

Personal Growth and Real Effectiveness: A Life-Changing Approach

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GOODPERSONSARENOWHERE

Requirements vs Outcomes

- Be a learner, Concentration, Participation (20:80, 50:50)
- Remember: Time is more important than money
- **Outcomes?** Career development, Real life-changing, Living a good life.

Is it a typical 'motivational' speech/lecture?

- NO. **Why?**
- No entertaining story, no quick fix, no trick or technique — No short-term solution
- *Working on Behavior* — Trying harder? Being more diligent? Doubling the speed? **Result?**
- *Working on Attitude* — Thinking more positively? No problem, Don't care? Be happy, wherever you are? **Result?** We are still LOST.

What's needed then? The Solution Strategy?

Do you know the answers?

- Why is one person **SAD** and another person **HAPPY**?
- Why is one person **POOR** and **MISERABLE** and another person **PROSPEROUS** and **JOYOUS**?
- Why is one student an **ABJECT FAILURE** and another a **GREAT SUCCESS**?
- Why is one man **fearful** and **anxious** and another **FULL OF FAITH** and **CONFIDENCE**?
- Why is one person **HEALED OF** a so-called incurable disease and another is **NOT**?
- and so on.....

Do you know the answers?

- **PERSONAL BACKWARDNESS** VS **Personal GROWTH & DEVELOPMENT**
- **INEFFECTIVENESS** VS **REAL EFFECTIVENESS**

“What do you want out of life?”

“What pain do you want in your life?”

“What pain do you want in your life?”
“What are you willing to struggle for?”

- A greater DETERMINANT of how our lives turn out.

"What determines your SUCCESS?"

- What do you want to enjoy?
- What pain do you want to sustain?

It can get you somewhere.

It can change a perspective, a paradigm, a life.

It is what makes me, ME and you, YOU.

Do not be in love with the result, instead be in love with the process.

Life without 'problems' ?

- Not possible. **Then?**
- Do not hope for a life without problems. There is no such thing. Instead, hope for a life full of 'good problems'.
- **But why?**
- The way we see the problem is the problem.

Denial vs Victim Mentality

1. No problems at all? So-called Positive approach
 - Club level cricketer vs Shoaib Akhter or Chris Gayle:
Would positive thinking work alone?
 - Deny reality and feel good in short-term.
 - **Long-term?** Insecurity and emotional repression.
2. Blame others and outside circumstances
 - Feel good in short-term. Anger, helplessness and despair in long-term.

Simple Reason

- It is easy, and feels good
- Solving problems is hard and often feels bad
- Forms of blame and denial give us a quick HIGH

What is a HIGH?

- A way to temporarily escape our problems and feel better
- The moral righteousness that comes from blaming others
- **BUT**
- HIGHS are shallow and unproductive ways to go about one's life
- generates addiction
- Simply trying to get to some place in Lahore using a map of Islamabad

What is HAPPINESS? Where does it come from?

- Happiness is a HABIT.
- 'A constant work-in-progress'
- It requires struggle.
- Happiness comes from solving problems.
- solve your problems; be HAPPY

Emotions? Part of the equation of our lives

- are 'feedback mechanisms' — something is either likely right or likely wrong for us — nothing more, nothing less.
- negative emotions — a call to action — **do something**.
- positive emotions — reward for taking the proper action — nothing else to do but **enjoy it**.

IF you can't solve problems, you can't be happy.

Success

- **SUCCESS** means successful living. When you are peaceful, happy, joyous and doing what you love to do, you are successful.
- Nothing is accomplished without **DESIRE**. Desire is a wish with wings of imagination and faith.
- **FEAR** is a negative thought in mind. Supplant it with a constructive thought. Counteract the fear suggestions with the opposite.
- Whatever you fear has its solution in the form of your **DESIRE**.

Problems and Success

- Is it something willpower or grit? Not at all.
- The most simple and basic component of life: Our struggles determine our successes. Our **problems** birth our happiness, along with **slightly better**, **slightly upgraded problems**.
- It is a never-ending upward spiral.

Good values (Good Problems) vs Bad Values (Bad Problems)

- Values are ‘maps’. Principles are the ‘territory’.
- Our values determine the metrics by which we measure ourselves and everyone else.
- If you want to change how you see your problems, you have to change what you value and/or how you measure failure/success.
- Some values and metrics are better than others. Some lead to ‘good problems’ (i.e., easily and regularly solved). Others lead to ‘bad problems’ (i.e., not easily and regularly solved).
- ‘Bad or Poor Problems’ — hardly be solved — are mostly created by:
1. Pleasure 2. Material Success 3. Always Being Right 4. Staying Positive (all the time).

Good/Healthy values are:

- reality-based, socially constructive and controllable
- For instance, Honesty, Innovation, Creativity, Self-respect, Charity, Humility

Bad/Unhealthy values are:

- superstitious, socially destructive and not controllable
- Popularity, Dominance through manipulation or violence, Feeling good all the time, Always being the centre of attention, Being liked by everybody, Being rich for the sake of being rich
- 'Self-improvement' is really about prioritizing better values, choosing better things to do, hence, getting better/upgraded problems — getting a better life.

- Growth, quite scientific, is an endlessly *iterative* process — the process of releasing potential and developing talents — just like a child.
- When we learn something new, we don't go from 'wrong' to 'right'. Instead, we go from 'wrong' to 'slightly less wrong', and so on....
- We are always in the process of approaching truth and perfection without actually ever reaching truth or perfection.
- Our values are our hypotheses: this behavior is good and important; that other behavior is not. Our actions are the experiments; the resulting emotions and thought patterns are our DATA.
- Certainty is the enemy of growth. Being wrong brings the opportunity for growth. Uncertainty is the root of all progress and all growth.

- First admit that our actions/values up to this point have been wrong and are not working.
- Openness to being wrong *MUST EXIST* for any real change or growth to take place.

- Effectiveness lies in the balance — P/PC Balance — *Production*, the golden eggs, and *Production Capability*, the ability or asset that produces the golden eggs.

- If we want to make relatively minor changes in our lives — focus on our attitudes and behaviors.
- But if we want to make significant (quantum) changes in our lives — we need to work on our values and principles — maps, paradigms.
- *Paradigm*: Model, Theory, Perception, Frame of Reference, Map or Explanation—the way we “see” the world. The way we perceive, interpret and understand.
- Fundamental principles of human effectiveness. These values/habits are basic (primary): principles upon which enduring happiness and success are based.
- Attitudes and behaviors flow from paradigms. Paradigms create the lens through which we see the world.

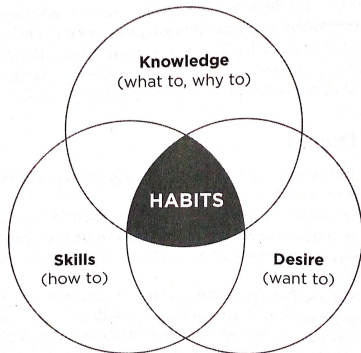
“Inside-out” Strategy

To start first with self; with most inside part of self — with our paradigms, our character, and our motives.

- If I want to be TRUSTED, I need to be TRUSTWORTHY.

Solution Strategy: Habits

What are Habits/Values?

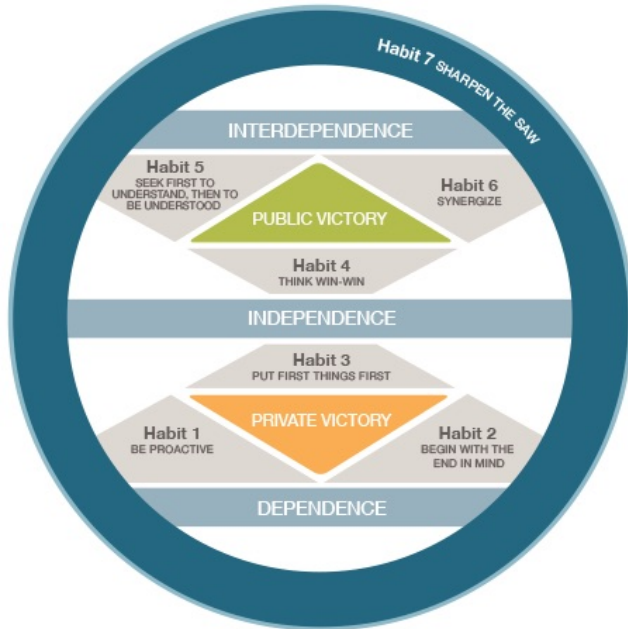


EFFECTIVE HABITS

Internalized principles and patterns of behavior

- Knowledge is the theoretical paradigm (the *what to do & why to do*). Skill is the *how to do*. Desire is the motivation (the *want to do*). In order to make something a HABIT in our lives, we have to have all three.

Solution Strategy: 7 Habits of Highly Effective People



Habit 1, 2, 3 (Dependence to Independence: Private Victory)

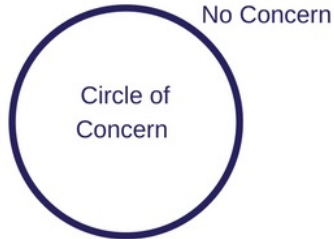
- 1. Principles of Personal Vision (Be proactive)
- 2. Principles of Personal Leadership (Begin with the end in mind)
- 3. Principles of Personal Management (Put first things first)

Habit 4, 5, 6 (Independence to Interdependence: Public Victory)

- 4. Principles of Interpersonal Leadership (Think Win-Win)
- 5. Principles of Empathic Communication (Seek first to understand than to be understood)
- 6. Principles of Creative Cooperation (Synergize)

Habit 7 (Private + Public)

- 7. Principles of Balanced Self-Renewal (Sharpen the saw)

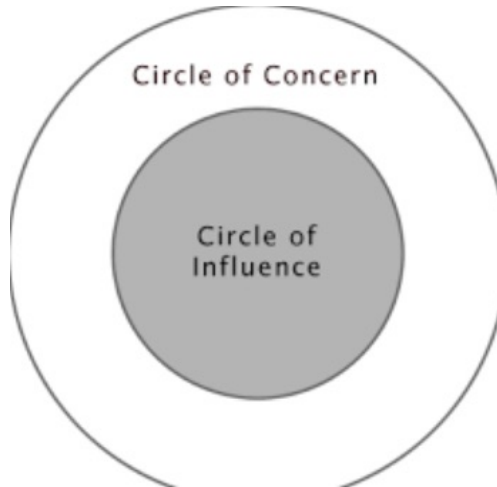


concern.jpg

- Proactivity means *more than merely taking initiative*.
- We are responsible for our own lives.
- Our behavior is a function of our decisions, not our conditions.
- We have the initiatives and the responsibility (**response-ability** — the ability to choose your response) to make things happen.
- Our response is based on our conscious choice and values; do not blame circumstances or conditions.

Be Proactive: Circle of Concern vs Circle of Influence

Degree of proactivity: Look at where we focus on our time and energy

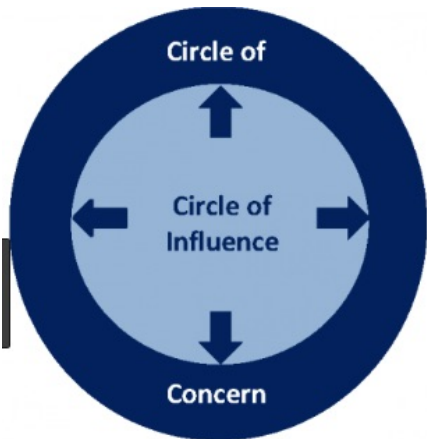


of concern.jpg

- Potential Concerns: Health, Children, Problems at college and work, the national debt, Pak.-India Issues, nuclear war.
- Separate the things in which we have no particular mental or emotional involvement or no real control.

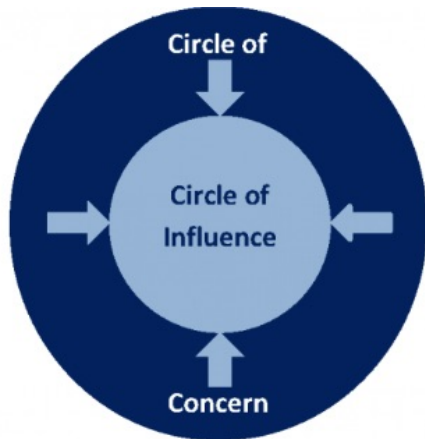
Be Proactive: Circle of Influence

Proactive Focus vs Reactive Focus



Proactive Focus

Positive energy enlarges Circle of Influence



Reactive Focus

Negative energy reduces Circle of Influence

- **Leadership** is not **Management**.
- Leadership deals with the **top line**: What are the things I want to accomplish?
- Management is a **bottom line focus**: How can I best accomplish certain things?
- Management is **doing things right**; leadership is **doing the right things**.
- Management is **efficiency in climbing the ladder of success**; leadership determines **whether the ladder is leaning against the right wall**.

Personal Leadership: Begin with the End in Mind

Develop a personal mission statement or philosophy or creed

- To start with a clear understanding of your destination. **why?**
- Because it is possible to be busy — very busy — without being very effective.
- Again What if the ladder is not leaning against the right wall?
- Every step we take just gets us to the wrong place faster.
- **Definition of success?**
Fame, Achievement, Money could not even part of the right wall.

Habit 2 focuses on:

- WHAT YOU WANT TO BE (character)
- TO DO (contributions and achievements)
- VALUES and PRINCIPLES upon which *being* and *doing* are based.

- Identify the activities you know have been neglected in your life. Write it down and commit to implement it.
- Start organizing on a weekly basis.
- Organize your next week. Your *roles* and *goals* for the week. Then transfer the goals to a specific action plan.

A Personal Mission Statement

- Succeed at home first.
- Never compromise with honesty. Seek and merit divine help.
- Remember the people involved.
- Hear both sides before judging.
- Obtain counsel of others.
- Defend those who are absent.
- Develop one new proficiency a year.
- Plan tomorrow's work today.
- Maintain a positive attitude.
- Keep a sense of humour.
- Be orderly in person and in work.
- Do not fear mistakes — fear only the absence of creative, constructive, and corrective response to those mistakes.
- Facilitate the success of subordinates.
- Listen twice as much as you speak.
- Concentrate all abilities and efforts on the task at hand, not worrying about the next job or promotion.
- Remember the rule of 33 = 21+12

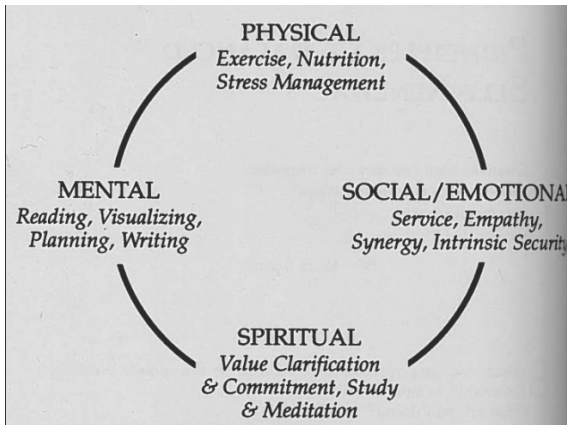
Habit 4, 5, 6: Public Victory

P Problems are PC Opportunities

- In an interdependent situation, every **P problem** is a **PC opportunity** — a chance to build the *Emotional Bank Accounts* that significantly affect interdependent production.
- By recognizing that the P/PC balance is necessary to effectiveness in an interdependent reality, we can value our problems as opportunities to increase PC.
- Effective interdependence can only be achieved by truly independent people.

Renewal: Sharpen the Saw

- Personal PC: Take time to sharpen the saw
- It is the habit that makes all the others (1—6) possible.
- Preserve and enhance the greatest asset you have — **YOU**.



Thank you for your attention!
Questions/Queries???

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