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Context to the nugget

Zia talks about how, in her generation, the notion of work-life balance, didn't exist for ambitious women who wanted to make a mark in the corporate world. She candidly talks about the real trade-offs involved in her case and how that is changing.

Transcription

Deepak Jayaraman (DJ): Related theme Zia is sort of, the work and the non-work life and how people draw lines around it? How have you thought about it? And specifically I remember you saying not taking an M&A negotiation at home but taking a litigation home, I was curious about what do you had in mind, when you said that but the broader theme being how do you think about these two elements in your life?

Zia Mody (ZM): I have always said publicly and am afraid I can't change my tune now that I had no work life balance and I have regretted it very often but now I am 61 and I can't do anything about it and I think it was because I was so obsessive about wanting to be successful, I was so obsessive about making sure, I didn't have a gender glass ceiling and the only way, I could do that, I felt was just to over work and over perform and that meant time and that time took me away from the family and a lot of other things I am a Bahai by religion, I am sure that I will go to hell for not doing enough but how do you compensate and the truth is you don't compensate, I think my family did feel they didn't have enough of me we used to take small short holidays and of course I used to try and convince myself that it was the quality and not the quantity and all that nonsense but it's not true and so I think that can this generation do better? I think the good news is that this generation is doing better that's my complaint about this generation, too little work but the millenniums have found their balance, they don't want to be Zia Mody or anybody else, they think it's crazy and so they find their own life balance, and I think today's younger 30 year old or 35, you would know better you mix move with them are they that obsessive? No!

DJ: Again it's a hit or a miss and again there are I guess you have a spectrum of people with any age...

ZM: You would have a few who will always be obsessive as just their nature but by enlarge I think that this millennium takes no great in saying I work so hard, they take much more pride in saying, I do have a life balance and I think for ourselves, women of my generation, you couldn't be successful and have that life balance, you had too much to prove.

DJ: You spoke about having a regret in terms of how you have prioritized it to, if you went back in time, would you do it any differently? With the wisdom of hindsight?

ZM: Who knows? Because it would all depend on whether I had wanted to get where I was if I wanted to get to where I was and I was in that generation I had no option, I was maybe one of three women, four women in court so how was that going to get counted? By going home at 6 o'clock? No! By taking a month off? No!

Reflections from Deepak Jayaraman

DJ: I am not an expert on Gender diversity as a topic but the big takeaway for me (whether it is men or women), sometimes, you can't have it all. But having clarity around what you are solving for, why it is important to you is critical as that will give you the resilience to brave the challenges that come your way, whether it is home related pressures or other things that get thrown your way. The key insight for me is about being at peace with the choices you make and the implications of those choices on various dimensions of your life.

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End of nugget transcription

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Zia Mody - Nuggets

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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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