

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, a portrait of a man in a suit and glasses is shown, with the text 'Podcast Host Deepak Jayaraman' overlaid on a red bar below it. At the bottom left of the banner, a small note 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

We all have an aim that we work towards. But in the feverish rush to achieve this goal, we often forget something. Hear Kartik talk about what is really important before we set any goal or take any career decision. It is something we hear a lot about but do we really follow?

## Transcription

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**Deepak Jayaraman (DJ):** In summary, if there are a couple of takeaways or couple of thoughts that you would want to leave behind with the listeners, what would be they be?

**Kartik Hosanagar (KH):** We have talked a little bit about entrepreneurs building leadership skills. We have talked about the entrepreneurial journey. We have talked even about my path as an academic or in general, people pursuing career paths. I would say that the big insight that I have got in my career and also working with other entrepreneurs is something that we've heard so many times and we've never appreciated: you have got to focus on the journey itself and not the end goal. I think, we all have a natural tendency to focus on the end goal and to build our plans completely around the end goal. But what I would say I have learnt by working with so many entrepreneurs who have these beautiful end goals in mind they are building these great dreams, these beautiful castles that they have built in their minds and they are going all out towards that. It so happens, in almost every single case that, you know, you either reach that end goal and you discover that castle that you thought was so beautiful, you get there and it's not as beautiful as you thought. You will remain happy if your journey was enjoyable, but that end goal loses its lustre by the time you get there. More importantly, you almost never get to that castle that you have imagined. Along the way, you'll lose your path, maybe you'll get completely lost and you have to restart and go after a completely new end goal. Or along the way, you'll lose your path and you figure out some other path, and you reach some other destination, some other interesting-looking castle but not the one you imagined. It's this whole philosophy that we've been told so many times: focus on the journey and not so much on the end goal. I think that's what's really important. You've got to enjoy every step of the journey. So, when you're making any career decision, whether it's should I start a company, should I continue to be the CEO, or should I take up this job, focus not on where it will take me, but what is that process going to be like, as we get there.

## Reflections from Deepak Jayaraman

DJ: I have been reflecting on this term focus on the journey for a while and here's my take on the topic. You know, focusing on the destination often is an external reflection process and it's often easy to process; it's all about what's the product you are trying to build, what's the market you are

going after and so on. And a lot of us have been educated to process the world outside of us, but focusing on the journey almost always involves a heavy element of internal reflection, which is often nebulous. And to me that's the biggest takeaway. A lot of people I see when they make crucial decisions take the decisions based on external considerations without adequate reflection on the inner world. It's just worth persisting with that process of introspection however nebulous the path might be than not doing it. Thank you for listening. I hope you found this conversation purposeful and I look forward to having you at one of my subsequent conversations at the Play to Potential podcast series. Bye now.

## End of nugget transcription

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### **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](#).

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