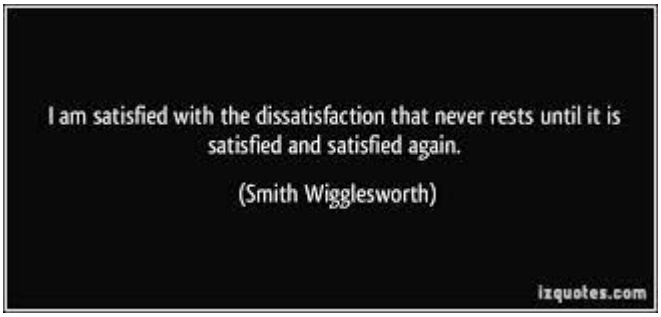
BHAKTI NEWSLETTER (VIII EDITION)(MARCH 2015)

FROM CMD'SDESK…….

Dissatisfaction makes or breaks you

Dissatisfaction is the gap between actual and expectations. Nobody escapes dissatisfaction. Since you cannot escape it, we must learn to deal with. There are two ways to deal with dissatisfaction – break or make.

Complaining about situations and people that cause dissatisfaction is a self-destructive way to deal with it. It will make you an emotional wreak and will lead you nowhere. It leads to frustration which in turn will make you tensed, which in turn gives you worry and the worries will leave you unhappy. Dissatisfaction does not make you unhappy. Not growing out of your dissatisfaction makes you unhappy.



Dissatisfaction with professional life Let us discuss about a creative way to deal with dissatisfaction. We must understand that dissatisfaction is the womb of change. It breaks inertia and gets you out of status quo. We must understand that the gap between actual and expectations is actually an opportunity for growth. Whenever you get a feeling of dissatisfaction, it is a wake-up call. Something within you is crying "Raise the bar".

A leader will actually want their team members to get the maximum of their potential i.e. 100 /100. When we evaluate ourselves, we compare the current performance with previous performance. We feel contented that we have moved from 65 to 75. So, we get dissatisfied with the dissatisfaction of our leader who wants you to not get less than 100. But, we must understand that if the leader too gets contented and celebrates your progress, the loss will be ours. So, we must be grateful that we have a boss who refuses to settle for anything less than 100 and that is truly our gain.

Remember that as a leader to our team, our responsibility is not in pampering our team with our gentlemanliness. Our prime responsibility is in creating them. Stones have to be chiseled, wood have to be carved and men have to be pushed. Without consistently raising the bar of expectation, we can never enhance the performance of our team. Keep challenging members of your team beyond the perceived limitations.

Dissatisfaction in the personal life - Expectations are born from the conditioning of your past and the resultant reactions that are projected into the future. Expectation isn't a problem;

benchmarking expectation is. You may give your mother a '10 on 10' on discipline and hence you are not satisfied with your wife, who is tottering at '4 or 5'. Unlike how we tackled dissatisfaction at professional level, here we must understand that for your wife '5' is her 100% score – for her nature, temperament, upbringing and conditioning. She may never make beyond 5 on discipline. There must be some other quality on which your wife must be a perfect 10 and your mother won't make the necessary grade.

No one is inferior to others on all counts and no one is superior to the rest on all measures. We have our pluses and minuses. No one is zero defect. Stop focusing on isolated qualities. Start relating to the whole being. So, here, one must proclaim to our beloved, "I am satisfied with your love. I will find more ways to love you".

So, there is a twist in the tale. When I am dissatisfied with others, it makes me unhappy, but when I am dissatisfied with myself, it helps me grow. When I benchmark others with my expectations, it leaves me dissatisfied with others and thus affects my happiness. When I benchmark myself with my expectations, the dissatisfaction created propels my growth and development. So, on all matters rate the world on '5' and rate yourself on '10'. Not that the world is any less capable or you are super human, but because we must understand that without happiness there is no life. So, expect less from the world. Without dissatisfaction, there is no growth. So, demand more from yourself.

Great people are always happily dissatisfied. Or we can state that being happily dissatisfied is the way to greatness. Be satisfied that you are dissatisfied. It is going to make you.

The ideal fit

As you all know, *Bhakti Management Services Ltd* are into OD interventions. We came across a Case Study from one of our clients which we would like to share. (Of course, we have maintained the confidentiality aspect). Company 'Y' was in the lookout for good professionals and we learnt a few lessons which we thought to share it to all.

Company 'Y' got excited when they stumbled upon the right profile out of the many resumes they had shortlisted. They called the candidate and he sounded very impressive. The interview went fabulously well and they were convinced that this was the man for the organization. Unfortunately, it turned out that the above mentioned profile was the person who could not even discharge his basic duties and failed miserably in his assignments. Company 'Y' was taken aback because everything seemed so well.

After listening to the details, we asked a few questions which highlighted some mistakes to be corrected in the recruitment process and taught the client a few valuable lessons.

Job Description is a part of the recruitment process. A detailed job description on what is the nature of the job and what is expected of the candidate must be prepared in advance. It will help the candidate mirror himself even before he applied as to whether he would fit into the job or not. If the candidate himself mirrors on the nature of the job and feels he would fit into it well, then the interviewer's job will be restricted to looking at whether the candidate is justified or whether he has just come for interview to give it a shot and see if he could be lucky.

The job description has to be prepared by those who are currently on the job, for only they can identify the skills and knowledge that help them a great deal as well as what they lack. Never hire anyone to do a job until one of you in the organization has tried to do it yourself first. That way, you will understand the nature of the work. You will know what a job well done looks like. You will know how to write a realistic job description and which questions to ask in an interview. You will know whether to hire someone full time or part time, outsource it, or keep doing it yourself. You will also be a much better manager because you will be supervising people who are doing a job, you have done before. You will know when to criticize and when to support.

First, we must learn. What you give up in initial execution will be repaid many times over by the wisdom you gain. So, if you are looking to hire, ask yourself this question "Have you done it yourself before or do you have someone in the office, who has done it before?" If not, do it for sometime before the job portals start buzzing with your job postings.

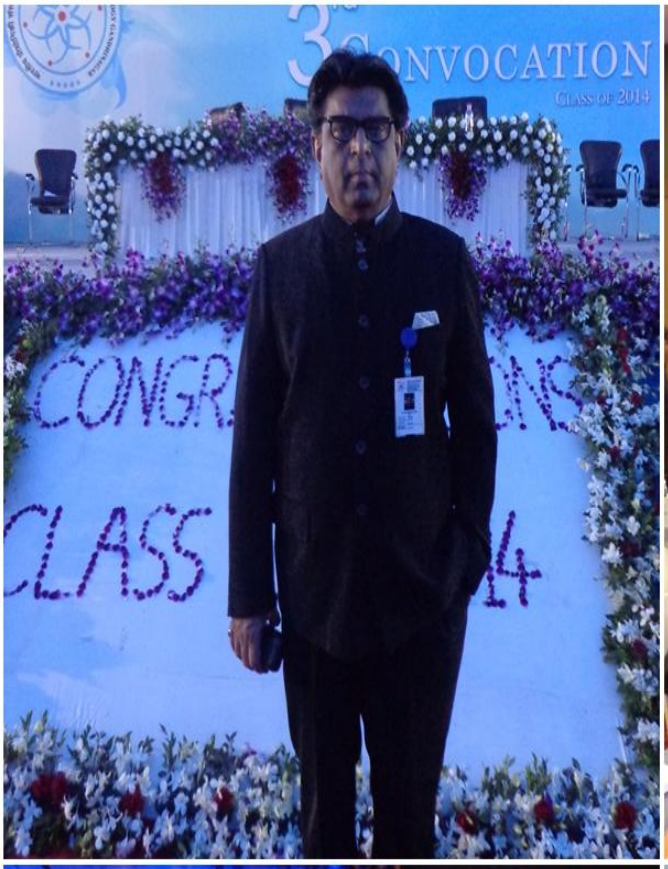
The package called Life

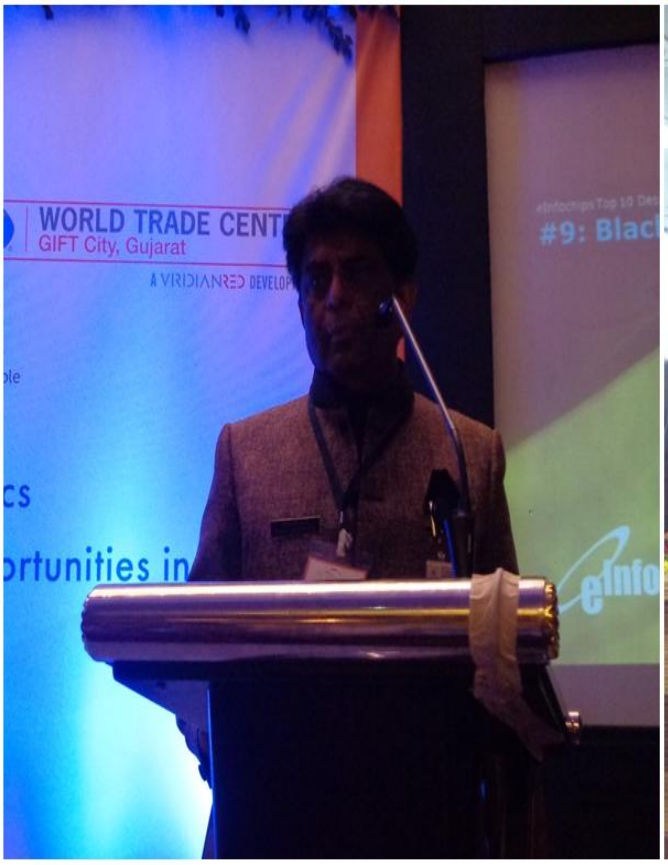
Life is certainly not a piece of cake for anyone and all of us have to move on, move up, let go and carry on with our lives. 2014 was personally not a good year for me. I lost my younger brother whom I had nurtured as my own child. We take so many things in our lives for granted. Then, something unexpected happens and we are forced to face reality.

I realized that struggle is an integral part of everyone's life. The degree of the struggle may vary and the effect it has on individuals also may vary. Some are able to take their struggles lightly, accepting them as part and parcel of life. Others crumble and crack under the sheer stress of struggling to make a living. Let us learn to count our blessings.

The moment we have been blessed with life, it is understood that we have accepted a total package that comprises of things we enjoy and things we have to just live with. (Whether we like it or not) We should never judge life as it is a package. By judging the package and disliking a few contents inside it, we are only insulting the Creator and none of us have the maturity to understand why the package was offered to us that way.

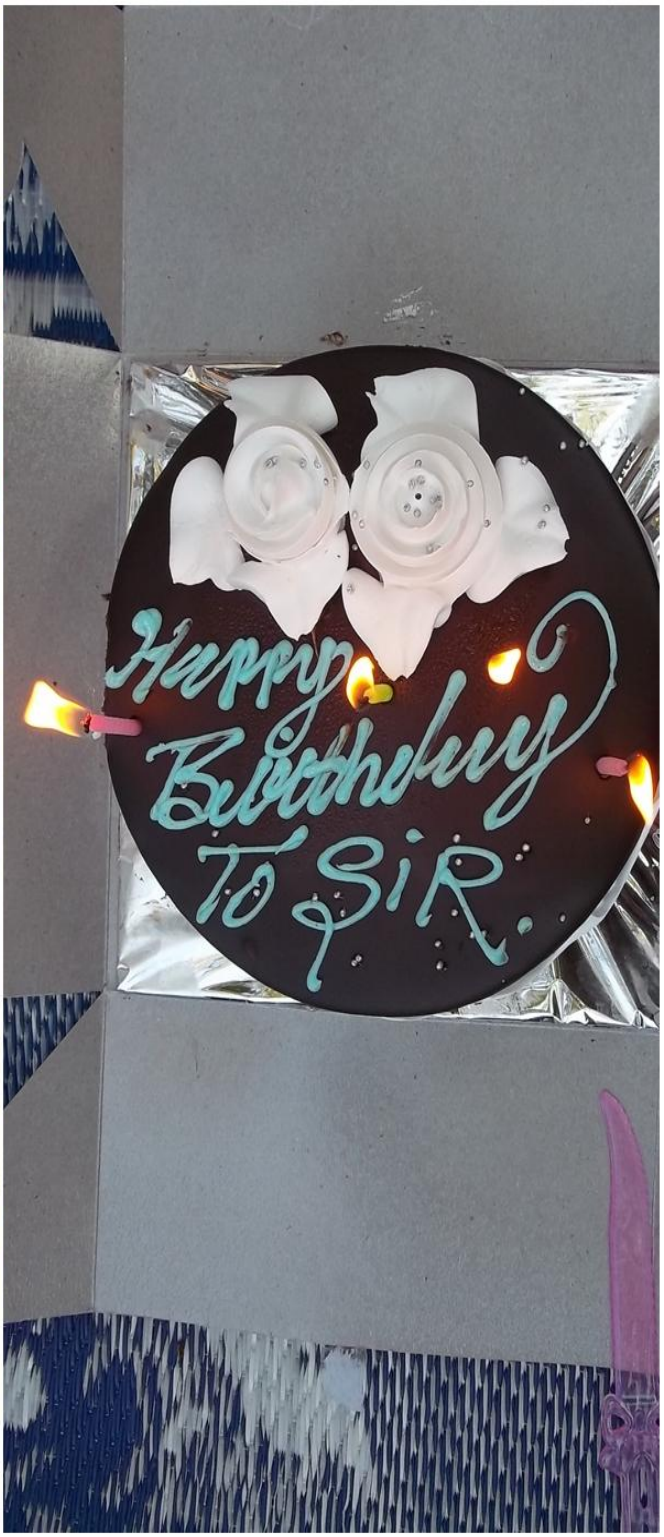
We celebrated our 16th foundation day on 26th December with a picnic in the morning and a get together in the evening. We ushered in 2015 with positivity. So, let us start cherishing what we love in every package and eventually, we may start liking all the contents.


3rd CONVOCATION
CLASS OF 2014


WORLD TRADE CENT
GIFT City, Gujarat

Gujarat National Law University

Celebrated Bhakti Foundation Day with some of our esteemed clients



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