



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 '@PlayToPotential', and a globe icon with '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 Deepak Jayaraman, with the text 'Podcast Host' and 'Deepak Jayaraman' below it. At the bottom left, 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

Mouli talks about how people need to consider evolving the metrics with which they measure their success as they move towards the second half of their career. He strongly advocates the notion of helping others succeed as a means of driving your own success.

Transcription

Deepak Jayaraman (DJ): Any nuggets for professionals in midlife let's say 40+ or minus, any insights on dealing with the anxieties during midlife? What have you learnt?

Chandramouli Venkatesan (CV): Somebody was asking me I wrote a lot in the book, what you are going to do in the first half? And they said when are you going to write a book on what does it take to succeed in a second half? And I said I have to still succeed in my second half to write that book. I think for me the key of the second half, if you are still focused on how do I succeed? I think you start to minimize the chance of your own success, in the second half you just start to say how do I get others to succeed? How do I get my company to succeed? How do I get the business to succeed? And how do I leverage all that I have learnt to get others to succeed and the company to succeed? I think you start to become a lot more effective and a lot more productive and I think that willingness to subordinate your success for the success of the ecosystem and others is what I think helps you succeed so it is not a means it is not a social service I am advocating it is actually a means to succeeding is to understand that in the second half your success is based on the success of echo system. We succeed as individuals or as a small microcosm in the first half but we succeed in very macro echo systems in the second half and if we bring that mindset and say that's what I am trying to make work I think the chance of success goes off.

Reflections from Deepak Jayaraman

DJ: This reminds of research by Wharton Professor, Adam Grant in the context of his book – Give and Take. He divides up the world into Givers, Takers and Matchers. He then goes on to say that people at the top of the pile are often givers but what distinguishes them is that they give in a strategic way. He calls it Otherish which is a combination of being oriented towards others but also keeping your priorities in mind. That is not to say you are inauthentic about it but the point he makes is that it can't be relentless blanket giving and he says that by doing that there is a risk of being used as a doormat if we swing too far on the giving spectrum.

I guess the other reflection here is that in early days of your career success is often based on technical competencies, which is often around how well you solve a problem as a solo-contributor,

how you model a problem and so on. Success in the second half is often driven by people related competencies. When you start solving for others' success, you might notice that your momentum in the first half doesn't really shift but I have noticed that often the difference shows up in the second half of your career when the ecosystem around you sees it, trusts you and helps you back in enabling you to succeed.

End of nugget transcription

RELATED PLAYLISTS YOU MIGHT LIKE

Mid-career: Some leaders talk about how they changed course from one trajectory to another mid-career. This can be an unnerving passage of play where there is a chance of the individual feeling "stuck". You can access the playlist [here](#).

Views on success: Leaders talk about how they have recalibrated the notion of what success means to them. This is often a moving target and one has to constantly evolve it as we go through our respective journeys. They also discuss how this thinking has helped them make a more robust "where to go" decision when they were at an inflection point. 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.

Chandramouli Venkatesan - Nuggets

- 28.00 Chandramouli Venkatesan - The Full Conversation
- 28.01 Chandramouli Venkatesan - Genesis of the book - CATALYST
- 28.02 Chandramouli Venkatesan - Turbocharging your growth - TMRR
- 28.03 Chandramouli Venkatesan - Raising the game when it matters
- 28.04 Chandramouli Venkatesan - Playing the 1st half to win in the 2nd half
- 28.05 Chandramouli Venkatesan - Picking mentors thoughtfully
- 28.06 Chandramouli Venkatesan - Decoupling quitting & joining decisions
- 28.07 Chandramouli Venkatesan - Evolving views on the notion of success
- 28.08 Chandramouli Venkatesan - Impact of Life on Work

- 28.09 Chandramouli Venkatesan - Cultivating "Lodestar" values
- 28.10 Chandramouli Venkatesan - Overemphasizing fit in a career choice
- 28.11 Chandramouli Venkatesan - Winning the Second half of career
- 28.12 Chandramouli Venkatesan - 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.