

GUIDELINES

Guidelines Newsletter 6th Edition Sep 6. 2011

From the Chairman's Desk



Solve – Evolve – Resolved

Dear Readers,

The festive season always brings along opportunity. Whether it being financial, personal, familial or professional, it is up to each one of us to identify it and make the most of it. It is also the best time to tell tales about the great beings (whom we now worship) to your children. Children love listening to stories and it is the best way to instill values and behaviors amongst children. Also, the season comes with a lot of holidays, which gives us enough time to do these activities. It is just about good planning.

Effort will take you a long way with your children growing up with stories to tell their children. Also, it pulls children from watching TV serials to find interest in series which tell tales of the great beings. It deeply encourages them and moves them towards the positive, as every child wants to become the hero (in the story). The identity becomes a role model for children to follow. As we all know, children learn most through observation & imitation, and now is the best time to exploit this for the better!!!

Dr. George Varghese
Chairman & CEO

Editor's note

It's the month of September. It's a time of festivals and celebrations. We wish all our readers a happy Ganesh festival!

Fun, frolic, laughter, enjoyment – The Ganesh festival is categorized by all these factors. Festivals give us a break from the daily routine.

Daily routine – yes seems boring – isn't it? Well, in this month's newsletter we have tried to find the reasons for the daily routine to become boring and to make this boring routine interesting. In other words, how can you enjoy your work and daily tasks despite the boredom?

Simple goal setting can go a long way in adding to your happiness this festive month. Parents – we have something for you too. The **“Comparison by parents”** article highlights the pros and cons of comparing children.

That's about it! We want to thank you again for your response and sincerely hope that this newsletter reaches out to you to add to all the joy.

Thank you!

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From the Research Desk

Set goals: Carve the way for your life

Goals. What do you mean by goals? Why are goals important in life? How can you practically change your life by setting smart goals? Let's see in this article below.

Why setting goals is important?

Many a times, in our day to day life, we feel something is missing or certain things can get better. There's a feeling that we have no direction to move – we've reached a dead end. Yes these situations are bound to occur when there's lack of clarity on what exactly one wants to achieve in life.

The solution to this problem and the way to achieve clarity on what we want in life can be successfully done through setting goals.

The theory of Goal setting is used by top-level sports persons, successful business-people, and all those achievers in life whom we wish to idolize.



The advantage of setting goals is that one can establish a long-term vision. Here, of course, the long term vision is like a photo film which will be developed into reality after consistent efforts. Goals also help a person in developing short-term motivation which in turn helps in carrying on the efforts to reach the goal.

Acquiring knowledge, organizing your time and resources so that you are able to make the most of your life is the outcome of setting goals and following them.

Why do you find your job boring? There could be many reasons why you find your job boring. Possible reasons could be:

1. Job is monotonous and mundane
2. Lack of interest
3. Low energy levels
4. Distractions
5. Tension in the team
6. Dissatisfaction



If your work seems boring, try to make it interesting: You can overcome such problems by setting simple goals that help you in your daily tasks. You can try doing the following:

1. **Talk-it-out:** If the task is monotonous, talk to your manager. See if you can do some other tasks in addition to the task on hand. You can also take breaks in between and figure out if you can find some innovative ways to do the job better.

By doing this, the supposedly “lack-luster” jobs may start to seem interesting.

2. **Compare and contrast:** Discuss with fellow colleagues who are a little happier about their job about the reason for liking the job. Then analyze your own situation. Find out the problem areas and see whether you can implement what your colleagues are doing.

Doing such kind of an analysis can motivate you and lead you in a direction where you find yourself comfortable and happy on job.

3. **Vacation:** Go on a vacation. Yes! But after you have completed your tasks. Set a goal for yourself – weekly, monthly or yearly and put in your best and then go on your planned vacation.

Work satisfaction is what is important here. Once you have done the job up to the mark, you can take a break. A little distraction always helps and it might just change the way you now look at your job and help you be more focused.

Edwin Locke's goal setting theory: Goals and Performance are linked

In 1960's, **Edwin Locke** put forward the Goal-setting theory of motivation. This theory states that goal setting is in essence linked to task performance.

The theory states that specific and challenging goals along with appropriate feedback contribute to higher and better task performance. In other words, goals signify and give direction to an employee about what needs to be done and how much efforts are required to be put in.

Features of the goal-setting theory:

- 1) *Better motivation with difficult goals:* An important source of motivation on the job is the desire to attain goals. Clear, particular and difficult goals prove to be more motivating in comparison to easy, general and vague goals.

A vague goal can be "Completing a task". A specific goal can be "Completing a report writing assignment in 2 days".

- 2) *Specific and deadline driven goals lead to greater output:* Specific and clear goals lead to greater output and better performance.

The goals need to be unambiguous and measurable as well as accompanied by a deadline for completion avoids confusion, misunderstanding, give better direction. The output thus produced is good.

- 3) *Feedback is important:* An appropriate feedback of the work done by an employee directs the employee behavior and contributes to higher performance than no feedback at all.

Feedback is a means of gaining status, making clarification and regulating goal difficulties. It helps employees to work with more involvement and leads to greater job satisfaction.

- 4) *Participation of employee in setting goal makes it more acceptable:* Employees' participation in goal is not always advantageous. Participation of the employee in the process of setting a goal, however, makes the goal more acceptable and leads to more involvement.

Conclusion: Sense of pride, sense of achievement and confidence boost are all in store for you once you learn how to set goals and achieve them.



Goals can be of different types – Personal, Professional, Financial, or any other. Personal goals can be wake up early everyday at a certain time; financial goal can be to buy a new car in a span of 2 years.

No matter how small or big the goal, setting it and keeping on track to do the things required to achieve it is what is important. The results will just follow then.

Once you start following the process, you will find that things will start falling in place; things that seemed impossible now seem possible. That's the way to go, that's the way to be! So, have you penned down your goals yet?

Comparison in children

"A human being is a single being. Unique and unrepeatable"

Eileen Caddy, Spiritual teacher and new age author

You are a parent. You want your child to be the best. Yes nothing wrong in that absolutely. Whether you have a single child or more than one child, you are bound to knowingly or unknowingly compare him/her with other children or with his/her siblings.

Self esteem of children is an important factor to consider when you are comparing them with others. Though children are small, they do have self esteem and this is bound to get scarred with constant comparison to other children or even siblings.



Comparing can take place on many grounds – right from the way your child dresses, to his grades in the studies or even his participation and performance in sports activities.

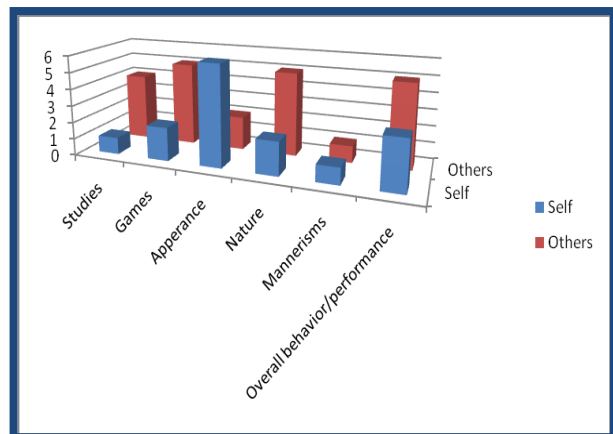
Nagging the child with comments like “See how he always comes first in class, why can’t you study like him?” or “See how your sister is so obedient,

why can’t you be like her?” can be misleading and discourage the child.

Do you compare your child's development to that of other kids? Take this survey to know.

Comparison is not always negative: While most of us will view comparison as negative, let me tell you that this is not the case always. However, it is important to study your child’s behavioral patterns to see how he/she reacts to comparison. Comparing the child may lead the child to use coping mechanisms resulting in the following possible reactions -

1. Resisting, defying, being negative
2. Getting angry and throwing temper tantrums
3. Withdrawing, fantasizing, daydreaming
4. Becoming shy and hesitant to try anything new
5. Thinking negatively of self and lowering self confidence



These are just a few reactions of the child when being compared. As a parent just monitor these reactions to avoid any negative consequences.

Comparison can play an adverse role in terms of self image of the child. For instance, if you keep telling

your child “You are not good enough” repeatedly; then this thought may constantly hit the child and out of aggression or self defense, your child may actually become that way.

If you are seeing any changes and improvements in your child in any aspects, then the child sure deserves a chance. You can overlook his faults for the time being and encourage him to do better which in turn will also help him overcome the flaws. After all, parenting is an art – it’s a skill that needs to be learnt. So, in order to play your part as a good parent, be aware of your child’s needs and understand what works for his betterment.

So as the saying at the start of this article goes “A human being is a single being. Unique and unrepeatable”; remember that each one of us is unique and none of us can be like the other. Hence, avoid comparing your child unless it is really going to serve any strong purpose.

Comparing him with himself or tracking his progress is always going to prove beneficial as it helps him get better each day.

- V SOLVE Research Team



Share with us 10 or more e-mail ids to expand our reader’s database, and be the lucky one to win exciting prizes!

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CALL FOR CONTRIBUTIONS – Let’s hear your voice

We encourage you to send us your contributions in the form of articles, quotes or comments & thoughts on the discussions in this newsletter. This is your newsletter, so contributing will strengthen our purpose of publishing it.

Further, your life experiences are valuable to us, and could provide other readers with solutions.

Write to us at news@vsolvegroup.com

You can win prizes for the best contribution of the month and get your article printed in the “Best Contribution of the Month” section of our newsletter. Let your voice be heard! We open up an opportunity to let your dreams come true.

***As per company’s discretion.**

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