

## STRATEGY 4:

## FOCUS ON CONTRIBUTION RATHER THAN EXPECTATION

*"We become worthless when we stop contributing."*

The common reason for participating in the workshop or reading this manual is to improve your effectiveness. But why do you want to improve your effectiveness? What's the motive or purpose to improve your effectiveness? Is it to increase your income and help yourself only? Then you may not be that effective.

Let me ask you a question, can you make money?

The only people can make money are the people who work in mint. Rest of us have to earn money and money can be earned by two different ways.

We can earn money through exchange of goods or services. If your motive is to serve others or contribute to others, you will do well. If you want to increase your effectiveness, because you want to contribute to your organisation, contribute to your family and contribute to people around you; you will improve your performance to greater height.

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Importance of EQ in Leadership Development

**WE BECOME WORTHLESS WHEN WE STOP CONTRIBUTING.**

**Contributions can be in 3 different ways**

- 1. Physical/Materialistic Resource  
(Finance, Salary ,Car,)**



- 2. Intellectual Resource  
(Knowledge)**



- 3. Emotional Resource  
(Feel Good, Comfortable)**



Contribution can be classified broadly into two different ways. They are Tangible resource and Intangible resource. Intangible resource can be divided into Intellectual resource and Emotional resource. In simple language Contribution can be done in three different ways. They are through Physical (Finance, Car) Resource, Intellectual (Knowledge) resource and Emotional resource. Emotional resource plays the vital role in our lives but it's the most neglected area; as we have been emotionally beaten in some course of our life. Therefore maintaining core values play a vital role in long-term relationship.

If any relationship is not working well with you then there must be missing either of these contributions to the other person. It's applicable in every walk of life. Let it be personal life or professional life. There are different kinds of relationship in our life, such as Parent – child, Husband – wife, Employee – Employer, Teacher – student, Superior – Subordinate, Supplier – Customer, Girl friend – Boy Friend and friendship.

Let's take the relationships in between parents and child. Let's go back to your memory lane, when you were 9 years old which standard you were studying? Third or fourth standard!

As a child you used to go to your parents for all the support. They used to support with all the tangible (physical) resources (needs) such as school fees, clothing, shelters etc. Then when you were in school you used to go to your parents to solve the school homework or clear your doubts, in that way they used to contribute to your Intellectual Resources. Suppose you scored a low mark than you expected and didn't feel good about that, they used to support you by saying, "Its OK "beta" (Son), this time we will study well and score good marks in the next exam." Or if someone has scolded you or you are not physically well and you are not feeling well; you used to go to your parents as they used to always support you emotionally ( E m o t i o n a l Resource) and you used to feel good.

Now you are adult and earning enough from your job or business to fulfil all your basic needs, you rarely go to your

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Workshop Slide

parents for financial support (Physical Resources). Rather you support them financially. It may be the kind of business or job you are involved your parents may not have knowledge on that subject. So you can't go to them for intellectual support but you go to them for emotional support because you enjoy their company.

Let's imagine the kind of job or business you are involved, your parents were not in favour of it and now you are not doing well. If you go to parents and inform them, "I don't know what's going wrong I am not doing well in the business and I am not enjoying my work" And if they react by saying "We told you not to start that business or take up that job" Will you feel like further going back to your parents to discuss about your difficulties in job or business?

Let's take another incident. You married a girl against your parents wish and you thought she was the perfect choice. But after marriage it turned out to be the opposite. If you go to your parents and tell them that you don't know what's gone wrong, "She was so nice before marriage and now she is just the opposite". If your parents shout at you by saying "We told you not to marry that girl". Will you go back to your parents to discuss about your personal challenges? You will not go back as you are not getting the emotional support what you expected.

Let's analyse the situation. Suppose you are working in IT sector and your parents are in agriculture. You don't expect any financial support from your parents as you are earning enough and you support them financially whenever required (Physical Resource). You are in different field than your parents, therefore you can't ask for any intellectual support. What you were looking from you parents is the Emotional support and you have not got that. Will you feel like going back to your parents?

You will not feel like going to meet your parents, because you are not feeling good to be with your parents. There is a saying, "We take decision emotionally and justify them rationally." You will have all the justification why you

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