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# INDORE MANAGER

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## RESOURCEFULNESS

**Things fall apart. That's life.**

But if we're wise, we can use every scrap, patch ourselves up, and keep going. That's the essence of resourcefulness. There are times to work on weaknesses when they really get in our way. But if we really want to make a difference, it's our strength that will lead the way. In this issue of Indore Manager let's understand how we can use this forgotten skill in the pursuit of excellence.

## Editorial Message

Management is a continuous process of being on the lookout. When you do not get, you invent. What you do not find, you create. Where you run short, you innovate. There is no place for 'alas' and no space for 'aha'! It's an untiring adventure of venturing out and factoring in. You have to sniff opportunities and forebode challenges, and all the while have just the apt amount of preparation to stay proactive without over-committing. Yes, it is an ongoing blending of pessimism and optimism, both in the right proportion.

In other words, it is about resourcefulness - the quality that every manager should possess, irrespective of their industry, hierarchy-level or functional area. It is the ability to keep looking for cues to make things better - bit by bit, brick by brick. It is about never settling or getting bogged down. It is about rolling up your sleeves and getting down to the brass tacks. This issue of Indore Manager is meant to provide you with some key concepts to develop this all-important quality of resourcefulness.

**Editorial Team**  
Indore Manager

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## President's Message

Resourcefulness: The ability to find a way.....

There is not a more useful or important trait to possess than resourcefulness in the pursuit of success. Resourcefulness is a mindset, and is especially relevant when the goals you have set are difficult to achieve or you cannot envision a clear path to get to where you desire to go. With a resourceful mindset you are driven to find a way. An attitude of resourcefulness inspires out-of-the-box thinking, the generation of new ideas, and the ability to visualize all the possible ways to achieve what you desire.

Being resourceful is now a necessary skill for today's generation of leaders. It is not simply a matter of doing more with less — companies have preached this for at least a generation. Rather, what's important is the realization that you can do more with less because you and your colleagues are more capable than you first believed.

We hope that this issue would help you in reviewing your paradigms towards resource management and in rekindling the desire to innovate.

Sincerely yours,  
**Akhilesh Rathi**  
President IMA  
Managing Director  
Savitt Universal Ltd.



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# The Importance of Resourcefulness



With the recession forcing us to make do with what we have, being resourceful is now a necessary skill for today's generation of leaders. It is not simply a matter of doing more with less - companies have preached this for at least a generation. Rather, what's important is the realization that you can do more with less because you and your colleagues are more capable than you first believed.

Resourcefulness is not a means of coping with deprivation; it can be a virtue that opens the door to greater accomplishment. Based on my observations of what resourceful leaders do, here are some suggestions for being resourceful.

You must first start with an open mind. "Redefine the possible." This line is attributed to Nandan Nilekani, a co-founder of InfoSys, India's \$2 billion IT services company. According to The Economist, Nilekani used this statement to encourage fellow Indians to realize how they could leverage their talents and resources to empower themselves to fulfill their goals. Being open minded about new possibilities is critical to putting resourcefulness into action. The leader who steps up and says "yes we can do this" is one who can push colleagues to do things that some might consider impractical.

### Turn innovation inward

Resourcefulness is about optimizing what you have to work with. Innovation is not just about creating something new; it also applies to making old things work better. An experienced mechanic can do wonders in car repair with a combination of after-market parts and his own resourcefulness. We see this same spirit in maintenance of large facilities - factories, buildings, even ships. Those who service them may not always follow a manual; they diagnose problems and figure out what tools and materials there are at hand to fix them. Call it resourceful innovation.

### Choose specifics

If you're thinking of the bigger picture of the downturn, it may be tempting to consider ways to re-invent how your company does business. Adopting a realistic attitude about what you can do in the short term might be more productive. That is, think revising specific tasks as well as specific roles and responsibilities. Processes and procedures can be revamped with an eye toward simplicity and cost savings.

### Lean on your staff

Conventional thinking in frugal times says stop spending, but sometimes managers conflate that mantra with "stop doing." A resourceful leader doesn't stand still and encourages staff to follow her example. Have discussions about what the team and individuals can do to turn doing more with less into a pragmatic process for improvement.

### Celebrate the lessons

As evidenced by the popularity of frugality in consumerism lately, people feel good about exercising their resourcefulness. But to encourage the spread of resourcefulness, leaders must make certain that this pride in accomplishments is publicized and praised. Those who are resourceful need to be recognized and rewarded, and in turn, teach their lessons to others.

Resourcefulness, while critical now, should not be reserved just for hard times. When prosperity returns, relying on one's ability to do more with existing resources and lead people to do the same will be a virtuous behavior.

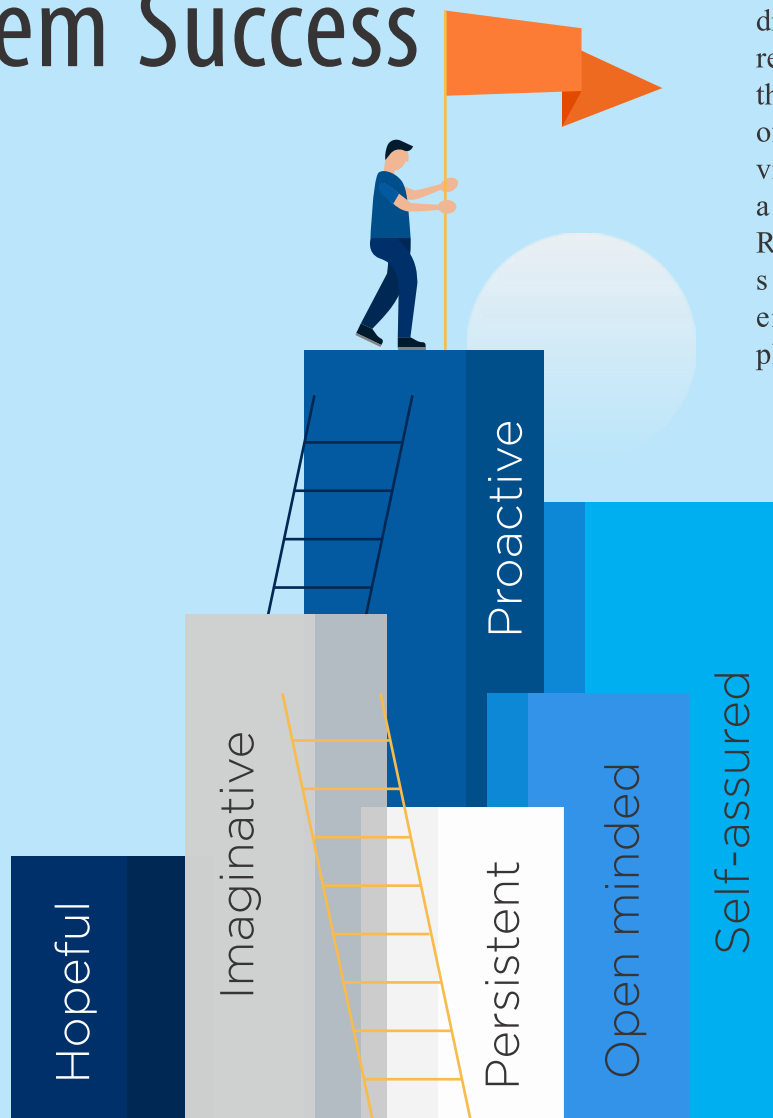
John Baldoni is an internationally recognized executive coach and leadership educator. His book is MOXIE: The Secret to Bold and Gutsy Leadership.

<https://hbr.org/2010/01/leaders-can-learn-to-make-do-a>

"As we look ahead into the next century, leaders will be those who empower others." —Bill Gates

# Characteristics of Resourceful People That Bring Them Success

There is not a more useful or important trait to possess than resourcefulness in the pursuit of success. Resourcefulness is a mindset, and is especially relevant when the goals you have set are difficult to achieve or you cannot envision a clear path to get to where you desire to go. With a resourcefulness mindset you are driven to find a way. An attitude of resourcefulness inspires out-of-the-box thinking, the generation of new ideas, and the ability to visualize all the possible ways to achieve what you desire. Resourcefulness turns you into a scrappy, inventive and enterprising entrepreneur. It places you a cut above the rest.





### Open minded

As an open-minded entrepreneur you must be passionate about breaking boundaries and redefining what is and is not possible. You must possess the

unique talents necessary to leverage and fulfill the immediate goals set out in front of you, and remain open when considering new ideas and differing thoughts from your own. Open-mindedness is critical when taking the actions that will lead you towards success.

In being open-minded you find value in all kinds of different people, events and circumstances. You demonstrate a willingness to embrace an array of possibilities, opportunities, thoughts, views, suggestions and experiences outside of your normal repertoire. You push yourself to do what others believe to be impossible. This is how you attain success while the less resourceful give up on their dreams. Stretch out of your comfort zone and expand your thinking. As you stretch yourself you discover things which greatly improve your business, and ideas which help you bypass current obstacles standing in your way.



### Self-assured

Believe you are capable of handling any problem placed in front of you. You must wholeheartedly hold the belief that you are competent and adequate

enough to achieve what you desire. This belief is the first step you take in getting things done. When you are self-assured you like and trust yourself. You know your value, appreciate your talents, work ethic and your ability to consistently follow through on your every word, deed and action.

Hold the mindset that workable solutions exist for every problem. Visualize yourself being successful every day. When facing difficulties picture yourself overcoming them. Imagine accomplishing your goals and celebrating



### Imaginative

Resourcefulness is having the mindset to look at what's in front of you and to optimize what you have to work with. Being imaginative is not always about

creating something new, but also, with a little ingenuity making old things work better. Reach far into the depths of your mind and come up with outlandish possibilities as well as practical ones. Allow your mind to wander. Never stop your creative process, as you may talk yourself out of great idea. Creative thoughts quickly move you from one idea to another and to another. One of those ideas may bear the fruits of a genius idea or solution.



### Proactive

There is no such thing a procrastination in the mindset of those who are resourceful. To be successful you cannot put your

dreams on hold and wait for the right resources or people to show up. There is no waiting. Get out there and create your own resources and networks. When you are resourceful you do not allow outside circumstances determine when or how you take action, or you will always settle for less.

When opportunities present themselves do not over-think or talk yourself out of them. Get in the game. Avoid being a passive observer. Participate actively and always

be deeply involved. Take initiative to be a part of creating and finding solutions. Engage with and influence the people, events, circumstance and knowledge which come your way. It is when you are actively engaged in your business that you have the most significant impact on everything you touch.

**Persistent**

To be resourceful you can never give up. If you stop trying before a problem is solved then you haven't accomplished anything. If you don't succeed at first, get up and try again.

Try a dozen things a hundred different ways if that is what it takes, but don't give up the fight simply because obstacles present themselves on your path. Trust that every "No" puts you that much closer the "Yes" you are looking for.

Let anxiety and frustration motivate you. Get in touch with how deeply you want to succeed and make a difference. These motivators largely determine what you accomplish. Discipline yourself to keep going when you want to quit. Any sought after goal worthy of your effort will place challenges in your way. If you practice persistence and make it your habit to discipline yourself to get done

what needs to get done, you are guaranteed to reach your goal. Gregariously go after what you want. Never see a setback as a failure, view it



**Hopeful**

Possessing a resourceful mind set requires you stay positive. There is a solution to every problem, even if that means a change in direction. Train yourself to see the positive benefits in every situation. As you cultivate a positive outlook you will see it is easier to come up with solutions. Fear and frustration block innovation.

When frustrated, remind yourself of all the times in the past you dealt with a crisis or difficult situation and the stories of victory and success that resulted from those hardships. Allow these memories to keep you hopeful in your present situation. Each time you are successful through hardship you grow into a stronger, wiser person. Your experiences teach you things you can now pass onto others when in need of support and encouragement.

To develop a resourceful mindset be willing to constantly improve yourself. Be open to learning new things and do all you can to keep current with what is happening within your industry. Even if your business becomes more successful your learning must continue because learning provides enrichment to your life. Know and embrace what your personal strengths and weaknesses are and learn how to control and overcome them. You cannot manage every situation you encounter effectively if you do not have the ability to harness your fears and/or weaknesses. Therefore, read as many books as you can, consistently educate yourself and put what you learn into full blown action. Become the person who finds the loopholes, who is scrappy and innovative. When you practice resourcefulness, you raise the bar and success is a guarantee.

When you practice resourcefulness, you raise the bar and success is a guarantee.



<https://www.entrepreneur.com/article/272171>



# How resourcefulness allows entrepreneurs to succeed amid challenges



Resourcefulness is the best resource on the planet. In fact, living in the information age with the use of technology, being resourceful is literally at your fingertips. The ability to be resourceful is a personality trait that allows a person to create solutions with limited resources. While many people think of the need to be resourceful based on everyday terms of money, time and energy, resourcefulness is obtained through proper mental, physical and emotional health.

The ability to create, innovate, and ultimately solve problems can happen. It can happen through open mindedness, self-assurance, using imagination. It happens through persistence, through hopefulness, and by becoming proactive.

Resourcefulness doesn't leave you in a state of procrastination. Resourcefulness is telling you to get in the game. To play your hand. To take a shot. And to find an opportunity.

Resourceful entrepreneurs look for the common thread in every situation. They're good at recognizing patterns and discovering the common good. They see problems as opportunities. Opportunity for change, for solutions, and opportunity to resolve something that will continue to cause problems if it goes unnoticed.

Resourceful people realize that opportunity is not scarce - it's abundant. It's all around them - and can be accessed by anyone at any point in time. Resourceful people want to find the most efficient strategy that will help them attain the result with this highest margin.

Resourceful people are willing to attempt different strategies to identify the best one given the situation. Many people are stopped by figurative brick walls. They either do not have any solution, or try one solution and if it does not work, they give up.

Resourceful people have a sense of awareness. They have a sense of gratitude. They have a sense of intuition. And above all - they never stop. They know there's an answer, a solution, or an opportunity around every corner. They know that it may take time to get the answer - but their resiliency is what keeps them moving to the next possible solution.

As an entrepreneur seeking funding, the reason why investors want a resourceful entrepreneur is pretty simple: It's really easy to be great when you have a million dollars in the bank and you just raised capital. But an investor wants to know that you're able to get nitty gritty. They want to know that you're willing to do what it takes to figure out the winning formula. This means demonstrating your resourcefulness in all you do.

# IMA ACTIVITIES



## Center of Excellence

Indore Management Association organized Center of Excellence on an intriguing concept of "Wealth Management - The Warren Buffet Way". The program was organized on Wednesday, November 13, 2019 at IMA Meeting Room, Jall Auditorium, Indore. The speaker for the session was Mr. Abhishek Bhatt - Head, Wealth Division at Arihant Capital Markets Limited.

## CEOs' Round Table Meet

Indore Management Association organized a CEOs' Round Table Meet on the topic "Leadership Communication". The program was organized on Thursday, November 14, 2019 at Zodiac Hall, Hotel Marriott, Indore. The speaker for the session was Dr. Himanshu Rai, Director, IIM Indore.



## Center of Excellence

Indore Management Association organized Center of Excellence on topic "Competitive Positioning & Organization Architecture". The program was organized on Wednesday, November 20, 2019 at IMA Meeting Room, Jall Auditorium, Indore. The facilitator for the session was Dr. Girish K. Agrawal - Founder, 3cube Analytics and Strategy Solutions.



## Center of Excellence

Indore Management Association organized Center of Excellence on topic "Accounting Analytics". The program was organized on Wednesday, November 27, 2019 at IMA Meeting Room, Jall Auditorium, Indore. The facilitator for the session was Dr. Vijay Kumar Gupta - Senior Professor of Finance and Accounting, IIM Indore.

## Evolution for Excellence

Indore Management Association (IMA) organized Evolution for Excellence, a one-day workshop for the corporate people on the topic "Overcoming Workplace Negativity with Enthusiasm" on Thursday, November 21, 2019 at IMA Multimedia Hall, Jall Sabhagrah, Indore. The faculty for this workshop was Mr. Abhishek Mishra - Certified Trainer from Dale Carnegie.



## 25th Young Managers Competition

Indore Management Association organised 25th Young Managers Competition (YMC) for managers and professionals on the theme "\$5 Trillion Economy: Vision to Reality" at Daly College Business School on November 23, 2019.

# IMA ACTIVITIES



## 21st Quest for Leaders Competition

Indore Management Association organized 21st Quest for Leaders competition for Management Students on the theme, "\$5 Trillion Economy: Vision to Reality" at Daly College Business School Campus on November 22, 2019.

## Home to Business

Indore Management Association launched a new series i.e. "H & B (Home to Business) - BOND that WORKS" on Thursday, December 12, 2019 at IMA Meeting Room.

This series help us understand how to successfully navigate the transitions by being relentlessly curious, communicative, proactive and emerge as a power couple. The trainer for this session was Mr. Deepak Jetha & Mrs. Sonal Jetha- Managing Directors, Deepak Advertising Agency & Dforce Communication.



## Training@Doorstep

Indore Management Association organized Training@Doorstep workshop on the topic "Conflict Management and Resolution Essentials" on Monday, December 02, 2019 at Piramal Enterprises Limited, Pithampur. The trainer for this session was Mr. Jitesh Manwani - A Business Coach and Consultant.



## Management Development Program

Indore Management Association (IMA) organized a Management Development Program on December 20, 2019 at Hotel Shreemaya Residency, Indore. The topic of the MDP was: "Applied neuroscience for Professional Effectiveness - Understanding brain to produce outstanding efficacy at workplace" and trainer for the session was Dr. Sandeep Atre.

## Training@Doorstep

Indore Management Association organized Training @ Doorstep workshop on the topic "Enhancing Supervisory skills through Conflict Management" on Friday, December 27, 2019 at MAHLE Engine Component India Pvt., Pithampur". The trainer for this session was Mr. Jitesh Manwani - A Business coach and consultant.



# IMA STUDENT



## Center of Excellence

Indore Management Association - Student Chapter organized Center of Excellence on the topic "Failure -the Best Teacher" on Thursday, November 07, 2019 at Acropolis Institute of Management Study & Research, Indore. Speaker for the session was Mr. Abhishek Mishra, Sr. Facilitator & Training Consultant, Vision of Wizards.

## Center of Excellence

Indore Management Association - Student Chapter organized Center of Excellence on "Management Games" on Tuesday, November 12, 2019 at Jaipuria Institute of Management, Indore and speaker for the session was CA Nidhi Agrawal.



## Center of Excellence

Indore Management Association - Student Chapter organized Center of Excellence on the topic "Life Management" on Friday, November 15, 2019 at IPS Academy, Indore and speaker for the session was CA. Amit Shah, Partner - D. N. Jhamb & Company.

# CHAPTER



## Industry Visit

Indore Management Association - Student Chapter organized Industry Visit on Wednesday, November 20, 2019 at CAPCO Industries, Sector No 3, Pithampur.

## Center of Excellence

Indore Management Association - Student Chapter organized Center of Excellence on the topic "How to make Effective Presentations" on Thursday, November 21, 2019 at Idyllic Institute of Management, Indore and speaker for the session was Mr. Ujjesh Sinha (Retired - DGM, SBI).



## Center of Excellence

Indore Management Association - Student Chapter organized Center of Excellence on the topic "Leadership Motivation" on Tuesday, November 26, 2019 at Indore Institute of Law, Indore. The speaker for the session was Mr. Mridul Dadhich - Co-Founder of "PRARAMBH".

# The Power of Brevity

Focus on your strongest arguments to make a point.



## WILL GRAHAME-CLARKE

How logical are you? You might consider yourself more logical than most - you hope to be a trusted adviser to your friends and colleagues.

However, this doesn't make you immune to a quirk of human nature that can fog your judgment, according to Niro Sivanathan, LBS Associate Professor of Organisational Behavior.

"The truth is far too often we see people speak up, but fail to influence," says Dr Sivanathan. "The message was sound, but the delivery proved faulty."



## The judgment of others

Imagine two students and consider which will achieve the most: Tim spends 31 hours a week studying outside of class. Tom spends 31 hours a week studying outside of class, has a brother and two sisters, visits his grandparents often, once went on a blind date and shoots pool once a month.

“The truth is far too often we see people speak up, but fail to influence. The message was sound, but the delivery proved faulty.”

Prior research has shown that on average people rate Tim to have a significantly higher grade point average than Tom. It is an irrational conclusion, so what is going on?

“Turns out in this context, when we're presented with such information, our minds utilize two categories of information. Diagnostic and non-diagnostic,” explains Dr Sivanathan. “Diagnostic information is information of relevance to the evaluation that is needed. Non-diagnostic is information that is irrelevant or inconsequential to that evaluation. And when both categories of information are mixed, dilution occurs. The fact that Tom plays pool dilutes the weight of the diagnostic information, namely that he studies for 31 hours outside of class.”

The psychological explanation for this is one of averaging, according to Dr Sivanathan. In this model, we take in information and those pieces of information are afforded a weight or score. And our minds do not add those pieces of information, but rather, average them out. So when you introduce irrelevant, or even weak arguments, those weak arguments reduce the weight of your overall argument.

“This quirk has important implications for our ability to be heard and listened to,” adds Dr Sivanathan. “When we speak out against authority, speak against the grain of a shared opinion among friends, or speak truth to power.”

## Perception of side effects

Dr Sivanathan's own research has also found this argument dilution effect in circumstances where the

individual's judgment is highly motivated to make the right call.

“The next time you want to speak up in a meeting it is important to note that the delivery of your message is every bit as important as the content.”

In the US the FDA compels TV drug adverts to spell out all the side effects in the final few seconds of air time. In TV and radio, a hurried voice over reels off a long list of effects, starting with heart attack and stroke, and concluding with minor effects like itchy feet. The dilution effect is undimmed. Itchy feet dilutes the perceived risk of the more serious side effects.

“In one study we reproduced this phenomenon with a print ad. One real ad was presented in its entirety to half of the participants and to the other half we removed just four words - the minor side effects,” explains Dr Sivanathan “Both groups then rated the risk of taking the drug. The first group rated the risk significantly lower than the group who didn't see the minor side-effects. A follow-up study with that same group, who read all the side effects, also found they found the drug significantly more attractive and were prepared to pay more to buy the drug compared to the group who read the ad with just major side-effects.”

It is hoped the regulation will prompt the FDA to look at the regulations around the listing of minor side-effects.

## Key takeaway

For Dr Sivanathan the take-away for communicators is to focus on quality over quantity.

“You cannot increase the quality of an argument by simply increasing the quantity of your argument,” he warns. “The next time you want to speak up in a meeting it is important to note that the delivery of your message is every bit as important as the content. Stick to strong arguments. Because your arguments don't add up, in the minds of the receiver, they average out.”

A firm needed a researcher. Applicants were a scientist, an engineer and an economist.

Each was given a stone, a piece of string and a stopwatch and told to determine a certain building's height. The scientist went to the rooftop, tied the stone to the string and lowered it to the ground. Then he swung it, timing each swing with the watch. With this pendulum, he estimated the height at 200 feet, give or take 12 inches.

The engineer threw away the string, dropped the stone from the roof, timing its fall with the watch. Applying the laws of gravity, he estimated the height at 200 feet, give or take six inches.

The economist, ignoring the string and stone, entered the building but soon returned to report the height at exactly 200 feet. How did he know? He gave the janitor his watch in exchange for the building plans.

He got the job.

Of all the skills I admire, being resourceful is among the most important. I don't want to be surrounded by ordinary thinkers. Rather, I want to be with people who, if they don't know an answer, know how to get it. Or if we have a problem, know how to solve it.

Resourceful people think outside the box and visualize all the possible ways to achieve things. They are scrappy, inventive and driven to find a way to get what they need and want.

As one of my very favorite authors, Napoleon Hill, said: "A resourceful person will always make the opportunity fit his or her needs."

Here are some characteristics I look for when determining a person's resourcefulness:

### Open-minded

Know what is and isn't possible. Embrace different possibilities, people and views to broaden your perspective. Expand your comfort zone by trying different things.

### Self-confident

Believe that you can handle any problem you encounter or that there is a solution for any problem you encounter. Visualize yourself overcoming any obstacle.

### Innovative

Resourcefulness is about optimizing what you have to work with. A fun example is the old TV show "MacGyver" starring Richard Dean Anderson. There wasn't any situation that MacGyver couldn't handle, any problem he couldn't fix, be it with his Swiss Army knife and a roll of duct tape. Think: it's the hardest, most valuable task any person can perform.

### Adaptable

Don't box yourself into doing things a certain way. Experiment.

### Persistent

Try things many different ways until you succeed. Never give up. Many things can get in your way, but don't let them until you get what you want or achieve your goal. Practice until you get it right.

### Optimistic

If you have the right attitude, the solution is easier to find. You have to believe that you can get through any issue and come out better and stronger.

Resourcefulness is crucial in anticipating problems and being prepared. I understand that you can't predict everything, but I'm a big believer in asking what can go wrong in any situation.

Ernest Hemingway said, "Now is no time to think of what you do not have. Think of what you can do with what there is."



# HOW BEING RESOURCEFUL CREATES OPPORTUNITIES

This story, shared by Vladimir Karapetoff, is a perfect illustration. When Leningrad was laid out in the early 18th century, many large rocks had to be removed. One especially large piece of granite was lying in the way of a main road. Bids for its removal submitted by contractors were exorbitantly high because there were no mechanical means for removal, no hard steel for drilling or cracking the stone, and no explosives except inferior black powder.

Lo and behold, an insignificant-looking peasant appeared and offered to remove the boulder for a fraction of the other bids. Since the government ran no risks, he was authorized to try his luck.

He assembled many other peasants with spades and timbers, and they began digging a deep hole next to the rock. The rock was propped up to prevent its rolling into the hole. When the hole was deep enough, they removed the props and the boulder dropped into the hole, where it rests to this day below the street level. The rock was covered with dirt, and the rest of the earth was carted away. Since he could not remove the rock above the ground, he put it underground.

Mackay's Moral: Mine your natural resources for uncommon results.

<https://www.bizjournals.com/bizjournals/how-to/human-resources/2018/09/how-being-resourceful-creates-opportunities.html>

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader." —John Quincy Adams



# Banish Depression from Your System

We need to understand what depression is. Now, what is a "low"? What is it that happens within you? Fundamentally, you expected something to happen and it did not happen. You expected somebody or something to be your way or the world or the destiny to be your way, and it did not happen. In other words, you are simply against what is happening; that's all. Maybe you are against a person, maybe you are against a whole situation, maybe you are against life itself. Accordingly, the depression will run deeper and deeper.

Why are you against something? Only because things did not go your way, isn't it? Why should the whole world go your way? Please know, the world does not go your stupid way. Either you have no faith in the creator or you have no acceptance, or both, and you have a hypersensitive ego. That is why you get depressed.



**In yoga,  
depression is handled  
at the level of the body,  
mind and the energies.**

Depression makes you cynical and is deeply self-damaging. Depressed people only hurt themselves more. Killing need not necessarily mean physical killing. A depressed person is always trying to cause more damage to himself. A man who goes out with the sword and kills somebody, his ego is not as sensitive and it does not need as much nurturing as a depressed man's ego. The violent man can be very easily settled. Have you seen this on the streets? When people get into a fight, if there is one man with a little wisdom, if he just handles them right, those people who are trying to kill each other one moment, the next moment, they will drop it and become friends and go off. But this is not so with the depressed person. He will carry this for life. Whether they do it consciously or not, these people go on sharpening their knife and cutting their own heart. Why will a person go on hurting himself? Generally it is to get sympathy. For a very depressed person, normal sympathy is not sufficient; somebody should bleed with him.

Now what is there in you that can get hurt? If I beat your

body with a stick, the body will get hurt; that's different. Otherwise, what is it that gets hurt within you? Just the ego, isn't it? The mind and the inner nature cannot get hurt. It is only the ego that gets hurt. So if you are saying, "I want to grow," growth means going beyond this, trampling your ego and going ahead.

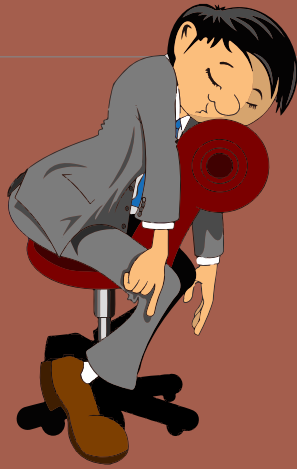
One can make any emotion into a creative force in their life. If your sadness reminds you that you are incomplete, it is good; make use of your sadness to grow. But, when you get sad, if you are going to get irritable and angry, and that whole world is wrong, you are a fool. Do you want to make this sadness into anger or into love and compassion? It is very easy when you are sad, to become compassionate. It is already a dissolving kind of energy; you can use it for further dissolution which leads you to your ultimate well-being.



**Depression makes you  
cynical and is deeply  
self-damaging.  
Depressed people only  
hurt themselves more.**

The unfortunate reality with people right now is that their humanity will function only when they are mauled by life. For most people, maturity will not happen without knowing sadness and pain. Otherwise they never understand what is happening with them and with anybody else around them.

In yoga, depression is handled at the level of the body, mind and the energies. If the necessary balance and vibrancy is brought about in the physical, mental and energy bodies, to be blissful is very natural. In a blissful being, depression can never exist.



SNIPPET

# 20 Lazy WORD CHOICES

Even Native English Speakers Often Make

**Do you know what distinguishes a so-so writer from a great one?**

Careful use of words, especially knowing when and when not to use a certain word. Even native speakers of English feel overwhelmed by this sometimes.

Here are 20 cases of poor word choice

## 1 Better

Better than what? When you use a comparative term, it's best to say what you are comparing something with. **Aim for clarity!**

- ❌ Grandma couldn't move her legs her last month. This month, she's better.
- ✅ Grandma couldn't move her legs last month. This month, she is improve the big toe on her right foot/ stand for one minute without aid / walk like an Egyptian)



## 2 Maybe / Perhaps

Why aren't you sure? If you're not sure, maybe you shouldn't be saying it. **Look it up and get the facts!**

- ❌ Maybe people will live on the moon someday.
- ✅ Popular Science says humans could success- fully colonize the moon in seven years or less.



## 3 Big / Little

How big or little is it? A mouse looks big to an ant. A human baby looks big to a mouse. An adult looks big to a human baby. **Be specific!**

- ❌ Ed is a big guy.
- ✅ Ed is a strapping guy.
- ✅ Ed isn't overweight, but he has an enormous frame.



## 4 Very

In most cases there's stronger, more accurate word instead of the "very something" word combination. Get 147 alternatives on [www.grammarcheck.net/very](http://www.grammarcheck.net/very) - Be bold and pick one!

- ❌ Hamish lives in a very big house.
- ✅ Hamish's house makes my house look like a shoebox.



## 5 Almost

This wishy-washy word is almost meaningful. Sometimes, it's called for. For example, if Javier is almost 37 or almost 200 pounds, it would sound odd to say he's 36 and 11 months, or 197.5 pounds. (Unless, of course, you're writing in a medical or scientific context.) But in most cases, **aim for a clearer description!**

- ❌ That fly is almost dead.
- ✅ That fly is dying.   ✅ That fly has two more breaths in it at most.



## 6 Amazing

There are so many other fantastic, fascinating, incredible adjectives to use. **Be bold and pick one!**

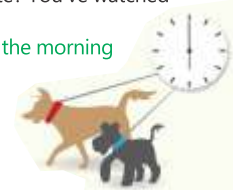
- ❌ This shampoo cleans hair thoroughly and smells amazing. (Amazing like cow manure?)
- ✅ This shampoo cleans hair thoroughly and smells like a field of wild flowers.



## 7 Always / Never

Using always and never indiscriminately makes you sound as if you're prone to stereotyping. These words to have a place in certain assertions. A number divided by itself is always equal to one. You should never drive drunk. But most things in life aren't so certain.

- ❌ Lana always walks her dog at 6 in the morning. Really? She's never been early or late? You've watched her every day? Um, that's creepy.
- ✅ Lana's usually walks her dog at 6 in the morning
- ✅ Lana's in habit of walking her dog at 6 in the morning.



## 8 Pronouns with unclear antecedents: he, she, it, they, etc.

When you use a pronoun, you may know what you're referring to, but your readers may not. Far from being redundant, repeating a noun helps readers understand what you're saying.

- ✗ Michael Jackson had two sons: Michael Joseph Jackson, Jr. and Prince Michael Jackson II. He dies in 2009.  
There are three males mentioned. Who does he refer to? You can't assume all your readers to know you're talking about THE Michael Jackson.
- ✓ Michael Jackson had two sons: Michael Jackson Joseph Jr. and Prince Michael Jackson II. The King of Pop died in 2009.



## 9 Sadly/ Tragically

Think about it: How often is a death or a disaster NOT sad or tragic? Cut these words out and be more direct about the tragedy. Your readers can take it.

- ✗ Tragically, the eruption of Mount Vesuvius wiped out the entire population of Pompeii.
- ✓ The eruption of Mount Vesuvius wiped out the entire population of Pompeii. (Yep, sounds pretty tragic - no prompting needed.)



## 10 Just

Many people use this as a filler word, especially in speech. When you write, you can edit your work. Most of the time, just adds no value to a sentence.

- ✗ I just have no idea.
- ✓ I have no idea.



List of clutter words: [www.grammarcheck.net/clutter](http://www.grammarcheck.net/clutter)

## 11 Really

This is a close companion of very and a crutch like just. Find stronger words to convey your message.

- ✗ The lobster Newburg is really good.
- ✓ The lobster Newburg is phenomenal.



List of filler words: [www.grammarcheck.net/filler-words](http://www.grammarcheck.net/filler-words)

## 12 Stuff

When you talk about stuff, you sound as if you don't quite know what you're talking about. If so, so be it. But if you don't know your stuff, go ahead and describe it - unless you're George Carlin.

- ✗ Ben put his stuff away and went upstairs to take a shower.
- ✓ Ben hung his coat and went upstairs to take a shower.
- ✓ My girlfriend has a lot of stuff in storage.

(This is fair, since you may not have examined the contents closely.)



## 13 However

This isn't a bad word, but often, you can use but instead. One syllable instead of three! Three letters instead of seven! Give your readers a break by using short words when they make sense.

- ✗ Geoff loves vanilla ice cream; however, he opened butter pecan today. (Sound a tad formal for ice cream talk, right?)
- ✓ Geoff loves vanilla ice cream, but he ordered butter pecan today.



## 14 Accordingly

Like however, this is a long, formal word that can usually be replaced by so.

- ✗ My dog threw up on the carpet; accordingly, I got out some carpet cleaner and Febreze.
- ✓ My dog threw up on the carpet, so I got out some carpet cleaner and Febreze.



## 15 Majority

Another long, formal word that's easily replaced by most.

- ✗ The majority of soccer players in this match are from Argentina.
- ✓ Most of the soccer players in this match are from Argentina.



## 16 Go/ Went

How did you or they go? Willingly, or kicking and screaming? More descriptive language will benefit both nonfiction and fiction writing. Be creative!

- ✗ The new prisoner went into his cell.
- ✓ The new prisoner slunk into his cell, hopping the dogs would ignore him.



## 17 That

This is a tricky word, and its use is a touchy topic with some writers and editors. A lot of writing advice tell you to delete that as much as possible. It's true that adding that is often unnecessary, but sometimes helps with clarity. Eliminating that sometimes causes a sentence to run together awkwardly.

- ✗ Rochelle told me that she's a vegetarian.
- ✓ Rochelle told me she's a vegetarian.
- ✗ It's clear the fence needs to be painted.  
(Your teachers may easily get caught up in the phrase "clear the fence" before they realize they need to backtrack.)
- ✓ It's clear that fence needs to be painted.



## 18 Type/ Kind

Although these words aren't entirely useless, you can often recast the sentence to sound less vague.

- ✗ Anita is a different kind of woman.
- ✓ Anita is braver than most women I know.



## 19 Different

different how? Spell it out for us, because we want to know! (see the example for "type/kind.") Otherwise, be concise and delete this word.

- ✗ Sienna traded in her car for a different one.  
If she traded in her car for a motorcycle, then state that. Otherwise, we can assume she got another car.
- ✓ Sienna traded in her car.



## 20 Things

Like stuff, this word can mean just about anything. Help your audience by being clear.

- ✗ Marlon took a few things from my purse when I wasn't looking. (Like some pennies and candy wrappers?)
- ✓ Marlon took my wedding ring and my Prada sunglasses from my purse when I wasn't looking. (OK, now we're talking major theft!)



### How to Avoid Writing Mistakes

1. Read it out loud.
2. Revise and proofread it twice.
3. Use dictionary and thesaurus when in doubt.
4. Have a friend or peer review it with a critical eye for oversights and errors.
5. For long documents, walk away from them for a little while and come back with a fresh mind and a critical eye.
6. Run it through [grammarcheck.net/editor](http://grammarcheck.net/editor) before you sent it off or publish it somewhere.\*

\*but remember that a spelling checker often times won't catch mistakes with homonyms (e.g., "they're," "their," "there") or certain typos (like "he" for "the").



Sadhguru shares a poignant Zen story about laughter, illustrating the point using an extreme example from his own life.

There was a Zen monastery where many disciples gathered to learn from the master. Of all the disciples, the newest disciple was the most active, taking up lots of work. If his master wanted something, he would reach his side before anyone else. He instantly completed any tasks given to him by his master. He was the last to sleep and the first to wake up and begin the daily chores. The master took note of this and asked him one day, "Where were you before you came here?"

The disciple replied, "I was learning from ShalingKyu."

"Oh, ShalingKyu! I have heard about him. Once when he was walking on a bridge, he tripped and fell into the water. Right?" asked the master.

"Yes, Master."

## A Zen Story

# Of Laughter and Enlightenment

"Do you know that he became realized at that very moment?"

"I didn't know about that. But he has written a poem about his realization."

"Do you remember that poem?"

"Yes master, I remember."

"Then tell me."

"I have found a pearl.

For long time dust and dirt had covered its brightness.

Now the dust has flown away. The dirt is gone.

Brightness has been born.

The mountains and the rivers have been lit with its light."

The moment he finished reciting this poem, the master let out a loud laugh.

The disciple was confused, "What is so funny about this poem? Why did the Master laugh?" But no matter how much he thought about it, he could not find an answer. His sleep was ruined that night. The moment he got up the next morning, he came looking for his master.

"Oh, Master! Why did you laugh when I told you that poem yesterday?"

The master said, "You are worse than a clown."

"What?"



"Yes, clowns make others laugh, but you get terrified if someone laughs." Saying this, he started laughing loudly again.

This laughter of the master enlightened his disciple.

### Sadhguru's explanation

**Sadhguru:** There is a deep connection between Zen and laughter.

Most of the Zen masters were the kind to laugh loudly. Not only Zen, anyone who has attained a certain elated state within themselves do not wait for a reason to laugh. Whether it is good news or bad news, they can laugh.

In my youth, after enlightenment flowered within me, I looked at everybody around me and thought, "Why are these people, who are capable of being extremely blissful every moment of their lives, messing up their lives like this?" Tears would stream down by face.

But soon, I realized that whenever I saw ignorance in people around me, it was more blissful to laugh than shed tears. There is no meaning in going on shedding tears.

In this world, more than poverty or disease, it is ignorance that is widespread. What better opportunity can you find to laugh than when you see ignorance? If you have the intelligence to relate ignorance and blissfulness, then there is really no problem.

Once, I was driving in the mountains in the US. It was pouring rain. Volunteers from Isha were traveling with me in different cars.

In the car behind me, there were three American women with an Isha volunteer. Generally I drive fast and they were trying to drive their car at my speed.

I warned them, saying, "Don't try to match my speed."

They said, "No, this route is familiar to us," and they kept going at the same speed.

The mountain road made a bend at one place. I maintained the same speed through the bend, but the car behind me was unable to manage the turn. At great speed, it hit a lone tree that was standing nearby. In that impact, the car bent the tree a little and sort of climbed up the tree like a beast, so that it was hanging half on the tree and

half on the road. If it had missed slightly, it would have fallen into a 400 feet deep valley.

From my rearview mirror, I witnessed everything from the moment the car hit the tree. I brought my car back a little and parked it, got out and looked at their state.

The ladies inside were shouting and screaming. The car was hanging precariously on the edge, and we slowly got each one out safely from the car one by one.

All of them could have died in an accident like that. But they escaped. Even after escaping a disaster, they could not move beyond the fear and commotion that it caused. The American women started crying even more vigorously.

But the woman from Isha started to laugh out loud the moment she stepped out. The moment I reached there, I also started laughing uncontrollably.

The American women got even more angry and shouted, "How can you behave so irresponsibly when we're suffering like this?"

I continued to laugh and told them, "If you had all died I wouldn't have laughed like this. I would have waited for some time and then laughed."

At any point in life, or in any situation of life, how you face what comes to you depends on how ignorant you are. Where did you come from? Where are you going? You don't know anything, but you imagine something on your own and get caught up in that. You are going to be here for a very short span, so why make it such a mess out of your foolishness?

You may come up with a thousand reasons to lose your laughter. "I lost my father. I lost my mother. I lost my wife. I lost my husband. I lost my child." Whatever reason you may give, there is no reason to lose your laughter.

If people have lost their laughter, there is only one reason: they are at the peak of ignorance, have lost sense of life. If you attain an ecstatic state, laughter is all that is left. If you listen to the sound of a temple bell, you will see that it is closest to the sound of a loud laughter. One who has lost his laughter has lost everything. This is what the Zen master demonstrated to his disciple.

TIT BITS



instead of **cry** use

weep	howl
sob	lament
snivel	bawl
whimper	ululate
mewl	keen
wail	pule



instead of **yell** use

cheer	call out
hoot	shriek
squeal	squawk
bawl	bark
roar	scream
bellow	sreech



instead of **sleep** use

slumber	catch a wink
conk out	doze
snooze	crash
catnap	doze
nod off	drop off
drowse	flop



instead of **jump** use

hop	leap
skip	surge
vault	hurdle
bob	spring
bound	buck
leapfrog	gambol



instead of **close** use

shut	block
slam	bang
bolt	lock
secure	clog
fasten	bang
cork	dam



instead of **talk** use

shmooze	philander
verbalize	articulate
utter	express
describe	prattle
gab	babble
discourse	yak



instead of **run** use

flee	hotfoot
escape	shoot
dash	sprint
bolt	race
scamper	jog
tear	trot



16

**Boring verbs & what to use instead**



**instead of win use**

prevail	overwhelm
achieve	overcome
conquer	succeed
upset	triumph
edge	cream
beat	catch



**instead of work use**

drudge	plug away
pursue	strive
slog	grind
strain	moil
labor	tinker
carck	toil



**instead of play use**

caper	perform
cavort	rival
revel	divert
contest	dabble
kibitz	compete
vie	challenge



**instead of hit use**

slap	whack
jab	strike
cuff	knock
smack	sock
spank	wallop
pop	whop



**instead of cook use**

boil	whip up
bake	ready
brew	fix
poach	set up
braise	coddle
broil	griddle



**instead of clean use**

sweep	spruce up
cleanse	sanitize
freshen	tidy
neaten	rinse
scrub	scour
bathe	mop



**instead of sell use**

peddle	sacrifice
push	hawk
market	vend
pitch	unload
trade	plug
barter	dispose



**instead of give use**

consign	hand over
award	bestow
present	convey
provide	grant
deliver	confer
assign	bequeath



**instead of throw use**

hurl	catapult
pitch	fling
heave	flip
chuck	lob
launch	toss
volley	sling

# WHAT IS THE FUNDAMENTAL GOAL OF SPIRITUALITY?

Your mind is constantly discriminating. So the first step is to bring down or scale down the likes and dislikes, kama and krodha. If you bring these down, slowly things start fusing and merging. At least when you sit and meditate, when meditation happens nothing else exists. At least in those few moments, nothing else exists. There is just a being; nothing else is there.

Now, how can I say there is nothing else here? There is so much happening in existence - the mountains, the trees, the animals and the breeze. How can I say this is not real? It is very hard to believe isn't it? It is not that it is not real; it is just that your mind is not real. Everything that you look at through your mind becomes unreal and what you call a reality right now or the current reality is not so. Let us look at it this way - the current reality and the Ultimate Reality. So when I say the former is not real, it is not that it doesn't exist at all. It does, but its nature is so transient; the next moment, if the existence wishes, the whole game will evaporate like it never was there at all.

You can look at it this way Let us say you go to a cinema theatre to watch your favourite film star and the movie also turns out to be a good one. You got involved, you cried with your hero or heroine, you laughed with them, you fought with them, all that you did. And everything was so real; it was life. Most people live their life only through the cinema. Where do they live their lives really? They have lived their lives

only through the cinema; it is so real. Now in the end, at least they mention, "The End" ...it's over. And that is it; it is over.

Some people are so involved in the movie, it is hard for them to believe it is over. They don't want to get up and move. It is the same here also. The whole thing is a game of light.

Another way of saying it is, everything is ultimately just light. Right now, what you are seeing is a lesser reality than what you are not seeing. That is the truth. Your aura has more reality than your body. Even if the body disintegrates, the aura remains. You can say ultimately all physical matter becomes light. This is physics. First it becomes sound, then it becomes light, and then it becomes nothingness. See the progression of existence - from nothingness to light, from light to sound, from sound to what looks physical now and once again the reverse process goes on everywhere.

So the fundamental goal of the spiritual path is, when a person experientially realizes that everything is so transient, he becomes loose within himself. He is not stuck to anything. When he is not stuck to anything, if he wishes he can withdraw from everything. And if he wishes, he can enjoy everything but there is no suffering. If he wishes, he can suffer also. Sometimes, even that is good; that suffering is not a suffering any more. You can allow yourself to melt and fuse with somebody.

# DEALING WITH SELF-DOUBT AND GROWTH PANGS

Regina Cassandra: While growing up, there were a lot of questions in my head in terms of myself, my capabilities and my abilities. Self-doubt is definitely an issue that I and a lot of kids have to face and overcome. How does one overcome self-doubt, especially as a youngster?

Sadhguru: Namaskaram, Regina! It's good to doubt yourself. I know everyone says, "Believe in yourself!" I would say, "Please doubt yourself." If something goes right or wrong, first always look, maybe it's you who caused this. If it's not, then look at others. The so-called confident idiots are stepping on everyone and walking. Doubt will bring sense into you. You'll walk gently on the planet.

## Growth Pangs!

And when we say growing up, there are many dimensions to a human being - there are physiological, psychological, emotional and other dimensions of growth. Most of the time, we measure growth physiologically, and the next possibility is psychologically. We only discover the other dimensions when life situations challenge us. Our level of emotional and energetic growth, as well as our growth as a being, are only revealed to most of us when life throws very challenging situations at us. Most human beings will be surprised at their own reactions to life situations.

**If people are having growth pangs, it is mainly because their psychological growth is not at least one step ahead of their physiological growth.**

With regards to physiological and psychological growth, the body is a very tangible element, so it grows at a certain pace. But the psychological dimension of who you are is not such a tangible process. It is more flexible, mobile and nebulous. So it should be able to grow well ahead of your physiological process. If people are having growth pangs, it is mainly because their psychological growth is not at least one step ahead of their physiological growth.

Though the same things have happened to billions of people on this planet forever, it still looks like they are happening for the first time in the universe. People are surprised and shocked. This is just because their psychological growth is behind their physiological growth.

**It is very important in a society that we create a**

**situation where every child is psychologically at least one step ahead of their physiological growth.**

It is very important in a society that we create a situation where every child is psychologically at least one step ahead of their physiological growth. If you do this one thing in your life, you will see, whether it is adolescence or middle age or old age, you will not be surprised by anything - you know how to deal with it and handle it. There will be no shocks and upheavals in your life because of simple processes.

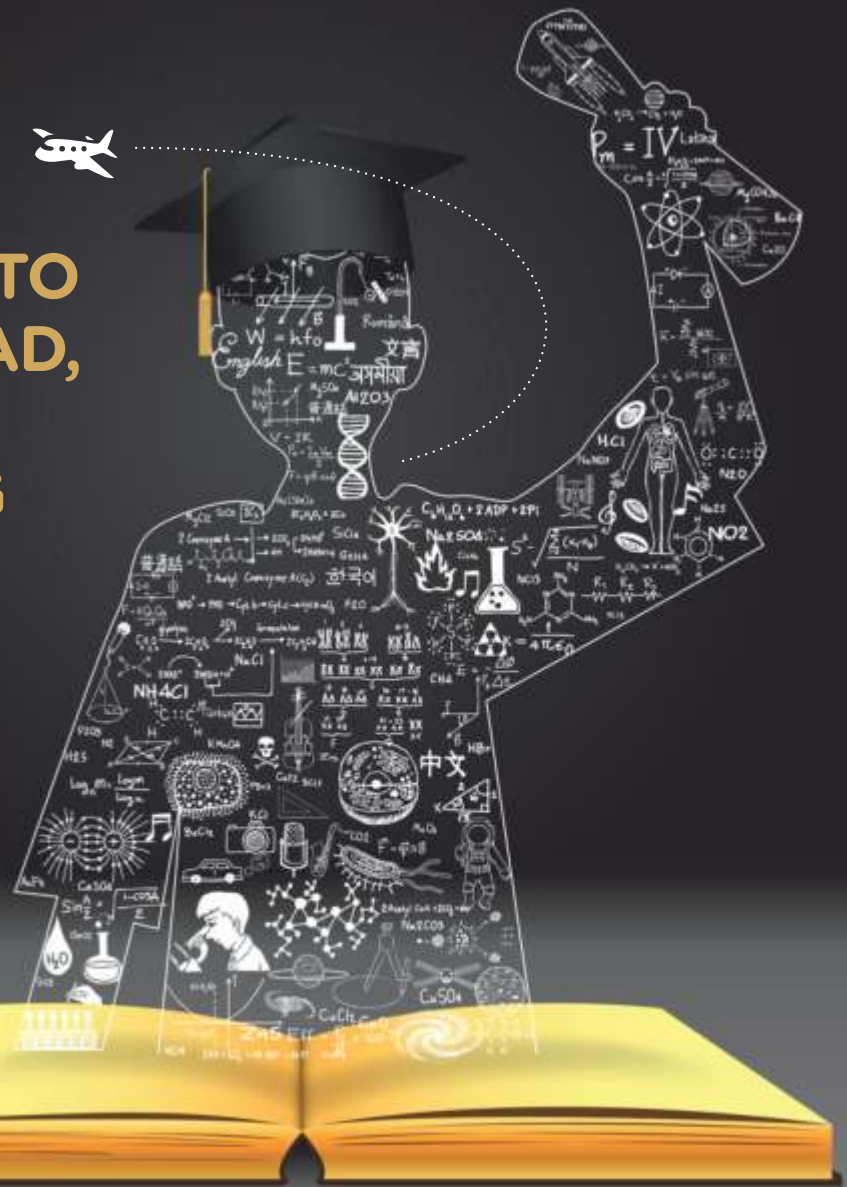
**Life is not a problem. Life is a certain process. The question is, have you prepared yourself for the process or not?**

Right now, people are living in such a way that toddlers are having diaper problems, teenagers are having hormonal issues, middle-aged people are having mid-life crisis, and in old age, people are of course suffering. Tell me one dimension of life which people are not seeing as a problem! Life is not a problem. Life is a certain process. The question is, have you prepared yourself for the process or not?



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"Don't judge each day by the harvest you reap but by the seeds that you plant." —Robert Louis Stevenson



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