

From the Editor's Desk



YOU are alone: *The mediator is one who dives deep into aloneness, knowing that we are born alone, we will be dying alone, and deep down we are living alone. So why not experience what this aloneness is? It is our very nature, our very being.* – Osho

Free Yourself: *The search ends with the realization that there is no such thing as enlightenment. By searching, you want to be free from the self, but whatever you are doing to free yourself from the self is the self.* – U.G. Krishnamurti

You are DIVINE: *The Divine is present in everyone, in all beings, in everything. Like space it is every where, all pervading, all powerful, all knowing. The Divine is the principle of Life, the inner light of consciousness, and pure bliss-our very own Self.* – Mata Amritanandamayi

Birth & death: *There is nothing as fearful as death, and there is no suffering as great as birth. Be free from the fear of both birth and death, by doing away with attachment to the body.* – MAHAVIRA, Mulachara

It's opportunity: *The highest levels of performance come to people who are centered, intuitive, creative and reflective people, who know to see a problem as an opportunity. Always go with your passions. Never ask yourself if it's realistic or not.* – Deepak Chopra

Truly Educated: *The mark of the educated man is not in his boast that he has built his mountain of facts and stood on the top of it, but in his admission that there may be other peaks in the same range with men on top of them - that their views too are legitimate.* – E J Pratt

No Violence: *The essence of all knowledge consists in not committing violence. The doctrine of ahimsa is nothing but the observance of equality- the realization that just as I do not like misery, others also do not like it.* – Mahavira Sutrakrtanga

“Neglect ion and Discrimination” withbiased decisions, made by any of the three pillars of governance, in public services and / of the media, should consider for a re-think to existing administrative mechanism to consider , whether it's a right or wrong discretion made, in a given situation. Same needs to be under public scrutiny with open debate on humanity, to never allow an individual to continue suffering, which is deprivation of his basic rights and privileges, which should not be forgotten to die with him.

Ex-Serviceman, Corps of Signals, Indian Army, Chandran P K

“It is better that ten guilty persons escape than that one innocent suffer” – Sir William Blackstone

ON LEADERSHIP:

Engenders rigidity: *The pursuit of a fault-less ideal, creates strong mental beliefs about the "best way" to do things. Leaders get hooked to doing things the "right" way and stick to the "safe" and proven method. This often also blocks them from listening to alternative points of view and suggestions.*

Fosters risk aversion: *The ability to take calculated risks is an important skill for effective leaders and the fear of making mistakes often makes perfectionists severely risk-averse. Taking risks logically means they are prepared, that things might go wrong, something perfectionists would rather avoid. This makes them naturally avoid projects that have a chance of failure, and rarely allows them to make effective decisions in scenarios that involve accepting failure as a possible consequence.*

Kills productivity: *In a world where time is money, leaders don't always have the luxury of poring over every detail till they get it just right. The need to produce perfection can adversely affect productivity not only because it takes longer to finish every task, but also because it takes more mental effort to even get started. The increased workload as well as angst created in the quest for perfection can take the joy out of almost anything.*

Destroys ability to build trust: *Since perfectionists always produce a higher standard of precision, it might seem logical that they would attract trust. However, perfectionists rarely inspire trust in initial interactions. When meeting someone new, warmth and personal connect is more crucial than pure competence. Personal connect requires you to be human, to be vulnerable, not perfect. The aura of perfectionism can be a major trust turn-off in new associations. In addition, the perfectionist's demanding and often critical ways can further damage the trust quotient.*

Increases stress: *Studies have found stress levels to be significantly higher in perfectionists, for obvious reasons. The urge to reach a sometimes unattainable standard of excellence creates an incessant sense of dissatisfaction and inadequacy where nothing feels good enough.*

Severely damages personal relationships: *The relentless pursuit of a lofty ideal rarely leaves time to invest in healthy relationships. In addition, the unattainable standards leaders set for themselves soon begin to extend to others. And before*

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they know it, criticism and fault-finding become second nature, whether expressed or not.

The final nail in the coffin is the scathing self-talk: A nagging sense of dissatisfaction is natural to perfectionists. The constant race to master perfection, combined with the mental anguish of dealing with perceived failures, rarely allows them to love and accept themselves. The toll on personal relationships is inevitable. It is time to stop celebrating perfectionism. "Perfect" is not something that is possible to create every time and, honestly, it is not even desirable. In fact, it often covers up a latent fear of not being good enough, of not being better than the competition, of not living up to the hype we have created about ourselves.

The following suggestions will help to control the perfectionist urge and channelize the energy to create realistic excellence.

Identify your fears: What are you afraid might happen if you produce a terms of providing the necessary budgets, but also participation and support. Executive search firm Korn Ferry's 2015 Real World Leadership study, covering 7,500 respondents from 107 countries, cites the "lack of executive sponsorship" as the biggest barrier to successful leadership development.

"Leadership development is the outcome of an arduous and a protracted process," says Kaicker, "that yields results only over a medium- to long-term horizon. Moreover, even with the deployment of scientific and structured tools like leadership-style inventories, behavioral interviews, personality assessments and 360-degrees feedback, some degree of subjectivity cannot be ruled out, and the less-than-perfect outcome? Knowing the answer to this question is an important step to understanding and defeating perfectionism.

Confront your limiting beliefs:

- Ask yourself, what makes you hold on to perfectionism. Are you using perfectionism as a shield to protect yourself from criticism that you can't handle?
- Do you find it difficult to accept competition?
- Are you subconsciously seeking external approval or validation?
- Have you convinced yourself that this is essential for your success?

The pursuit of quality and excellence is a desirable ideal. But the distress over every small flaw, the unrealistic standards and constant dissatisfaction can undermine you. Recognize and question your standards at every step. Make sure they are realistic and achievable.

Be realistic:

Love yourself and accept your flaws:

Mistakes are what make us human, and the quality of our mistakes and our ability to learn from them shapes who we are. It is your flaws that make you unique. Accepting not just your own but also others' flaws are a critical step in overcoming the negative effects of perfectionism.

While introspection is great, over-analyzing the past and agonizing over what you could have done better can be counterproductive. Take a moment to list the lessons and keep moving forward.

Yes, there are specialized roles and tasks that require a great level of precision, but as you rise to become a leader of people and business, the limitations far outweigh the advantages.

Look forward: Shweta HandaGupta is the founder of QuadraBrain Transformation Solutions. She works with board level, CxOs and potential leaders as a leadership coach, facilitator and change expert. process, therefore, may not generate perfect results. As a result, organizations need to have an appetite for some amount of risk," he says.

Skill gap: Leadership development initiatives undoubtedly call upon managers to play a key role in developing their high-potential employees by providing career-enhancing job rotation opportunities. This entails, besides a high degree of confidence, some critical skills like stakeholder management, coaching and influencing.

Managers may not necessarily be adept at all this. Kaicker says it has as much to do with the lack of skills as the lack of seriousness. He cites the example of an organization that sought to inculcate coaching skills by putting over 100 senior leaders through a coaching programme-a year down the line, not more than 50% of the participants had actually engaged in coaching conversations.

A successful leadership development strategy, therefore, calls for an eclectic blend of elements and, most of all, cultural readiness in terms of the will and skill of stakeholders in playing their roles effectively. Charu Sabnavis is a learning and organizational development facilitator and founder director of Delta Learning.

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