



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 right side of the banner is a portrait of the host, Deepak Jayaraman, with the text 'Podcast Host' and his name 'Deepak Jayaraman' 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

Coaching is often about understanding the deeply wired beliefs that drive leadership behaviour. Devdutt shares that understanding people's fears might provide insights into people's beliefs. He talks about the fears that often puts people on a hedonistic treadmill with materialistic markers along the way. He also talks about the notion of staying relevant and talks about the notion of rendering yourself irrelevant consciously as we move through life, something that people are often not open to dealing with.

## Transcription

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**Deepak Jayaraman (DJ):** As a coach I am curious that if somebody has to change their behaviour it's important for us to change their beliefs so what are your thoughts on changing people's belief for them to start behaving differently?

**Devdutt Pattanaik (DP):** Belief is really a reflection of insecurity, fear you believe in something because you have frightened of something else and if you understand fear so really belief is a nice word to understand fear, the moment you handle fear your belief changes automatically, child does not want to go to the school crying, this is frightened of school I believe that school is the threat, I don't believe the school is an opportunity without seeing it also so the child starts to cry parent take the child to the school after sometime the child realises it's not that bad, there is threatening but there's also opportunity so the child starts going towards that and then gets so attached to the school and just crying when it's time to leave the school so that's the journey what happens with all of us we believe that the, and this is really you are able to do SWAT analysis what is your strength and weakness? And what are your fears your fears defines the opportunities and threat and I think the word fear is not there you don't use that in management a lot but for me when I am talking about belief I am really talking about fears, fear of not being richest man in the world, fear of not being most powerful man in the world, fear of not being relevant, I keep seeing leaders and positions of power who are terrified, who are doing business but with no vision in mind it's all about, they are still doing what they did 30 years ago, 30 years ago they wanted to make money, 30 years later they still want to make money and it's become a habit and there's no body has called out your stagnate, you are just making more money and then there's oh but I also do charity, no you are addicted, you have addicted you have not passed on whatever skills that you have to the next generation and prepared for your mortality because you are so addicted, because addiction does not have to deal with mortality if tomorrow the great names of India don't exist the world will still continue but you still have them doing exact, you just check them what they did 20 years ago and what they are doing today, they were successful 20 years ago and today also they are successful but what is that you have done differently, I am doing the exactly the same thing in a different scale because now it's become a habit but it's a virtue cycle which are making money and you are like oh

my god you an idiot because you are not aware of your mortality, you are not realising that one day this has to go away you are not preparing yourself for mortality *Vaanprasth, Gruhastashram* is only a particular set of time so you have made your billion and they are still talking the same language and I see them and you see them in conferences and after conferences and you are like there is no shading because they are still thinking they are not successful because according to some fortune magazine or GQ magazine they are not successful enough, I don't have my private jet, so I am not really successful and I am like that's the benchmark? Because once you get the private jet it will be like, I don't have this and you are stuck there, now its habit but nobody talks about it as a habit, it's an addiction like cigarette, it just trap and you can't get out of it.

DJ: You used the word *staying relevant* what does that word mean to you?

DP: It means being happy in an empty room, if nobody looked at you will you be happy with yourself? That is most the most terrifying question on earth, once you get addicted to the claps and the adulation and the adoration, in fear many people like being feared, many people who confused respect with fear. So, many people think that they are people that frightened of me therefor they respect me and they get addicted to that feeling so they want to frightened more and more people and then they get addicted and that's the habit and I think the ability to just know that even if nobody exist, I am OK with it, the Rishi again seeming along in the forest with his cow a cow is chumping grass is he happy because nobody is looking at him, nobody is cares for his knowledge, he has got all this knowledge in from of him he has been spent his whole life in the forest, nobody is looking at him what is he do now? He has to pass it on the students and if nobody is interested what does he do? So the stories are there that the Rishis are throwing the palm leaves in the air so their ability to recognize that in the end you don't matter, in the infinity that's why Buddhism came up with the idea Zero India talked of infinity, in an infinite world you really, this is Indian philosophy in its brutal form you don't matter but to render yourself irrelevant consciously and be happy about it and that what happens, your children grow up and they have children of their own, they don't pay attention to you anymore, it's a time to be happy, my time is over now they have their children they have their life I have earned enough my cows are there, I don't know one cow thousands of cows, so milk is assure and dung is assured and some cheese and butter with it but to know that they don't care for you anymore and its ok that's the great thing and I don't need them to care for me, I have grown up and its ok that is *Sannyasa* it's the process, it's the journey.

## Reflections from Deepak Jayaraman

DJ: I am reminded of the work of the British philosopher Alain De Botton, He talks about how we end up benchmarking ourselves to a certain set of people where our pasts might have overlapped and goes on to talk about how we could deal with it and truly be at peace with ourselves. If this is of interest, you might like his book *Status Anxiety* which delves into detail around this theme.

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## End of nugget transcription

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### Devdutt Pattanaik - Nuggets

- 25.00 Devdutt Pattanaik - The Full Conversation
- 25.01 Devdutt Pattanaik - Early formative years
- 25.02 Devdutt Pattanaik - Transitioning from Healthcare to Mythology
- 25.03 Devdutt Pattanaik - Being effective in the Gig Economy
- 25.04 Devdutt Pattanaik - Dealing with various life transitions
- 25.05 Devdutt Pattanaik - Effective coaching process
- 25.06 Devdutt Pattanaik - Focus vs. Perspective
- 25.07 Devdutt Pattanaik - Building Habits vs. Enhancing Awareness
- 25.08 Devdutt Pattanaik - Understanding fear to decipher beliefs
- 25.09 Devdutt Pattanaik - Building perspective and judgment

- 25.10 Devdutt Pattanaik - Building story telling capability
- 25.11 Devdutt Pattanaik - 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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