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Context to the nugget

Rama talks about the parenting context in which she grew up and talks about how that has played a big role in her journey till date.

Transcription

Deepak Jayaraman (DJ): If I may go back in time Rama, one of the pieces I am curious about is, how some of the formative experiences shape up? I do believe a lot of who we are gets baked very early on, so if you really had to rewind the clock back to your school days and college days and your growing up years are there three four things, either around parenting or around the climate in which you grew up which still influence you as a person?

Rama Bijapurkar (RB): Well I am not as young as you so I can't think that far back, hazy memories but I can tell you what screwed up parenting, so for example I came from a family that pushed you and pushed you and pushed you in the sense of what my daughter and I call them, where is the other two percent syndrome, which meant if you got 98 in Math's they asked you why you didn't get 100, in fact when my daughter was little and she said, my father told her that I got 120 out of 100 in Math's because I did all the multiple choice questions and she just looked at him and said didn't your mummy tell you have to read the question paper properly first but as a result of that I think there's a relentless push so I was just telling someone yesterday that, I could give a talk and 98 people in the room could say it was fantastic and two people could say, well I don't know it wasn't unusual and that two percent could tank me so on the negative side it means you are an insecure overachiever, struggling all the time without balance, which I have over a period of time tried to work hard on reducing, on the positive side it means that you are always raising the bar for whatever it is and you just moving and moving and moving and also I think it's about chasing glory, more than chasing money, I think that also comes from the kind of routes that you and I share where you are worshiping at alternative knowledge and you suppose to and the third thing is you have always told that you can't be proud about what you have achieved because it's all an accident of either birth or fate that you have, either the brains or the birth lottery or Sarasvati dances on your tongue but she is dancing on your tongue, nothing to do with you.

Reflections from Deepak Jayaraman

DJ: In the work I do with leaders, I find it fascinating to see how much of who we are gets baked in the early years. Recognizing that and figuring out what is hard wired and what is easier to change is often helpful as we grow as people. It was interesting to hear Rama use the term insecure overachievers. It's a term I heard being used quite often in McKinsey. It is interesting she mentions it

because when you are a part of the organization, then you get cues from the system to tell you that despite what you think, you are doing alright. But if you are on your own and playing the monetizing IP game than retailing time game, there can be a passage of play where you could be a nervous wreck. Just watching out for it and putting guard rails around it might help you cope with the situation better till you start getting feedback from the market that you are delivering value.

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End of nugget transcription

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Rama Bijapurkar - 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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