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Context to the nugget conversation

Rajiv speaks about what it takes to move from a paradigm of doing things to that of being somebody. He says that very often we end up making the being contingent on an outcome or a series of outcomes and says that this approach could be a mirage and a moving goal post.

Transcription

Deepak Jayaraman (DJ): Let me move to a different theme, Rajiv, transitioning from focusing on doing to being, can you bring that to life for us? In the book, you give a couple of examples on what that means, even in the case of delegation, you actually outline what a doing approach might be like and what a being approach could look like. Can you expand on that here?

Rajiv Vij (RV): Yeah, sure. I think again, really powerful point here, Deepak, which is, firstly, let me just give you a sense of what this whole idea is, and particularly for your listeners, is one subconscious belief that drives our life and we are not even aware of it consciously, is the belief of doing having it being. And what I mean by that is once I can do X, I will have Y and I will be in a state of Z. Example, once I can work hard and get promoted, I will have more time, money and flexibility and I will be happier, how many of us have thought like that? The reality is, it is a mirage because no sooner than you get promoted, you are busier than ever before, and, in fact, now, you are not necessarily as happy because you are already looking at the next promotion that you want, and we are in this vicious circle. And also, we put our happiness, which is what we really wanted in the first place, on hold till such time we get this promotion, and that promotion is not in our control by the way or at least, not fully in our control. So, we are postponing our state of being, which is what we deeply desired and getting busy with the doing. And the way to change that up and to rebalance it in our life is to start from place of B which is to say, what kind of a person do I want to be or I want to be happy, let us say, for a minute, and then amplifying that, making sure we are paying attention to that in whatever we are doing. It is okay, you work hard and wish to get promoted, do that, but all along, do not put your happiness on hold, make sure you are happy doing what you are doing, make sure you are prioritizing things that make you happy even in the work that you are doing in the office and so forth. So, applying that principle to many aspects of our professional and personal lives. So, for example, you brought about the point about delegation, so now typically what happens is, let us say I have become more aware that I should delegate more and I should be more empowering, but again, the busy life, typically what happens is we say, oh, this is such a busy phase, this is such an important project, once I can get through it, I am going to start empowering my team more, that is a typical thought process, once let me do this, then I will be that way. As against that, if only we could take a little break from that and say, you know what, what if I start being empowering now in this busy phase, this important project, etc., etc. that I am getting so attached to, so worked up about, if only I can start empowering now, actually, I will not even be that busy in this project. So, we are

starting from the place of being. So, it is we can apply to anything, like people say, oh, one of the types of feedback I get is that I need to be more strategic, etc., etc. and again, the same thing. This is such an operationally heavy project and I need to really get into the weeds of it, this is crucial, once this is done, I am going to start learning to step back and start being strategic. If only I can start building the muscle and start being more strategic now when I have this crucial project, this would be the best place to be strategic, in fact, because it is such an important project, so you want to be strategic about it and so forth. So, one of the things I tell people is, walk into the office, sometimes throw your things to do list and replace it with the things to be list. You decide the kind of person, the kind of leader you want to be, and try it for a week or two. And every day say, what kind of a person or a leader I want to be and try being that way, and you will be surprised how the doing will take care of itself. So, for example, if you were to tell yourself, you know what, I am going to be just more mindful as a leader, or I am going to be more courageous, or I am going to be more empowering, I am going to be more strategic, or even in our personal life, I am going to be more loving to my family, rather than saying I want to spend more time with my children, because you may spend more time, but if you are getting upset with them every 20 minutes, I do not know how good that quality of time was. If you say I am going to be more loving and more encouraging, more reassuring or whatever is your need, then you spend even 10 minutes instead of those 45 minutes, but they were loving moments, they will be better spent than simply just the doing part.

Reflections from Deepak Jayaraman

DJ: When I work with a leader and discuss the action plan and the way forward based on the coaching agenda, one of the pieces I try and emphasize is to get them to focus as much on the To Be list as a To Do list. How do you want to show up for the people around you and who do you want to be? Empathetic, Thoughtful, Vibrant and so on. While knocking off things from the To Do list might make you efficient, focusing on the To Be list will ensure that you are effective in whatever you do.

End of nugget transcription

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About Deepak Jayaraman

Deepak seeks to unlock the 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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Podcast Transcript [84.10 Rajiv Vij - Being, not just doing](#)

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