

Developing Soft Skills and Personality
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Lecture - 06
Need Achievement and Spiritual Intelligence

Hello everyone, welcome back to MOOC, NPTEL course on Developing Soft Skills and Personality. I am Ravichandran from IIT, Kanpur. So, I am the course instructor for you and we are going to conclude the first week lesson. With this, we are on module 6 of the first week and this is the lecture 6. For the course in this module, I am going to introduce two new concepts about motivation, one need achievement right and other one about spiritual intelligence.

Now, before I start again like last lecture I just want to give you the highlights very quickly, what did we do in the last lecture? I was focusing particularly about developing your potentiality enhancing your uniqueness and then taking it towards excellence. I started defining excellence.

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Excellence is the outstanding feature in which you try to show that you are possessing very good qualities of high caliber of higher standard. Now, in that context I ask you whether you rate yourself as excellent or very good, good or just poor or average. Every honest rating of yourself and I also suggested that you ask somebody to rate you, rate

you as a person at the same time rate some of your unique potentialities where you actually excel, how do people see you in those qualities.

Now, I assume that you have done the exercise and then you have identified something that is so unique in your unique potential and once you have done that I suggested you should be able to perceive excellence by strengthening the inner core, in terms of inner core I was just indentifying features which if you would developed it can strengthen in your inner core and those features if you have you need to eliminate because they keep on weakening your inner core.

Basically, I put on one side the law of abundance. On the other side, I was just talking about the poverty of a mind control, governed by fear and this side you make all decision based on courage, conviction, faith, etcetera and then the choices that you make out of fear followed by regret on this side that is going to weaken your inner core and on this side the once that are made out of courage and which will definitely end in terms of fulfillment after that I was also talking to you about processing excellence, how do you put that into action? How do you process excellence?

The first part is you need to make radical change that is you need to take one shift, one paradigm shift in the way you think, in the way you function by starting a challenging job by trying do something which you have not done so far having started that you need to start constant improvement. So, radical change and constant improvement both are required to reach towards excellence.

Now, once you have started and then you going towards in your goal, you need to move from one vision and then one mission and then you need to enhance, you need to have more visions and missions to reach the so called self actualized stage by which I concluded the lecture and then I am going to continue with that stage. Now, self actualization according to Abraham Maslow is supposed to be the highest level of growth need, mind you we have basic needs and then growth needs most of us stop with basic needs, but them some of us do reach the growth need and then we talk about growth need, most of the motivation or intrinsic. They are inner when you talk about basic needs, safety needs most of the motivations are coming from outside external I will keep this about later also, but keeping mind that there is this intrinsic inner one which I am trying to focus and that is why I said try to strengthen your inner core.

Now, self actualization is actually referring to actualization of one's potential uniqueness and seeking self fulfillment. It was interesting to note that Maslow was saying that not all people are able to achieve this, but the point by which I was concluding last lecture was that although few people are achieve self actualization fully, it is important to aspire for it as the unrealized and un actualized people remain unhappy throughout their lives. If you do not actualize, according to Maslow you will be remaining unhappy throughout your life and you will live a life of regret. Now, you have to make a choice here nobody wants to leave that kind of life, everybody can try to enhance their potentiality, reach excellence, reach towards self actualization.

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Now, in this lecture let us look at another concept introduced by David McClelland in the book the achieving society, but this is a kind of extract that you took from Abraham Maslow. Now, instead of talking them at five stages, he condensed, he crystallized the needs into three needs. It is also called as three need theory and then he said that people are constantly driven by three basic needs either it is dominant in some or it no duct dominant, but you see at least one or two of these drives.

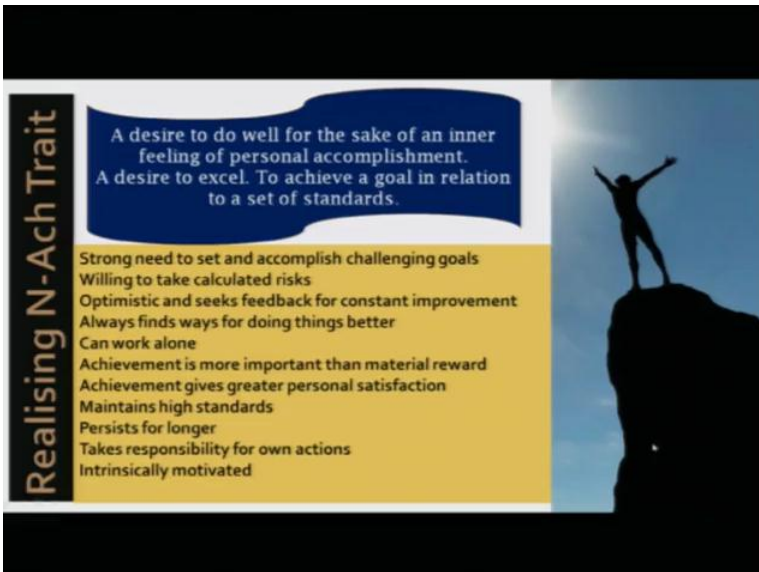
Now, what are those three drives; first he said that people have this drive for power motivation, for power motivation, for affiliation and at the same time he said that people have this need for achievement motivation for achievement. So, his theory is considered three need theory, so achievement motivation is the one that I wanted to focus which is

also a very nicely nick named and called as n h trait need, achievement trait is n h trait the other two are based on authority, power motivation abbreviated as n-pow and then affiliation motivation n-affil, but for our course particularly in terms of developing your personality, although we need to think about affiliation and power which Maslow has kept it somewhere at the middle.

Affiliation is your sense of belonging with the group that affects you emotionally, you want belong and then you want feel that your loved and then you also want to love someone you want express your feelings that is affiliation, the other one power which Maslow was not highlighting that much and then David McClelland saying that some people are driven by power. Now, power can be used in both ways either, you can do power to do good things for others or you can used power to influence control even threatened dominate people, but in terms of self fulfillment self actualization I want you to focus on need achievement trait, what is it? What is need achievement?

Need achievement is the desire to do something better, it is taking from self actualization. This is the desire to do something better, to solve problems or to master complex very complex tasks. So, when you have a need achievement trait you actually want to master not simple problems, but want to solve something which is very complex and then you derive self fulfillment out of it.

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Realising N-Ach Trait

A desire to do well for the sake of an inner feeling of personal accomplishment.
A desire to excel. To achieve a goal in relation to a set of standards.

- Strong need to set and accomplish challenging goals
- Willing to take calculated risks
- Optimistic and seeks feedback for constant improvement
- Always finds ways for doing things better
- Can work alone
- Achievement is more important than material reward
- Achievement gives greater personal satisfaction
- Maintains high standards
- Persists for longer
- Takes responsibility for own actions
- Intrinsically motivated

The slide features a silhouette of a person standing on a rock with arms raised in triumph against a blue sky background.

Now, more about need achievement trait and what can you do about it? Can you realize that you have this need achievement and if you realize how do you identify that you have those ones? In case you do not have what are the traits by which you can develop, how can you synchronize with the need achievement trait? Now, it is generally defined as a desire to do well for the sake of an inner feeling of personal accomplishment it desire or a need to do well not for monetary benefits, but for the sake of an inner feeling of personal accomplishment a general desire to excel just, it is just a need to excel, it is not like any other need like hunger and then other emotional need, but there is a need he says that in every human being that makes the person to feel that he or she should excel and that is need achievement trait to achieve a goal to in relation to a set of standards, you reach a level and then you set high standards for yourself and then you want to achieve your goals based on those standards not on the sub standards set by other people but on your on high standards set by you. So, you are not validated, you are not recognized by other people on terms then you validate yourself that is the level in which validate under need achievement.

Now, what are other qualities that distinguish this person, who has this need achievement trait think about them, ask yourself, do you have the traits? If you do not have, can you try to introspect? Can you try to reach within, can you try to pull it out, you are like an iceberg, you will know that what is shown by you in terms of behavior is coming from your own inner core, the belief that you have inside within the belief can you go inside and can you dig out your thoughts and see whether you have this traits, if you do not have could you make honest attempt try to develop these trait and you should now that it is possible because he says that it is there in every person, it is only that it is in some and then people do not want actually self actualize to reach this level.

What are some qualities, let us take a quick look strong need to certain accomplished challenging goals they are not satisfied by normal goals, but they want to set challenging goals. They are willing to take calculated risks, they are not afraid of taking risks, but they are wise people and take smart and they take calculated risks, they are optimistic and try to seek feedback for constant improvement they are not afraid by criticisms. If people give it, they take it and then they develop.

Further any kind of feedback is not seen as a threatening thing, but it seen as a kind of a positive way to develop oneself, further they always find ways for doing things better

even if you say that this standard is enough, they would like to try to reach a better level if there is one level higher they would like to go better again the other interesting feature about persons who have nh trait is similar to those persons who have actually self actualized themselves these people can work alone they are independent.

So, they are not that dependent they are secure, they are not feeling insecure they are not scared of working alone. Achievement is more important than material or financial reward. So, they are not bothered by external reward such as like prize or money or any kind of material reward. It is not going to influence them, but the achievement as such that I set at a standard, I try to accomplish that goal according to that standard and I achieved it, so that feeling it gives some greater personal satisfaction. Then any other recognition by any other human being or any anything else on the universe, it is important to them that they should feel personal satisfaction within these are the people who are intrinsically motivated as you grow higher, you need to focus more on this inner traits because currently most of you may be motivated by the external factors of motivation, such as getting first prize in a competition reaching the top most level.

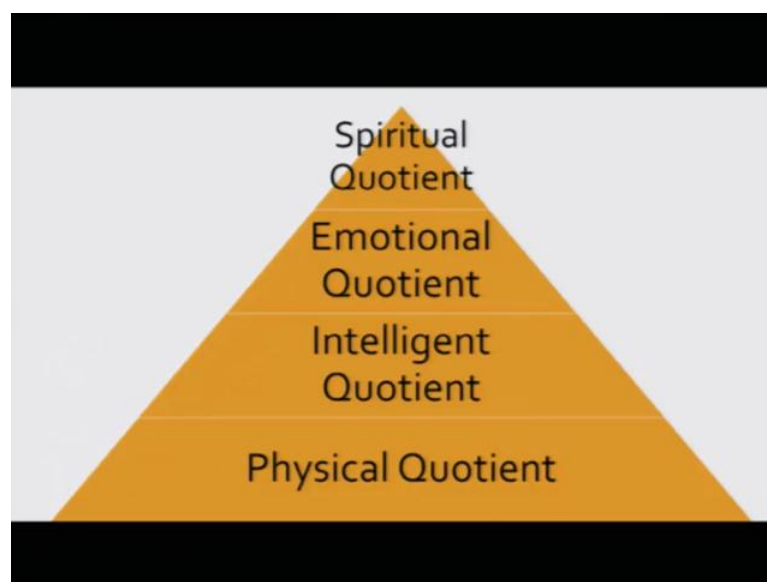
So, that you get a gold medal, you get a prize that is fine, but why are you doing that is just to see your value and that is just for your personal satisfaction. If you do, you are trying to inculcate that nh trait in you as I said these people maintains very high standards and then their persistence level is very high they can persist for longer. So, if everybody thinks they would ended themselves, but then they wait longer, they work longer, they persist longer and they take responsibility for their own action if something goes wrong. They will not blame somebody else, they will not blame their parents, they will not blame their boss, they will not blame circumstance, they will not blame anything, they will only think that I should work harder I should do much more efforts and finally as I said they are very intrinsically motivated.

Now, coming to the concluding thought for this week and then a kind of core thinking that I want you to have throughout this course on soft skills and developing your personality, the soft skills as I said or invite, and then you go hand in hand as you start in developing in your personality. They come to you in a sense very spontaneously automatically if you are able to build up this inner core. So, I am not using the approach in which you try to imitate somebody and then follow what somebody else is doing, but then you try to bring out within you and then bring out your natural spontaneous self.

Now, you will be able to do that if you realize that I am trying to take you from the normal consumption of the intelligent level to the emotional and spiritual level. So, in terms of general thinking people initially thought that it is the physical might that is important. So, they put lot of emphasize on the physical quotient p q and then came a time and in the 60s or so, people started saying that no-no, it is not this one, but it is the intelligence quotient.

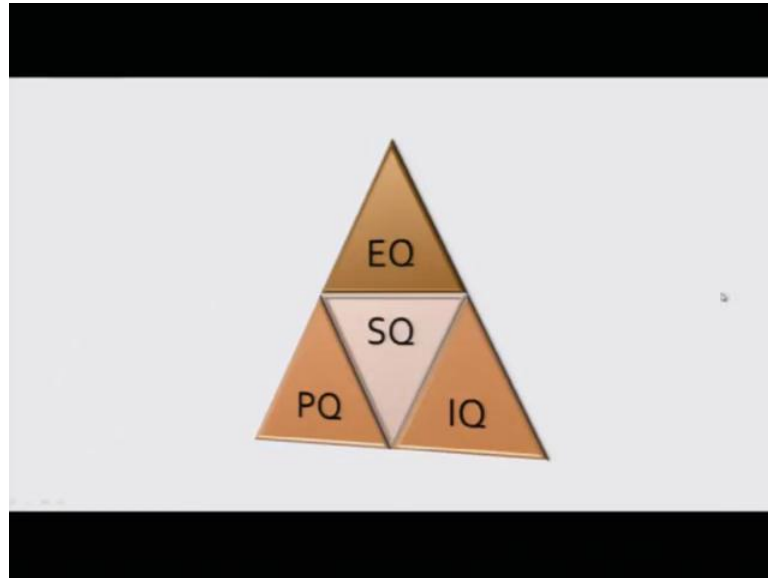
Now, it was dominating for a long time and then after that with Daniel Goalsmen book on emotional intelligence, it was a breakthrough and he made it a point by saying that it is not your intelligence that will make you follow up you will reach a position, but if you want to continue with that if you want to sustain and grow further it is not intelligence that is going to make you continue further you need emotional intelligence and then came Danah Zohar and others who introduce the terms spiritual intelligence and they said that one most step away from emotional intelligence it is not just feeling, but it is also trying to connect with the universe from your inner core the spirit the spiritual part of it and if you are able to do that develop that inner connectedness use your wisdom use your compassion to connect two people they say that is spiritual quotient and that is on the top.

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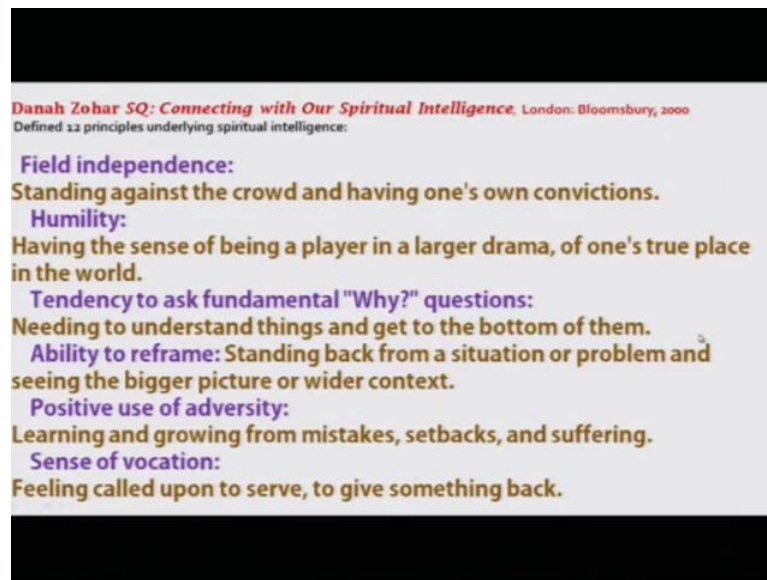
Now, just for the sake of convenience, I have just try to show you that physical quotient is at the bottom and then comes intelligence quotient, then emotional quotient and on the top you have spiritual quotient bottom you have physical quotient.

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But actually the correct way to visualize that is spiritual quotient is at the core and then you have on the one side on the physical quotient, and other side intelligence quotient and at other side it is emotional quotient, but all three are actually controlled and governed by spiritual quotient it is not a kind of hierarchy, but it is holistic thinking. If you say that there where is it operating it operating in the entire brain instead of looking at whether it is on the left or right it is a holistic way of looking at life.

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Now, the term was introduced by Danah Zohar in about 1997, but it was more popularized by the book *s q connecting with our spiritual intelligence*. Now, in the book Danah Zohar talk about twelve basic traits which actually characterized somebody who is having this spiritual quotient, but it is not only it is characterizing those people, but it also people, but it also tells us we want to develop our own s q what are the traits that we should be focusing on.

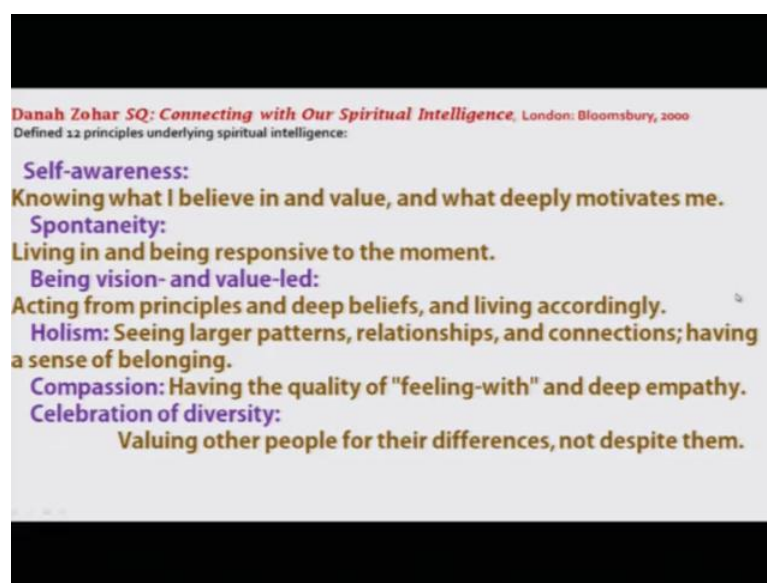
Let us look at these twelve traits and then think about them the first one she points out is field independence; field independence means standing against the crowd and having once own convictions what are the person does he is not affected afraid by what somebody else will say is it is not like what I do not care what you say it does not matter to me whatever you say because I am independent I am controlled and governed by my own inner codes and then it has nothing to do you people have in your mind field independence the second trait that we points out humility humbleness having the sense of being a player in a larger drama of once true place in the world like I am not the one who has conquer the world, but I am a very small part and parcel of the world and then I am part of this chain of relationships and then the realization that I am not so big, but I am a very tiny part, but despite tiny I am still significant.

So, that kind of humbleness and then the tendency to ask the fundamental why questions who am I here? What am I doing? What is my purpose? Am I leaving according to the

purpose or the potentiality, but which I am designed or am I performing lower what I am doing where I am going. So, they keep asking this questions and there is this needing to understanding things and get to the bottom of them why things are like this ability to reframe standing back from the situation or problem and seeing the bigger picture or wider context often the normal individuals or those who lack in s q they are emotionally bogged on in a situation they are so stressed out, but once they develop this s q they are able to reframe in the sense that they are able to separate themselves from the situation and then they are able look at it from distance and they are able to arrive at a logical and a emotional spiritual solution that is amicable for all of the people who are concerned positive use of adversity learning and growing from mistakes setbacks and suffering.

So, failure will not deter them, but then. In fact, any kind of adversity any kind of failure that comes their life they will use that as a kind of getting back not get affected by any setback sense of vocation that this is the very important trait. They do not do a job just for the sake of getting some money anything that they do they are fully committed fully involved in it and then they do it with a sense of vocation feeling called upon to serve to give something back they feel that it is a privilege to work with somebody work for someone it is a privilege it is an honor to be there and then they feel committed and then feel like giving back. So, they do not look at their watch and work and then they work with. So, much passion they forget looking at their watch.

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What are the other 6 qualities self awareness. In fact, Maslow also talks about this denial, also talks about this self awareness knowing what I believe in and value and what deeply motivates me. So, at the beginning of the previous lecture was also I asking you just try to identify what is that deeply motivate you and what is it that makes you feel lazy, make you feel very uninspired what are what are the things you driving what are things that is pulling you down. So, that is self awareness.

The next trait that she talks about is spontaneity what is it living in and being responsive to the moment they do not leave in the past, they do not get bogged down by the past, they do not think about future. So, that they are very anxious and stressed they leave in the present they leave in each moment and they very spontaneously related to that. So, they do not have any kind of stress the next quality that she talks about is acting from principles and deep beliefs and living accordingly this is what she calls us being vision and value led. So, being vision and value led is that already having this vision and then they are guided from their own values.

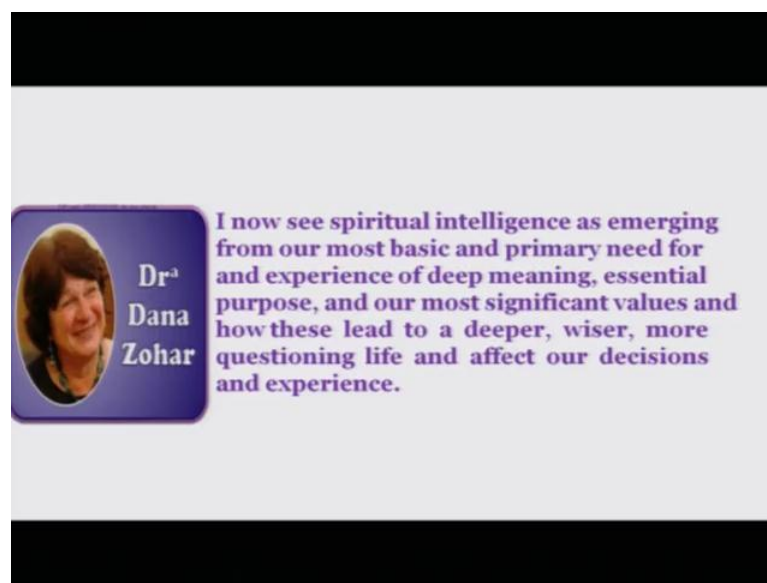
As I said it is closed to the previous discussion that we had they have their inner core and then they have the vision. So, they are not concerned about what others will tell about what they do what how they perform holism; holism means seeing larger patterns relationships and connections having a sense of belonging instead of seeing things by parts they try to see the whole picture the complete connectedness compassion having the quality of feeling with and deep empathy somebody asked when do you get a real happiness and then if you ask such a question to this people with spiritual quotient they know the answer all ready because they know that only because they know that only when you are compassionate for somebody compassionate with somebody you get happiness which means when you try to do something for someone. So, in doing that and in realizing that you are able to fulfill your own goals of being able to do something for someone your inner joy is fully realized last, but not the least she says that celebration of diversity.

Now, what do these people do they are not prejudice conditioned by narrow minded thinking in terms of say race or color or caste or religion or nationality or any kind of boundaries they value other people for differences not despise them in the sense even if other people are different they able to appreciate they are able to respect the differences just because somebody is different from me, somebody is speaking a different language,

eating a different kind of foods, talking to different kind of people, it does not make me hate the person, does not make me ready cool the person the person who has high ensued. In fact, celebrates this kind diversity.

Now, this week is ending with this notion of spiritual capital that you need to develop and two concluding thoughts about spiritual capital spiritual wealth spiritual intelligence coming from again Danah Zohar she was asked in an interview to simply put in very easy manner what is spiritual intelligence.

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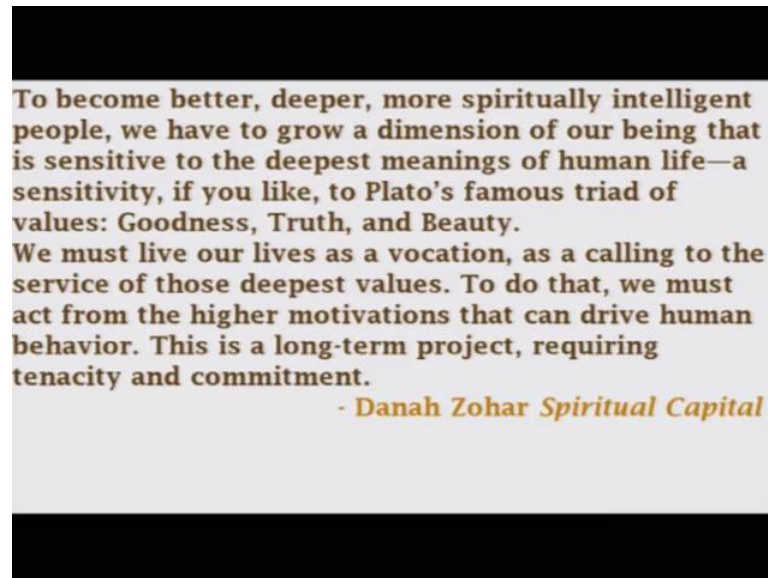


So, she said in this manner she said, "I now see spiritual intelligence as emerging from our most basic and primary need for and experience of deep meaning, essential purpose and, our most significant values and how these lead to a deeper, wiser, more questioning life and affect our decisions and experience". So, seeking a deep meaning having an essential purpose and most significant values and how these leads to a deeper wiser and more questioning life and affect our decisions and experience.

Before I conclude, just want to tell you that this week is going to end, this is the last lecture for this week will be quiz. So, just go through the lessons once again and then get ready for the quiz and as you understand that I am just going to conclude I just want you to think this start and then leave you for the end of this week and this is something that you should have in mind because this is one guiding principle that we are going have for the course throughout it is this is again from Danah Zohar, she says in the book 'Spiritual

Capital' when I say this, you can if interested get the book, procure the book read it, but for the sake of quiz whatever we have discussed that is enough if you just go through the video lecture all the lectures are self sufficient and you do not have to by any notes or any book to read this is only on your on interest only in terms of developing yourself whatever extra books that I am suggesting you can by and go through.

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Now, let us go to the final thought and then I leave you with that, “to become better, deeper, more spiritually intelligent people we had to grow a dimension of our being that is sensitive to the deepest meanings of human life”, what is she saying we have to grow a dimension of our being. So, one part of our being one side of our being which we generally neglect that has to be grown and what is it that is sensitive to the deepest meanings of human life not by the super facial meaning of human life the inner core.

The deepest meaning of human life, a sensitivity, if you like, to Plato's famous triad of values goodness, learn to appreciate goodness be good see the goodness in others appeal to the goodness in others, second truth resolve to stop telling lies and then resolve to seek truth speak truth and thirdly she says un beauty appreciation developing appreciation for things which are beauty things which are orderly things which are essentially good and truthful. We must live our live as a vocation as a calling to the service of those deepest values to do that we must act from the higher motivations that can drive human behavior this is something Danah Zohar tells again and again, we can act from a higher motivation

and when we are able to act from a higher motivation. So, many things which we think as mind boggling stressful they all lose their significance they all lose their pressure point on us.

So, try to operate on this higher level to do that we must act from the higher motivation that can drive human behavior and this is not a short term goal, but this is a long term project requiring tenacity and commitment it is a long term project. So, the course is going to help you to commence that project I am there as a kind of guide to take you along with you in the project, but you should know that it requires tenacity strength of purpose determination willingness to take rest etcetera and commitment not to the course or not to me commitment to yourself.

So, wishing you success in this project that you have taken, the first week is over and using this project develops yourself, develop soft skills and I am sure. So, it I will end with the kind of self fulfilling experience that will gain you whatever you want you in your life. Thank you for being with me for this week and then we will start come again freshly with new thoughts on personality and soft skills in the next week.

Thank you.