Context to the nugget

Stew talks about the building blocks of his Total Leadership Model that he has developed at the Wharton Work Life Integration Project. Of the four domains (Self, Work, Home and Community), he expands on what he means by Self and Community as those two are often the least understood by leaders around the world.

Transcription

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Deepak Jayaraman (DJ): You talk about four broad themes self, work, home and community couple of questions one is how did you arrive on this taxonomy this different ways of looking at life so I am curious about how you came over this four but also I think work and home are well understood but self and community are often less understood if I sort of talk from a point of at least in India the conversation that I have people around people often frame the trade of as a again as a trade of I think we should talk about it as we move forward but the understand work and home but the other two piece are missing so I'd love to get your perspective on how you got here?

Stewart Friedman (SF): There have been number of people writing about work and life then I started reading what other people were targeting and I also was reading philosophy and psychology my background is in psychology and so these seems like a good working set to capture most of what most people talk about when they think about the different roles they play the different domains of their lives. It's not a perfect taxonomy or categorization but it seems to work pretty well it seems to be work universally because I brought this now to all over the world. So the community piece just to answer your question about what is that and how it is relevant? People struggle with that I often get questions about what is community and why does that matter? Community captures everything you and your work in your family. So that includes your networking friends and neighbours that people place where you live but it could also include people that you are engaged in with in some kind of political group or religious group. That usually has some meaning for it may not be the most important thing but some people it is and the self of course this is who are you as an individual in your own private sphere, the things that matter to your physical health, your mental health and emotional growth and your spiritual life which is important to some people and not for others but these aspects of our existence are for most people pretty important. So these four buckets if you will seem to capture most of our experience and it's also simple there is not 12 categories there is just four and last point about this I ask people to define these domains of their lives in ways that make sense to them so there is no rigid definition that I impose but rather it's a device to help you to think about the differentiated parts of their life. That helps you to make sense of how to bring them together in order to make sense of the whole you have to see what the parts are and so people make their decisions, choices about well what does home mean to me how do I define family and

the way you define might be different the way I define and etc. so it's useful in that way that everything about this approach is subjectively defined by the learner or the user.

DJ: We are just picking up on one of the things that you said Stew talk to us about what do you mean by spiritual when you talk about self again different people interpret differently how do you see the spiritual part of self?

SF: Well for some people its formal religion, organized formal religion but for many people it is cultivating yourself your sense of connection to other human beings, to some sense of the divine everyday existence, the interconnectedness of all things and the experience of feeling connected to something bigger than just you. That people have been cultivated since the dawn of time, the dawn of human time and in very different ways in different parts of world but that peace.

Reflections from Deepak Jayaraman

DJ: Couple of things struck me here:

1)   The fact that we need to think about harmonizing across 4 dimensions, not two. People often explicitly think about their immediate family and work and try to find equilibrium between the two but I like the 4 dimensions or buckets that Stew brings in as we think about achieving harmony. I guess what these domains are, what the weightages are will vary person to person but throwing in self and Community makes us think wider

2)   It is interesting to hear Stew talk about the Community piece as anything outside of yourself, family or work. Sometimes, we have this notion of grass-roots social work as making a difference to the community but I guess there are different ways in which we could do it (Helping out in your child's school with some activity, Taking on a role in the Residential Community you are in, Helping friends or otherwise). I guess, the broader takeaway for me here is "are we doing enough in situations where we don't have any direct vested interest". One could argue that some of the other activities might be driven by enlightened self-interest but that's another discussion for a different day possibly.

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End of nugget transcription

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Stewart Friedman - Nuggets

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- 40.03 Stewart Friedman - Role of Authenticity, Integrity and Creativity
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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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