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Newsletter  
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## **EDITOR'S NOTE :**

*-- By Raj Narayan*

As a pre-teen, I recall bringing home a poster that said "Choose a job you love and you'd never have to work a day in your life." The poster had a picture of Jughead Jones of Archie comic fame standing with a burger in hand and a chef's cap on his head with the backdrop suggesting a fast-food joint.

It adorned my room for the next five years, much to the chagrin of my Mother who interpreted it as a statement of intent from my side. "Why don't you stop going to school then," she asked me one day, after her efforts to get the offending poster off my wall failed. "I definitely would, if they keep trying to teach me algebra and other boring stuff," I retorted, possibly increasing her angst by several notches.

When I completed High School and started my quest for graduation, I reminded my Mother of the scores of storybooks and novels that she'd constantly supplied me with through my formative years. I asked her if I could move away from science and chase my journalistic dream? "Well... I guess you know what's best for you. And, I am sure your love for English will stand you in good stead," she said.

True to form, Mom brought up the subject at dinnertime and told my civil servant Dad that the son was keen on a media career. In between mouthfuls, Dad let out a mischievous giggle and said, "So, you've finally come to terms with Jughead Jones, have you? Not, an avid read of comics, my Mother blinked. Dad reminded her of the poster and laughed out loud.

"What are you laughing about," she asked him. He guffawed some more and said, "Be thankful that your boy only wanted to do a job that he loved. You should see the poster that my colleague's son put up. It said, "Hard work never hurt anyone, but I am not taking any chances" and had a picture of the sleeping cat Garfield!"

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## **MENTOR'S MUSINGS – PASSION AT THE WORKPLACE**

*-- By Krishna Kumar, ISEC Founder Director*

Ms. Suhasini Haidar, a senior editor at CNN-IBN had an interesting anecdote to narrate at the World Media Academy recently in Delhi. She said, "You know, about 15 years ago, I hit a job market a bit like the one you will face when you go out. It wasn't that it was hard to get a job in television—it was just impossible. I counted seven rejections—"Please come back next year"; "Please don't call me again"; and even "Can you give me a job?"

"I had one last interview to do. This wasn't a job in news; it was a marketing job for a documentary channel. I showed up with my CV, very eager to get the job. I'd earned my journalism degree at Boston University, worked at the UN, at CNN in New York. I'd been a producer for CNN in Delhi for a few years when I quit. I was reeling all this off to the gentleman sitting in front of me, who listened intently.

"Once I ran out of breath, he said, 'I don't need to tell you that you're qualified: you are qualified. And you could probably talk yourself into this job. You're confident. I can tell that you will make a go of it—you may even learn to like the job. You're flexible. But somewhere in your heart, you'll hate me for giving you the job, because your passion is news. And I don't want you to hate me, so sorry, but I'm not giving you the job.' I did not know how to react," she

said.

Good advice, which clearly worked for Ms. Haider, who was fortunate enough to find an enlightened person at the right time and place. Others might not be so lucky. The simple fact is that one has to first like something for doing it well. Definitely not a novel idea, but often one that is forgotten in the heat of battle for making ends meet. Because, doing what one loves is often more complicated than it sounds.

Hark back to the time when as kids we were told to study and play. One meant doing something we didn't enjoy while the other was clearly defined as enjoying the moment. One meant following instructions (from parents), the other meant listening to our inner self. Of course, on select occasions, the definitions would change as we loved learning a new topic and hated playing a game we lost.

We may also recall our teachers who believed implicitly that study wasn't fun. Not surprising, given that teaching was a walk in the park for most of them! Just as we had to memorize our tables instead of playing cricket, they would've preferred watching a movie to managing a bunch of unruly kids. Any attempts to unravel the mystery of why we couldn't do our own thing were thwarted with the words "You need to work hard now for a good future or study hard now and you can play all our life."

All dinner table discussions would center on parents telling kids that the harder they work in their formative years (that often went up to 25), the easier life will be beyond. Pressure builds up constantly and kids are 'guided' into careers that are lucrative from the parents' point of view, because as parents we're more conservative with our children than we are with ourselves, being more programmed to weigh risks more than the rewards.

It's akin to an eight-year-old trying to climb a tree resulting in parental anxiety. Of course, if she got to the top, the mom will sound all excited, but at the back of their minds they've to constantly deal with the consequence of a fall. Thus, it becomes safe for a parent to see their children take up an engineering or medical graduate program over one in performing art.

The good part is that parents today can be persuaded to support their kid's dreams provided that they are well thought out. The difficult part is that the kids - particularly in their teens - take a bit of time to figure what they love to do and what they are passionate about. Of course, Gen-Y has the advantage of a wired world and free access to terabytes of information - something their parents weren't privy to.



In today's world choosing from a thousand different career options is a huge task. And it's to help youngsters at this critical stage of their lives that we launched our Success Compass social initiative (see [Success Compass](#)).

Coaching a large number of kids and young adults has been a deeply satisfying activity, helping them discover their passions and then working together to select careers that are meaningful to them. Ideas as varied as producing serials for Television, becoming a Physicist, an Interior Decorator, setting up a Sports Business and Managing Artistes have emerged from our coaching conversations with a well-defined road map being created to reach these goals.

Connect with us at [kk@intradconsult.com](mailto:kk@intradconsult.com) to learn more about Success Compass.

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## COACHING NOTES: ELEPHANT MASTERY

-- By Jennifer Day

Last year, I came across an analogy in a book (The Happiness Hypothesis by Jonathan Haidt) that struck me as very clever. Encountering it again a few months ago in another book (Switch by Chip and Dan Heath), my esteem

increased by several notches from "That's clever" to "That's bloody brilliant!" and then "What a terrific analogy for coaches to use!"

The analogy I'm referring to describes the concept many of you may be aware of; that our emotions underlie our thinking, which in turn drives our behaviour. However it describes this concept in somewhat more imaginative and compelling terms, looking something like this:

Imagine that a person is riding an elephant along a pathway. The elephant represents our emotions. The person riding the elephant represents our thinking (the brain) and the pathway represents our environment, such as the people and surroundings we interact with and the destination we are headed for.

For a journey to run smoothly, the pathway needs to be obvious, not cluttered by too much junk, wide enough and otherwise conducive to the journey and the safe arrival at our chosen destination.

While the idea of a path needing to be clear and conducive is probably an analogy you are already familiar with, the concept that is more unusual here is using an elephant to symbolize emotions, while rational thought is represented by a mere man—mere in terms of comparative size to the elephant, that is!

In this context size does matter, because it indicates power and force and, as we know (even if we rarely take it into consideration on a daily basis), emotions are more powerful than thoughts. In fact, emotions are so much more powerful than thoughts that the ratio is probably quite accurately depicted in this image. Keep going with the analogy and it may look something like this:

When the elephant is well fed and watered (content), looked after (acknowledged), cared for (validated), and well-trained (ability for self-regulation and self-soothing) he is happy to oblige the will of his rider's commands (logical reasoning) and go where his rider tells him to go.

However, if he has been deprived of food and water (denial), has been neglected (invalidated and left untrained) and kept confined (suppressed), he will not be in any condition to obey his master well. If the rider attempts to force his compliance, the elephant will likely become resentful, uncooperative, defiant, and eventually veer out of control (frustration, anger, or other unpleasant emotion). No matter how much the rider holds the reins and may look like he's in charge, at that point he is immobilized simply because the six-ton elephant is the larger, more powerful one. Imagine trying to reach your destination in this scenario!

Translate all this back to your own day-to-day environment thoughts, and emotions—and those of your clients—and you may get some insights into why life isn't always happening the way we want or think it should! For example, do you ever find yourself escaping into your laptop during meetings when you know you shouldn't be? Or not speaking up when you know you should? Do you ever hear yourself saying something you'll regret, but you can't stop yourself? Or losing your temper and yelling at your child? Do you know you shouldn't be eating that cholesterol-packed meal but you just can't help it? Do you want to be exercising or meditating but can't seem to get around to it? I could go on and on with examples of procrastination, flared tempers, avoidance, stressed out behaviors, and—well, you get the picture!

*Continue reading the rest of the article [here](#)*

***(Jennifer Day teaches and coaches coaching practitioners, managers, executives, and parents to help themselves and others build resilience to stress and higher levels of emotional intelligence.)***

[www.AppliedEmotionalMastery.com](http://www.AppliedEmotionalMastery.com)

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## **EVENTS @ISEC**

Our Founder-Director, Krishna Kumar, was privileged to be a part of a distinguished team from the IAC that included Dr. Susan Meyer, IAC President, Natalie Tucker-Miller, IAC Lead Certifier and Examiner and globally

renowned author and coach, Aileen Gibbs, who presented at the WBECS coaching summit on June 22, 2012. The annual **World Business and Executive Summit (WBECS)** is amongst the most prestigious on-line global coaching events.

ISEC conducted our integrated **Executive Coach Certification** workshop from 6th to 9th June 2012 in Bangalore. The picture shows the ten coaches who were certified with our faculty.



The program included tutoring in the IAC Masteries by Ms. Bonnie Chan, Asia's first IAC certified Master Coach and Examiner and a self-awareness workshop by well known author, Dr.Devdas Menon, Professor, IIT, Madras.

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**With warm regards,**  
**Krishna Kumar**  
**Executive Coach & Founder-Director, ISEC**