued in this way... when the boss was monitoring his work, he sat at his desk doing work; but when the boss was away, he chilled out, distracted others, went out for tea and snacks...



...his organization thought he was wasteful and frivolous.

3 YEARS LATER

Sohan finds that he is lagging far behind his peers. His performance reviews were poor, and even his colleagues had begun avoiding him. Sohan doesn't know what went wrong, after all he was just being "cool"...



Group Worksheet 1.5:

There was a mis-match between what Sohan assumed was “cool” and what was really acceptable behavior in the workplace. Sohan did not realize that some behaviors may be acceptable in student-life, but are out of place in work-life. When you enter work-life, you are expected to “grow up” and act with a sense of responsibility towards your work.

What is the cost / damage of not “growing up” and acting with a sense of responsibility at work? How does it damage your future career prospects? Discuss to answer.

Imagine – What if the following happens, then what will be the cost / damage to your future career?	Tick ☒ one option and explain why you selected it		
	Not much damage done to my future career	Short-term damage is done, but I can set it right if I put in some extra effort	Long-term damage to my future career
Your boss and senior management have the impression that you need to be constantly monitored, without which you can't be trusted to get any work done properly	☒	☐	☐
	This type of situation will not do long term damage to my career because If this type of situation happened with me than,I work very genuinely and It takes some time to bring trust from the boss and senior management.		
Your colleagues don't take you seriously. When they are fooling around they include you in their group. But when it comes to serious matters no one values your opinion.	☐	☐	☒
	This type of situation will do long term damage to my career because If this type of situation happened with me than even if I get a good idea or solution someday they don't take serious me and ignore so I never get appreciation for my work even if I have given my 100%		
Even after several years of working, your capability remains whatever you had trained for. You have not learnt anything new or developed any expertise in any area of work.	☐	☐	☒
	This type of situation will do long term damage to my career because every person needs to learn and grow up. This is basic rule of world so if I'm working for a company from very long time and my skill and knowledge is same as the beginning than there must be chance that they find better option than me.		

Explore more stories of contributors at work on the **i-become** *Active Guide*

[Log into your account on <http://gtu.ibecome.in/> and select Unit 1: Who is a Contributor? → Foundation → Concept Applications]

1.6 Project Work

Field Work

Project 1:

Project Goal: *To recognize “contributor qualities” in action, and understand why contributors are valued so much in the workplace.*

STEP 1: Talk to 2-3 working professionals you know. Ask them for stories of people working in their office, who they feel are really valued by the people in the organization. (Identify at least 3 good stories).

STEP 2: For each story, find out why the person is valued so much. Ask them for concrete examples talking about these people “in action”.

STEP 3: Identify the key contributor qualities that are coming out of each of these stories.

STEP 4: Present each of these stories in the class. Also highlight what appealed most to you in these stories and what you learnt from them.

Project 2:

Project Goal: *To recognize “contributor qualities” in action, and understand why contributors are wanted / sought after by all who work with them.*

STEP 1: Interview someone you know in some leadership position (such as a Head of Department in your college, or Principal, or some business leader or person in a senior position who is known to you or your parents).

STEP 2: You can use the following questions as a guideline for conducting your interview –

- For any important project / assignment, what are the qualities you look for in the people you want on your team? Can you give concrete examples that demonstrate these qualities?
- If you had an important assignment to get done, is there any one person you would definitely want on the team?
- Why do you want this person on the team? What is the unique value you think this person would bring in?

STEP 3: Present the results of your interview to explain “What an employer / leader looks for in his/her people”.

Project 3:

Project Goal: *To recognize “contributor qualities” in action, and understand why contributors are wanted / sought after by all who work with them.*

STEP 1: Talk with your friends who have been involved in some team projects / organizing some events / initiatives (eg: college festival).

STEP 2: Discuss –

- What qualities would they look for in the different team members, so as to make the event / project / initiative a success. Ask for concrete examples that demonstrate these qualities.
- Why are these qualities important? What is the value of these in the success of the team?

STEP 3: Present the results of your discussion to explain “The qualities of a contributor team member and the value they bring to their team”.

You could do any of the above projects and present in the class

OR ask your faculty for the IN-CLASS PROJECT based on the guideline from  

What you can do next:**Attend the Contributor Classroom for Unit 1 (on Facebook)**

- 2 online discussion sessions will be conducted for Unit 1, in the Contributor Classroom. One will be focused on clarifying concepts and doubts. The other will discuss workplace examples and career guides.
- Join students and faculty from across GTU as we discuss this topic.
- To participate –
 - Go to <https://www.facebook.com/groups/CPP.July2012/>
 - Log in with your own Facebook account (if you don't have one already, create new)
 - Click on “join group” button to join the Contributor Classroom
 - Once the group moderator approves, you can attend these discussions
 - Make sure you register early enough so that you don't miss these sessions
- To know the schedules for this, check your email / the i-become Facebook page <https://www.facebook.com/ibecomeInitiative>

**Practice for Examinations on **

- Do the quizzes and practice tests to get an idea of what to expect in the examination.
- To access these –
 - Log into your ActivGuide account on <http://gtu.ibecome.in/>
 - Select Unit 1: Who is a Contributor? —> Exam Revision



Swami Vivekananda speaks to you
“What is personality?”

“A man comes; you know he is very learned, his language is beautiful, and he speaks to you by the hour; but he does not make any impression. Another man comes, and he speaks a few words, not well arranged, ungrammatical perhaps; all the same, he makes an immense impression. Many of you have seen that. So it is evident that words alone cannot always produce an impression. Words, even thoughts contribute only one-third of the influence in making an impression, the man, two-thirds. What you call the personal magnetism of the man — that is what goes out and impresses you.

Life Snapshot 2

Meeting his Guru, Sri Ramakrishna



Dakshineswar Temple, Kolkata

In his college years, Narendra went about asking many religious leaders of the time whether they had a direct experience of God, but could not get answers which satisfied him. His quest brought him finally to Sri Ramakrishna. Thus began a guru-disciple relationship which is quite unique in the history of spiritual masters.

Life Snapshot 1

The young Narendranath Dutta
(later Swami Vivekananda)



Ancestral home of Swami Vivekananda in North Kolkata

Narendranath, was known for his keen intellect and prodigious memory. He acquired a thorough grasp of various subjects during his school and college years, especially Western logic, philosophy and history. He questioned the validity of superstitious customs and discrimination based on caste and refused to accept anything without rational proof and pragmatic test.

“In our families there are the heads; some of them are successful, others are not. Why? We complain of others in our failures. The moment I am unsuccessful, I say, so-and-so is the cause of the failure. In failure, one does not like to confess one’s own faults and weaknesses. Each person tries to hold himself faultless and lay the blame upon somebody or something else, or even on bad luck. When heads of families fail, they should ask themselves, why it is that some persons manage a family so well and others do not. Then you will find that the difference is owing to the man — his presence, his personality.

Life Snapshot 3

Wandering Years



In 1891, the Swami embarked on a 2-year long journey of exploration and discovery of India. During these years, a mission grew in him. He said, "I have travelled all over India. But alas, it was agony to me, my brothers, to see with my own eyes the terrible poverty and misery of the masses, and I could not restrain my tears! It is now my firm conviction that it is futile to preach religion amongst them without first trying to remove their poverty and their suffering..."

“Coming to great leaders of mankind, we always find that it was the personality of the man that counted. Now, take all the great authors of the past, the great thinkers. Really speaking, how many thoughts have they thought? Take all the writings that have been left to us by the past leaders of mankind; take each one of their books and appraise them. The real thoughts, new and genuine, that have been thought in this world up to this time, amount to only a handful.

Life Snapshot 4

At the Parliament of Religions, Chicago



In 1893, Swami Vivekananda made his debut on the world stage when he opened his first short speech at the Parliament. His first five words – “Sisters and Brothers of America ...” – resulted in a standing ovation of several minutes by nearly six thousand present there. From being a wandering monk with no credentials to speak at the Parliament, the Swami was lionized by the press as an “Orator by divine right” at the end of his lectures.

“Read in their books the thoughts they have left to us. The authors do not appear to be giants to us, and yet we know that they were great giants in their days. What made them so? Not simply the thoughts they thought, neither the books they wrote, nor the speeches they made, it was something else that is now gone, that is their personality. As I have already remarked, the personality of the man is two-thirds, and his intellect, his words, are but one-third. It is the real man, the personality of the man, that runs through us. Our actions are but effects. Actions must come when the man is there; the effect is bound to follow the cause.

Life Snapshot 5

Travels in America & England



The Swami's lectures took the West by storm. Between 1893 to 1896, Swami Vivekananda laid the foundations of Vedanta in America and England. England contributed to him very valuable friends and disciples who were to play a very important role in his work in India.

“The ideal of all education, all training, should be this man-making. But, instead of that, we are always trying to polish up the outside. What use in polishing up the outside when there is no inside? The end and aim of all training is to make the man grow. The man who influences, who throws his magic, as it were, upon his fellow-beings, is a dynamo of power, and when that man is ready, he can do anything and everything he likes; that personality put upon anything will make it work.

Life Snapshot 6

Rousing Reception in India



The home-coming of the Swami was a great event in the history of Modern India, for a united India rose to do him honour. For about 4 years the Indian public had been made aware that the Swami was doing the great work of presenting and interpreting the glories of the Eternal Religion and to carry her banner throughout the Western nations.

“Now, we see that though this is a fact, no physical laws that we know of will explain this. How can we explain it by chemical and physical knowledge? How much of oxygen, hydrogen, carbon, how many molecules in different positions, and how many cells, etc., etc. can explain this mysterious personality? And we still see, it is a fact, and not only that, it is the real man; and it is that man that lives and moves and works, it is that man that influences, moves his fellow-beings, and passes out, and his intellect and books and works are but traces left behind ...

Life Snapshot 7

Lectures from Colombo to Almora



Swami Vivekananda once again crossed the land of India from the South to the North, as he had done formerly as a wandering monk. His lectures in Madras, about half a dozen in number, form the core of his message to India. He exhorted Indians not to condemn their social past and take to a life of imitation of the West. Nor should they merely exalt the past and refuse to move forward. A society which combines Indian spirituality with the Western technical advancement is the ideal held forth before his countrymen.

“... Think of this. Compare the great teachers of religion with the great philosophers. The philosophers scarcely influenced anybody’s inner man, and yet they wrote most marvellous books. The religious teachers, on the other hand, moved countries in their lifetime. The difference was made by personality. In the philosopher it is a faint personality that influences; in the great prophets it is tremendous. In the former we touch the intellect, in the latter we touch life. In the one case, it is simply a chemical process, putting certain chemical ingredients together which may gradually combine and under proper circumstances bring out a flash of light or may fail. In the other, it is like a torch that goes round quickly, lighting others.

Life Snapshot 8

Impact on India's Leaders



“I have gone through his works very thoroughly, and after having gone through them, the love that I had for my country became a thousand-fold.”

– Mahatma Gandhi



“Swami Vivekananda harmonized the East and the West, religion and science, past and present. And that is why he is great. Our countrymen have gained unprecedented self-respect, self-reliance and self-assertion from his teachings.”

– Subhash Chandra Bose



“Where can you find a man like him? Study what he wrote, and learn from his teachings, for if you do, you will gain immense strength. Take advantage of the fountain of wisdom, of Spirit, and of fire that flowed through Vivekananda!”

– Jawaharlal Nehru

“Each one can grow and strengthen his personality. This is one of the great practical things, and this is the secret of all education. This has a universal application. In the life of the householder, in the life of the poor, the rich, the man of business, the spiritual man, in every one’s life, it is a great thing, the strengthening of this personality...”

Excerpt from a talk “The Powers of the Mind” delivered at Los Angeles, California, January 8, 1900

The material in this booklet is meant to be studied along with the material available at gtu.ibecome.in

You will find videos, concept presentations, quizzes to improve your understanding of the topic.

Booklet printed from I-Become ActivGuide



Swami Vivekananda

Contributor Personality Program

An **adani** Group Initiative

UNIT 2:

The Contributor's Identity

...Being and Becoming

JULY 2012 BATCH



**for students and faculty of
Gujarat Technological University**

by

i-become

**University
Services**

This document is available free of charge on



Downloaded by Amit Sharma (amitmudgal69@gmail.com)

COPYRIGHT DECLARATION

Booklet printed from



This Study Material is designed, developed and published by Illumine Knowledge Resources Pvt. Ltd. and licensed to Career Knowledge Resources Pvt. Ltd., the promoters of I-Become. All rights are reserved. No part of this Study Material may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise by any person or organization (including program participants) without the prior permission of Illumine Knowledge Resources Pvt. Ltd.

UNIT 2:

The Contributor's Identity

Develop your own answer to the question “who am I?”

Non-contributors and Contributors define themselves differently.

Non-contributors usually define themselves in terms of what they have acquired in life (e.g. qualifications, position, years of experience, etc.). This is a static identity, based on your past glories or past failures. This static identity leaves you trapped in history.

Contributors define themselves in terms of what they will become or accomplish (e.g. capacity to deliver, commitment and ownership of the organization's purpose, etc.). This is a dynamic identity based on your “being” and “becoming”. Such an identity lets you choose to live a better future.

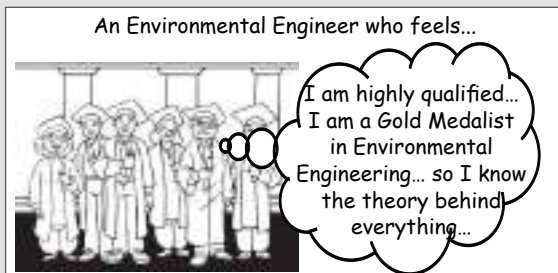
2.1 Exploring the Contributor's Identity	pg. 2-5
2.2 Workplace application 1	pg. 6
2.3 Workplace application 2	pg. 7
2.4 Workplace application 3	pg. 8-9
2.5 Workplace application 4	pg. 10-11
2.6 Project work	pg. 12
What you can do next	pg. 13
Swami Vivekananda speaks to you: The power of identity	pg. 14-15

2.1 Exploring the Contributor's Identity

[CONCEPT EXPLORATION]

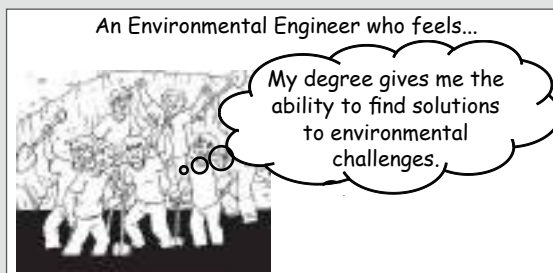
Study the following examples

1. The Non-contributor Environmental Engineer with a static identity



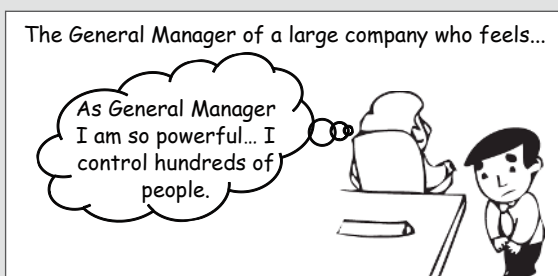
This Non-contributor Environmental Engineer's identity or image of self is that she is already highly qualified. Such an Engineer is more concerned about whether she is getting a salary and position that her "high qualifications" deserve. Result – her actual contribution at work is very little.

The Contributor Environmental Engineer with a dynamic identity



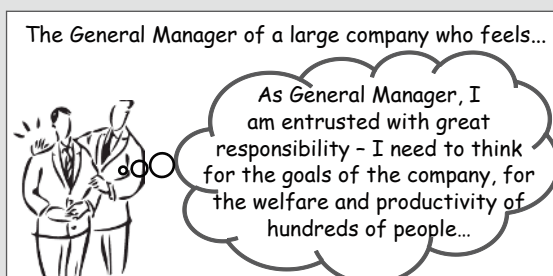
This Contributor Environmental Engineer's identity or image of self is that she has the power to make a difference to the world. Such an Engineer is not preoccupied with her qualifications; instead, she is more concerned about how to apply her education to make a difference through her work.

2. The Non-contributor General Manager with a static identity



This Non-contributor General Manager's identity or image of self is that he is in a high position and has the power to control many people. Such a General Manager is more concerned about who is "big" and "small" or who is of "higher status" and "lower status". Result – his actual contribution at work is very little.

The Contributor General Manager with a dynamic identity



This Contributor General Manager's identity or image of self is that in his position he has been entrusted with great responsibility. Such a General Manager is concerned about using his powers to fulfill these responsibilities well.

3. The Non-contributor Microbiology Researcher with a static identity



This Non-contributor Microbiology Researcher's identity or image of self is that he is highly accomplished and feels there is nothing more left to accomplish and work for. Such a researcher will become complacent and laid back and will lose interest in achieving anything further. Result – his contribution will keep reducing until it becomes nil.

The Contributor Microbiology Researcher with a dynamic identity



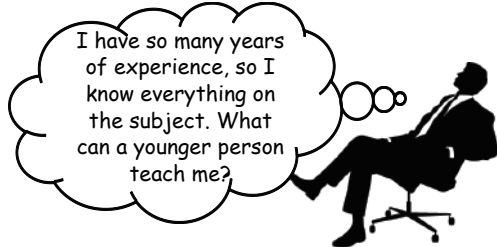
This Contributor Microbiology Researcher's identity or image of self is that he is on a journey into the future. Such a researcher is always excited about the contributions he can make in the future. Result – his contribution will keep increasing more and more.

continued ...

... continued

4. The Non-contributor Engineer with a static identity

The Engineer with over 25 years of experience, who feels...



This Non-contributor Engineer's identity or image of self is that he is so experienced that he already knows everything. Such an Engineer will not be open to learning anything new from anyone else. If anyone tells him anything his pride gets hurt. Result – he stops growing.

The Contributor Engineer with a dynamic identity

The Engineer with over 25 years of experience, who feels...



This Contributor Engineer's identity or image of self is that he is a "learner". Such an Engineer looks at every situation as an opportunity to learn and every person (younger or older, senior or junior) as someone to learn from. Result – he is continuously learning and growing through every experience and every interaction.



Group Worksheet 2.1:

Similarly (in the same way as examples 1-4 shown above), imagine the following situations and how the non-contributors (with a static identity) and contributors (with a dynamic identity) would behave. Discuss to fill in.

5. You have accompanied your grand-father to a government office to check the status of his pension payment. Imagine how the government official would behave with you both.

The Non-contributor Government Official with a static identity

Don't you know that I am a very busy man?! How can you keep coming here to disturb me... There are thousands of files like yours - I don't have the time to check the status for you. Go home! When your file is cleared you will get a letter.



Describe the above non-contributor's static identity –

The non-contributor Government officer is not value his job. He is a public servant but behaves like a rude boos. Result - He is losing value of his job and government too.

The Contributor Government Official with a dynamic identity

[Visualize and imagine how he would behave, what he would say]

Please wait for 10 minutes, I will check the status of your file and if its not cleared will figure it ASPS.



Describe the above contributor's dynamic identity –

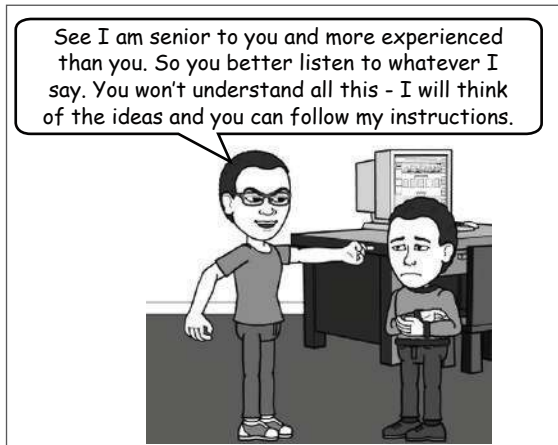
The contributor government officer is not only value his job but also value human being and their time. He is a example of good public servant.Result - Public admires him and he helps in a good nation building.

continued ...

... continued

6. You and a senior have been put into the same team for a project. Imagine how the senior would behave with you.

The Non-contributor Senior with a static identity



Describe the above non-contributor's static identity –

The Non-Contributors Senior Don't help juniors,
They just give all the workload to students and relax.
Result - Non contributors won't get any knowledge...

The Contributor Senior with a dynamic identity

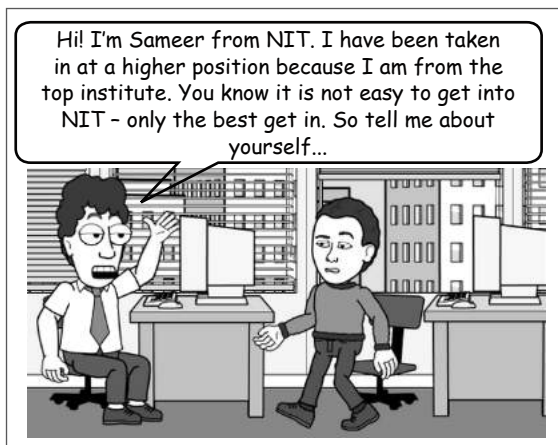


Describe the above contributor's dynamic identity –

The Contributor Senior always helpful and kind with
junior students. They help juniors with work and
guide them. Result - Contributor senior learn more.

7. On your first day at work, you are put into a room with another fresh recruit from the top institution in the country (you are from a mid-level college). Imagine the introductions and interactions at work. How would he behave with you.

The Non-contributor Colleague with a static identity



Describe the above non-contributor's static identity –
The non-contributor colleague is talking about his
self very much. He is not interested in new once
introduction too. Result - This type of people think
they are superior but they are dumb.

The Contributor Colleague with a dynamic identity



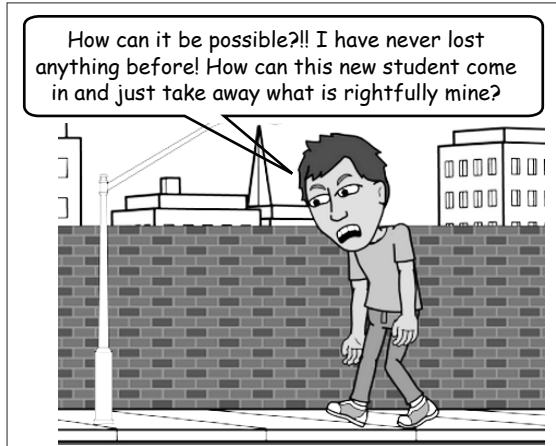
Describe the above contributor's dynamic identity –
The contributor colleague is very grateful to meet
new colleagues. He introduce himself very gently.
he also clear fear of a newly joined person. Result
He makes good relation with people.

continued ...

... continued

8. Your friend is a favorite with most teachers and students. He decides to contest college elections and is confident of winning. Unfortunately, a fairly new student comes in and wins the election. Your friend is deeply disappointed. Imagine how your friend would behave.

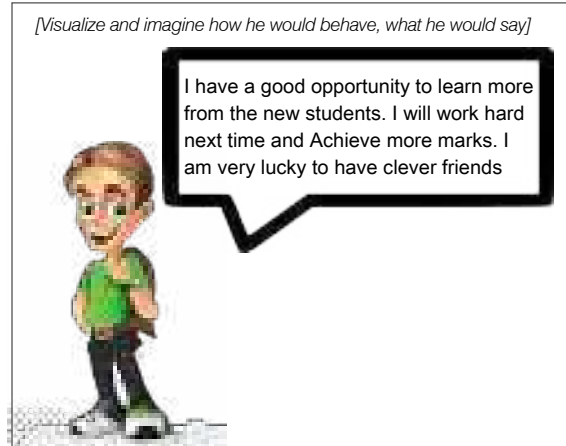
The Non-contributor Student with a static identity



Describe the above non-contributor's static identity –

The non-contributor's static identity is very negative in first view and also it has some kind of superiority complex. Result - He regrets on himself and not learn anything new.

The Contributor Student with a dynamic identity



Describe the above contributor's dynamic identity –

The contributor's static identity is very positive in first view as he is very happy to get a good competition and opportunities to learn more. Result - He learns more new things and grow.



Reflection: "To become a contributor, one needs to develop a dynamic identity".

Why do you think a static identity limits the contribution one can make?

Contributors define themselves in terms of what they will become or accomplish. Dynamic Identity is defined as a self construct that can be frequently changed, but has a single basic element that always remains the same. This type of people think very short term and narrow way. Static identity limit this type of things.

Explore more on the dynamic identity of the contributor, on the **i-become** *Activ Guide*

[Log into your account on <http://gtu.ibecome.in/> and select Unit 2: The Contributor's Identity → Foundation → Concept Exploration]



C4: Why is a dynamic identity important for success in today's job environment?



C3: How is a dynamic identity born?



C5: Dynamic identity in action – some case examples...

AND MORE ...

2.2 Workplace application 1

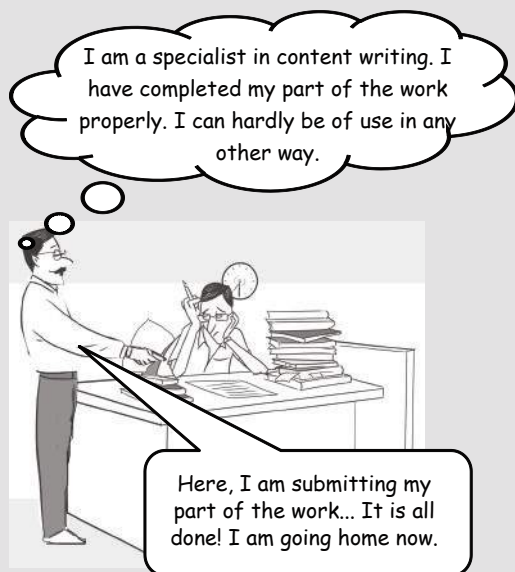
[CONCEPT APPLICATION]

SCENARIO

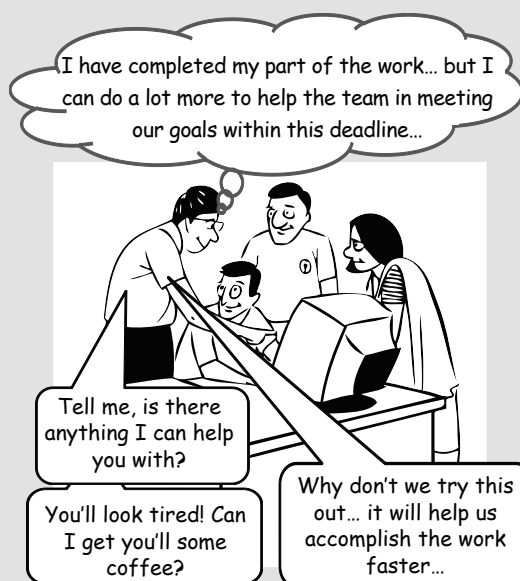
Aman's dynamic identity frees him to go beyond his specialization

Rakesh and Aman are content experts, and are part of a team that is working towards a tough deadline. Both have completed their writing work and have handed it over. This is what they do next –

RAKESH



AMAN



Group Worksheet 2.2:

When both Rakesh and Aman come up for promotion reviews, the management selects Aman for an important leadership position. Why will his dynamic identity make Aman a good leader? Discuss to answer –

Why would Aman be more valued and respected by team members?

Aman would be more valued and respected by team members because he is a good learner and very active person. He ask for upgrade or mistake check which shows dedication towards his work and other side Rakesh just finish work. He didn't intersted in quality work.

Why is he more likely to be able to get the team to work together and deliver to goals, come what may?

He is more likely to be able to get the team to work together and deliver to goals because in a very first view we can see his quality working nature. He is very humble with senior and other colleagues.

Why is he more likely to commit himself to a vision / larger purpose?

He is more likely to commit himself to a larger purpose because he is a personality with a very broad vision. He believes in quality work and Learning new things.

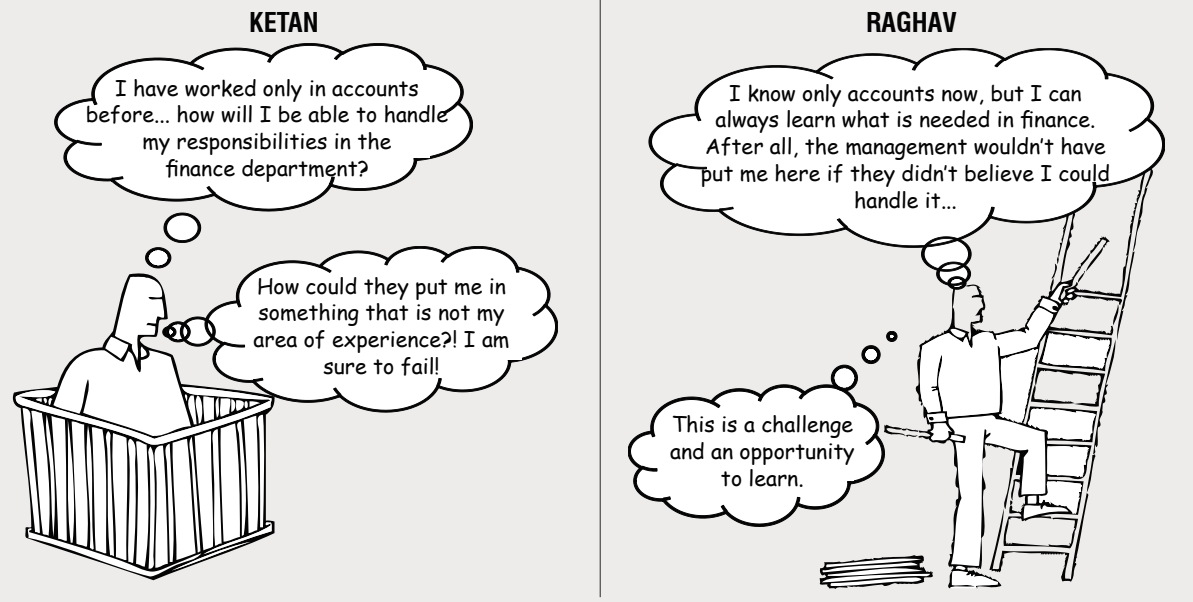
2.3 Workplace application 2

[CONCEPT APPLICATION]

SCENARIO

Raghav's dynamic identity gives him the courage to take up a challenging new assignment

Ketan and Raghav are promoted and transferred to the finance function. They were earlier working in the accounting department.



Group Worksheet 2.3:

A person with a “dynamic identity” develops and grows steadily in his / her career, whereas a person with a “static identity” soon stagnates in his / her career. Why? Compare the careers of the 2 types of people –

	Person with a static identity (Look at Ketan as an example)	Person with a dynamic identity (Look at Raghav as an example)
Who would have more self-confidence in a new role / responsibility? Why? How will this lead to better performance?	Ketan has very low self confidence in a new role because of his static identity he is afraid of new things. This will leads to bad performance in future.	Raghav has very high self confidence in a new role because of his dynamic identity He is very happy to learn new things and face new challenges. This will leads to better performance in future.
How does this identity affect the chances for developing one's capability and knowledge?	The person with static identity is very afraid of a new tasks. They are afraid and little bit lazy for learning new things. So identity play very important role in improving once knowledge and capability.	The person with dynamic identity is not afraid of a new tasks. They are very keen to learn new things and face challenges So identity play very important role in improving once knowledge and capability.
How do the future career prospects get impacted?	The person with static identity has a fear of learning new things or we can say laziness. So they won't learn any new things and it has a very big impact on their future.	The person with dynamic identity is very keen to learn new things and they love to face challenges. They take this as opportunity. So they learn many new things and it has a very good impact on their future

2.4 Workplace application 3

[CONCEPT APPLICATION]

SCENARIO

Kamal's dynamic identity protects him and gives him the strength to overcome tough times

Man Kills His Family and Himself Over Stock Market

Mr. Rajaram, 45, shot his wife and three sons because of his financial troubles. The police found him on Monday on the floor of a bedroom.

In a suicide note, Karthik Rajaram wrote that he was killing himself and his family because of his financial troubles. He was "broke," having lost most of his assets in the plummeting stock market. He added that he had "broken down emotionally, physically and financially."

Mr. Rajaram had earned about £875,000, or \$1.2 million, after a voluntary liquidation of Nano Universe, a company he had founded. His initial investment was £12,500.

Mr. Robinson, who had hired him in 2003 said, "He was extremely bright and capable but emotionally unstable."

Source: New York Times, October 7, 2008

NEWS FLASH: STOCK MARKETS CRASH

RAJARAM

OH NO!!!! I am finished!!! All my life's work has come to ZERO... I am nothing, a nobody, a complete loser... my life is over... it is not worth living...



KAMAL

OH NO!!!! I have lost so much money! I am sad, no doubt, but I have life's greatest asset - which is my own inner strength and confidence. Using these, money can always be earned again.





Group Worksheet 2.4:

How does a dynamic identity help one stay on the path of contributorship?

Use the example of Rajaram and Kamal to help understand what goes wrong when you have a static identity –

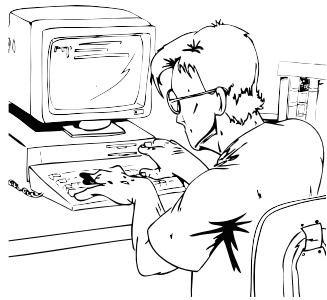
Rajaram	Kamal
What is the basis of Rajaram's "self-image"? How does he define himself? Rajaram has a static identity. He has very low confidence in his self. After losing a big amount of money he considered him self as dumb person or a loser. He is thinking that even it's not worth living in this situation that shows his low moral confidence and his belief in own self. he defined him self as a person with low mental strength.	What is the basis of Kamal's "self-image"? How does he define himself? Kamal has a dynamic identity. He has very high confidence in his self. After losing a big amount of money he considered him self as a very intelligent person, He shows confidence on his self that no matter what happens he can survive and reach to his targets again. he defined him self as a person with high mental strength and will power.
Why does this identity make Rajaram more vulnerable to the ups and downs of life? As we can see when Rajaram lost a big amount of money, He considered him self as a dumb and a zero. Life is full of ups and downs. We have to manage and believe in our selves. In the case of Rajaram, He suddenly broke after this lose. He is not even wanting to live. This type of static personality make him valnerable to the ups and down.	Why does this identity give Kamal the inner strength to positively face the ups and downs of life? As we can see when Kamal lost a big amount of money, He believed in his self and he had a will power that he will earn money again make his life good again. He is worthy enough to make money again. This type of dynamic personality make him very powerful and strength to positivley face the ups and downs in life.
How does this turn Rajaram into a non-contributor when faced with a tough situation? After losing a big amount of money he considered him self as dumb person or a loser. He is thinking that even it's not worth living in this situation that shows his low moral confidence and his belief in own self. He don't wan to live anymore. This shows his static identity and fear of not earn money again. Above things show that he is non-contributor personality.	How does this help Kamal remain on the path of contributorship, despite tough times? After losing a big amount of money he considered him self as a very intelligent person, He shows confidence on his self that no matter what happens he can survive and reach to his targets again. This shows his dynamic identity and not run away from face challenges. Above things show that he is contributor personality.

2.5 Workplace application 4

[CONCEPT APPLICATION]

CASE STUDY

Atul begins his career as a 'contributor'. But as his career progresses, his static identity turns him into a 'non-contributor'.



Atul was a software coder. After working for many years on many complex projects, writing out many thousands of lines of code, testing, debugging etc., he had become one of the best in his team. After a few years when he was made the team lead, Atul felt recognized.

He was respected by his team members because they found his technical inputs very valuable. Atul was also keen on supporting his team members with all the technical help, because he felt 'I have been there and done it before'. This was his domain. He knew what was to be done...had all the answers. His team did well under him.

The organization then made him the manager of that division. Now he was expected to co-ordinate with clients and with different teams, ensure timely payments from the client, etc. After the promotion, Atul was pleased by the well-deserved acknowledgement for his good work.

Three months into the new role, his boss called him for a discussion. His boss told Atul that the team leads working under Atul had complained that they were being micro-managed too much, they had no freedom to bring in their own thinking and innovation, and were feeling restricted. Atul was puzzled and indignant. After all, "he was doing no different from what he was doing earlier... they had liked his support then...". If his working style brought him success earlier, then there is no reason that it should not work now.

Atul continued with his way. He was busy all the time, getting involved in solving numerous small programming challenges of the team, doing the things that his juniors should have been coached to do instead. Because of this, Atul didn't have the time, so he ignored the larger responsibilities that were now part of his managerial role. Clients were complaining, reports to headquarters were irregular, resources were mis-managed.

Since Atul had been a "star performer" earlier, his boss gave him time to adjust. But even after 6 months when there was no change, he had to admit – Atul was not able to grow into the role of a Manager! Atul thought he "knew it all" and was unwilling to learn the new way of handling things that was necessary in his new role.



His boss was left wondering what to do with Atul.



Group Worksheet 2.5:

Atul was secure in his identity that he was a “star performer”. He saw his “promotion” as a reward for his past good performance. This blinded him to the fact that with the promotion came new responsibilities that demanded a new level of capabilities. This blindness limited the contribution he could have made in his new position.

1. What were the consequences of Atul’s inability to “grow into the new role” -

– In his own life?	– For his organization?
Atul is a very talented person. He thinks because he doing this type of things from a very long time he is excellent in them. So he tried to learn new things but he didn't get blend in it and lose his focus from the previous duties too.	Atul has a superiority complex. After promotion he thinks that company is running because of his work. He didn't get blend with his new roles even after 6 months. He's personality become static at that time.

2. What are the dangers in the career of a person who believes “I am a star! I already know the ‘success formula’ to do well – I have to just keep doing the same”. Write 3 dangers.

This type of persons don't listen to others. They ignore juniors or anyone who add or want to correct something even if they are right this type of person with superiority complex ignore them.

This type of persons not agree in their mistakes. They think "They are always right" and no one has more knowledge then them

There is a very big chance that , This type of persons lose their relations with family, friends and colleagues.

3. Write 3 career advantages of being open to learning and growing all the time and in all situations.

It helps reduce boredom

It makes you more adaptable

Have more options to choose from

2.6 Project Work

Field Work

Project 1:

Project Goal: To recognize “static identities” and “dynamic identities” in people around me, and observe how it affects the way people react in situations.

STEP 1: Recall (or look out for) any one challenging incident that happened today (or in the recent past).
[Hint: This could be an argument, or a challenging project, or a stressful event]

STEP 2: For this incident, reflect on how each of the key people involved reacted (including yourself if you were involved).

- Who were all the key people involved?
- Write down your observations on each key person involved –
 - How s/he reacted
 - What choices did s/he make in the situation
 - How s/he dealt with the other people involved
- Also observe and write down the outcome of the incident – What happened? Did the situation get resolved?

STEP 3: Based on your observations, put down your learnings about the static identity and dynamic identity in action.

For each of the key people involved, write – What maximum contribution could this person possibly have made in the situation? Did s/he do all that was possible to contribute the best s/he could?

If no,

- *What stopped him / her? What limited his / her contribution?*
- *How could a “dynamic identity” have improved the contribution made?*

If yes,

- *What can you learn from him / her about having a “dynamic identity”?*

STEP 4: Make a presentation covering –

- The incident
- What you observed about the key people involved (your observations from step 2)
- Your learnings about the static identity and dynamic identity in action (from step 3)

STEP 5: Present in the class.

You could do the above project and present in the class

OR ask your faculty for the IN-CLASS PROJECT based on the guideline from  

What you can do next:

Explore the power of the contributor's dynamic identity in action on the  

[Log into your account on <http://gtu.ibecome.in/> and select Unit 2: The Contributor's Identity → Foundation → Concept Applications]



A1: The story of 2 executives Arvind and Bharat – How a dynamic identity can free you to create your own success story at work



A2: Dr. P. K. SETHI (Inventor of the Jaipur foot) – How his dynamic identity gave him the courage to enter a new area of work and excel there



A3: ASHOK SOOTA – The power of the dynamic identity in keeping him fresh and innovative even at the age of 70

AND MORE ...

Attend the Contributor Classroom for Unit 2 (on Facebook)

- 2 online discussion sessions will be conducted for Unit 2, in the Contributor Classroom. One will explore the “dynamic identity” and how it impacts your ability to contribute. The other will discuss workplace examples and career guides.
- Join students and faculty from across GTU as we discuss this topic.
- To participate –
 - Go to <https://www.facebook.com/groups/CPJ.July2012/>
 - Log in with your own Facebook account (if you don't have one already, create new)
 - Click on “join group” button to join the Contributor Classroom
 - Once the group moderator approves, you can attend these discussions
 - Make sure you register early enough so that you don't miss these sessions
- To know the schedules for this, check your email / the i-become Facebook page <https://www.facebook.com/ibecomeinitiative>

Practice for Examinations on

- Do the quizzes and practice tests to get an idea of what to expect in the examination.
- To access these –
 - Log into your ActivGuide account on <http://gtu.ibecome.in/>
 - Select Unit 2: The Contributor's Identity → Exam Revision



Swami Vivekananda speaks to you

The power of identity

Swami Vivekananda emphasized again and again that our “self-image” — our view of ourselves — our identity, determines the way we behave and respond to life. He called this view of oneself as “shraddha” or “faith” in oneself. If you have faith that you are capable of contributing, then that becomes the basis for developing a contributor personality.

“What we want is strength, so believe in yourselves. What we want, is this *shraddha*. What makes the difference between man and man is the difference in this *shraddha* and nothing else. What make one man great and another weak and low is this *shraddha*. My Master used to say, he who thinks himself weak will become weak, and that is true. This *shraddha* must enter into you.

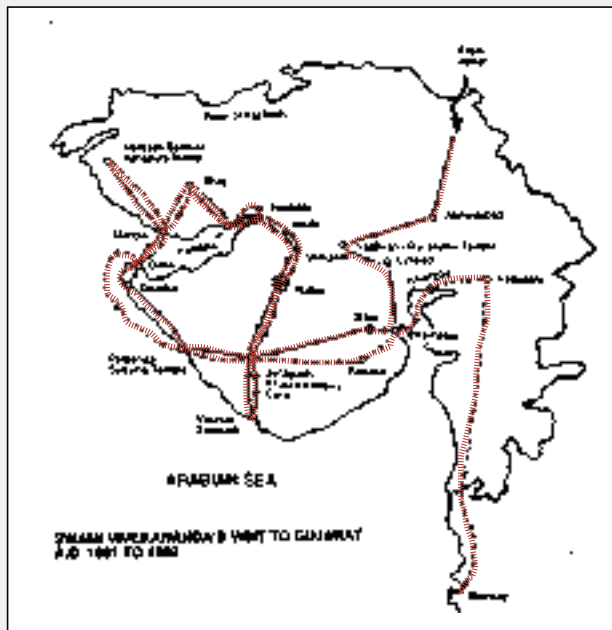
“There is a story about a lioness, who was big with young, going about in search of prey; and seeing a flock of sheep, she jumped upon them. She died in the effort; and a little baby lion was born, motherless. It was taken care of by the sheep and the sheep brought it up, and it grew up with them, ate grass, and bleated like the sheep. And although in time it became a big, full-grown lion, it thought it was a sheep. One day another lion came in search of prey and was astonished to find that in the midst of this flock of sheep was a lion, fleeing like the sheep at the approach of danger. He tried to get near the sheep-lion, to tell it that it was not a sheep but a lion; but the poor animal fled at his approach. However, he watched his opportunity and one day found the sheep-lion sleeping. He approached it and said, “You are a lion.” “I am a sheep,” cried the other lion and could not believe the contrary but bleated. The lion dragged him towards a lake and said, “Look here, here is my reflection and yours.” Then came the comparison. It looked at the lion and then at its own reflection, and in a moment came the idea that it was a lion. The lion roared, the bleating was gone. You are lions, you are souls, pure, infinite, and perfect. The might of the universe is within you.

“This is one great point to understand, and, my friends, my brethren – no good comes out of the man who day and night thinks he is nobody. If a man, day and night, thinks he is miserable, low, and nothing, nothing he becomes. If you say yea, yea, “I am, I am”, so shall you be; and if you say “I am not”, think that you are not, and day and night meditate upon the fact that you are nothing, ay, nothing shall you be. That is the great fact which you ought to remember.

“Believe in that infinite soul, the infinite power, which, with consensus of opinion, your books and sages preach. That Atman which nothing can destroy, in It is infinite power only waiting to be called out. For here is the great difference between all other philosophies and the Indian philosophy. Whether dualistic, qualified monistic, or monistic, they all firmly believe that everything is in the soul itself; it has only to come out and manifest itself.

Source: The Complete Works of Swami Vivekananda
(Published by Advaita Ashrama, 5 Dehi Entally Road, Kolkata 14, India)

Swami Vivekananda in Gujarat



During his tour of Gujarat, Swami Vivekananda came in contact with some of the most prominent Gujarati personalities of those days and exerted a great influence on many of them.

Swami Vivekananda visited Gujarat during his Bharat Parikrama in 1891-92, long before his appearance on the world-stage at Chicago.

Thakore Saheb of Limbdi Shri Yashwantsinhji, Maharaja of Bhavanagar Shri Takhtsinhji, Maharaja of Bhuj Shri Khengarji III, Maharaja of Porbandar Shri Vikamatji, Maharaja of Baroda Shri Sayaji Rao Gaekwad, Dewan of Junagadh Shri Haridas Viharidas Desai, Administrator of Porbandar Shri Shankar Pandurang Pandit, Dewan of Kutch Shri Motichand Lalchand, Dewan of Baroda Shri Manilal Jashbhai, the great Gujarati Scholars Shri Mansukhram Tripathi and Shri Manibhai N. Dwivedi, the great philanthropist Shri Lalshankar Umiashankar Trivedi, all of them became great friends and admirers of Swami Vivekananda and some of them became even his disciples.

Source: Shri Ramakrishna Ashrama, Rajkot,
Website (www.rkmrajkot.org)

The material in this workbook is meant to be studied along with the material available at gtu.ibecome.in

You will find videos, concept presentations, quizzes to improve your understanding of the topic.

Workbook printed from I-Become ActivGuide



Swami Vivekananda

Contributor Personality Program

An **adani** Group Initiative

UNIT 3:

The Contributor's Vision of Success

...Not only external rewards but also deep inner fulfillment

JULY 2012 BATCH



for students and faculty of
Gujarat Technological University

by

i-become

[®] University
Services

This document is available free of charge on



Downloaded by Amit Sharma (amitmudgal69@gmail.com)

COPYRIGHT DECLARATION

Booklet printed from



This Study Material is designed, developed and published by Illumine Knowledge Resources Pvt. Ltd. and licensed to Career Knowledge Resources Pvt. Ltd., the promoters of I-Become. All rights are reserved. No part of this Study Material may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise by any person or organization (including program participants) without the prior permission of Illumine Knowledge Resources Pvt. Ltd.

UNIT 3:

The Contributor's Vision of Success

Explore the meaning of success in your life.

Contributors have a deeper and wider definition of success than Non-contributors. While Non-contributors define success in terms of material success, achievement, external impact, etc., Contributors are able to deepen and widen this definition of success to include personal fulfillment, development of self-esteem, ongoing development of personal capabilities, etc.

3.1 Exploring the Contributor's Vision of Success	pg. 2-5
3.2 Workplace application 1	pg. 6-7
3.3 Workplace application 2	pg. 8
3.4 Workplace application 3	pg. 9-11
3.5 Project Work	pg. 12
What you can do next	pg. 13
Swami Vivekananda speaks to you: Expand your vision of success	pg. 14-15

3.1 Exploring the Contributor's Vision of Success

[CONCEPT EXPLORATION]

Study the following examples

1. The Non-contributor Salesperson with a narrow (purely external) "vision of success"

I want a bonus, so I will work for the targets given.



This Non-contributor Salesperson chases only financial incentives and bonuses. Such a salesperson will be motivated to perform only if the incentives offered are good – otherwise she will feel it is not worth the effort.

The Contributor Salesperson with a wider "vision of success" (including both external and inner success)

The bonus offered for meeting targets will only be an additional benefit...



... More important, I want to experience the challenge of working for a target and the joy of achieving it.



This Contributor Salesperson enjoys the challenge of meeting and beating targets. Such a salesperson feels a sense of achievement when she performs better than expectations. Thus whether or not the incentives offered are good, she is motivated to perform well.

2. The Non-contributor Sportsperson with a narrow (purely external) "vision of success"

I want to come first in the marathon.



This Non-contributor Sportsperson feels successful only if she comes first and wins the marathon. Thus if she happens to lose the first place, she will feel like a complete failure and a loser.

The Contributor Sportsperson with a wider "vision of success" (including both external and inner success)

Not only do I want to come first in the marathon...



... I also want to build the confidence, will-power, and stamina to run such long distances, face the challenges that come up with a positive attitude (without giving up), and beat my previous record. I want to also develop self-discipline.



This Contributor Sportsperson feels successful when she becomes better as an athlete. Thus, though she strives to come first in the marathon, more important is that she builds confidence, will-power, capability, etc. that will make her an even better athlete. So even if she loses a race, she will still be successful since she has improved as an athlete through that experience.

3. The Non-contributor Scientist with a narrow (purely external) "vision of success"

I want the best scientist award this year.



This Non-contributor Scientist feels successful only if he wins the award. He needs to be acknowledged and receive recognition from others – only then will he feel he is really the "best scientist". Thus, if he does not receive this acknowledgement, he will lose confidence and feel he is not a good scientist.

The Contributor Scientist with a wider "vision of success" (including both external and inner success)

If I get the best scientist award this year, it will be great...



... More important, I want to stretch the boundaries of my thinking and imagination, and come up with new discoveries in my field.



This Contributor Scientist feels successful when he stretches his own boundaries as a person, to make new discoveries – thus, each time he strives to do better than the previous time. He does not need others to acknowledge him as "best scientist" – if he has done better than his previous best and has made new discoveries, he will know he is a good scientist.

continued ...

... continued

4. The Non-contributor Manager with a narrow (purely external) “vision of success”

I want a promotion, so I must perform well.



This Non-contributor Manager feels successful only if she gets promotions and moves up the organizational hierarchy. Thus she tries to show that she has performed well, so that she can get promoted.

The Contributor Manager with a wider “vision of success” (including both external and inner success)

Getting a promotion is great - who doesn't want one, but...



... More important, I want to develop the capability of my team members and my own capabilities as a leader, so that all of us can do well.



This Contributor Manager feels successful if she becomes more capable as a leader and becomes worthy of being promoted to a higher position. Thus she seeks to develop capability of her team members and helps them become successful. If her team members succeed and do well, she also feels a sense of achievement and pride.



Group Worksheet 3.1:

Similarly (as done in examples 1-4 shown above), help the following people expand their vision of success to include both external as well as inner success. Brainstorm to visualize and fill in –

5. The Non-contributor Student with a narrow vision of success

I have to get good marks in this subject - otherwise I will be put to shame in front of my teacher and my friends! So I need to study for this subject.



Describe the above non-contributor's narrow vision of success –

This non-contributor thinks getting good marks will only make his impression good on his teachers and other students. So he studies to get only sufficient marks.

The Contributor Student with a wider vision of success (including both external and inner success)

[Imagine his thinking and fill in]

Getting good marks in the test will make my impression on my teachers and friends too. But more important, I must pursue my dream, and also break my limits of seating hours. Studying properly will get me a good and practical knowledge of the topics.



Describe the above contributor's wider vision of success –

This contributor student thinks that a good learning not only get him good marks but it will also increase his practical knowledge of the subject. Thus he tries to study more feels sense of achievement and pride.

... continued

6. The Non-contributor Job Applicant with a narrow vision of success

"I will say I have achieved success in my career, once I have a big house and a car of my own, with a luxurious life-style."



Describe the above non-contributor's narrow vision of success –

The non-contributor job-applicant feels success by only thinking that earning lot of money, buying a car, a big house, and having a luxurious life-style would make him a successful person.

The Contributor Job Applicant with a wider vision of success (including both external and inner success)

"I will say I have achieved success in my career when..."

[Imagine and fill in]

...my work make the customers feel completely satisfied. The day, when I think that I am not letting down the customers and also am going above my disabilities, will make me a successful person.

Describe the above contributor's wider vision of success –

The contributor job-applicant feels success when he/she would find the customers completely satisfied from his/her work. The job-applicant also find it necessary to overcome his/her disabilities.

7. The Non-contributor's narrow description of A.R.Rahman's success

I admire A. R. Rahman. He has achieved world-fame and international awards.

Describe how the non-contributor sees success –

The Non-contributor has achieved Oscar award, and he is now become a millionaire. His music and songs are being listened to whole world and is one of the highest paid musician. He achieved his success.

The Contributor's wider description of A.R.Rahman's success (including both external and inner success)

I admire A. R. Rahman. It is great that he has achieved world-fame and international awards - but I believe his real success has been...

[Imagine and fill in]

...his determination for his work and patience are two keys which took him to this level. He is truly a hard worker.

Describe how the contributor sees success –

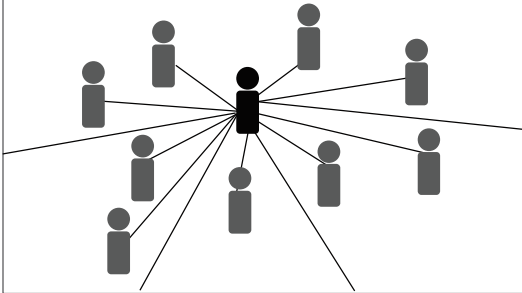
The contributor thinks that A.R. Rahman has achieved great fame and international awards but his real success comes from his determination and patience for his work.

continued ...

... continued

8. The Non-contributor Friend with a narrow vision of success

“I can say I am successful in relationships once I have crossed 5000 friend-connections on facebook.”



Describe the above non-contributor's narrow vision of success –

The Non-Contributor friend thinks that a successful relationship with the friends means having more number of friends. He focuses on quantity on friendship but not on quality of friendship.

The Contributor Friend with a wider vision of success (including both external and inner success)

“I can say I am successful in relationships when...
[Imagine and fill in]

...every friend find himself ./ herself being happy with me. Also in difficult time when they are with me and share their joy and sorrow with me.

Describe the above contributor's wider vision of success –

The contributor friend takes a successful relationship in other way. He thinks if his friends share their joy and sorrow with him. He focuses on the quality of friendship, not on quantity of friendship.

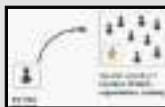


Reflection: Everyone has a vision of what success they seek in life. A contributor expands his / her own vision of success to include inner as well as external success. Why does a narrow (purely external) vision of success limit the contribution one can make?

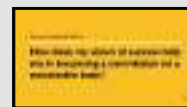
--> A narrow vision of success limits the contribution one can make because it would always focus on the winnings and success with the perspective of the world, other people, but not on how those people achieved the success. So it skips the wider vision inside it.

Explore more on the contributor's wider vision of success, on the **i-become** *Active Guide*

[Log into your account on <http://gtu.ibecome.in/> and select Unit 3: The Contributor's Vision of Success → Foundation → Concept Exploration]



C1: A contributor does not give up or lose anything by widening vision of success, in fact s/he gains much more...



C2: Why is it important to expand one's vision of success to sustain contributorship?

AND MORE ...

3.2 Workplace application 1

[CONCEPT APPLICATION]

SCENARIO

Karan's Success Vision: Financial Success Alone	Desai's Success Vision: All-round Success
 At such a young age, I am a millionaire! I have my own company, big car, 3 houses in different cities...I have achieved what most people can only dream of. Of course I had to sacrifice many relationships to reach here... so what! You have to lose some to gain some... no wonder people say it is lonely at the top... KARAN	I have made a comfortable life for my family. We are able to enjoy it together - we are very close! I have always stood by my principles and am respected in the community for that. People always come first! No amount of money is worth a lost relationship. I have always stood by people, and I know that my people will stand by me if I ever need it. And most important, I have a lot of love and joy in my life... my life is very "full".  DESAI



Group Worksheet 3.2:

PART A: Studying both Karan's and Desai's success visions, what do you think are things that each one values? And what is each one willing to sacrifice if circumstances forced them to make a choice? Discuss to answer.

KARAN	DESAI
3 things that matter most to him 1. To be a millionaire. 2. Having a luxurious life. 3. To achieve what people thinks of.	3 things that matter most to him 1. To help people in need. 2. Be stable on own principles. 3. A happy family life.
What he would be willing to sacrifice... He is willing to sacrifice the relationship to become a rich person.	What he would be willing to sacrifice... He is willing to sacrifice the money against family and his people.

Some examples –

- Money and business profits
- High-flying life style
- Prestige / status
- Stable and comfortable family life
- Life-long relationships
- Improved social and economic condition of family and families of employees
- Love, respect, and trust of people around
- Integrity to principles
- Inner contentment
- Etc.

PART B: Keeping in mind their Success Visions and what you have filled in PART A, brainstorm to imagine and fill in –

1. What if things begin to go wrong and their businesses start doing badly...

Hint: Think of the impact on their personal fulfillment, relationships, character strength, etc.

What is likely to happen in Karan's life?

Karan would get depressed because his only goal is to become a rich person, and if things goes wrong in his business, then he could not bear the loss. And finally would dissatisfied from his own work.

What is likely to happen in Desai's life?

If things go wrong in Desai's life he might get him a financial loss but not affect his passion towards work, because his goal is not to make money, but to have comfortable life and he is sure that people would stand by him if he needs.

2. What if somebody proposes to each of them "dismiss your workers and you can sell the business at a high price" –

What is Karan likely to do?

He would sell his workers/employees, because his ultimate goal is to gain the profit and earn more money because of his narrow vision.

What will be the consequences of this in his own life? In the lives of his employees?

He would be disappointed from his own life and rather from his employees. He would blame them for the loss. Finally, it would a negative effect on his employees and employees would be non-contributor.

What is Desai likely to do?

He would not sell his workers because he trusted his workers. His aim is to live a happy and a comfortable life. Rather he will accept the loss and gain his workers trust on him.

What will be the consequences of this in his own life? In the lives of his employees?

He would get much affected from his loss. Rather he would take it in positive way and thinks of the ways to get better. He would motivate and inspires his employees to work better.

3.3 Workplace application 2

[CONCEPT APPLICATION]

ROLE MODEL

Sachin's Success Vision: Success not only for self, but also for teammates, and for India

After India won the Cricket World Cup in 2011, the team dedicated the win to Sachin Tendulkar. They carried him on their shoulders around the ground.



Teammate Virat Kohli: "This win is for Sachin."

Bowler Zaheer Khan: "It is a dream come true – and we wanted it so badly for this very special guy."

Yuvraj Singh: "I wanted to win the World Cup for Sachin. He was always around for me. During my tough times, he told me to keep up the spirit. He said 'You don't know what is there in the box for you in future. You may be working hard, but work harder'. Sachin also told me that he believed in me."

Sachin believed in enabling and helping his teammates grow. In their success, he saw the success of Team India.

"...And that is the reason why this victory is great, because different players have made contributions to the win."

– Sachin Tendulkar



Explore Sachin's vision of success further on

i-become



[Log into your account on <http://gtu.ibecome.in/> and select

Unit 3: The Contributor's Vision of Success → Foundation → Concept Applications]



A2: Sachin Tendulkar



Group Worksheet 3.3:

Sachin's Vision of Success influenced the way he interacted with team-mates and motivated his game. How? Write down 3 examples from his life that demonstrate the connection between his Vision of Success and his choices / actions / interactions. Discuss to answer.

Sachin never took his talent for granted. Training and preparation became the hallmarks of his career during his prolonged stint in the national side. While on tours, Sachin was known to lead a highly disciplined life, restricting himself to his room, eating early, and trying to get enough sleep ahead of the game.

Soon he was back among the runs, a more dangerous batsman than before. Sachin had adapted his game, and while his early power was missing, he more than made up for it with his strike rate and shot selection.

Sachin epitomized this after returning from surgery for tennis elbow in 2005. With his fans wondering if his game would ever be the same again, the Master Blaster turned to his willow to provide his response.

3.4 Workplace application 3

[CONCEPT APPLICATION]

CASE STUDY

Marion Jones' Success Vision: Perform well and win at any cost (A Success Vision that destroyed her)

MARION JONES : Former world champion, track and field athlete



Marion Jones was a US track and field athlete who went on to dominate the world stage in the late '90s and early 2000s. She was one of the most loved athletes and a role model for thousands of Afro-Americans, who routinely beat her competitors on the track fields, right from her childhood.

Some of her records –

1997: Marion wins the 100m sprint at World Championships, Greece

1998: Won gold in World Cup, South Africa

1999: Won 4 titles at World Championship, Spain

2000: Won 3 gold and 2 bronze at the Olympics, Sydney

Then...

In October 2007, she admitted to taking performance enhancing drugs as far back as 2000 Olympics. She admitted to lying to investigation authorities earlier on the doping issue.

It was a very public fall from grace for 31-year-old Jones who in 2000 had amazed sports fans across the world with her extremely difficult goal of winning 5 gold medals at the Sydney Olympics. She finally won 3 golds and 2 bronzes.

Jones had to give up all medals that she won 2000 onwards. Her fans felt betrayed.



Group Worksheet 3.4:

PART A: In her ambition to win at any cost, Marion took drugs to improve her performance. Her narrow vision of success blinded her to the deeper rewards that an athlete with her talent and competence, could have received. Discuss to help widen this vision of success –

MARION'S NARROW VISION OF SUCCESS INCLUDED –	WIDER VISION OF SUCCESS INCLUDING THE DEEPER REWARDS	
- gold medals - world medals - name and fame - to win the race anyhow avoiding the circumstances	+	- Achieving a new level of excellence as an athlete. - Overcoming her limits - Being a inspiring model - Representing her nation to the world - Be seen as a role model inspiring many young athletes - Getting a huge money as reward - Being famous in the world - Getting comfortable life from the organization

PART B

Discuss to think of examples to fill each of these boxes –

INNER SUCCESS	<i>An Example where one experienced External Failure but Inner Success...</i> Once a athlete in a championship got third rank. He got disappointed being third but at the same time he realises that he made his full efforts and pushed his limits.	<i>An Example where one experienced External Success and Inner Success...</i> A student score 99% in the board exams and he feel so happy that he has reached to this level by his great efforts. He also feels grateful that he pushed his limits and scored better from previous class.
INNER FAILURE	<i>An Example where one experienced External Failure and Inner Failure...</i> A business man got a huge financial loss. He was not that much strong to bear the loss and gets depressed. The inner failure according to him was that he could not make this time and now his company value would get down and it is almost impossible to get it back.	<i>An Example where one experienced External Success but Inner Failure...</i> Once a lawyer wins the case by bribing the judge. At this point he got an external success, but he himself knows that what he had done was wrong. He curses himself for his deeds.
	EXTERNAL FAILURE	EXTERNAL SUCCESS



Reflection: In one's career, give 3 reasons why it is important to have a wider vision of success (including inner success as well as external success) if you want to stay on the path of contributorship.

- Because one with wider vision will just not focus on the material success but also the inner success of himself / herself.

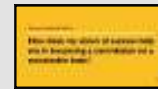
- Also the one with wider vision will take always right path to achieve the goal as he is considering the inner success, which prevent him to take wrong paths.

- He/she would be happy every time for what he has, not on what should he have. One with narrow vision would always try to get material success.

Exploring the following on the i-become Active Contributor will help you think about this question for your own career

[Log into your account on <http://gtu.ibecome.in/> and select

Unit 3: The Contributor's Vision of Success → Foundation → Concept Exploration]



C2: Why is it important to expand one's vision of success to sustain contributorship?

[Log into your account on <http://gtu.ibecome.in/> and select

Unit 3: The Contributor's Vision of Success → Foundation → Concept Applications]



A1: Pratham, the Sales executive:
Learning the hard way

Monthly targets are a reality in any corporate job. So how do you navigate through the pressures of these targets? Watch Pratham's story to check what you need to be careful of in your journey of success...

Explore other contributors who have widened their vision of success on the i-become Active Contributor

[Log into your account on <http://gtu.ibecome.in/> and select Unit 3: Contributor's Vision of Success → Foundation → Concept Applications]



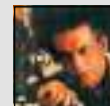
A3: ABDUL KALAM
Keep trying until you convert your dreams into reality



A4: AMARTYA SEN
Finding solutions to the problems which affect the well-being of the community



A3: WALT DISNEY
Contribute to people's lives through entertainment and hours of joy



A4: SATYAJIT RAY
Excellence in film-making to portray social reality



A5: DR. PETER PRONOVOST
Lifting the standards of medical safety

AND MORE ...

3.5 Project Work

Field Work

Project 1:

Project Goal: To recognize how a contributor consciously widens and deepens his / her "Success Vision" through life's experiences (using film-based case studies).

STEP 1: Choose any 3 popular films that show us how the leading character (hero / heroine), through the course of the film, finds a wider success vision (a contributor's success vision) for him / herself.

STEP 2: Discuss each of these 3 films in your project team (watching the films if needed), and identify for each leading character in the films – How did s/he widen and deepen his/her own success vision through the experiences shown in the film?

Hint: Some examples of how the success vision could have widened...

- Did the person take on challenges for the joy / thrill of it?
- Did the person's self-confidence, inner strength, character improve?
- Did the person stretch his / her boundaries as a human being and achieve higher levels of excellence?
- Did the person gain new capabilities?
- Did the person experience success through the success of others (whom s/he helped)?

STEP 3: Make a case study presentation that uses the cases in each of the 3 chosen films, to show "How a contributor consciously widens his / her success vision through life's experiences".

STEP 4: Present to the class. Title your presentation "How a Contributor consciously widens and deepens his / her Success Vision. Lesson from films: <names of films chosen>"

Project 2:

Project Goal: To recognize how a contributor consciously widens and deepens his / her "Success Vision" through life's experiences (using case studies of well-known personalities). Also seeing the connection between one's Success Vision and the career choices one makes.

STEP 1: Choose any 3 well-known personalities you admire (don't choose the same people you may have studied for earlier projects).

STEP 2: Do some research on each of these 3 personalities (you can use the internet, library books, magazines, newspapers, etc.). Identify Some incidents / experiences in the person's life (written about by him/ herself or by journalists / writers or by people known to him / her) that show, **how s/he widens own success vision through his / her experiences, incidents, challenges faced in life.**

Hint: Some examples of how the success vision could have widened...

- Did the person take on challenges for the joy / thrill of it?
- Did the person's self-confidence, inner strength, character improve?
- Did the person stretch his / her boundaries as a human being and achieve higher levels of excellence?
- Did the person gain new capabilities?
- Did the person experience success through the success of others (whom s/he helped)?

STEP 3: Discuss each of the 3 personalities, to articulate for each –

- What was his / her success vision?
- How did his / her success vision influence his / her career choices and other important choices in his / her life (that you may have found through your research)?

STEP 4: Make this into a presentation with a section covering each of the 3 personalities (3 case studies).

STEP 5: Present to the class. Title your presentation "How a Contributor consciously widens and deepens his / her Success Vision. Lesson from great personalities: <names of personalities chosen>"

You could do any one of the above projects and present in the class

OR ask your faculty for the IN-CLASS PROJECT based on the guideline from  

What you can do next:

Attend the Contributor Classroom for Unit 3 (on Facebook)

- 2 online discussion sessions will be conducted for Unit 3, in the Contributor Classroom. One will explore the “contributor’s widened vision of success” and how it impacts your ability to contribute. The other will discuss workplace examples and career guides.
- Join students and faculty from across GTU as we discuss this topic.
- To participate –
 - Go to <https://www.facebook.com/groups/CPP.July2012/>
 - Log in with your own Facebook account (if you don’t have one already, create new)
 - Click on “join group” button to join the Contributor Classroom
 - Once the group moderator approves, you can attend these discussions
 - Make sure you register early enough so that you don’t miss these sessions
- To know the schedules for this, check your email / the i-become Facebook page <https://www.facebook.com/ibecomeInitiative>

Practice for Examinations on

- Do the quizzes and practice tests to get an idea of what to expect in the examination.
- To access these –
 - Log into your ActivGuide account on <http://gtu.ibecome.in/>
 - Select Unit 3: The Contributor’s Vision of Success → Exam Revision



Swami Vivekananda speaks to you

Expand your vision of success

Swami Vivekananda wanted each one of us to have a large vision of success so that we create material, intellectual and spiritual success not only for ourselves, but also for our fellowmen and our whole country.

“Make the character of Mahavira (Hanuman) your ideal. See how at the command of Ramachandra he crossed the ocean! He had no care for life or death. He was a perfect master of his senses and wonderfully sagacious. Build your life on this great ideal of personal service. Through that ideal all the other ideas will gradually manifest themselves in life. Obedience to the Guru without questioning and strict observance of Bramhacharya – this is the secret of success.

“Every man should take up his own ideal and endeavour to accomplish it. That is a surer way of progress than taking up other men's ideals, which he can never hope to accomplish. For instance, we take a child and at once give him the task of walking twenty miles. Either the little one dies, or one in a thousand crawls the twenty miles, to reach the end exhausted and half-dead. That is like what we generally try to do with the world. All the men and women, in any society, are not of the same mind, capacity, or of the same power to do things; they must have different ideals, and we have no right to sneer at any ideal. Let every one do the best he can for realising his own ideal. Nor is it right that I should be judged by your standard or you by mine. The apple tree should not be judged by the standard of the oak, nor the oak by that of the apple. To judge the apple tree you must take the apple standard, and for the oak, its own standard.

“Purity in thought, speech and act is absolutely necessary. As for thirst after knowledge, it is an old law that we all get whatever we want. None of us can get anything other than what we fix our hearts upon. There must be a continuous struggle, a constant fight, an unremitting grappling with our lower nature, till the higher want is actually felt and victory is achieved. The student who sets out with such a spirit of perseverance will surely find success at last.

“There is success and failure in every work. But I am inclined to believe that one who is a coward will be born after death as an insect or a worm, that there is no salvation for a coward even after millions of years of penance. Well, shall I after all be born as a worm? ...In my eyes this world is mere play – and it will always remain as such. Should one spend six long months brooding over the questions of honour and disgrace, gain and loss pertaining to this?

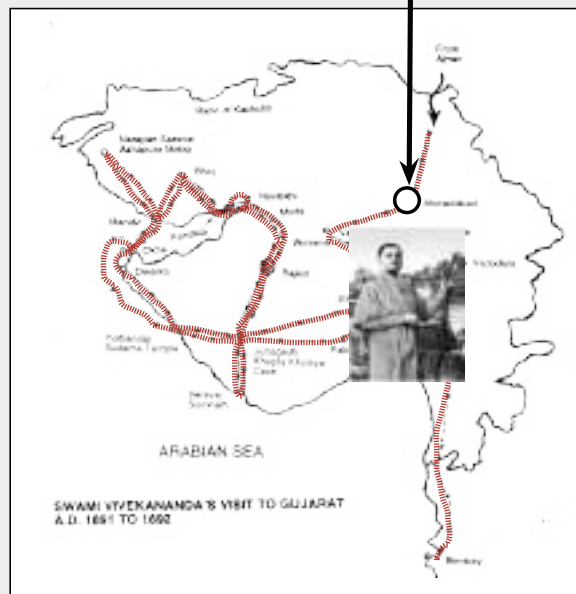
“We talk foolishly against material civilisation. The grapes are sour. Even taking all that foolishness for granted, in all India there are, say, a hundred thousand really spiritual men and women. Now, for the spiritualisation of these, must three hundred millions be sunk in savagery and starvation? Why should any starve?

“The secret of success of the Westerners is the power of organisation and combination. That is only possible with mutual trust and co-operation and help. Now here is Virchand Gandhi, the Jain, whom you well knew in Bombay. This man never takes anything but pure vegetables even in this terribly cold climate, and tooth and nail tries to defend his countrymen and religion. The people of this country [America] like him very well, but what are they [Indians] doing who sent him over? They [Indians] are trying to outcast him. ...it is jealousy that holds them down.

“Power and things like that will come by themselves. Put yourself to work, and you will find such tremendous power coming to you that you will feel it hard to bear. Even the least work done for others awakens the power within; even thinking the least good of others gradually instills into the heart the strength of a lion.

Source: The Complete Works of Swami Vivekananda
(Published by Advaita Ashrama, 5 Dehi Entally Road,
Kolkata 14, India)

Swami Vivekananda at Ahmedabad



Swami Vivekananda stayed for about eleven days sometime in the latter part of 1891 as a guest of Lalshankar Umiashankar Trivedi (b.1845, d.1912) in Ahmedabad after he first entered Gujarat from Ajmer.

Lalshankar was the guiding force behind many associations founded in Gujarat during the renaissance period like the Gujarat Vernacular Society, Buddhivardhak Sabha, and several other social and educational institutions connected with women's education and the uplift of untouchables.

Source: Shri Ramakrishna Ashrama, Rajkot,
Website (www.rkmrajkot.org)

The material in this workbook is meant to be studied along with the material available at gtu.ibecome.in

You will find videos, concept presentations, quizzes to improve your understanding of the topic.

Workbook printed from I-Become ActivGuide



Swami Vivekananda

Contributor Personality Program



An Adani Group Initiative

UNIT 4:

The Contributor's Vision of Career

From Acquisitive Career to Contributive Career



for students and faculty of
Gujarat Technological University

by

i-become University
Services

This document is available free of charge on



Downloaded by Amit Sharma (amitmudgal69@gmail.com)

COPYRIGHT DECLARATION

Booklet printed from



This Study Material is designed, developed and published by Illumine Knowledge Resources Pvt. Ltd. and licensed to Career Knowledge Resources Pvt. Ltd, the promoters of I-Become. All rights are reserved. No part of this Study Material may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise by any person or organization (including program participants) without the prior permission of Illumine Knowledge Resources Pvt. Ltd.

UNIT 4:

The Contributor's Vision of Career

*From Acquisitive Career to
Contributive Career*

Learn to distinguish between an “acquisitive career” and a “contributive career”.

An acquisitive career is one in which the career-seeker is focused on acquiring higher position, higher salary, more benefits, etc. This preoccupation with selfish interests often damages the individual's career, and equally important, damages the organization and society. A contributive career is one where the career-seeker is focused on contributing, with rewards being a by-product of the contributions made.

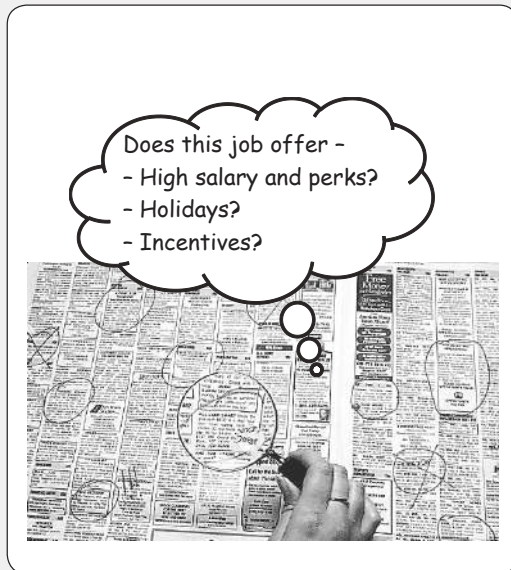
Concept Exploration	pg. 2-5
Concept Application	pg. 6-15
Field Work (Projects)	pg.16-17
Swami Vivekananda speaks to you	pg. 18-19

Concept Exploration

EXPLORATION 1:

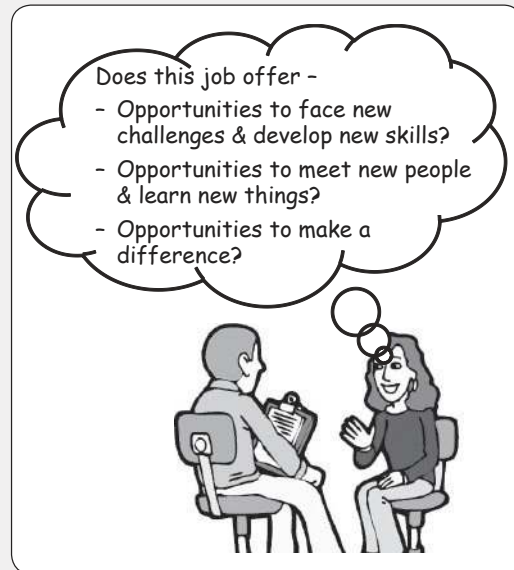
The Contributor's Career Strategy¹: Choose the "Opportunity Vision"

'Rewards' Vision



Rewards are more important than quality of work and one's development in the job

'Opportunity' Vision



Opportunities to face challenges and one's own development are more important than salary and perks



REFLECTIONS

Q1. How will this career strategy of choosing "opportunity vision" impact your choice of job? Discuss to answer.

'Opportunity' vision helps to face new challenges and develop new skills. It

also helps to learn new things and meet different kind of people, which makes

us more experienced to the outside world. It also helps to have a different

environment and to learn new things.

MEANINGS:

¹ Career Strategy is an approach or tip or plan of action that you can use in your own career to improve / grow in your own Career (as a contributor).

EXPLORATION 2:**The Contributor's Career Strategy: Choose the "Purpose Vision"****'Domain' Vision**

I can work in the field that I have been trained in



The Non-contributor is limited by his/her domain of training, and is unwilling to go beyond

'Purpose' Vision

I will learn whatever is needed to perform well in my role, and help my team / organization achieve its goals



The Contributor is purpose-focused, and is thus willing to learn and do whatever it takes to serve the purpose

**REFLECTIONS**

Q1. How will this career strategy of choosing "purpose vision" impact your choice of job? Discuss to answer.

Purpose vision helps to learn more from field work and as well as other than

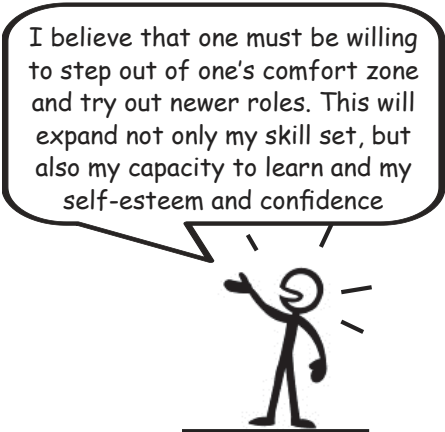
field works too. It helps to think out of the box and also to be a creative person.

It also helps to broaden the vision and make us an experienced person who is

willing to do work in every field.

EXPLORATION 3:

The Contributor's Career Strategy: Choose the "Capacity Expansion Vision"

'Comfort Zone' Vision	'Capacity Expansion' Vision
	
<i>The Non-contributor rigidly sticks to his/her given job description and his/her 'comfort zone'</i>	<i>The Contributor is willing to try out and learn new things, diversify if needed, volunteer for new responsibilities, take on new roles – thus expanding his/her capacity</i>

REFLECTIONS

Q1. How will this career strategy of choosing "capacity expansion vision" impact your choice of job?
Discuss to answer.

When you have capacity expansion vision, you perform tasks that you have

never done before and tries to learn something new. ,It also makes you

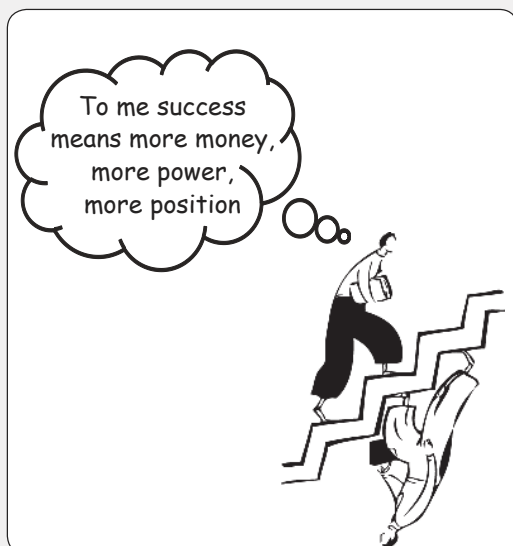
confident as you get succeed. Though it contains risk and guts to do so, but

doing it frequently make us able to push our limits and expand our capacities.

EXPLORATION 4:

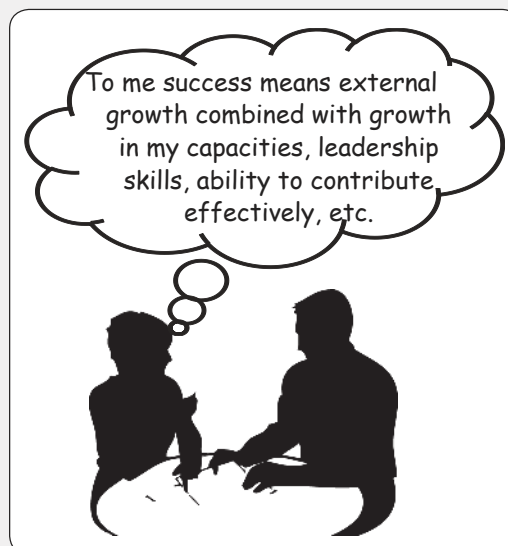
The Contributor's Career Strategy: Choose the "External + Inner Growth Vision"

'External Growth' Vision



The Non-contributor recognizes and chases only external growth

'External + Inner Growth' Vision



The Contributor recognizes and seeks both external growth as well as inner growth within him/her self



REFLECTIONS

- Q1. How will this career strategy of choosing "external + inner growth vision" impact your choice of job? Discuss to answer.

 Inner growth with external growth is very much important to see the right

 path of success. Person with external growth vision will always pursue the

 material success like name, fame and money, but one with inner growth

 success will try develop his capabilities. Also the leadership, skills, and

 effective contribution is seen in internal vision.

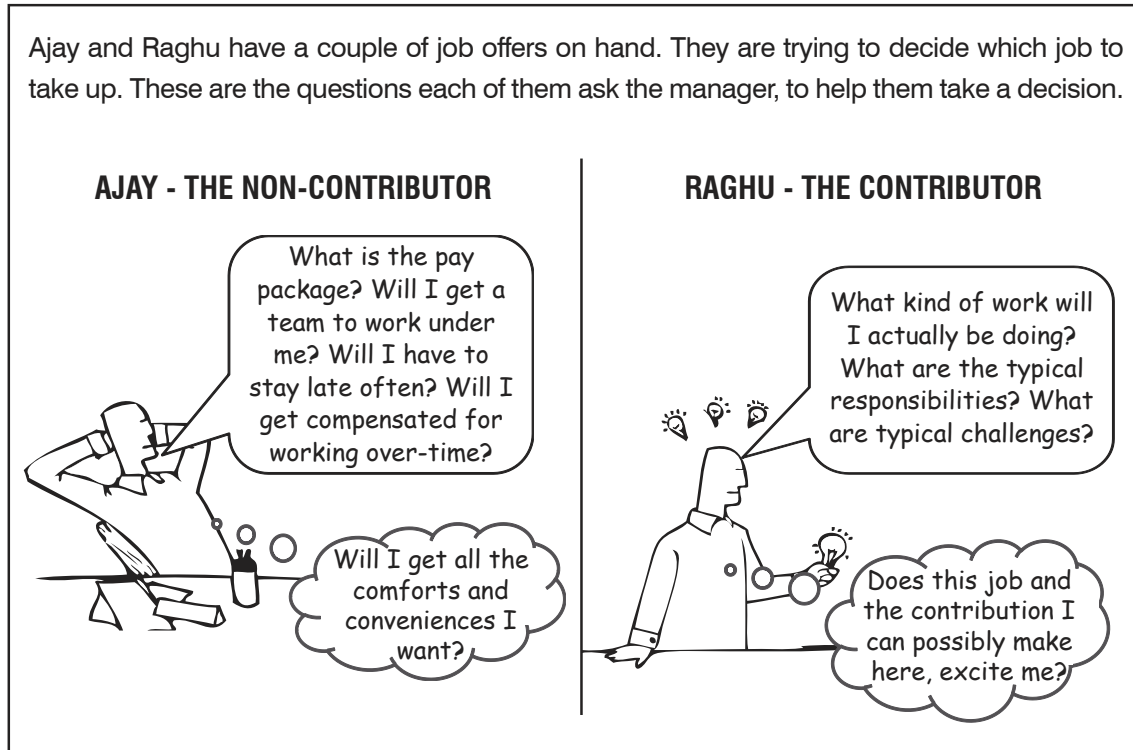
Concept Application

APPLICATION EXAMPLE 4.1:

When assessing a job, what should I look for?

SCENARIO

Ajay and Raghu have a couple of job offers on hand. They are trying to decide which job to take up. These are the questions each of them ask the manager, to help them take a decision.



APPLICATION QUESTIONS

Q1. How would each of the above 2 approaches to a job offer, impact the impression employers get of Ajay and Raghu?

Ajay is the non-contributor and he always thinks of the material success. He try to be

in his comfort zone and thinks of the salary and comfort rather than than

responsibilities. On the other way, Raghu thinks of the responsibilities and he is -----

excited to do the work. -----

Q2. How will this thinking impact the way in which each fulfills the responsibilities in the job?

Raghu is innovative, creative and responsible person who is happy with what he is

doing and focuses on his responsibilities towards his work. He will fulfill the

responsibilities with internal growth too. On the other side, Ajay will try to achieve the

goal in anyway, whether it would be right or wrong, because his ultimate goal is to

earn more money.

Q3. What will be the impact of such a thinking on each one's career growth in the long run?

As Ajay has external growth vision, his aim is to be rich and have a name. And so he may

achieve his goal in short time period, but it would not last long, cause his goal is to

make money in short time rather thinking of the future. And totally opposite to it,

Raghū is person having inner growth vision. He would think of the long lasting success,

and he may achieve the money later, but at the end of the day he would have a bright

future.

APPLICATION EXAMPLE 4.2:

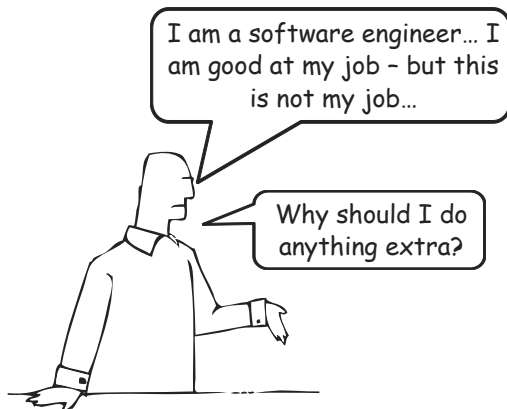
If my job / role is changed in the company I work in, how should I respond?

SCENARIO

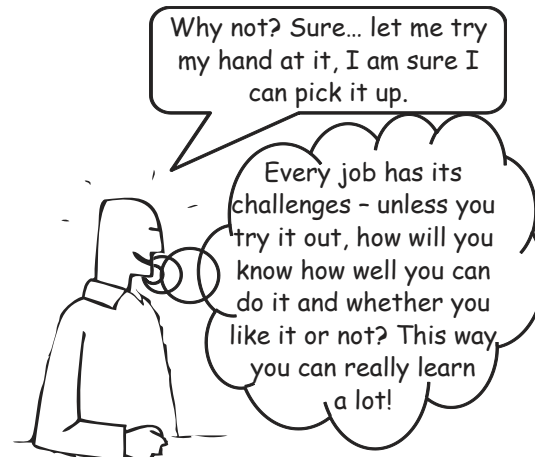
A large technology corporation is diversifying and entering new markets. The management is identifying people to send to Singapore, where they are setting up operations. Since the new office will begin small, the team going there would have to multi-task. The management is considering two bright software engineers - Mohit and Sumit. Both are good programmers. The management observes them for some time, so that they can decide who to select. This is what they see –

MOHIT - THE NON-CONTRIBUTOR

Mohit does not do anything which is beyond his stated job description of a software engineer. He says...

**SUMIT - THE CONTRIBUTOR**

Sumit is flexible and is quickly able to adapt to new assignments. He says...



APPLICATION QUESTIONS

Q1. Who would be more suitable for the new assignment? Why?

Of course Sumit should be the one to choose, because he will give his best and try to

accomplish the job whatever it takes. Also it is his habit to do something new and

innovative. He is broad minded and thinks that challenges make him right-decision-

taking person at any situation. And that's how someone learn new things.

Q2. What is Mohit losing out because of the narrow way in which he sees his role in the organization?

[HINT: Consider loss in career opportunities and personal development opportunities]

 Mohit is losing the opportunities that life is giving him like in this case. Company is giving him opportunity to explore the new environment and learn new things, but due to his narrow vision he tries to get in the comfort zone and losing career opportunities and personal development opportunities.

Q3. Who amongst these 2 would be considered by the organization to be an “asset” and would be valued more by them in the long run? Why?

 It would be Sumit, because he thinks that challenges brings the opportunities to one's life. Though initially he might not get expected result but he is focused in the long lasting benefit, and thus would be more valued by the organisation.

Q.4 Technologies continuously become out-dated and replaced by newer ones. In such a fast-changing industry, who will be able to deal with the changes in a better way? Why? Discuss to answer.

 As per the above story Sumit believes in dealing with new challenges and taking the responsibilities. And he is confident also to deal with it and made it out. So it would be him who will be able to deal with changes in a better way in this fast-changing industry.

APPLICATION EXAMPLE 4.3:

How do I create opportunities for growth in my career?

ROLE MODEL

CAROL DOWNES

Late one evening, William C. Durant, the founder of General Motors (GM), walked into his bank after banking hours, and asked for some work to be done, which ideally should have been requested during banking hours.



While others did not take the trouble to serve him, the man who served Mr. Durant after banking hours was Carol Downes, an executive of the bank.

Downes had created a growth opportunity for himself by serving his customer well.

The next day, William Durant asked Downes to come to his office. Mr. Durant offered Downes a position in his office which was happily accepted by Downes.



General Motors (GM) is an American multinational automotive corporation, and is today the world's second-largest automaker. It produces cars and trucks in 31 countries, including brands such as Buick, Cadillac, Chevrolet, GMC, Opel, Vauxhall.

Several months later, Downes was informed that he had been chosen to go out to a new plant to supervise the installation of the plant machinery. Thus, Downes, a former bank official, became a machinery expert in a few months. Although he did not know anything about installation of machinery, Downes chose to accept the assignment happily, rather than complaining about it.

Downes had created one more growth opportunity by whole-heartedly accepting a challenge.

Three months later, the job was done so well that Mr. Durant asked him where he learned about machinery. "I never learned, Mr. Durant. I merely found men who knew how to do the job, put them to work, and they did it." Downes explained. Mr. Durant told Downes that he was promoted as the new manager of the plant and his salary to start with would be \$50,000 a year.

Downes had created one more growth opportunity by not only succeeding in his assignment, but also sharing credit and focusing on his role as a contributive-manager.



APPLICATION QUESTIONS

Q1. Think of some stories of contributors (like Downes) who have created growth opportunities in their career. Write about them and how they created growth opportunities.

[HINT: You can think of people you personally know, or people you have read about, or people shown in movies]

Steve Rogers (Chris Evans), a character in the film 'Captain America: The first avenger', was once a weak and short child with the strong determination to join the army and serve the nation by his strong will power and endurance, but he was not able to pass the physical test. So once a scientist was in search of person to test his innovation, a serum, which could make a person much strong (having power of 10 people) and muscular. So he gave this opportunity to Steve, and in return asked him that after getting those power, he should get control over them and serve the country. Steve Accepts the condition. So to test his courage a grenade was thrown among the soldiers practicing in the field, but Steve jumps on the grenade to save the others. This inspires the head he passes the test. After getting the powers he not only serve his country but also save the world from cruel villain Thanos.

APPLICATION EXAMPLE 4.4:**In a job environment, how do I choose amongst assignment opportunities?****SCENARIO**

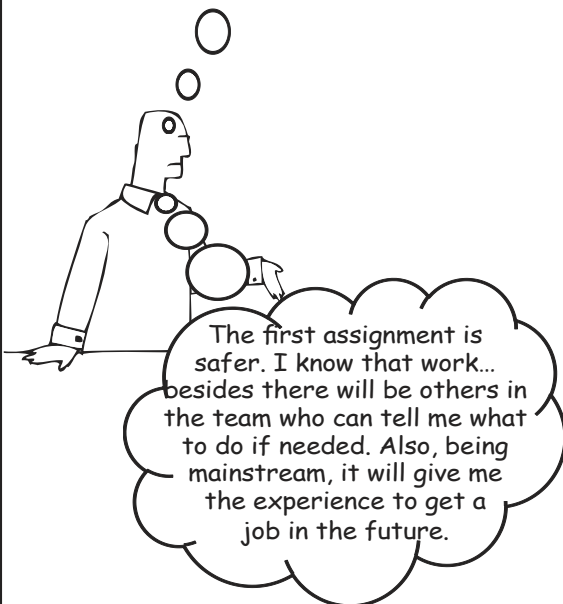
Suraj and Varun joined a pharmaceutical company, fresh out of college. 6 months into the job, they are given a choice to take up any one of two assignments –

- The first assignment is a mainstream project with a 1 month deadline. It is in their own domain that they are familiar with. The team would be 8-10 people, with several senior team members. Working on a large project such as this, will bring the team under the limelight.
- The second assignment is in a new cutting-edge area that the organization is experimenting in. They will be in a team of 3-4 who need to find their own answers and make things work. The organization gives the team 4 months, after which they will take a decision whether to invest into this area or not.

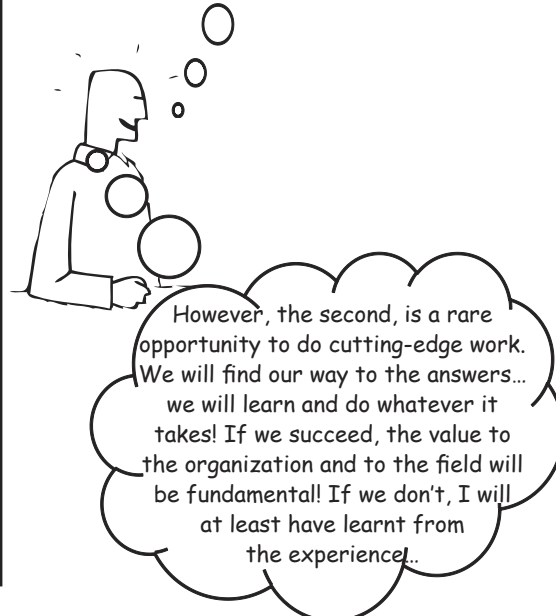
This is how they are thinking through this choice.

SURAJ - THE NON-CONTRIBUTOR

The second assignment is too risky! I have never done anything like this before... It is not my subject and I won't know anything there. The management will get a bad impression of me.

**VARUN - THE CONTRIBUTOR**

In the first assignment, I can learn a lot from the expertise of my seniors. I will also learn how such large projects work - that is very good exposure.





APPLICATION QUESTIONS

Q1. What is the difference in the way Suraj is thinking and in the way Varun is thinking about both these assignments? Discuss to answer.

Suraj have narrow vision, and tries to be in the comfort zone. He is scared of the

circumstances and the result, which stops him to learn new things getting

opportunities. While Varun on the opposite side is ready to face the challenges. No

matter what the result would be, he is sure that he would bring a way to complete the

assignment.

Q2. What does each one's thinking tell us about each person's confidence and ability to take up new responsibilities and challenging assignments? What will be the long-term impact of this on each one's overall development as a professional?

Suraj is scared of the result and like to be in the comfort zone which is preventing him

to get new opportunities and learning new things. This would not make him an

experienced person and would have a regular-average image on him. Rather Varun

has guts to accept the challenge and is confident to solve the assignment. This would

give long term profit.

Q3. Though they are in the same job environment, who is likely to see more career opportunities open up to him? Why? Discuss in groups to answer.

Of course Varun would have more career opportunities. Though Varun has to complete

the assignment on his own and have cutting-edge work, he is not afraid of the result,

rather he thinks that doing such work will make experienced and learn new things. This

would give long term advantage.

APPLICATION EXAMPLE 4.5:

How to get a promotion?

SCENARIO

Rajat and Suman have just been promoted.

RAJAT - THE NON-CONTRIBUTOR	SUMAN - THE CONTRIBUTOR
Finally I have got my promotion! It took quite a lot of manipulation - being in the good books of the right people, showing how I am better than my teammates...  But... there are so many challenges in this higher position. How will I get the respect of my juniors? How will I prove my competence? How to earn the trust of people? This is tougher than expected...	I am happy that management recognized the contributions created by me and my team.  The new position looks exciting! I have a great team who work very well with me. I have already developed so many capabilities for this role. And most important, people in the company trust me. I am sure I can succeed in fulfilling the responsibilities of this new position.



APPLICATION QUESTIONS

Q1. What is the difference in both their career strategies? How will their different approaches impact their power to contribute in their jobs? Discuss to answer.

Rajat has narrow vision and he thinks that as he is now got promotion, he has crossed his teammates and is above all of them. He is concerned about the future challenges and have no faith. He doubts himself whether he would got respect from his seniors or would he get the trust if people. This shows that he is not prepared and had not done any good work so that people are proud of him and have trust on him.

----- While -----

Suman thinks just in opposite way. She is happy with the management recognition and contribution created by her and her team mates. She is excited for her promotion and is pretty confident about her work. She is sure that she would win the trust of the people and have respect from juniors.

4.6: FIELD WORK

PROJECT 1:

Project Goal: To learn “Contributor Career Strategies¹” from an experienced contributor.

STEP 1: Identify any one “Contributor” you know, who has worked for at least 10 years, and who has contributed a lot during the course of his/her career.

[HINT:

Think of who you can interview amongst - People known to your family, Colleagues of your parents, Neighbors, Teachers, People who work in your neighborhood (eg: postman, shopkeepers, fruit / vegetable seller, rickshaw driver, municipality workers, etc.)]

STEP 2: Interview this person, asking him/her to tell you about –

- The different roles he/she has performed throughout his/her career life.
- How he/she developed and moved up in his/her career. What were the important milestones² in his/her career.
- For each of the new roles or assignments taken up, what new capabilities did he/she have to build (so as to be able to fulfill the new responsibilities).
- What were some of the most important career choices he/she made? How did he/she think about these choices? What made him/her make these choices?
- What are some of the most important “contributions” he/she feels he/she made in each of his/her roles in the career?

STEP 3: Make a presentation on this person –

- Explain how the person answered each of the above questions.
- What are some “Contributor Career Strategies¹” that you can learn from this person’s experience?

STEP 4: Present to the class.

MEANINGS:

¹ Career Strategy is an approach or tip or plan of action that you can use in your own career to improve / grow in your own Career (as a contributor).

² Milestone is an important point in the career where he/she took some important decisions / choices; or there was an important change that took place in his/her career track; or some important new assignment that he/she took up.

PROJECT 2:

Project Goal: To learn about a Contributor's Vision of his/her career.

STEP 1: From the **i-become** *Active Guide* - Unit 4 - Exploration section, select any one Contributor you want to study deeper.

STEP 2: Explore this person's story, do further research if necessary, and identify –

- How this person developed his/her career over time?
- Some of the important career choices this person made and how he/she thought about each of these choices (why did he/she make that choice).
- How did this person create opportunities for oneself to grow in his/her career? *[HINT: What new challenges did he/she take up? How did he/she open up new career possibilities³?]*
- What was this person's "vision" for his/her career i.e. what do you think "career growth" meant for him/her? *[HINT: Look for both "external growth" as well as "inner growth".]*

STEP 3: Make a presentation about –

- The Career Vision of this Contributor (answers to the above questions).
- Also share what you learnt from this person for your own career.

STEP 4: Present to the class.

MEANINGS:

³ Career Possibilities are new career opportunities that may never have been open to you if you had not taken up a certain challenge or choice. Thus new things in your career are made "possible" because of the choice you made.



Swami Vivekananda speaks to you

Your career is an opportunity to make a huge difference to yourself and to the world at large

Swami Vivekananda believed that “career” does not mean begging for employment or seeking to be gainfully occupied. To him, “career” meant an opportunity for each one of us to embark upon a glorious journey of mighty contribution — to oneself, to our community, to our nation, and even to the world at large.

“This is the time to decide your future – while you possess the energy of youth, not when you are worn out and jaded, but in the freshness and vigour of youth. Rouse yourselves, therefore, or life is short. There are greater works to be done than aspiring to become lawyers and picking quarrels and such things. A far greater work is this sacrifice of yourselves for the benefit of your race, for the welfare of humanity.

“Within you lies indomitable power. Only thinking, “I am nothing, I am nothing”, you have become powerless. And what are you doing? Even after learning so much, you go about the doors of others, crying, “Give me employment”. Trampled under others’ feet doing slavery for others, are you men any more? You are not worth a pin’s head!

“You are thinking yourselves highly educated. What nonsense have you learnt? Getting by heart the thoughts of others in a foreign language, and stuffing your brain with them and taking some university degrees, you consider yourselves educated! Fie upon you! Is this education? What is the goal of your education? Either a clerkship, or being a roguish lawyer, or at the most a Deputy Magistracy, which is another form of clerkship – isn’t that all? Open your eyes and see what a piteous cry for food is rising in the land of Bharata, proverbial for its wealth! Will your education fulfil this want? Never. With the help of Western science set yourselves to dig the earth and produce food-stuffs – not by means of mean servitude of others – but by discovering new avenues to production, by your own exertions aided by Western science.

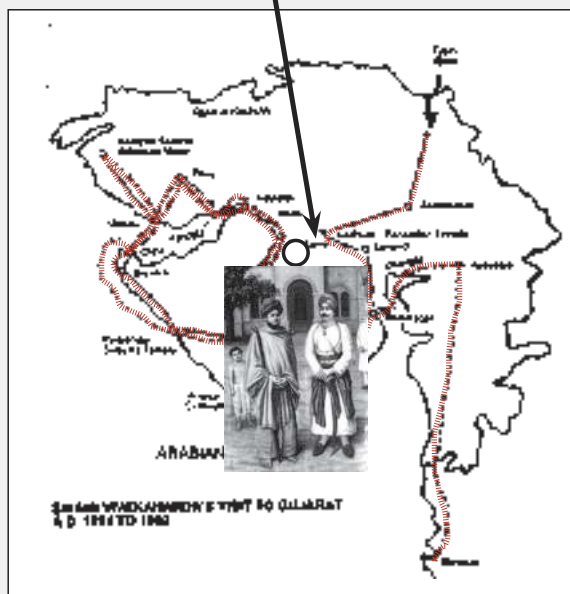
“We must travel, we must go to foreign parts. We must see how the engine of society works in other countries, and keep free and open communication with what is going on in the minds of other nations, if we really want to be a nation again. Stand on your own feet, and assimilate what you can; learn from every nation, take what is of use to you.

“What India wants is a new electric fire to stir up a fresh vigour in the national veins. This was ever, and always will be, slow work. Be content to work, and, above all, be true to yourself. Be pure, staunch, and sincere to the very backbone, and everything will be all right.

“Believe, therefore, in yourselves, and if you want material wealth, work it out; it will come to you. If you want to be intellectual, work it out on the intellectual plane, and intellectual giants you shall be.

Source: The Complete Works of Swami Vivekananda
(Published by Advaita Ashrama, 5 Dehi Entally Road, Kolkata 14, India)

Swami Vivekananda at Limbdi



Swami Vivekananda then met Thakore Saheb of Limbdi, Sir Yashwantsinhji, K.C.I.E., (b.1859, d.1907).

Apart from being an able administrator, Yashwantsinhji was deeply spiritual and a highly learned and cultured prince with deep interest in literature, religion and philosophy.

His contact with Swami Vivekananda brought about a great transformation in Yashwantsinhji and he became Vivekananda's disciple.

He also had an opportunity to be in Swami Vivekananda's holy company for several days during the summer of 1892 at Mahabaleshwar. Here they had several discussions on Shastras which he has recorded in his 'Nondh Pothe' (diary).

On May 9, 1892 Thakore Saheb has noted: "I am pleasantly surprised at Swami Vivekananda's deep knowledge of the Shastras. My knowledge of the Shastras has been much increased through discussions with him."

Source: Shri Ramakrishna Ashrama, Rajkot, website (www.rkmrajkot.org)

The material in this booklet is meant to be studied along with the material available at gtu.ibecome.in

You will find videos, concept presentations, quizzes to improve your understanding of the topic.

Booklet printed from I-Become ActivGuide



Swami Vivekananda

Contributor Personality Program

An **adani** Group Initiative

UNIT 5:

The Scope of Contribution

...Contribution to Self, Organization, and Society

JULY 2012 BATCH



for students and faculty of
Gujarat Technological University

by

i-become

**University
Services**

This document is available free of charge on



Downloaded by Amit Sharma (amitmudgal69@gmail.com)

COPYRIGHT DECLARATION

Booklet printed from



This Study Material is designed, developed and published by Illumine Knowledge Resources Pvt. Ltd. and licensed to Career Knowledge Resources Pvt. Ltd., the promoters of I-Become. All rights are reserved. No part of this Study Material may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise by any person or organization (including program participants) without the prior permission of Illumine Knowledge Resources Pvt. Ltd.

UNIT 5:

The Scope of Contribution

In every work, every role, there is a possibility of contributing at multiple levels – contributing to self, contributing to organization, and contributing to society. Explore how you can contribute at multiple levels in your career.

Further, explore the difference between “acquisition for self” and “contribution to self” – the former being material acquisition and the latter being conscious development of oneself through the medium of one’s career.

5.1 Exploring the Scope of Contribution	pg. 2-5
5.2 Workplace application 1	pg. 6-7
5.3 Workplace application 2	pg. 8
5.4 Workplace application 3	pg. 9-11
5.5 Project Work	pg. 12
What you can do next	pg. 13
Swami Vivekananda speaks to you: This country depends on your contribution	pg. 14-15

5.1 Exploring the Scope¹ of Contribution

[CONCEPT EXPLORATION]

Study the following examples

1. The Non-contributor Auto-rickshaw Driver whose contribution in work is limited



I have to take one more passenger to the railway station. This route is always so crowded, it is so boring!

This Non-contributor auto rickshaw driver treats this passenger as just another “bhaada or business fare” like so many others whom he takes day in and day out. Result – he is not interested in his passengers or their needs and his work is nothing more than a way to earn his living.

The Contributor Auto-rickshaw Driver who widens the scope¹ of contribution possible in his work



This route is crowded! I must find a faster route to reach this passenger to the railway station in time for her train!

This Contributor auto rickshaw driver is concerned about the passenger's need to reach the railway station in time to catch her train. Thus he tries to find a way to get her there on time. For this driver, every passenger is special, having different needs. Result – not only does he contribute more (for which she will be grateful), but his work also becomes challenging and meaningful.

2. The Non-contributor General Manager whose contribution in work is limited



As General Manager I have so many worries - I lead many people and take many decisions.

This Non-contributor general manager goes about his work activities in a routine manner. He feels burdened by his duties and he is not getting anything out of that effort (other than his salary). Result – he gets more and more exhausted and bored with his work.

The Contributor General Manager who widens the scope¹ of contribution possible in his work



As General Manager, I have many responsibilities - to lead my people, take decisions. I need to develop myself so that I am worthy of this great responsibility.

This Contributor general manager tries to systematically develop his capability to handle larger responsibilities, while performing his duties. Result – not only does he end up doing his work better (because of becoming more capable), but he is gaining much more through his work i.e. his self-development.

3. The Non-contributor Salesman whose contribution in work is limited



I have to meet this month's sales targets somehow.

This Non-contributor salesman is focused only on meeting his own short-term / immediate targets. He is unconcerned about what happens to the overall business and customers in the long run. Result – he will make choices and actions that may meet his immediate targets, but are bad for the business in the long-term.

The Contributor Salesman who widens the scope¹ of contribution possible in his work



I have to meet this month's sales targets...

...but my main goal is to build a network of long-term customer relationships for my company.

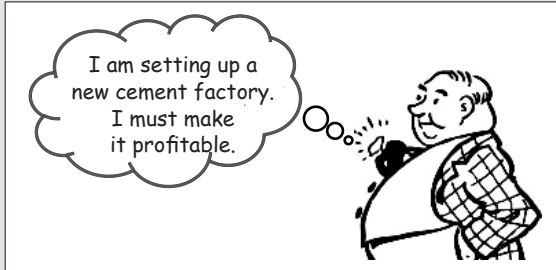
This Contributor salesman thinks about what will benefit the business in the long run. Thus, he is willing to “invest” into building a network of long-term customer relationships even though the returns may not be immediate. Thus, he contributes to the long-term welfare of his team and organization. Such people are valued by their organization.

continued ...

¹ scope of contribution: how much one can contribute / the extent or range or amount of contribution one can make in a situation

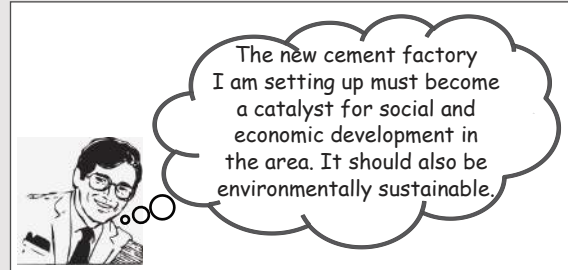
... continued

4. The Non-contributor Businessman whose contribution in work is limited



This Non-contributor businessman is only concerned about his own business and its commercial success. He does not care about anything beyond that.

The Contributor Businessman who widens the scope of contribution possible in his work



This Contributor businessman not only seeks to make his business a commercial success, but he also wants this to be an opportunity to improve the social and economic conditions in the area. He is also concerned that his factory does not disturb the environmental balance. Thus he goes beyond his business to contribute to the social welfare of the community.



Group Worksheet 5.1:

Brainstorm to explore the contributions possible in various roles, by discussing to fill in –

1. What contributions can a SHOP SALESPERSON make?

(For example: ensure that every customer who enters the shop is given care and attention to his / her needs)

To take a great care of his surroundings, by maintaining cleanliness and tidiness around his shop.

To ensure that each and every customer entering the shop is completely satisfied by his answers and always be ready to help them with their inconveniences about their products

To help his customers in their decisions about the product so, that they are completely benefitted and satisfied with what they buy.

He should care about his staff working at his place and treat them equally by giving them complete importance.

He should ensure his product quality and services to be at its best before selling it to the end customer.

Though he has an individual business but he should make efforts for the upliftment of the society.

HINT: Think of what contributions s/he can make to each customer, to colleagues, to the business of the shop, to the running of the shop, to the local community, to one's own capability development.

continued ...

... continued

2. What contributions can a SOFTWARE DEVELOPER make?*(For example: ensure that any software s/he develops is fast, bug-free, and easy to use for end-users)*

Ensure quality of the software and make its user experience as best as possible.

To make sure that he/she provides each and every features in his/her software which fulfills end user's requirements.

He/she should give complete importance to his/her team members/colleagues and work as a team instead of working individually.

Ensure the client requirements are completely fulfilled. None of them should remain unsatisfied.

To make efforts for the development of his/her organisation as well as the developer community.

Should share new thoughts/ideas/techniques to the large developer community for its development and advancement.

HINT: Think of what contributions s/he can make to the lives of end-users, to team members and organization, to client, to the community of developers, to the field of IT, to the development of one's expertise.

3. What contributions can the PRINCIPAL OF THE INSTITUTION make?*(For example: ensure that students graduating from the institution are strong in subject knowledge and skills as well as strong in character)*

Ensure complete peace, discipline and cleanliness of the institution.

Ensure each and every student studying in the institution is provided healthy education and facilities for their development.

Ensure whether the performances of the teachers and other staff members are up to the mark or not.

Ensure entire syllabus coverage of each and every subject being taught to the students by the teachers.

To make sure that events for extra curricular are held at the institution for the character development of the students.

To maintain scores and ranks of the students of his institution up to the mark by providing them quality education.

HINT: Think of what contributions s/he can make to the lives of students, to the lives of teachers and other staff, to the development of the institution, to the parents of students, towards nation-building.

continued ...

... continued

4. What contributions can you make as a SON / DAUGHTER?

(For example: study well and develop my capability and inner strength so that I can support parents in the future)

Should work hard and study well to provide them every facilities possible.

By helping them with their household works or in their business.

Maintain a good and healthy relationship with my parents by giving them respect and love.

Ensure their mental and physical well being by maintaining a peaceful and calm environment.

Should work hard and honestly to meet their expectations and fulfill their wishes or any of their requirements.

Providing them relaxation by taking off some of their responsibilities from their shoulders.

HINT: Think of what contributions you can make to the lives of parents / brothers / sisters / grandparents, to the household work, towards maintaining your home, towards harmonious relationships.



Reflection: What is the value of widening the scope of your contribution in any work?

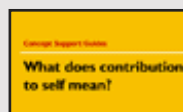
By widening the scope of my contribution in my work increases my productivity as well as adds to my own self development. It also helps me to understand my capabilities as well as my skill level in any work. It will provide a better perspective of how things can be done or achieved in many ways.

Explore more on how contributors widen their scope of contribution in any work, on the **i-become** 

[Log into your account on <http://gtu.ibecome.in/> and select Unit 5: The Scope of Contribution → Foundation → Concept Exploration]



C1: What is the difference between doing work as a “routine duty” and making a positive contribution?



C2: How can I contribute to myself as a student?



C4: Is it possible to contribute to society in any work role I am in?

AND MORE ...

5.2 Workplace application 1

[CONCEPT APPLICATION]

SCENARIO

Sudhir makes a choice to go beyond accomplishing the project goal, to build the capability of his team members as well as his own capability as a leader, thereby widening the scope of his contribution.

Amit and Sudhir were team leaders. Their boss Navin has been getting requests for team change from Amit's team members. This is what their juniors have to say about them.

AMIT'S JUNIOR



AMIT does not contribute to the development of his team - in fact, he tries to get ahead in the organization, at the cost of others.

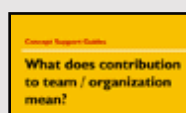
SUDHIR'S JUNIOR



SUDHIR is concerned about the development of his team members, as well as development of his own capabilities as a leader.

Explore why it is important to make a choice to contribute to team / organization, on **i-become**

[[Log into your account on <http://gtu.ibecome.in/> and select Unit 5: The Scope of Contribution → Foundation]



C3: Why is it important to genuinely contribute to the organization?



A1: Explore what choices Rachna makes to contribute to the long-term interests of her organization

AND MORE ...



Group Worksheet 5.2:

In any work role, why is it important for me to *choose* to widen the view of my work and my responsibilities, to include contribution to my team members?

Discuss to answer this question by exploring the impact of Amit's and Sudhir's choices -

Amit's choice <i>Amit chose not to put in the effort to contribute to the development of his team members. Instead, he tried to get ahead at the cost of others. Thus he built a reputation of being unsupportive and selfish.</i>	Sudhir's choice <i>Sudhir chose to put in the effort to genuinely contribute to his team and organization. Thus he not only wanted to do high-quality work but also develop the team's capability and his own capability as a leader.</i>
<i>What will be the impact of this choice on team members? on their relationships? on the working environment?</i> Amit's team members won't be as happy and eager to do work as compared to Sudhir's team members. As they are deprived of their credits, they won't have strong and good relationship with Amit. Thus, it affects their working environment which will indeed result into bad quality work. As Sudhir gives equal amount of credits and importance to his team members, this will boost their motto and performance to achieve a target and working as a team instead of working individually. Thus, this keeps their work environment pleasant.	
<i>What will be the impact of this choice on his effectiveness at work?</i> Due to Amit's choices, his team members would no longer have much interests to work with Amit. They might not give their best to accomplish certain task. Hence their work will not be as effective as it should be. On the other hand Sudhir's team members would be eager to work with Sudhir as they are given complete importance. So, they would work by giving their bests and with complete dedication. Thus, they will be more effective in their work as compared to Amit's team members.	
<i>What will be the impact of this choice on his organization? on business results? on their ability to compete in the market?</i> This type of Amit's choices will indeed result into poor product quality delivered by their organisation. So, this will affect their business as well as financial results overall. Also due to this they might not be able to compete in the market where quality of work or craftsmanship is given first priority. Sudhir's choices will provide a quality product to the organisation which will boost the reputation of the company and level up their business results. Thus, they can compete in the market where quality of work or craftsmanship is given first priority.	
<i>What will be the impact of this choice on his own career progress in the long run?</i> Amit's choices will lead him to selfishness in his nature which will have a greater impact on the progression of his career in the future. Sudhir's choices will make him a better leader and guide. Thus this will result him a brighter future.	

5.3 Workplace application 2

[CONCEPT APPLICATION]

STORY

Alex makes a choice to let go of some high-risk sales that may harm the customer's interests, so as to build the customer's trust in the organization (which is better for the long-term business), thereby widening the scope of his contribution.

Alex had recently joined the Relisafe Bank as a sales manager. The bank had just come out with a new investment product called MultiCash.

Alex's boss Rajinder, called him to his office and explained the product to him.



Back at his desk, Alex studied the product literature...



Sir, can I have a list of the risk factors? The customer can then know what exactly he is getting into...



Oh well, I suppose Sir is right. Sales of this product is important for the bank. It is better that I keep quiet...

Alex's selling skills helped him sell MultiCash to 3 customers the very next day. There was one more pending call for the day...

Alex rang the doorbell to Mr. Jha's house. He soon began his sales pitch. But...

Son, I hope this is a safe investment. At this age, I cannot afford to lose any money.



How can I tell Jha that his investment would be safe? If he buys this trusting in me, and God forbid if Jha loses money, I will be responsible for it! Boss's trust on one hand, customer's trust on the other... what should I do?

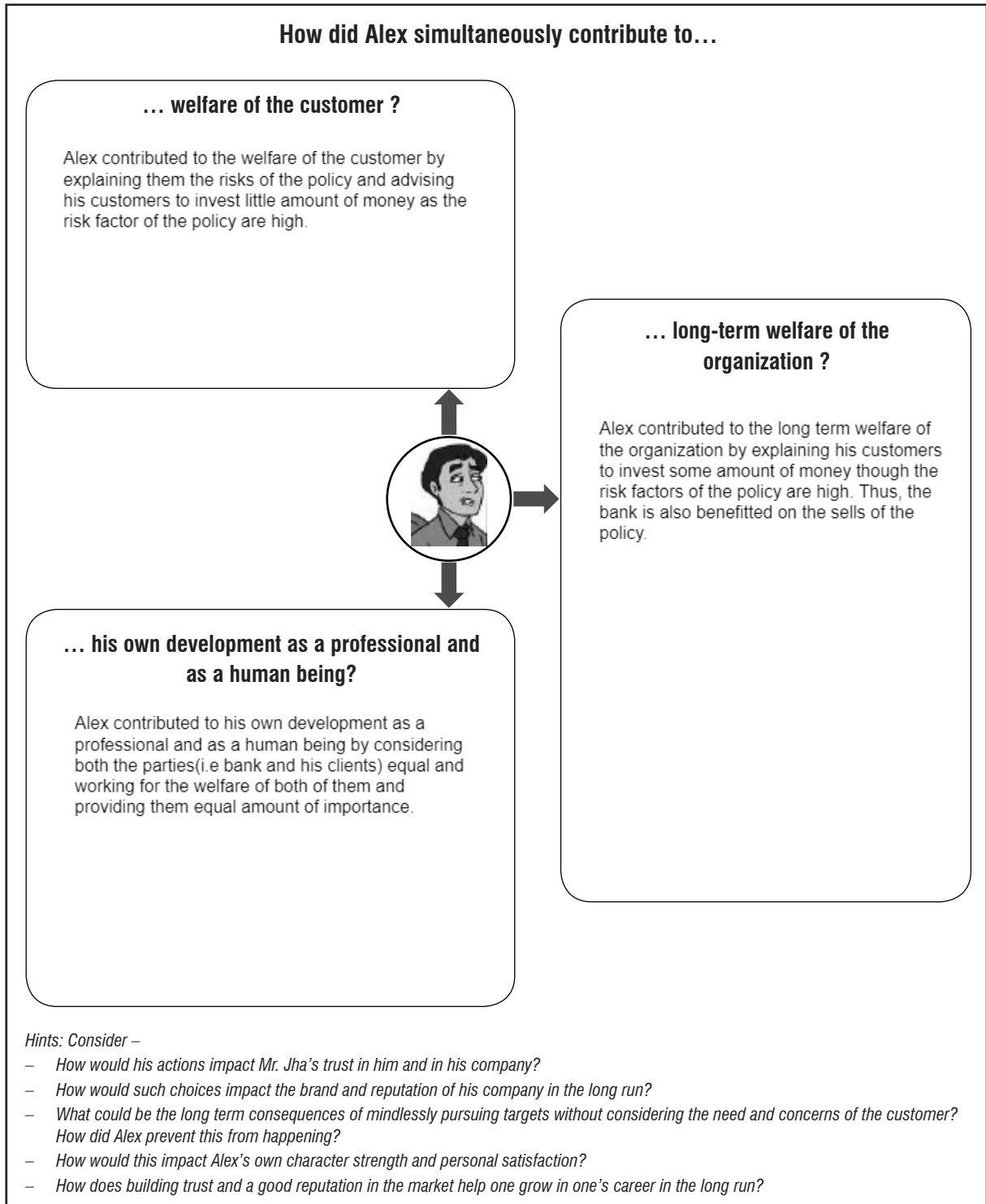
Alex thought things over and quickly made a choice. He told Mr. Jha - "Sir, MultiCash indeed has some risks, but the returns are also very good. I don't advise you to invest a lot of money in it. In my opinion, you can invest a small sum and get a very good return on it. Then, even in the unlikely event of a loss, you will lose very little money".



Group Worksheet 5.3:

Alex changed what would have been a “win-lose” situation (where his company wins sales, but the customer loses) to a “win-win” situation (where both company and customer stood to benefit).

Explore how through his actions and choices, Alex widened the scope of his contribution. Discuss to fill in the following.



5.4 Workplace application 3

[CONCEPT APPLICATION]

STORY

Anil Kumar makes a choice to change the tough circumstances in his posting, into an opportunity for making more contributions (not problems to ignore or run away from)

Anil Kumar was posted as Bank Branch Manager in a remote place about 80 kms away from Jaisalmer, in Rajasthan.



There were many problems typical of a small desert village, such as – no electricity, no water, frequent sand storms, no proper place to stay, etc. Further, in the Bank Branch (his workplace) itself, everything was disorganized – with stationery and registers lying around, etc.

Kumar says, ***“Any new work will always have its challenges. If you give up and do nothing, thinking ‘this is a problem’ then you won’t get anywhere. I saw this posting as an opportunity where a lot of good work could be done!”***

Kumar’s first challenge was to make the Bank Branch profitable. He identified the key problem as lack of awareness in the community about the schemes offered by the Bank. So he began by spreading awareness, visiting people in their homes, educating them and giving them services according to their needs. He even learnt the local language to interact better with the local community.



Kumar also chose to live in the village itself (instead of Jaisalmer where earlier Branch Managers had lived). He thought “if the villagers can live happily in such a place, then so can I”. The villagers began trusting him and over time, he became an ‘insider’ in the village community. He even began participating in their family functions and festivals.



It took him a full year to get his branch into shape and meet his business targets for the first year. However, in the second year, he not only met but even crossed his targets in just six months.

The villagers, who earlier depended on village money lenders now went to Kumar’s bank for loans. They availed the different schemes to use in their businesses, which increased their income.

“When I think back to those days, I feel good. I enjoyed my stay there and still feel good about the difference I was able to make to the villagers and to the Bank”, says Anil Kumar.

Based on a true case story

On **i-become** *Active Guide* explore more stories of contributors who transformed tough circumstances into opportunities to contribute even more

[Log into your account on <http://gtu.ibecome.in/> and select Unit 5: The Scope of Contribution → Foundation → Concept Applications]



A2: The true story of a government doctor who chose to take up a war assignment

AND MORE ...



A3: The story of Yukiharu Miki, a Japanese governor who transformed Okayama from a poor agricultural district to an industrial hub



A4: The true story of a junior doctor who chose to take responsibility for the life of a patient even though he didn’t have the support of seniors



Group Worksheet 5.4:

By the time Anil Kumar left this place, as Bank Branch Manager he had made a deep contribution towards the welfare of the local community.

Q1. From his story, how do you think Anil Kumar defined the “purpose” of his work? Discuss to fill in –

**What personal purpose did he see within his work?
What purpose did he believe his work was serving in his own life?**

Anil Kumar found an inspiration in his work to help the villagers and work for their welfare. His work as a bank manager serves a lot of villagers for their own personal development as well as upliftment of the entire village.

What organizational purpose was he serving?

As a Bank Manager he was serving an important organizational role by working for the development of the bank and also to achieve the desired targets which were supposed to be accomplished.

What societal purpose did he seek to serve?

Anil Kumar served to the society by creating awareness of various schemes of bank amongst the villagers as well as he opt to work for the welfare and development of the villagers.

Q2. How did his definition of the purpose of his work influence the choices that he made? Discuss to answer.

He understood the importance and the purpose of his work from both the ways i.e. from the bank perspective as well as from the villagers perspective. Due to this type of individual duties on his shoulders influenced the choices he made for the upliftment of the village and also for the development of the bank.

5.5 Project Work

Field Work

Project Goal: To recognize the “contribution choices” that people have made.

STEP 1: Identify any one person you can talk to, who you feel has contributed a lot to his / her field of work / society.

(HINT: Think of who you can interview amongst – People known to you or your family, Colleagues of your parents, Neighbors, etc. This person could be a scientist, teacher, businessman, artist, musician, doctor, bureaucrat, social worker, etc.)

STEP 2: Interview this person and / or search on the internet to find out more, to identify –

- Specific incidents from the person’s life that show how s/he widened the scope of his / her contribution in the work
 - How did s/he consciously develop own capabilities?
 - How did s/he make his / her work more meaningful?
 - How did s/he make a difference to the lives of the people s/he served? The people s/he worked with? The local community? The domain / field of work? The nation?
- Identify what were some of the important “contribution choices” this person made in his / her life, that helped him / her make all those contributions.
- Identify whether –
 - These incidents were only specific instances where this person contributed; OR
 - This person contributed during an entire phase of his / her life; OR
 - This person dedicated a large part of his / her life to the contributions i.e. has had a life-time of contribution.

STEP 3: Make a presentation on this person –

- Give a brief introduction of the person (Name, profession, background, how you came across this person).
- Present the Contribution Choices this person made, by presenting –
 - How s/he widened the scope of his / her contribution in the work. Explain with concrete examples / incidents in his / her life.
 - The choices s/he made that helped him / her make all these contributions.
 - Whether these incidents were – special cases, OR part of an entire phase in which this person contributed, OR were part of his / her life-time of contribution.

STEP 4: Present to the class. Title your presentation “**How Contributors widen the scope of their contribution in their work**”.

You could do the above project and present in the class

OR ask your faculty for the IN-CLASS PROJECT based on the guideline from

i-become

Active Grade

What you can do next:

Attend the Contributor Classroom for Unit 5 (on Facebook)

- 2 online discussion sessions will be conducted for Unit 5, in the Contributor Classroom. One will explore “how contributors widen their scope of contribution in their work”. The other will discuss workplace examples and career guides.
- Join students and faculty from across GTU as we discuss this topic.
- To participate –
 - Go to <https://www.facebook.com/groups/CPP.July2012/>
 - Log in with your own Facebook account (if you don't have one already, create new)
 - Click on “join group” button to join the Contributor Classroom
 - Once the group moderator approves, you can attend these discussions
 - Make sure you register early enough so that you don't miss these sessions
- To know the schedules for this, check your email / the i-become Facebook page <https://www.facebook.com/ibecomelinitiative>.

Practice for Examinations on

- Do the quizzes and practice tests to get an idea of what to expect in the examination.
- To access these –
 - Log into your ActivGuide account on <http://gtu.ibecome.in/>
 - Select Unit 5: The Scope of Contribution → Exam Revision



Swami Vivekananda speaks to you

This country depends on your contribution

Swami Vivekananda wants each one of us to recognize that it is our contribution alone that will create the India of tomorrow

“My faith is in the younger generation, the modern generation, out of them will come my workers. They will work out the whole problem, like lions... Will you respond to the call of your nation? Each one of you has a glorious future if you dare believe me. Have a tremendous faith in yourselves, like the faith I had when I was a child, and which I am working out now. Have that faith, each one of you, in yourself – that eternal power is lodged in every soul – and you will revive the whole of India.

“Material civilization, nay, even luxury, is necessary to create work for the poor. Bread! Bread! I do not believe in a God, who cannot give me bread here, giving me eternal bliss in heaven! Pooh! India is to be raised, the poor are to be fed, education is to be spread, and the evil of priestcraft is to be removed. More bread, more opportunity for everybody!

“It is all right for those who have plenty of money and position to let the world roll on such, but I call him a traitor who, having been educated, nursed in luxury by the heart's blood of the downtrodden millions of toiling poor, never even takes a thought for them.

“Don't you see why I am starting orphanages, famine-relief works, etc.? Don't you see how Sister Nivedita, a British lady, has learnt to serve Indians so well, by doing even menial work for them? And can't you, being Indians, similarly serve your own fellow-countrymen? Go, all of you, wherever there is an outbreak of plague or famine, or wherever the people are in distress, and mitigate their sufferings. At the most you may die in the attempt – what of that? How many like you are being born and dying like worms every day? What difference does that make to the world at large? Die you must, but have a great ideal to die for, and it is better to die with a great ideal in life. ... and you will yourselves be benefited by it at the same time that you are doing good to your country.

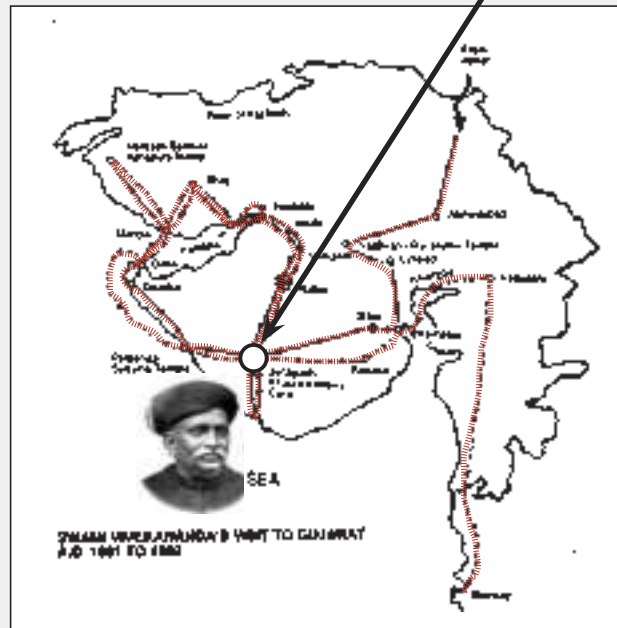
“Why not do as much as lies within your power? Even if you cannot give to others for want of money, surely you can at least breathe into their ears some good words or impart some good instruction, can't you? Or does that also require money?

“On you lie the future hopes of our country. I feel extreme pain to see you leading a life of inaction. Set yourselves to work – to work! Do not sit idle, thinking that everything will be done in time, later on! Mind – nothing will be done that way!

“Arise, awake and stop not till the desired end is reached. Already everything is opening out before us. Be bold and fear not. It is only in our scriptures that this adjective is given unto the Lord – *abhih*, *abhih*. We have to become *abhih*, fearless, and our task will be done. Arise, awake, for your country needs this tremendous sacrifice... The young, the energetic, the strong, the well-built, the intellectual – for them is the task.

Source: The Complete Works of Swami Vivekananda
(Published by Advaita Ashrama, 5 Dehi Entally Road, Kolkata 14, India)

Swami Vivekananda at Junagadh – 1



In Junagadh, Swami Vivekananda came in contact with Haridas Viharidas Desai, the Dewan of the State.

Haridas Desai was a keen student of Advaita Vedanta, a man of principles and an exalted character.

Swami Vivekananda developed a deep friendship with Haridas and wrote several inspiring letters to him.

In one of the letters dated June 20, 1894, Swami Vivekananda gives Haridas his plan of work for the regeneration of India and Hinduism.

Haridas Desai was to be instrumental in introducing Swami Vivekananda to at least three of Gujarat's leading literary figures of those days, Manahsukhran Tripathi, Chaganlal H. Pandya, and Manilal Nabubhai Dwivedi.

Source: Shri Ramakrishna Ashrama, Rajkot, website (www.rkmrajkot.org)

The material in this workbook is meant to be studied along with the material available at gtu.ibecome.in

You will find videos, concept presentations, quizzes to improve your understanding of the topic.

Workbook printed from I-Become ActivGuide



Swami Vivekananda

Contributor Personality Program

An **adani** Group Initiative

UNIT 6:

Embarking on the Journey to Contributorship

From “Victim” to “Creator of my own Destiny”

JULY 2012 BATCH



for students and faculty of
Gujarat Technological University

by

i-become® University
Services

This document is available free of charge on



Downloaded by Amit Sharma (amitmudgal69@gmail.com)

COPYRIGHT DECLARATION

Booklet printed from



This Study Material is designed, developed and published by Illumine Knowledge Resources Pvt. Ltd. and licensed to Career Knowledge Resources Pvt. Ltd., the promoters of I-Become. All rights are reserved. No part of this Study Material may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise by any person or organization (including program participants) without the prior permission of Illumine Knowledge Resources Pvt. Ltd.

UNIT 6:

Embarking on the Journey to Contributorship

Explore how you can embark on the journey to contributorship, using the fundamental “building blocks” for becoming a Contributor – the first building block being a shift from a “victim” to being a “creator of one’s destiny”; the second building block being acceptance of the ideal of contributorship; the third building block being the willingness to take full responsibility for one’s own development; the fourth building block being the capacity to reflect on one’s development and make appropriate modifications.

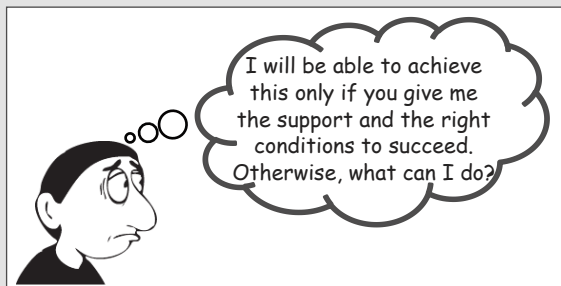
6.1 Exploring how to embark on the Journey to Contributorship	pg. 2-5
6.2 Workplace application 1	pg. 6-7
6.3 Workplace application 2	pg. 8-9
6.4 Workplace application 3	pg. 10-11
6.5 Project Work	pg. 12
What you can do next	pg. 13
Swami Vivekananda speaks to you: Develop the will to contribute	pg. 14-15

6.1 Exploring how to embark on the Journey to Contributorship

[CONCEPT EXPLORATION]

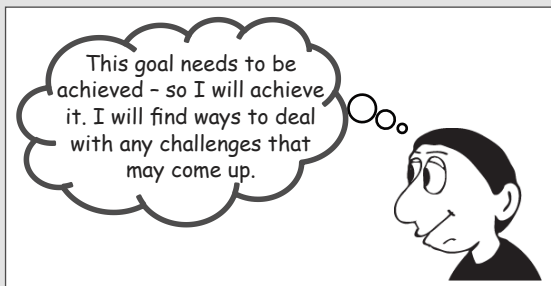
Study the following examples

1. The Non-contributor Employee who acts as a “victim” of circumstances



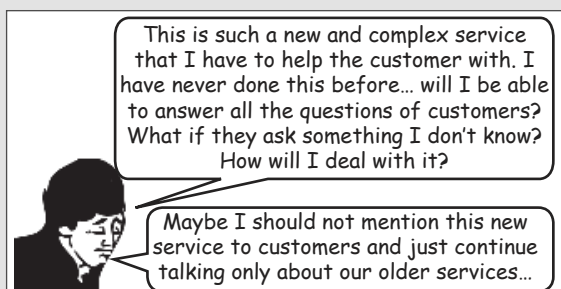
This Non-contributor Employee contributes only if his boss is supportive, colleagues are cooperative, and the systems are running smoothly. But if anything goes wrong, he believes he is powerless and incapable of influencing matters and cannot do anything about it. He blames circumstances for his inability to contribute.

The Contributor Employee who acts as a “creator of his destiny”



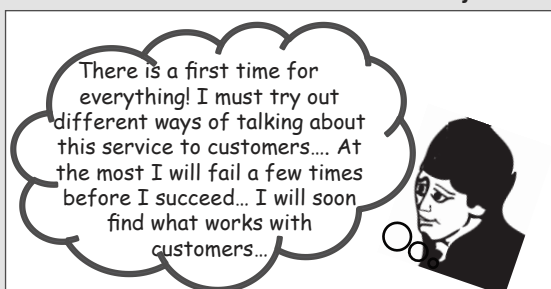
This Contributor Employee believes he always has the power to influence a situation in some way or the other, to make a contribution – whether or not he has the support of his boss or colleagues or systems are running smoothly. Thus others can depend on him to find an answer and get things done – especially if the situation is challenging.

2. The Non-contributor Customer Service Executive who acts as a “victim” of circumstances



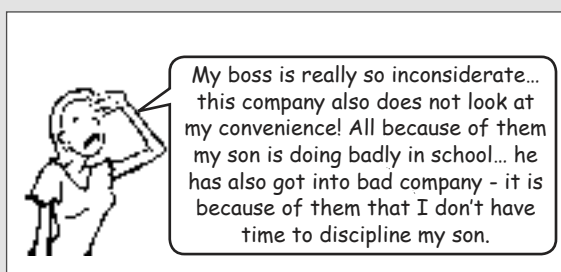
This Non-contributor Customer Service Executive is afraid of servicing customers on a new service. He is not comfortable about going into an area he is unfamiliar with – thus he prefers to continue servicing customers for the older line of products and services.

The Contributor Customer Service Executive who acts as a “creator of his destiny”



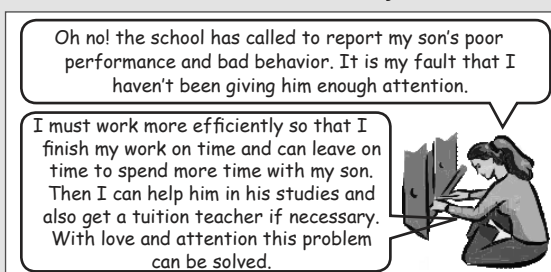
This Contributor Customer Service Executive is willing to experiment with alternative ways of talking with customers on the new service. He is willing to fail and learn from that failure to improve his interactions with them. Thus he has the courage to service customers in this new line of products and services.

3. The Non-contributor Secretary who acts as a “victim” of circumstances



This Non-contributor Secretary is not willing to take responsibility for her own son's progress in school. She blames her boss and the company for what is going wrong in the way she is bringing up her child. Thus she does nothing to really solve her son's problem and soon the problem will go way beyond control.

The Contributor Secretary who acts as a “creator of his destiny”

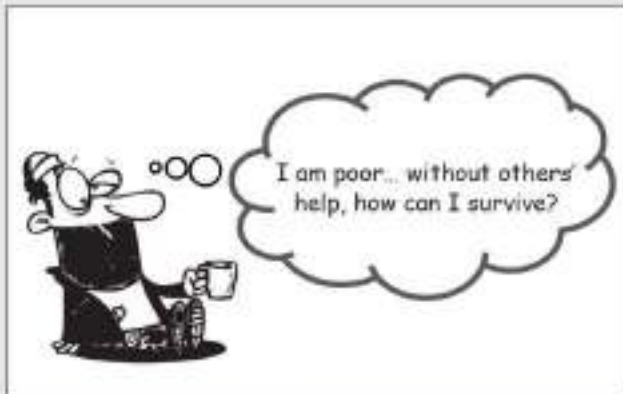


This Contributor Secretary takes responsibility for her son's condition. So she takes charge and acts immediately to solve the problem. Thus her son will soon get back on track under her love and attention.

continued ...

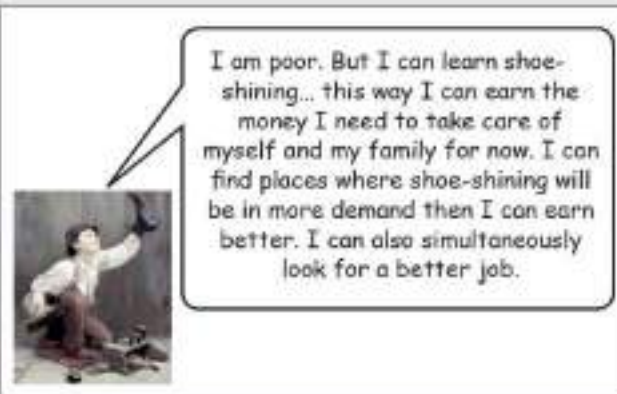
... continued

4. The Non-contributor Poor Man who acts as a "victim" of circumstances



This Non-contributor Poor Man does not believe he can stand on his own feet. Thus he depends on others for his livelihood.

The Contributor Poor Man who acts as a "creator of his destiny"



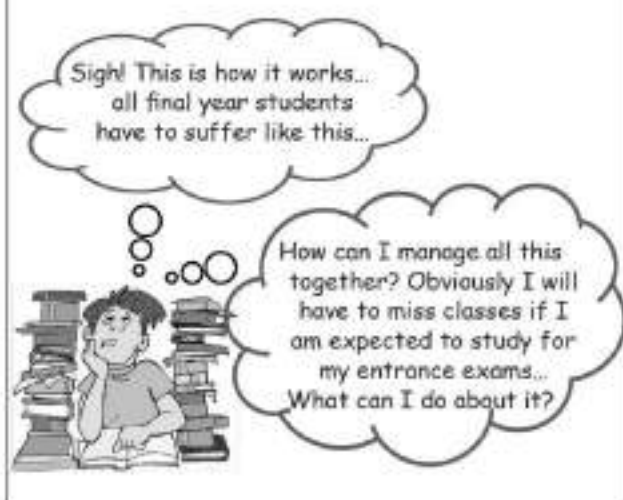
This Contributor Poor Man is self-reliant. He believes he has the capability to earn, take care of himself and his family, and improve his living condition.

Group Worksheet 6.1:

Similarly (in the same way as examples 1-4 shown above), imagine the following situations and how the non-contributors (victims) and contributors (creators of their destiny) would behave. Discuss to fill in.

1. Rakesh is trying to balance his studies for entrance exams, studies for college exams, class projects and attending classes.

How he would think as a "victim" of circumstances



Imagine how he would think if he were a "creator of destiny"...

[Visualize and write his thinking]



Think of someone you know in your day-to-day life to whom you would recommend such a shift in thinking.

I have a friend who has gone into depression just because of the load of work in life and other problems and now he is acting totally weird.

... continued

2. Jignesh started his own small business. After struggling and working hard he finally starts making profits. Unfortunately, due to the poor economy, his customers are again unwilling to buy much...

How he would think as a "victim" of circumstances

I am so unlucky! Just when the business had started going well, this had to happen... I will be finished! All my hard-work and money has gone waste... how can I fight this economic slowdown?



Imagine how he would think if he were a "creator of destiny" ...

[Visualize and write his thinking]

This is really Bad Time but I Can't lose hope. If I wanna keep this business I gotta make peace with these kind of problems.



Think of someone you know in your day-to-day life to whom you would recommend such a shift in thinking.

My relative has a business and due to this COVID situation the business is running in loss.

3. Tarun doesn't like his mathematics teacher. Tarun not only finds it hard to understand what she teaches, but also feels she is too strict.

How he would think as a "victim" of circumstances

This teacher is really bad! I have started hating maths because of her!



With her as a teacher, anyone will fail!

Imagine how he would think if he were a "creator of destiny" ...

[Visualize and write his thinking]

So, I'll start asking doubts to teacher also I'll tell teacher to use different approach and I'll keep practicing on my own



Think of someone you know in your day-to-day life to whom you would recommend such a shift in thinking.

I don't find teacher's approach useful for concept I find Interesting.

continued ...

... continued

4. Jagruti comes in late for a team meeting where team members are being allocated work. By the time she comes, most jobs have already been taken. Her team leader gives her the responsibility for documentation (which she has never been comfortable with)

How she would think as a "victim" of circumstances

Oh no! I have always been bad at documentation! Even my notes as a student were really bad... How will I do this? I wish the boss had given me something I am good at... I am sure to make a mess!

Maybe I can ask someone else to exchange with me...



Imagine how she would think if he were a "creator of destiny" ... *[Visualize and write his thinking]*

I know I am not good at Docs but I should try my best other than make an excuse out of it.



Think of someone you know in your day-to-day life to whom you would recommend such a shift in thinking.

Many friends of mine always ask for another task or task exchange when A documentation Task has been allocated to them.



Reflection: Why is getting out of being a "victim of circumstances" and becoming a "creator of your destiny" important to your development as a contributor?

When you choose to be a victim, the world is a cold and harsh place. "They" did things to you which caused all of your pain and suffering. "They" are wrong and bad, and life is rotten as long as "they" are around. "They" might be one or more individuals in your family or community. It might be the terrible politicians or your boss or the evil cabal of the power elite that rules the world. Those who choose to be creators look at life quite differently. They know there are powerful individuals and groups who might like to control their lives, but they don't let this get in the way. They know they have their weaknesses, yet they don't blame themselves when they fail. Creators feel no need to blame anyone as they know that whatever happens, they have choice in the matter.

Explore more on what it means to become a creator of your destiny, on the **i-become** *ActiveGuide*

[Log into your account on <http://gtu.ibecome.in/> and select Unit 6: Embarking on the Journey to Contributorship → Foundation → Concept Exploration]



C1: What does it mean to become a creator of your own destiny?

AND MORE ...



C2: How do Victims behave differently from Creators of their destiny?

6.2 Workplace application 1

[CONCEPT APPLICATION]

STORY

Aditi shows the courage to move out of the work she was used to and take on a new assignment

Aditi was a clerk in a large company. One day, a senior approached her and offered her a new role...

Aditi, your Hindi and English are good. Would you like to take up "making announcements" for the entire company?

My voice will be heard by 1000s of people! I won't be able to do it... I have never done it before... I will make a fool of myself...



Oh no sir!! I wouldn't be able to do it! I am so sorry...



But Aditi continued to worry over it for days...

No... this is an opportunity for me to try out something new. It would be silly to let such an opportunity go...



Ma'am, can I observe you while you work? I want to see how you do things...

Sure Aditi!

3 weeks later, Aditi accepted the offer and began making announcements... first doing just a few under the guidance of her senior... then some more... then independently. Her voice went out to 1000s of employees...



She did such a great job! People from all over the company praised her...



Congratulations!! You did brilliantly!

Based on a true case story



Group Worksheet 6.2:

Give examples from your own life, when you (like Aditi) overcame your fears and stepped out of the comfort of what was familiar to you.

Write about the incident(s):

Before almost a year, I had to present a Project before some faculties and I had never done it before so I was trying to avoid it by asking other team members to present the project and they were having the same problem with presentation and they were even less confident than me. So, It was all on me but I didn't take it as burden and started preparation for project.
And Guess what ! It went amazingly perfect.

In this incident, what were your struggles and fears?

I was never confident enough to speak in public so It was a huge challenge for me and it turned out that I was overthinking everything !

How did you overcome these fears and gain the courage to step out of the comfort of what was familiar to you?

I just thought of an opportunity instead of fear and I worked Hard for it.

How did you feel at the end? How did this impact your self-confidence? Did you discover any new strengths in yourself?

After I finished the presentation I realized that I was so stupid to think that I was not confident enough.

Going forward, learning from this, what advice would you give yourself?

I would like to give myself an advice that we should never lose an opportunity for reasons like fear.

.....

.....

.....

6.3 Workplace application 2

[CONCEPT APPLICATION]

SCENARIO

Megha makes a choice to fill her life with meaningful and fulfilling activities, thus creating happiness for herself and her family

Megha was a successful business executive until she got married and had a child.



After my daughter was born, I decided that I couldn't go back to work, with such long and erratic hours. But at the same time, I really enjoyed working. So I started working from home, taking up freelance assignments.

A few years later, I also began taking lectures as a visiting faculty in a city college... I really enjoyed the work.

I am glad I can be there for my daughter as she is growing up. We really have fun together!

MEGHA takes responsibility for making her life meaningful and fulfilling.

Ritu, also a business executive, chose to quit her job on getting married. Family was her focus. Soon she had two children.



Once both her children began to go to school, she didn't know what to do at home, getting bored.

What could I do? Who would give me a job now? A woman has to sacrifice so much for the sake of her family and children...

If I had been working, I would be earning so much... like my friends... see the sacrifices I've had to make, all for my husband and children! What a waste my life is now!

My teenage children don't care for me! They want to do things their own way... they are even embarrassed to have me around!

RITU feels overpowered by her circumstances. She blames her circumstances and her family for the unhappiness she experiences in her life.

Based on a true case story



Group Worksheet 6.3:

Give an example from your own life, when you were faced with difficult / unhappy circumstances, but you turned the situation around and created meaning and fulfillment for yourself and others.

Write about the incident(s), explaining the difficult / unhappy circumstances:

I have been learning many things simultaneously and I was able to manage all those things during vacation but Since when the college has started I am getting more and more tasks as well as college projects comes with responsibilities.

Though, I didn't put the other things aside. I really work hard and complete my College work so that I can learn something new.

So, basically I have filled my life with meaningful activities even when I had option to put them aside.

How did you turn the situation around and create meaning and fulfillment for yourself and / or others?

I thought of bigger picture, that if I take chances now there will definitely consequences and also I will regret in future for some failures and if I work hard now then there is no guarantee for success but I won't regret in future.

What was the impact of your positive choice and actions on the lives of the other people involved? (your family, friends, etc.)

I kept trying to manage everything I was learning and the college stuff and now I have a better grip on it so now I can spend time with friends and my family.

Going forward, learning from this, what advice would you give yourself?

We should never give up just because of extra responsibilities or extra work.

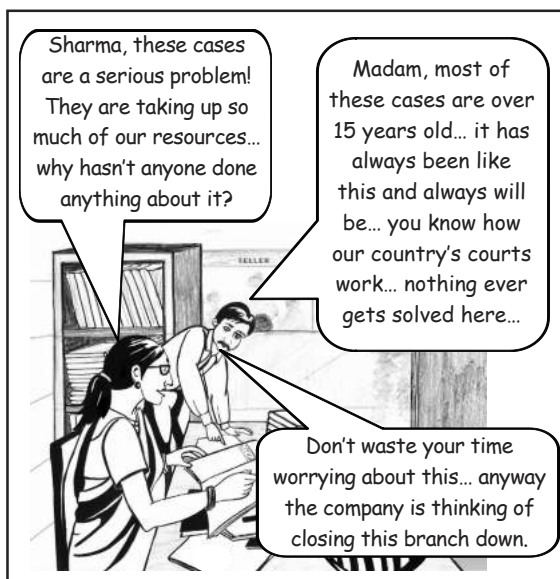
6.4 Workplace application 3

[CONCEPT APPLICATION]

STORY

Padma makes a choice to face the challenges in the situation and take concrete action (instead of ignoring the challenges or running away from them)

Padma was assigned as manager to a branch that was doing very badly. It also had many litigations (law cases) going on against it.



How can I solve this problem that none of the previous managers have solved? This is not in my power... what can I do? Neither do I have the experience nor do I have the contacts needed to deal with something like this! Better to just go on until this branch is closed down and I'm posted elsewhere...



But Padma was not satisfied with this... she knew that these were just excuses – after all, if she didn't try and find a solution, then who would? So Padma met with the lawyers to understand each of the cases, and she personally began working out solutions with the advice from many of her seniors and lawyers.



By the time Padma got transferred from that branch 2 years later, all the long-pending litigations had been resolved. Moreover, measures were put into place to avoid such cases in the future...



Moreover, the branch business was also turned around. By the time she left, her branch had got an A+ rating from the company.



Based on a true case story



Group Worksheet 6.4:

Think of any one area where you had chosen to ignore taking any action (putting it off for a later time, or not doing it at all) because of various difficulties that you thought might be there. Write about this by filling in the following.

What is it that needs to get done? Write about the problem area.

During the first Project our Group had, I was allocated with heavy task load but I refused some of those tasks because I wasn't confident enough that whether I'll be able to complete them or not.

What difficulties are stopping you from taking action?

Time Limits and Things that I don't know are always keep me from taking certain actions.

If you were to now take the initiative to complete this, then what would it involve on your part? What all would you need to do to take action and accomplish this?

In that particular case If I had taken those tasks then I needed to learn some new things about which I wasn't sure enough that whether to learn them or not. And if I were to now take those tasks then those tasks won't take much long to finish them for me because I now know things that are needed for those tasks.

If you accomplished this, how would it benefit your life and the lives of affected people?

Now, If I accomplish those tasks, my experience will increase and also I won't be doing it for free so I will be able to earn some money.

In this case, what is your choice of action now? Why?

Now, If I have those tasks allocated to me I will complete them and even If I need to learn some new things

I will. Now, I don't want to run away from challenges, I wanna face them.

6.5 Project Work

Field Work

Project Goal: *To embark on the journey of contributorship.*

STEP 1: In your project team, brainstorm to identify any one “Project” your team can take up.

(This could be an initiative in your college or in your locality)

Choose your “Project” carefully, by ensuring that the project –

- Is in an area of work that is new to all of you, so that it will challenge you to step out of your “comfort zone” and face challenges (instead of avoiding them).
- Addresses some long-standing problems that the people are facing, where your team can take concrete action and “do something” to solve these problems and therefore help those people.
- Will help all of you (project team members) develop yourselves (contribution to self); contribute to your organization or community; contribute to society in some way.

STEP 2: Plan your Project –

- Define the “contribution goal” you seek to achieve by the end of this project
(Define the goal at all 3 levels of – contribution to self, contribution to organization / community, contribution to society)
- What are the key steps (or sub-goals) you need to meet so as to achieve your goal?
- What is involved in making your project a success?
- Who else do you need to get involved if you want this project to be a success?
(eg: Teachers with authority, Parents, Family friends, Local authorities, etc.)
- How will you get them involved, explain the project to them, and help them see the value / benefit of this project?
- Assign roles and responsibilities to each team member in your project team (what each team member will be responsible for).
- Define a time-line and plan your schedules on how you will go about completing this project within a specific time frame.

STEP 3: Make a presentation on your Project Plan.

STEP 4: Present your Project Plan to the class (in the presentations session of Unit 6).

- Take any feedback / help from your classmates and your faculty to improve the chances of success of your Project.
- Refine your plan accordingly.

STEP 5: Implement your project according to your Project Plan (take guidance of your faculty wherever needed).

STEP 6: Once you complete your Project, make a presentation on –

- The Project goals you achieved.
- How this project challenged each of you (team members) and made you step out of your “comfort zone”. How did all of you gain through this process? What did you learn through this process? What new capabilities did you develop?
- The success you achieved – in terms of “inner success” and “external success”.
 - Mention the benefits to the organization / community and to society.
 - Mention the personal fulfillment, confidence and other rewards all of you felt you received.
 - Mention the rewards you all felt you received as a team (both inner and external rewards).

You could do the above project and present in the class

OR ask your faculty for the IN-CLASS PROJECT based on the guideline from



What you can do next:

Explore more real-life stories of people who have embarked on their journeys to contributorship, on the  

[Log into your account on <http://gtu.ibecome.in/> and select Unit 6: Embarking on the Journey to Contributorship → Foundation → Concept Applications]



A1: The true story of Harnek Singh, a bank messenger, who saw an opportunity and took immediate action leading to the bank getting Rs.170 crores of business.



A2: The true story of Parneet Singh, a passport officer who turned the Passport Act into a tool for getting justice for women.



A3: The true story of how the people of Taj Nagar built their own railway station.

AND MORE ...

Attend the Contributor Classroom for Unit 6 (on Facebook)

- 1 online discussion session will be conducted for Unit 6, in the Contributor Classroom, to explore “how to embark on the journey to contributorship” with possible steps forward.
- Join students and faculty from across GTU as we discuss this topic.
- To participate –
 - Go to <https://www.facebook.com/groups/CPP.July2012/>
 - Log in with your own Facebook account (if you don't have one already, create new)
 - Click on “join group” button to join the Contributor Classroom
 - Once the group moderator approves, you can attend these discussions
 - Make sure you register early enough so that you don't miss these sessions
- To know the schedules for this, check your email / the i-become Facebook page <https://www.facebook.com/ibecomelinitiative>

Practice for Examinations on

- Do the quizzes and practice tests to get an idea of what to expect in the examination.
- To access these –
 - Log into your ActivGuide account on <http://gtu.ibecome.in/>
 - Select Unit 6: Embarking on the Journey to Contributorship → Exam Revision



Swami Vivekananda speaks to you

Develop the will to contribute

Where does the power to contribute come from? It comes from within ourselves – from our commitment to be a contributor, practice contribution and to experience its fruits in our own lives. This commitment manifests itself as a gigantic will to contribute.

“Have you got the will to surmount mountain-high obstructions? If the whole world stands against you sword in hand, would you still dare to do what you think is right?

“Our mistakes have places here. Go on! Do not look back if you think you have done something that is not right. Now, do you believe you could be what you are today, had you not made those mistakes before? Bless your mistakes, then. They have been angels unawares. Blessed be torture! Blessed be happiness! Do not care what be your lot. Hold on to the ideal. March on! Do not look back upon little mistakes and things. In this battlefield of ours, the dust of mistakes must be raised. Those who are so thin-skinned that they cannot bear the dust, let them get out of the ranks.

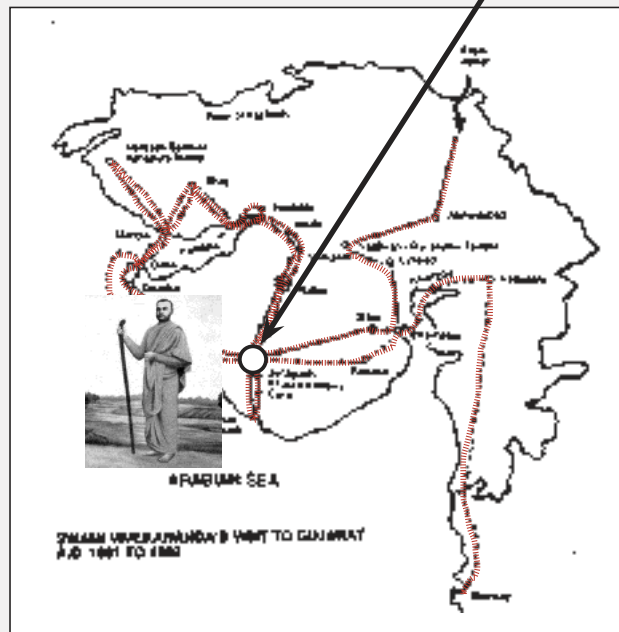
“But saying, “I can”, won’t do. Show me through action what you can do... Get up, and put your shoulders to the wheel – how long is this life for? As you have come into this world, leave some mark behind. Otherwise, where is the difference between you and the trees and stones? They, too, come into existence, decay and die. If you like to be born and to die like them, you are at liberty to do so.

“What is the cause of evolution? Desire. The animal wants to do something, but does not find the environment favourable, and therefore develops a new body. Who develops it? The animal itself, its will. You have developed from the lowest amoeba. Continue to exercise your will and it will take you higher still. The will is almighty. If it is almighty, you may say, why cannot I do everything? But you are thinking only of your little self. Look back on yourselves from the state of the amoeba to the human being; who made all that? Your own will. Can you deny then that it is almighty? That which has made you come up so high can make you go higher still. What you want is character, strengthening of the will.

“Practise hard... You have to plunge in and work, without thinking of the result. If you are brave enough, in six months you will be a perfect *yogi*. But those who take up just a bit of it and a little of everything else make no progress. It is of no use simply to take a course of lessons. To those who are full of *tamas*, ignorant and dull – those whose minds never get fixed on any idea, who only crave for something to amuse them – religion and philosophy are simply objects of entertainment. These are the un-persevering. They hear a talk, think it very nice, and then go home and forget all about it. To succeed, you must have tremendous perseverance, tremendous will. “I will drink the ocean,” says the persevering soul, “at my will mountains will crumble up.” Have that sort of energy, that sort of will, work hard, and you will reach the goal.

Source: The Complete Works of Swami Vivekananda
(Published by Advaita Ashrama, 5 Dehi Entally Road,
Kolkata 14, India)

Swami Vivekananda at Junagadh – 2



Swami Vivekananda must have enjoyed the company of Manahsukhram, who was his host for a few days at Junagadh, as their common interest was Vedanta philosophy.

Manahsukhram Tripathi, was born in Nadiad, the hometown of Haridas Desai.

He was a great scholar, essayist, biographer and translator. He had a lot of reservations about the new reformist wave inspired by Brahma Samaj and others. He became the protagonist of Sanskrit revival in Gujarati literature by starting with the help of like-minded scholars, an association named as Dharmasabha in 1870. He was the editor of Dharma Prakasha, which became the mouthpiece for the revival of the religious glory of ancient India in Gujarat.

Source: Shri Ramakrishna Ashrama, Rajkot, website (www.rkmrajkot.org)

The material in this workbook is meant to be studied along with the material available at gtu.ibecome.in

You will find videos, concept presentations, quizzes to improve your understanding of the topic.

Workbook printed from I-Become ActivGuide