



GUIDELINES

Guidelines Newsletter 13th Edition June 4, 2012

From the Chairman



Dear Readers,

As we all know, in India, every decision made from the smallest to the largest involves all the members of the family, and attracts advice from each member irrespective of whether the advice is sought. One way of looking at this is good – wherein a sound decision would be made after discussions and inputs of all family members.

The other side is not such a bright one, when everyone in the family becomes a self proclaimed career counselor. When others' motives, wants, needs and dreams become a part of your child's career deciding pattern, it becomes very confusing for the child.

It is the responsibility of the parents to navigate the child through all these "expert" advice, and yet help the child to make the right decision, which is independent of biased views of individual family members and which focuses only on the benefit of the child.

- **Dr. George Varghese**

"There comes the play of the complex hierarchical structures in the society. Some jobs are considered to be (in several cultures) as lowly and, others respectable. For example in India, being a server / a waiter in a restaurant is not considered as a favorable job; whereas a career in computers, management, science etc. are considered to be respectable careers. Unfortunately these aspects are given a strong consideration over the capacity & capability of an individual to perform."

Entertainment in the form of mingling with family members, playing with your child, talking to your siblings, playing board games & cards and making an occasional call to your loved ones who are far away from you, will make a great difference.

Career Influences in selecting a career

Discipline – A key to work life balance



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ditor's Note

We had a successful launch of our new website for our career services. Working professionals and entrepreneurs from all fields are now calling us and visiting us to use our career services, for their career enhancement.

Std. XII students are now awaiting their centralized test exams, which will act as a major decisionmaker for selecting the right field. Through this week's edition, we have tried to make parents aware of the various influencers (tangible & intangible) that play an important role in selecting a career. These influences can be controlled and used by parents for the benefit of their children. Read on to find out how you can help your child make better career decisions.



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Cultural Influences in Selecting a Career



Culture is ingrained within us from the time we grew up enough to acknowledge its existence. Our existence is based on our culture that we were born to, which impacts the way we lead our lives, the way we behave with others and ourselves and the way we think, believe and perceive.

A career is somewhat dependent on all these factors, since the individual must accept, implement & enjoy his / her job roles and responsibilities within his / her career.

Centuries ago, an individual's career depended on the basis of what his forefathers accomplished and left behind. For example, a tailor's son would always be a tailor, & a craftsman's son would always be a craftsman. In fact families were known for and named after their occupation. And they were very proud of their occupation. But even at that time, individuals with exceptional skills were there who were recognized and promoted. But one needed a keen eye to trace such exceptional individuals. The simplest example is one of Eklavya – the disciple of Dronacharya, who learnt artillery by practicing in front of his self proclaimed guru.

Although the rigidity of people has reduced, people still cant keep their culture from interfering with the child's career choice.

There comes the play of the complex hierarchical structures in the society. Some jobs are considered to be (in several cultures) as lowly and, others respectable. For example in India, being a server / a waiter in a restaurant is not considered as a favorable job; whereas a career in computers, management, science etc. are considered to be respectable careers. Unfortunately these aspects are given a strong consideration over the capacity & capability of an individual to perform.

There comes the family legacy. Families with doctors and engineers would like their future generations to continue in the same fields, as it is a matter of pride for them.

The family influence depends on:

- The family's belief systems – what they believe respectable & non-respectable
- The priority that the family lays emphasis on - for e.g.: some families would emphasize on a stable income, whereas others on jobs that have the glamor
- Dreams, wants & wishes
- Cost involved - the cost of education, which might hinder talented individuals from gaining the best of education & training
- Values of the person / family
- Motives of the person / family
- Too much affluence – having too much of everything, resulting in no interest in pursuing a career





These aspects are important, but when entwined with excess of feelings on either sides can hamper the career of the child.

Although, parents are now taking a more understanding role, wherein they are happy if the child chooses a career of his own, in most cases it is still the family who makes a decision on a child's career. And to top it all – all family members have their say right from the oldest generation to the students' siblings. Peer pressure too plays an important role in deciding a career today. So what we are looking at is a complex network of thoughts from various confused minds, which might not necessarily apply to a child, but becomes an important consideration for child to choose his / her career.

The thought I would like to provoke today is whether we are looking into the true benefit of our children by guiding him / her correctly, or are we unleashing the child too loose where he could probably land in a pitfall, and its too late to turn back?

DISCIPLINE - A KEY TO WORK LIFE BALANCE

Discipline is a word that was well recognized and followed by our forefathers to lead their lives in an orderly manner, taking all their responsibilities correctly, and sailing appropriately through life.

I think we all are aware, that we have lost the practice of living a disciplined life. Discipline comes in the areas of the time and activities that are to be performed on a regular basis.

Our body clock / cycle is aligned to the nature's cycle of day & night. How well our daily activities & rest times are distributed will make a lot of difference to our health and energy. Today, work hours range anywhere between 8 – 12 hours and sometimes 14 hours too. It is ok for this to happen. But the issue comes up, when we don't supplement such days with adequate rest. For example, some of us will still go back home and watch television or play computer games till there is hardly any time to gain adequate rest.





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Work can be done on weekdays, whereas leisure can be shifted to weekends. If you are getting too bored on a weekday, you can take some time off for leisure activities, but make sure it is on a day that is less demanding on your work schedule.



Having a daily schedule in place, and following it is important to ease out great amount of pressure. You can customize the schedule to suit your needs, but stick to it, and don't give in to the whims and fancies of your cravings and wants. Listen to your body & mind, but don't let it exaggerate the need for entertainment.

Entertainment in the form of mingling with family members, playing with your child, talking to your siblings, playing board games & cards and making an occasional call to your loved ones who are far away from you, will make a great difference. It will add a newness to your life and you will also earn the goodwill of your family members. It will make relatives feel that they are wanted.

It will refresh your body and mind for a better tomorrow.

Entertainment, when it takes such simple forms, not only give satisfaction and a sense of well being, but also saves money, increases interaction with people and brings you closer to your family & loved ones. This happening in itself positively impacts the health of the individual, and reduces chances of psychosomatic and stress related disorders. Half the lifestyle related stress is reduced. Hence how we balance our long hours of work, with adequate rest and entertainment with our family and loved ones, is what will make a positive work life balance.

- V SOLVE Research Team

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