



Swami Vivekananda
Contributor Personality Program



An Adani Group Initiative

UNIT 4:

The Contributor's Vision of Career

From Acquisitive Career to Contributive Career



for students and faculty of
Gujarat Technological University

by

i-become University
Services

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UNIT 4:

The Contributor's Vision of Career

*From Acquisitive Career to
Contributive Career*

Learn to distinguish between an “acquisitive career” and a “contributive career”.

An acquisitive career is one in which the career-seeker is focused on acquiring higher position, higher salary, more benefits, etc. This preoccupation with selfish interests often damages the individual's career, and equally important, damages the organization and society. A contributive career is one where the career-seeker is focused on contributing, with rewards being a by-product of the contributions made.

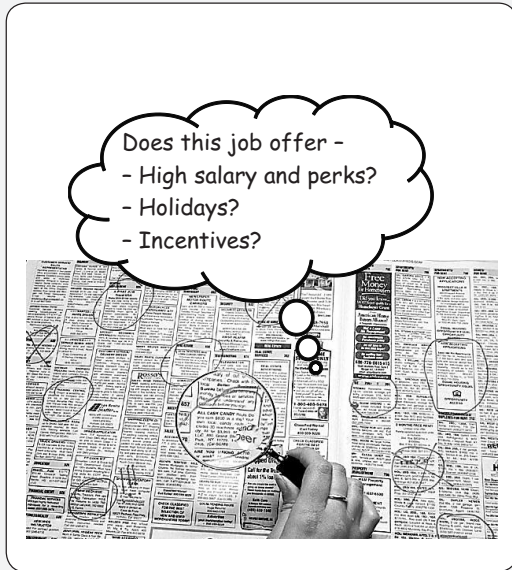
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Concept Exploration

EXPLORATION 1:

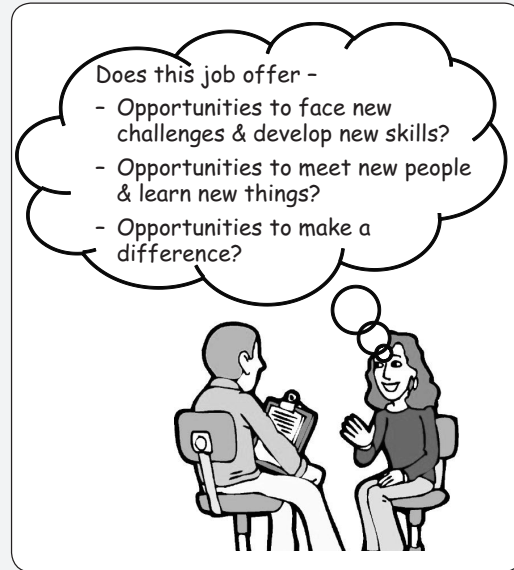
The Contributor's Career Strategy¹: Choose the "Opportunity Vision"

'Rewards' Vision



Rewards are more important than quality of work and one's development in the job

'Opportunity' Vision



Opportunities to face challenges and one's own development are more important than salary and perks



REFLECTIONS

Q1. How will this career strategy of choosing "opportunity vision" impact your choice of job? Discuss to answer.

MEANINGS:

¹ Career Strategy is an approach or tip or plan of action that you can use in your own career to improve / grow in your own Career (as a contributor).

EXPLORATION 2:

The Contributor's Career Strategy: Choose the "Purpose Vision"

'Domain' Vision

I can work in the field that I have been trained in



The Non-contributor is limited by his/her domain of training, and is unwilling to go beyond

'Purpose' Vision

I will learn whatever is needed to perform well in my role, and help my team / organization achieve its goals



The Contributor is purpose-focused, and is thus willing to learn and do whatever it takes to serve the purpose

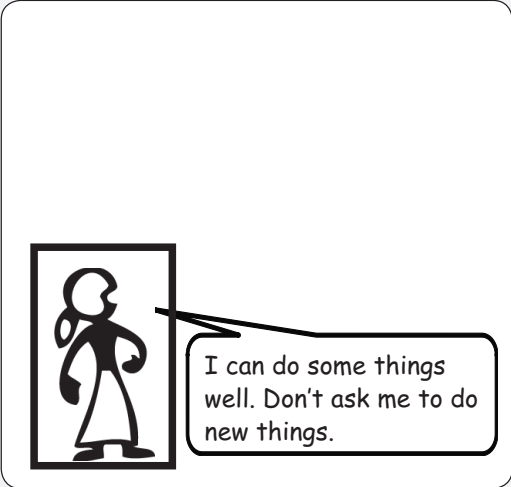
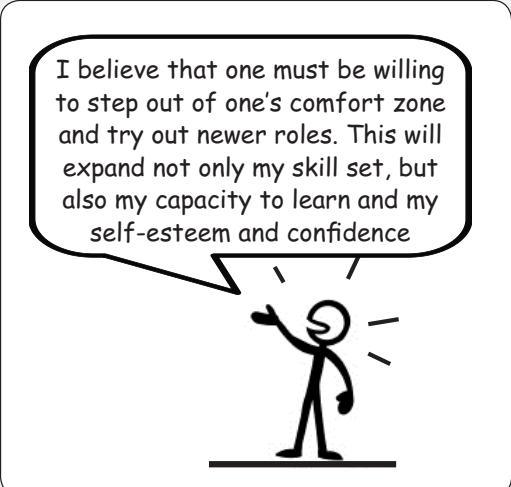


REFLECTIONS

Q1. How will this career strategy of choosing "purpose vision" impact your choice of job? Discuss to answer.

EXPLORATION 3:

The Contributor's Career Strategy: Choose the "Capacity Expansion Vision"

'Comfort Zone' Vision	'Capacity Expansion' Vision
	
<p><i>The Non-contributor rigidly sticks to his/her given job description and his/her 'comfort zone'</i></p>	<p><i>The Contributor is willing to try out and learn new things, diversify if needed, volunteer for new responsibilities, take on new roles – thus expanding his/her capacity</i></p>

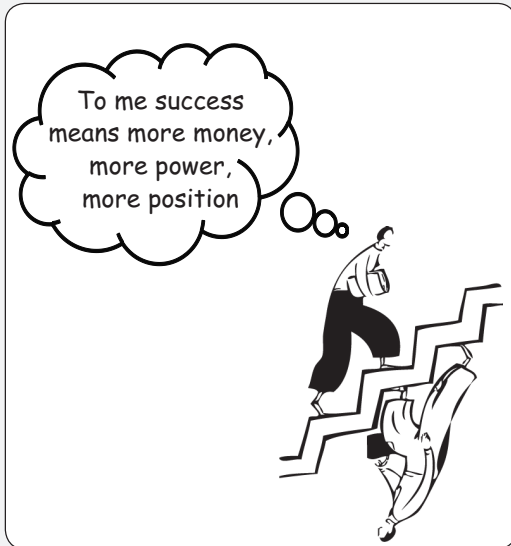
 **REFLECTIONS**

Q1. How will this career strategy of choosing "capacity expansion vision" impact your choice of job? Discuss to answer.

EXPLORATION 4:

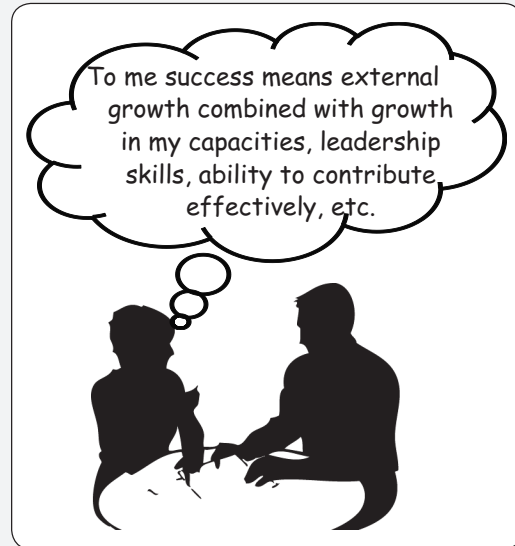
The Contributor's Career Strategy: Choose the "External + Inner Growth Vision"

'External Growth' Vision



The Non-contributor recognizes and chases only external growth

'External + Inner Growth' Vision



The Contributor recognizes and seeks both external growth as well as inner growth within him/her self



REFLECTIONS

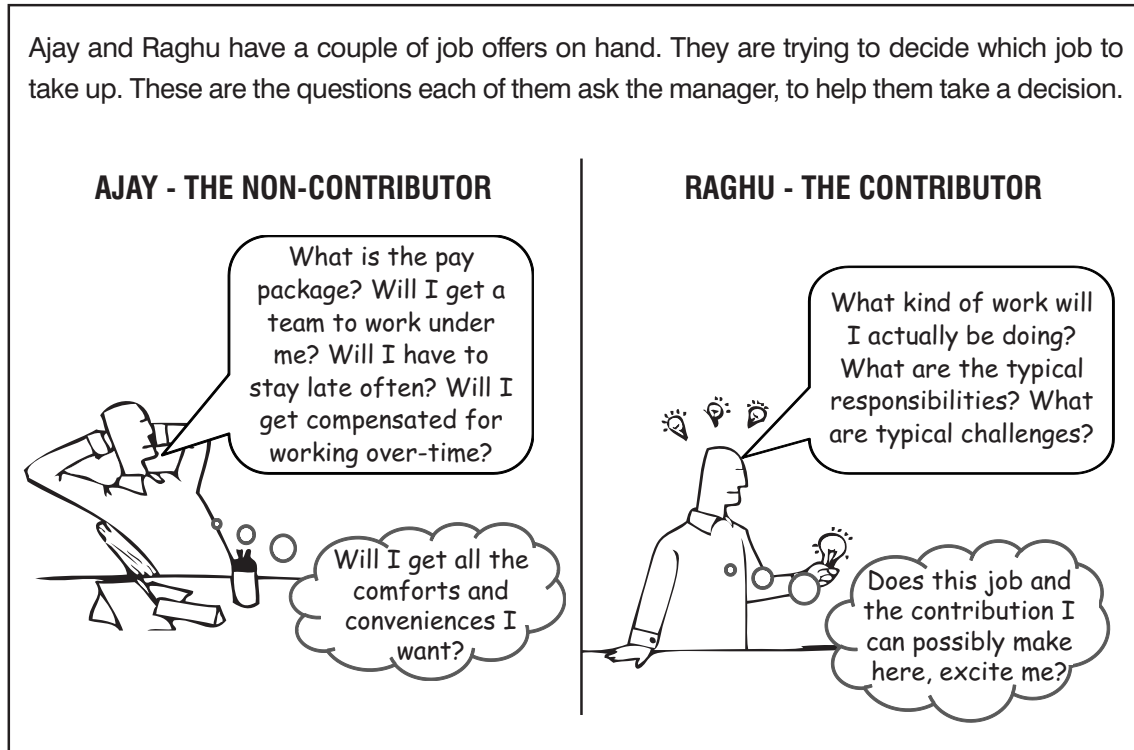
Q1. How will this career strategy of choosing "external + inner growth vision" impact your choice of job? Discuss to answer.

Concept Application

APPLICATION EXAMPLE 4.1:

When assessing a job, what should I look for?

SCENARIO



APPLICATION QUESTIONS

Q1. How would each of the above 2 approaches to a job offer, impact the impression employers get of Ajay and Raghu?

Q2. How will this thinking impact the way in which each fulfills the responsibilities in the job?

Q3. What will be the impact of such a thinking on each one's career growth in the long run?

APPLICATION EXAMPLE 4.2:

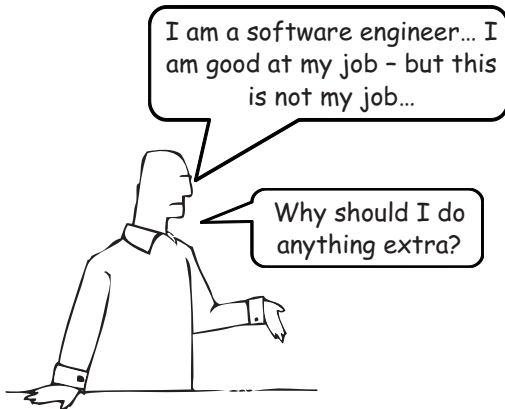
If my job / role is changed in the company I work in, how should I respond?

SCENARIO

A large technology corporation is diversifying and entering new markets. The management is identifying people to send to Singapore, where they are setting up operations. Since the new office will begin small, the team going there would have to multi-task. The management is considering two bright software engineers - Mohit and Sumit. Both are good programmers. The management observes them for some time, so that they can decide who to select. This is what they see –

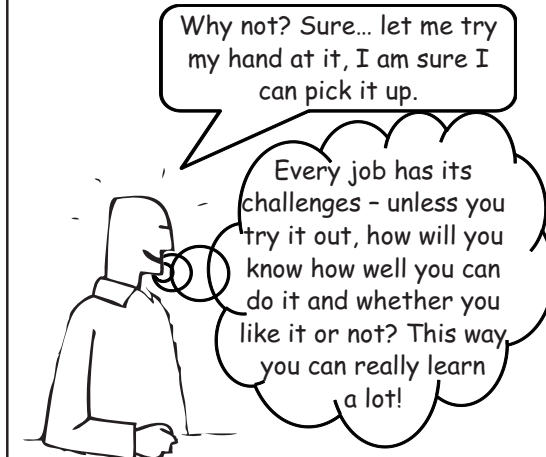
MOHIT - THE NON-CONTRIBUTOR

Mohit does not do anything which is beyond his stated job description of a software engineer. He says...



SUMIT - THE CONTRIBUTOR

Sumit is flexible and is quickly able to adapt to new assignments. He says...



 **APPLICATION QUESTIONS**

Q1. Who would be more suitable for the new assignment? Why?

Q2. What is Mohit losing out because of the narrow way in which he sees his role in the organization?

[HINT: Consider loss in career opportunities and personal development opportunities]

Q3. Who amongst these 2 would be considered by the organization to be an “asset” and would be valued more by them in the long run? Why?

Q.4 Technologies continuously become out-dated and replaced by newer ones. In such a fast-changing industry, who will be able to deal with the changes in a better way? Why? Discuss to answer.

APPLICATION EXAMPLE 4.3:

How do I create opportunities for growth in my career?

ROLE MODEL

CAROL DOWNES

Late one evening, William C. Durant, the founder of General Motors (GM), walked into his bank after banking hours, and asked for some work to be done, which ideally should have been requested during banking hours.



While others did not take the trouble to serve him, the man who served Mr. Durant after banking hours was Carol Downes, an executive of the bank.

Downes had created a growth opportunity for himself by serving his customer well.

The next day, William Durant asked Downes to come to his office. Mr. Durant offered Downes a position in his office which was happily accepted by Downes.



General Motors (GM) is an American multinational automotive corporation, and is today the world's second-largest automaker. It produces cars and trucks in 31 countries, including brands such as Buick, Cadillac, Chevrolet, GMC, Opel, Vauxhall.

Several months later, Downes was informed that he had been chosen to go out to a new plant to supervise the installation of the plant machinery. Thus, Downes, a former bank official, became a machinery expert in a few months. Although he did not know anything about installation of machinery, Downes chose to accept the assignment happily, rather than complaining about it.

Downes had created one more growth opportunity by whole-heartedly accepting a challenge.

Three months later, the job was done so well that Mr. Durant asked him where he learned about machinery. "I never learned, Mr. Durant. I merely found men who knew how to do the job, put them to work, and they did it." Downes explained. Mr. Durant told Downes that he was promoted as the new manager of the plant and his salary to start with would be \$50,000 a year.

Downes had created one more growth opportunity by not only succeeding in his assignment, but also sharing credit and focusing on his role as a contributive-manager.

 **APPLICATION QUESTIONS**

Q1. Think of some stories of contributors (like Downes) who have created growth opportunities in their career. Write about them and how they created growth opportunities.

[HINT: You can think of people you personally know, or people you have read about, or people shown in movies]

APPLICATION EXAMPLE 4.4:

In a job environment, how do I choose amongst assignment opportunities?

SCENARIO

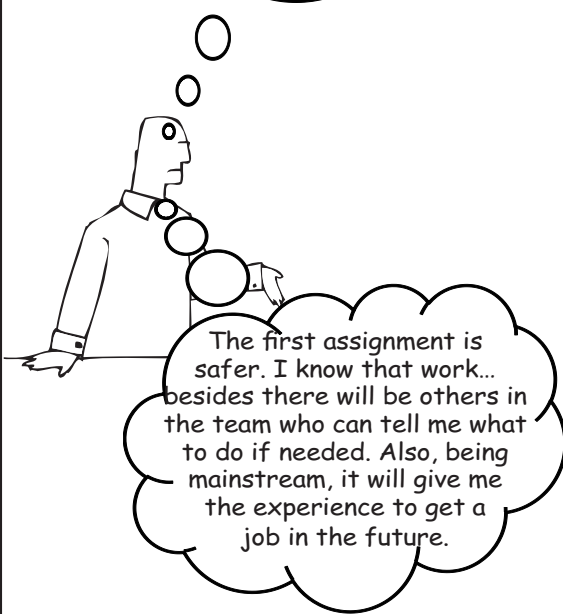
Suraj and Varun joined a pharmaceutical company, fresh out of college. 6 months into the job, they are given a choice to take up any one of two assignments –

- The first assignment is a mainstream project with a 1 month deadline. It is in their own domain that they are familiar with. The team would be 8-10 people, with several senior team members. Working on a large project such as this, will bring the team under the limelight.
- The second assignment is in a new cutting-edge area that the organization is experimenting in. They will be in a team of 3-4 who need to find their own answers and make things work. The organization gives the team 4 months, after which they will take a decision whether to invest into this area or not.

This is how they are thinking through this choice.

SURAJ - THE NON-CONTRIBUTOR

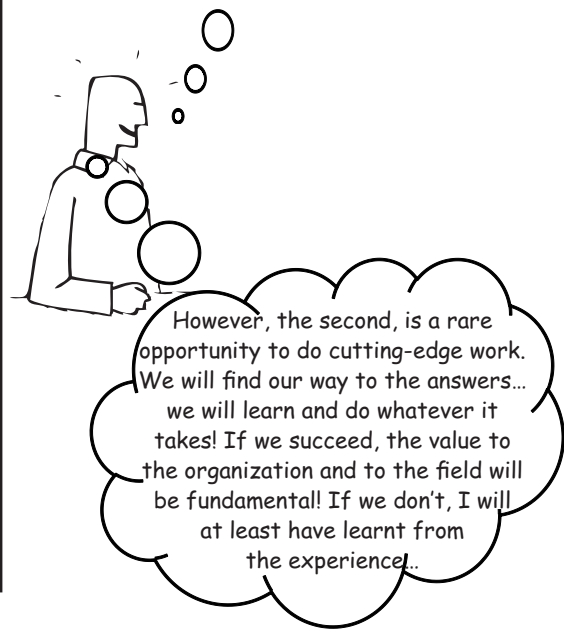
The second assignment is too risky! I have never done anything like this before... It is not my subject and I won't know anything there. The management will get a bad impression of me.



The first assignment is safer. I know that work... besides there will be others in the team who can tell me what to do if needed. Also, being mainstream, it will give me the experience to get a job in the future.

VARUN - THE CONTRIBUTOR

In the first assignment, I can learn a lot from the expertise of my seniors. I will also learn how such large projects work - that is very good exposure.



However, the second, is a rare opportunity to do cutting-edge work. We will find our way to the answers... we will learn and do whatever it takes! If we succeed, the value to the organization and to the field will be fundamental! If we don't, I will at least have learnt from the experience.

 **APPLICATION QUESTIONS**

Q1. What is the difference in the way Suraj is thinking and in the way Varun is thinking about both these assignments? Discuss to answer.

Q2. What does each one's thinking tell us about each person's confidence and ability to take up new responsibilities and challenging assignments? What will be the long-term impact of this on each one's overall development as a professional?



Q3. Though they are in the same job environment, who is likely to see more career opportunities open up to him? Why? Discuss in groups to answer.

APPLICATION EXAMPLE 4.5:

How to get a promotion?

SCENARIO

Rajat and Suman have just been promoted.

RAJAT - THE NON-CONTRIBUTOR	SUMAN - THE CONTRIBUTOR
<p>Finally I have got my promotion! It took quite a lot of manipulation - being in the good books of the right people, showing how I am better than my teammates...</p>	<p>I am happy that management recognized the contributions created by me and my team.</p>
	
<p>But... there are so many challenges in this higher position. How will I get the respect of my juniors? How will I prove my competence? How to earn the trust of people? This is tougher than expected...</p>	<p>The new position looks exciting! I have a great team who work very well with me. I have already developed so many capabilities for this role. And most important, people in the company trust me. I am sure I can succeed in fulfilling the responsibilities of this new position.</p>

 **APPLICATION QUESTIONS**

Q1. What is the difference in both their career strategies? How will their different approaches impact their power to contribute in their jobs? Discuss to answer.

4.6: FIELD WORK

PROJECT 1:

Project Goal: *To learn “Contributor Career Strategies¹” from an experienced contributor.*

STEP 1: Identify any one “Contributor” you know, who has worked for at least 10 years, and who has contributed a lot during the course of his/her career.

[HINT:

Think of who you can interview amongst - People known to your family, Colleagues of your parents, Neighbors, Teachers, People who work in your neighborhood (eg: postman, shopkeepers, fruit / vegetable seller, rickshaw driver, municipality workers, etc.)]

STEP 2: Interview this person, asking him/her to tell you about –

- The different roles he/she has performed throughout his/her career life.
- How he/she developed and moved up in his/her career. What were the important milestones² in his/her career.
- For each of the new roles or assignments taken up, what new capabilities did he/she have to build (so as to be able to fulfill the new responsibilities).
- What were some of the most important career choices he/she made? How did he/she think about these choices? What made him/her make these choices?
- What are some of the most important “contributions” he/she feels he/she made in each of his/her roles in the career?

STEP 3: Make a presentation on this person –

- Explain how the person answered each of the above questions.
- What are some “Contributor Career Strategies¹” that you can learn from this person’s experience?

STEP 4: Present to the class.

MEANINGS:

¹ *Career Strategy is an approach or tip or plan of action that you can use in your own career to improve / grow in your own Career (as a contributor).*

² *Milestone is an important point in the career where he/she took some important decisions / choices; or there was an important change that took place in his/her career track; or some important new assignment that he/she took up.*

PROJECT 2:

Project Goal: *To learn about a Contributor's Vision of his/her career.*

STEP 1: From the **i-become**® *Activ Guide*™ - Unit 4 - Exploration section, select any one Contributor you want to study deeper.

STEP 2: Explore this person's story, do further research if necessary, and identify –

- How this person developed his/her career over time?
- Some of the important career choices this person made and how he/she thought about each of these choices (why did he/she make that choice).
- How did this person create opportunities for oneself to grow in his/her career? [*HINT: What new challenges did he/she take up? How did he/she open up new career possibilities??*]
- What was this person's "vision" for his/her career i.e. what do you think "career growth" meant for him/her? [*HINT: Look for both "external growth" as well as "inner growth".*]

STEP 3: Make a presentation about –

- The Career Vision of this Contributor (answers to the above questions).
- Also share what you learnt from this person for your own career.

STEP 4: Present to the class.

MEANINGS:

³ *Career Possibilities are new career opportunities that may never have been open to you if you had not taken up a certain challenge or choice. Thus new things in your career are made "possible" because of the choice you made.*



Swami Vivekananda speaks to you

Your career is an opportunity to make a huge difference to yourself and to the world at large

Swami Vivekananda believed that “career” does not mean begging for employment or seeking to be gainfully occupied. To him, “career” meant an opportunity for each one of us to embark upon a glorious journey of mighty contribution – to oneself, to our community, to our nation, and even to the world at large.

“This is the time to decide your future – while you possess the energy of youth, not when you are worn out and jaded, but in the freshness and vigour of youth. Rouse yourselves, therefore, or life is short. There are greater works to be done than aspiring to become lawyers and picking quarrels and such things. A far greater work is this sacrifice of yourselves for the benefit of your race, for the welfare of humanity.

“Within you lies indomitable power. Only thinking, “I am nothing, I am nothing”, you have become powerless. And what are you doing? Even after learning so much, you go about the doors of others, crying, “Give me employment”. Trampled under others’ feet doing slavery for others, are you men any more? You are not worth a pin’s head!

“You are thinking yourselves highly educated. What nonsense have you learnt? Getting by heart the thoughts of others in a foreign language, and stuffing your brain with them and taking some university degrees, you consider yourselves educated! Fie upon you! Is this education? What is the goal of your education? Either a clerkship, or being a roguish lawyer, or at the most a Deputy Magistracy, which is another form of clerkship – isn’t that all? Open your eyes and see what a piteous cry for food is rising in the land of Bharata, proverbial for its wealth! Will your education fulfil this want? Never. With the help of Western science set yourselves to dig the earth and produce food-stuffs – not by means of mean servitude of others – but by discovering new avenues to production, by your own exertions aided by Western science.

“ We must travel, we must go to foreign parts. We must see how the engine of society works in other countries, and keep free and open communication with what is going on in the minds of other nations, if we really want to be a nation again. Stand on your own feet, and assimilate what you can; learn from every nation, take what is of use to you.

“ What India wants is a new electric fire to stir up a fresh vigour in the national veins. This was ever, and always will be, slow work. Be content to work, and, above all, be true to yourself. Be pure, staunch, and sincere to the very backbone, and everything will be all right.

“ Believe, therefore, in yourselves, and if you want material wealth, work it out; it will come to you. If you want to be intellectual, work it out on the intellectual plane, and intellectual giants you shall be.

Source: The Complete Works of Swami Vivekananda
(Published by Advaita Ashrama, 5 Dehi Entally Road, Kolkata 14, India)

Swami Vivekananda at Limbdi

**SWAMI VIVEKANANDA'S VISIT TO GUJARAT
A.D. 1891 TO 1892**

Swami Vivekananda then met Thakore Saheb of Limbdi, Sir Yashwantsinhji, K.C.I.E, (b.1859, d.1907).

Apart from being an able administrator, Yashwantsinhji was deeply spiritual and a highly learned and cultured prince with deep interest in literature, religion and philosophy.

His contact with Swami Vivekananda brought about a great transformation in Yashwantsinhji and he became Vivekananda's disciple.

He also had an opportunity to be in Swami Vivekananda's holy company for several days during the summer of 1892 at Mahabaleshwar. Here they had several discussions on Shastras which he has recorded in his 'Nondh Pothi' (diary).

On May 9, 1892 Thakore Saheb has noted: "I am pleasantly surprised at Swami Vivekananda's deep knowledge of the Shastras. My knowledge of the Shastras has been much increased through discussions with him ."

Source: Shri Ramakrishna Ashrama, Rajkot, website (www.rkmrajkot.org)

The material in this booklet is meant to be studied along with the material available at gtu.ibecome.in

You will find videos, concept presentations, quizzes to improve your understanding of the topic.

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