



The banner features the 'play to potential' logo on the left. To its right are contact details: a WhatsApp icon with the number '+91 85914 52129\*', a Twitter icon with the handle '@PlayToPotential', and a globe icon with the website 'playtopotential.com'. Further right, under the heading 'Also available on:', are icons for Spotify, Apple Podcasts, and Google Podcasts. On the far right is a portrait of the host, Deepak Jayaraman, with the text 'Podcast Host Deepak Jayaraman' below it. A small disclaimer at the bottom left reads: '\*Just send us a Whatsapp with your name, number and email and we will add you to our distribution list.'

## Context to the nugget

Vijay talks about the role of effort in the context of long-term growth and development. People often get into a debate about whether it is nature or nurture and he makes a strong case for hard work through which people can often make up for significant deficiencies in talent. This is arguably all the more relevant in the world we live in where the half-life of the relevant of talent in a certain area is diminishing with the velocity of change around.

## Transcription

\*\*\*\*\*

**Deepak Jayaraman (DJ): How do you Spot Potential? What do you look for a player and sense he will go to the top?**

Vijay Amritraj (VA): In certain cases, it fairly clear, that you can tell Especially when the kid is anywhere from 8 9 10 up you could possibly, in some case its clear but that doesn't mean he is going to make it or she is going to make it that's where the rub comes just because on a scale of one to ten your talent quotient is 9 doesn't mean you are going to make it and the other side of the coin is if the talent quotient is 1 you are not going to make it. The best examples of those are the fact that hard work will overcome lack of the talent any day of the week and twice on Sunday but lack of work is not going to help an extremely talented guy make it to the top in the similar fashion so hard work is a necessity whether you like it or not, there is no shortcut to greatness but at the end of the day for some peoples it comes a little bit easier, for some people it takes longer. John McEnroe, what he could do in 30 minutes took Ivan Lendl one week to do but they both did it and they both became two of the greatest players. So, I think it can be overcome so just because you look at a child and he or she is not be able to do A,B,C and of course mine was the perfect example as I was growing up because on a scale of 1 to 10 I was probably a -1 and so you can't say as all the Pundits did at that time, oh don't waste time, effort and money on this child because he is not going to be good at anything, but you know, you can overcome most of these obstacles if there is that will and that belief and to be the people to be able to help you get there, so, I think those things are probably the one's to be looking at as oppose to saying, oh he or she can or cannot make it.

## Reflections from Deepak Jayaraman

DJ: People often look at talent and hard work as either or but they are often two independent variables. Talent is often a given; that's the deck of cards that we have been dealt with. The question

often is how hard are you willing to work on top of that to be the best you can be. Thank you for listening. For more, you could follow the Twitter handle Play to Potential.

## End of nugget transcription

\*\*\*\*\*

### RELATED PLAYLISTS YOU MIGHT LIKE

**Spotting Potential:** As we move towards a world where intrinsic capabilities count for more and more, how we spot diamonds in the rough is a capability that will begin to matter more and more. This is as relevant for hiring as for investing. Leaders across disciplines share their insights on how they look for raw potential that can then be honed. You can access the playlist [here](#).

### SIGN UP TO OUR COMMUNICATION

**Podcast Newsletter:** Join 1000s of leaders who benefit from the Podcast newsletter. Not more than 1-2 emails a month including keeping you posted on the new content that comes up at the podcast. High on signal, low on noise. Sign up for the podcast newsletter [here](#).

**Nuggets on Whatsapp:** We also have a [Podcast Whatsapp distribution group \(+91 85914 52129\)](#) where we share 2-3 nuggets a week from the Podcast archives to provoke reflection. If that is of interest, please click [here](#) and send a message stating "INTERESTED". Do also add this number to your Phone Contacts so that we can broadcast our messages to you when we share a nugget.

\*\*\*\*\*

### Vijay Amritraj - Nuggets

- 01.00 Vijay Amritraj - The Full Conversation
- 01.01 Vijay Amritraj - Recalibrating The Notion Of Success
- 01.02 Vijay Amritraj - Perspectives on Resilience
- 01.03 Vijay Amritraj - Transitioning from playing sport to commentating
- 01.04 Vijay Amritraj - Attributes Of A Great Commentator
- 01.05 Vijay Amritraj - Framing Good Questions
- 01.06 Vijay Amritraj - Spotting Long Term Potential
- 01.07 Vijay Amritraj - Role Of Coaching In Development
- 01.08 Vijay Amritraj - Achievement Orientation to a Giving Mindset
- 01.09 Vijay Amritraj - In Summary

### About Deepak Jayaraman

Deepak seeks to unlock human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

### **Disclaimer and clarification of intent behind the transcripts**

This written transcript of the conversation is being made available to make it easier for some people to digest the content in the podcast. Several listeners felt that the written format would be helpful. This may not make sense as an independent document. Very often spoken word does not necessarily read well. Several of the guests have published books and the language in their books might be quite different from the way they speak. We request the readers to appreciate that this transcript is being offered as a service to derive greater value from the podcast content. We request you not to apply journalistic standards to this document.

This document is a transcription obtained through a third party/voice recognition software. There is no claim to accuracy on the content provided in this document, and occasional divergence from the audio file are to be expected. As a transcription, this is not a legal document in itself, and should not be considered binding to advice intelligence, but merely a convenience for reference.

The tags that are used to organize the nuggets in the podcast are evolving and work in progress. You might find that there could be a discrepancy between the nuggets as referenced here and in the actual podcast given this is a static document.

All rights reserved. No part of this document may be reproduced or transmitted in any form or by any means, or stored in any retrieval system of any nature without prior written permission.