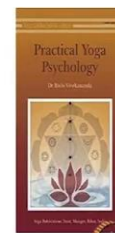
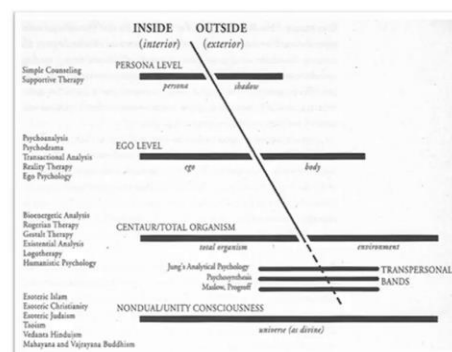


Yoga and Positive Psychology for Managing Career and Life
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Why Positive Psychology and Yoga in this Course?
Lecture - 9
Genesis of this Course

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Ken Wilber: Spectrum of Consciousness and Impact of Different Therapies



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At this stage I would like to code the work of Ken Wilber it is slight digression, but it is useful. I am using this work of Ken Wilber at this stage because till now we looked at what are the what is the nature, objectives and aims of positive psychology. Then we also looked at how different cultures can have difference in the basic assumptions being followed about the self, about the notion of good life, in the existing literature of positive psychology. How yoga can possibly give more holistic perspective and can be also integrated with positive psychology to attain the objectives, ultimate objective, of the course and ultimate objective of our life managing self and managing career.

So, Ken Wilber also subscribe this notion of Panchakosha and he also has understood all these koshas as different layers of minds. He points out that different therapies arising from different

schools of psychology are actually more efficient in treating at some level of mind or some level of kosha.

So, for example, simple counseling and supportive therapy they focus at the persona level, psychoanalysis, psychodrama, transaction analysis, reality theory, ego psychology and many of you must be familiar to some or all of these theories and therapies, they are primarily focused according to Ken Wilber at the ego level, at the psychosomatic primarily ego level.

At the social, at the social self which is the result of interaction of the pranamaya all the koshas particularly the three koshas of the subtle body with our social and natural environment there are therapies which are aiming at that. He call it Sanchora or total organism. And total organism is very close to the social self, what Professor Bhavuk talks about.

Bio energetic analysis, Rogerian therapy, Gestalt therapy, existential analysis, logotherapy, humanistic psychology - these are related to the total organism which include koshas and environment both. And then there are a spiritual traditions Vedant Hinduism, Taoism, Mayan and Vajrayan Buddhism, they are looking at the non duality and unity consciousness which is the layer at anandamaya kosh and beyond that.

Though Ken Wilber has not used the word Ashtanga Yoga, we can infer and this framework was and this framework was prepared many decades ago. Now we have sufficient research to substantiate the inclusion of the ashtangayog in this schema. And we can know more about it in the later courses and this book the very famous and profound book of Dr. Rishi Vivekananda is also mentioned here.

It explains how yoga interventions asanas and pranayam can have the impact, can have the positive impact on all the five koshas. So, this practical yoga psychology work explains how yoga interventions actually can work at the annamaya kosh, manomaya kosh certainly at pranamayakosh and also result into strengthening and more profound experience of anandamayakosh of ourselves.

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So, at this stage I would also like to share how the genesis of this course occurred. We teach, you know, this course very similar to that in school of management in IIT Bombay. I am a faculty member there and this picture of our corridor reflects the values perpetuated and espoused and largely practiced in our institution.

This picture is of the infinity corridor. Infinity means where you cannot see the beginning and end of the corridor. In the same way here the academic leaders who have established the culture of this institution is such that you are invited, you are inspired to look at what is beyond always.

Always look at what else is possible, always encouraged to transcend whatever you are doing in terms of research or in terms of teaching. Many of our colleagues are great inspiration for all of us to keep trying doing something more, something better. So, that is the value of the and that is the place. And in the place like this when we get opportunity to look at the course outline of any of our program we look at what all ultimately possible in this course.

So, in 2011 we undertook the revision of our MBA curriculum. I teach in the Management Department we offer Master of Business Administration course. This is a flagship program. And in 2011 we were looking at how we can restructure, how we should restructure our existing course that time.

So, naturally as the part of the course restructuring we looked at the best courses being taught around the world, we looked at what are the management challenges, what are the future competencies required, what kind of development is required, what kind of preparation is required for the students to face the world they are going to enter after this program.

And that made us realize that self management is deeply linked to career management. And when we say self management this is not only about time management, it is about managing our emotions, our energies, our intellect as well. So, as a result of this realization we included a core course on self-management and interacting with the world.

This course takes place as much in the classroom as outside of the classroom. Students are taken outside of the classroom to have lot of experiential exercises. We do yoga protocol within the classroom, we also have some outdoor activities. Many of those activities, now because of the COVID situations are converted into form of simulation. But yoga is still very much integral part of this course.

So, that is where we examine the possibilities and discovered the ways of integrating positive psychology and yoga based interventions and insights and wisdom of yoga tradition in a single course. That was helpful because IIT Bombay has very thriving yoga ecosystem as well. What do I mean by yoga ecosystem? Institutional club have embraced yoga as a very critical intervention for the well being of all the campus residents be it students, faculty members, employees and their families.

So, we organized yoga camps, yoga programs very regularly. I have had opportunity to be the founding member founding faculty member of this yoga as the club. Every year we also organized conference where we discuss the research findings related to yoga based interventions, particularly those research findings which have direct implication in education and the working life.

So, because of all these things available in the institution we could create a course which integrates positive psychology and yoga. That is where we are teaching that is what we are teaching in last 8 years.

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Research Arising from the Course

Kudesia, R. S., Pandey, A., & Reina, C. S. (2020). Doing More with Less: Interactive Effects of **Cognitive Resources and Mindfulness Training** in Coping with Mental Fatigue From Multitasking. *Journal of Management*, <https://doi.org/10.1177/0149206320964570>

Dagar, C., Pandey, A., & Navare, A. (2020). **How Yoga-Based Practices Build Altruistic Behavior?** Examining the Role of Subjective Vitality, Self-transcendence, and Psychological Capital. *Journal of Business Ethics*, 1-16. <https://doi.org/10.1007/s10551-020-04654-7>

Pandey A, Chandwani R, Navare A. (2018). **How can mindfulness enhance moral reasoning?** An examination using business school students. *Business Ethics: A European Review*. Vol. 27, No. 1, pp. 56–71.

Dagar, C., Pandey, A., Navare, A. V., & Pandey, N. (2018, July). **How Yoga Based Practices Result in Human Flourishing?**. In *Academy of Management Proceedings* (Vol. 2018, No. 1, p. 16300). Briarcliff Manor, NY 10510: Academy of Management.

Dagar, C., & Pandey, A. (2020). **Well-being at workplace: A perspective from traditions of yoga and ayurveda**. *The Palgrave Handbook of Workplace Well-Being*, 1-28.

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This teaching and this course has resulted into large number of research studies as well. In this course we examined how mindfulness and yoga based interventions can be very useful in retaining remaining in keeping our students engaged in the academic sense. We also looked at how yoga can build altruistic behaviour. We examined what actually connects positive psychology and yoga and we found that subjective vitality and self transcendence. These are the two things which connect positive psychology and yoga.

We also looked at yoga can enhance our moral reasoning. Moral reasoning is the foundation of ethical decision making. Moral reasoning refers to the reasoning or logic we give to justify any act is right or wrong. Reasoning can be at a very personal level which is called pre conventional reasoning that is dependent on my personal loss and personal benefit.

Reasoning can also be dependent on following rules and regulation or following norms of my ingroup. Reasoning can also be dependent on the universal values and our way of looking at life as a responsible citizen; that means, looking at a putting the universal lens on our individual act.

What if everybody in this situation is start acting in this situation, whether world will be a better place or not that becomes our criteria. So, there can be different levels of moral reasoning. Moral reasoning result into certain type of ethical behaviour, it influences ethical behavior.

So, ethics can be very utilitarian, it can be based on our discursive ethics; it can also be based on ethics of care. Yoga practice and mindfulness practice, we saw, can help us to move up from the lower level of moral reasonings to higher level of moral reasoning. We also looked at how human being can actually flourish, what is the left side? What is the antecedent of human flourishing?

What can make the positive psychology intervention effective? What can enhance the impact of positive psychological experiment? And we found that yoga can be that intervention which can enhance many other positive psychological intervention. We also tried to redefine the well being at the context of workplace as well as in the context of the educational setting.

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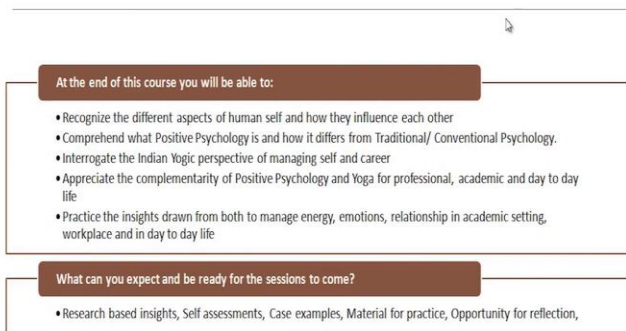


These pursuits were recognized in some of the media platforms Times Of India, Hindu published stories on these courses and our research findings about how these yoga based intervention can be helpful to the student fraternity. Similar courses are also offered in XLRI, in IIM Kozhikode, in IIM Ahmedabad as well two courses were conceived which integrate mindfulness and positive psychology.

Professor Vishal Gupta and Dr. Rajesh Chandwani, they are offering electives well subscribed electives where they integrate positive psychology and yoga based interventions.

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Course Objectives



At the end of this course you will be able to:

- Recognize the different aspects of human self and how they influence each other
- Comprehend what Positive Psychology is and how it differs from Traditional/ Conventional Psychology.
- Interrogate the Indian Yogic perspective of managing self and career
- Appreciate the complementarity of Positive Psychology and Yoga for professional, academic and day to day life
- Practice the insights drawn from both to manage energy, emotions, relationship in academic setting, workplace and in day to day life

What can you expect and be ready for the sessions to come?

- Research based insights, Self assessments, Case examples, Material for practice, Opportunity for reflection,

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So, in light of all this I wish to conclude this session by projecting the course objective and expectations from the participants. Our course objective as you must have recognized by now is to make the participant recognize the different aspect of human self and how they influence each other.

This course is aimed at helping participant to comprehend what positive psychology is and how it differs from conventional or traditional psychology. It help participant to interrogate the Indian yogic perspective of managing self and career. It made people to appreciate the complementarity of positive psychology and yoga for profession, academic and day to day life.

It aims at helping participants to practice the insights. And since the focus of this course is not only conceptual knowledge, but to practice, we will be having a lot of psychometric assessments, case analysis. We will be having the journaling exercises, we will be providing material for practice, there will be a lot of opportunities for self-reflection. These things will work only if you take this course with full sincerity.

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The slide is titled "Course Pre-requisite" and contains four instructions in colored boxes:

- Orange box:** This course is designed for 'you' and not only for meeting the course requirements. Please ensure the course is taken where there is least interruption and better internet connectivity.
- Dark brown box:** As most of the content are related to your own self, please ensure you spend few minutes on each slide and each lecture.
- Light brown box:** Kindly keep pen, pencil and paper to make notes.
- Light green box:** Spend time for the Psychometric assessments and Reflection Exercises. AND Feel free to look out for the learnings and insights.

At the bottom, there is a blue "IIT Bombay" logo on the left and a red "NPTEL" logo on the right.

So, please ensure that course is taken where least interruption is there and the best internet connectivity is there. As most of the content are related to yourself please ensure that you spend few minutes on each slide or each aspect of the lecture. You can pause the lecture to make sense of whatever is being told, you are most welcome to pose the question as this course is going to be offered in the NPTEL form as well there will be an opportunity for the face to face interaction.

In case something requires more clarification you are most welcome to pose these questions in the face to face conversation. Please always keep a pen, pencil and paper to make notes and also to carry out some exercises. I will be requesting you to make some grade or write down few things or draw something that will be helpful for our reflection. Please follow those and you will realize that the greater value is being created in this kind of interaction. Spend time on the psychometric assessment.

As a part of the course you will be getting links for a lot of psychometric assessment. Some or maybe a large part of the assessment will be supported by automated responses on the interpretation of the courses. But there can also be opportunity for the face to face interaction to further understand the insights arising from your psychometric assessment. Feel free to look out for the learning and insights.

This course on this platform is aimed at starting the process or strengthening the process or boosting the process of self management and career management. You are already doing it please continue that. But be mindful this course might help you to look at the clues, look at the concepts, interpret things using the concepts discussed in the course and you may get insights about managing self and managing career. You may get insights about the positive psychology not only from this book, not only from the research papers being quoted here, not only from the text book prescribed here.

It can be got and be mindful, be open to receive that you can find it from the films, from the web series, from other books you can find the insights based reflecting on your conversations with other individuals in your day to day life. So, these are the prerequisites of this course.