

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 the host, Deepak Jayaraman, is shown 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

For people to play to their potential, people should have clarity around what they have potential for. Karthik talks about the importance of the process of reflection and self-awareness that could significantly increase the odds of people playing to their potential over the long run.

Transcription

Deepak Jayaraman (DJ): This podcast is titled *Play to Potential*, which is about individuals really figuring out what that sweet spot is that you alluded to and really, playing the best they can. In summary, any one or two takeaways for the listeners?

Karthik Reddy (KR): I think, people get guided by too many conventional paths, and, I think, the world's further shifting away from conventional paths. Whether that says jobs are going away or there's constant learning in the job, all of that is true. It's always been true; it's just getting accelerated like crazy. So, the soft skills are going to matter as much as the hard skills. We touched upon a bunch of them in a different context. So, one is, you can't run away from that if you want to be very successful and very satisfied. So, a lot of people say, no, I'm not that kind of person, I don't want to do that. I don't think those options exist anymore. You have to be able to negotiate for yourself ideologically, philosophically, what are absolute cannot dos. Half the reason I like venture is, I think, it just stays out of the gamut of all these murky business practices which might already be present in a company or in the industry. You are shaping all of that, so you feel you have a lot more control. It's just not my DNA. So, you tell me, I will give you a billion dollars, go run a PE fund, I will say no, thank you, I'm happy where I'm at.

So, you can play to your potential when you know what you know best about yourself. Which is why sometimes I'm surprised how every 23-year-old thinks he can be a great entrepreneur or a business person. You don't know much about yourself. When you adapt yourself to these various situations is when you know what your potential is what you don't like. Probably a lot of the times, lot of people really don't ever know, maybe it's a 20-year journey to get to know what they don't like. It might be too late but what you don't like informs you. So, I think, knowing one's potential itself is such a big challenge that if you are not open about discovering that, then you are always going to be sub-optimal in some sense. Might be happy, but you might not be playing to your potential. That's kind of the philosophical take I have on it.

Reflections from Deepak Jayaraman

DJ: If I had to share my personal journey, if I had to reflect back on the days at IIMA, the course I enjoyed the most was arguably OB - Organizational behaviour. But having come from an IIT, I had to pretend that I enjoyed the quantitative stuff such as Options and Futures, Statistics and so on. It took me a while to get to the point to say I enjoyed working with people which led me to move from McKinsey to join Executive Search and onwards to the Leadership Development work I do. My take on this is that the B School teaches us to process the world around us which is a useful skill. But over the long term I realize that the people with greater clarity on their inner selves are more centred, sorted and comfortable in their skin and that shows when the turn up at work on Monday morning and has a non-trivial correlation with how effective they are and how fulfilled they are.

Thank you for listening. For more please visit playtopotential.com.

End of nugget transcription

RELATED PLAYLISTS YOU MIGHT LIKE

In Summary – Playing to potential: This playlist captures the essence of what the speaker is trying to say in their conversation. In a way, it captures the key principles with which they have approached life which has brought them to where they are today. They share their perspectives on the mindset we need to adopt as we navigate through life. 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.

Karthik Reddy - Nuggets

- 13.00 Karthik Reddy - The Full Conversation
- 13.01 Karthik Reddy - IIM-B, Wharton, and path to venture investing
- 13.02 Karthik Reddy - Articulating culture and hiring for it
- 13.03 Karthik Reddy - Pie-chart of time in venture investing
- 13.04 Karthik Reddy - Venture investing — What does it take
- 13.05 Karthik Reddy - Transition pitfalls — Banking, consulting to VC
- 13.06 Karthik Reddy - Settling effectively into venture investing

- 13.07 Karthik Reddy - Picking founders effectively
- 13.08 Karthik Reddy - Dealing with hyper-growth and scale-up
- 13.09 Karthik Reddy - Scaling up the leadership muscle
- 13.10 Karthik Reddy - What they don't teach you at B-school
- 13.11 Karthik Reddy - In Summary - Playing to Potential

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.