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Context to the nugget

In the world with growing complexity in terms of emerging business models and career paths, how does one play to potential. Vedika shares her perspectives on how one could play to potential.

Transcription

Deepak Jayaraman (DJ): In summary, as we wrap up this conversation, any themes for people to play to their potential?

Vedika Bhandarkar (VB): The big one for me is it's all dependent on us, each one of us, and how we can or cannot play to our potential. A lot of the demons are in our mind. So, you asked me a little while ago about women and while I hate making these generalizations, I am going to go ahead and make one. I find that very often, women are more risk averse. So, if a new opportunity comes up, if it's something which looks different, which is outside your comfort zone, a woman will usually say yes, only if she is 80–90% sure; a man will usually say yes if he is 25–50% sure, and there's been a lot of research. So, I would say, the first thing, whether you are a man or a woman, don't hesitate to take risks. Everything should not be what you've done before and everything shouldn't look the same, whether it's taking risks in terms of a new organization, whether it's taking risks in terms of a new sector or even a new responsibility within an organization, a new branch, I don't know, whatever it is, don't be hesitant to take risks.

The second would be, just be authentic, just be true to yourself. All of us spend more time at work, more of our waking hours at work, than we spend anywhere else. If you try to be somebody who you are not, it's very hard to keep up. So, you might as well be who you are. And you don't have to look exactly the same as the next person, and I don't mean diversity only in the gender sense. I mean it in all types of sense, the way you speak, the way you work, the working style, the way you dress. It's OK. Once you get over that, the fear of taking risks and the pressure of trying to be exactly like somebody else, I think, then, you can play to your potential.

Reflections from Deepak Jayaraman

DJ: The point Vedika makes about staying true to yourself is a profound one. I find it fascinating that people often under-appreciate the fact that each one of us is on a bespoke journey and it is upto us to understand our unique context and chart a path it is fit for purpose for us. The other book that comes to mind in this context is Status Anxiety by Alain De Botton. In this book De Botton talks about the fact that we tend to benchmark ourselves with people with whom we might have shared some past. And I find that very prevalent in some of the organizations which recruit competitive Type A

personalities, you see conversations around, He is Batch of X year and made Partner or Managing Director in Y year. Once again, it comes back to the ability to go an inner journey. A lot of us are taught to analyse the external world and do a great job at it, but struggle with putting language around our inner world, what energizes us, what makes us unique and so on. Recognizing that and moving the needle there might be a good place to start.

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End of nugget transcription

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Vedika Bhandarkar - Nuggets

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- 15.02 Vedika Bhandarkar - Early childhood wiring
- 15.03 Vedika Bhandarkar - Investment Banking as a career and key transitions
- 15.04 Vedika Bhandarkar - Women and careers
- 15.05 Vedika Bhandarkar - Effective Leadership transitions across companies
- 15.06 Vedika Bhandarkar - Executive to NED transition
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- 15.08 Vedika Bhandarkar - Transitioning to the Social Impact world

- 15.09 Vedika Bhandarkar - 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](#).

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