



SAMPLE

DATE

EMAIL

# CRESELPRO

COACH REPORT

N A M E

## CONTENT

Introduction	1
Creselpro Origin	5
The Framework	8
Creselpro Scores	9
Productivity	10
Relatedness	12
Creativity	14
Self Renewal	17
Order and Disorder	20
Client's Workbook	21
Coach's Workbook	25
Learning Log Notes	30
Creselpro Vocabulary	36

# Sample Report

NAME

## INTRODUCTION: YOUR SELF IN REAL TIME

### Meaning:

You are functioning today as an individual, living and working in the world and engaging with it in your own way. “Your Way” is usually a bunch of unstated beliefs expressed in action. It helps to understand what beliefs and action patterns form the unstated “Your Way” as of today. Once you understand it, you have the choice to make changes if you want to.

According to Erich Fromm (German-born American psychoanalyst and social philosopher who explored the interaction between psychology and society), the unique character of human existence gives rise to **five basic needs**:

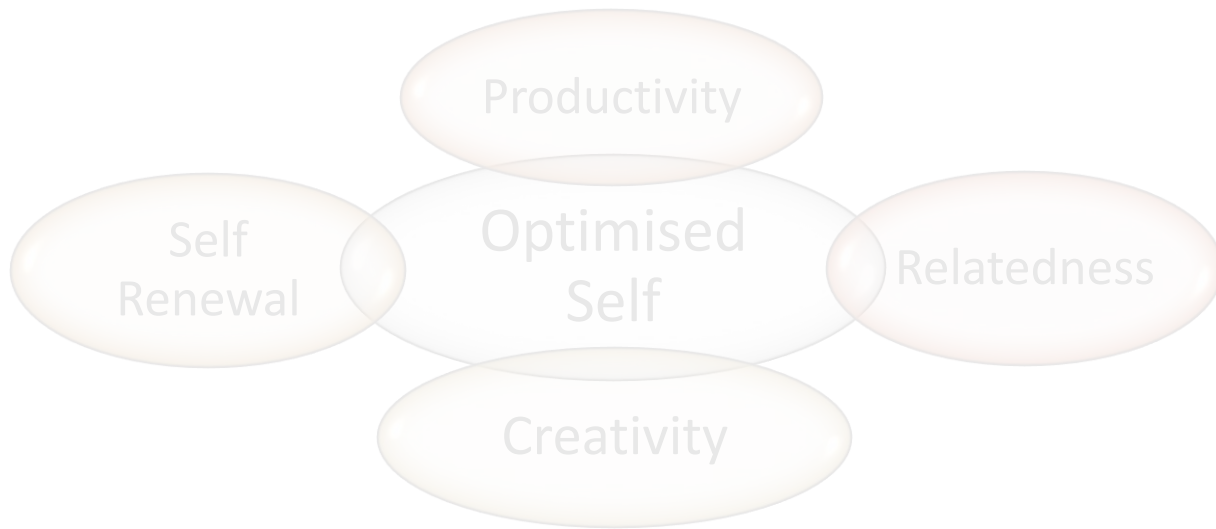
- First, human beings, having lost their original oneness with nature, need **relatedness** in order to overcome their essential isolation.
- They also need to **transcend** their own nature, as well as the passivity and randomness of existence, which can be accomplished either **positively**—by loving and creating—or **negatively**, through hatred and destruction.
- The individual also requires a sense of **rootedness**—belonging, in order to gain a feeling of security, and needs a sense of **identity**.
- The remaining need is for **orientation**, or a means of facing one's existential situation by finding meaning and value in existence. Orientation can be achieved either through **assimilation** (relating to things) or **socialization** (relating to people).

# Sample Report

Our operating context today has given rise to four expressions in action in daily living.

- We work according to a laid down pattern to produce desired outcomes (**Productive**)
- We interact with people for material value and emotional wellbeing (**Relatedness**)
- We also look for ways to improve working and living (**Creativity**)
- We may also look inward to see if our goals are being met and if life needs to change track (**Self Renewal**)

Each of these components of daily living can be seen as comprising four stages that are necessary for effectiveness as described below:

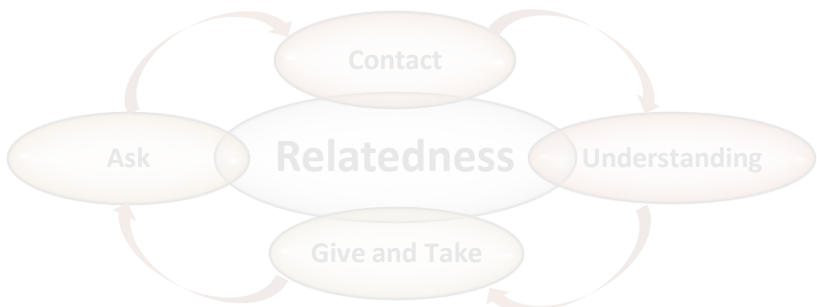
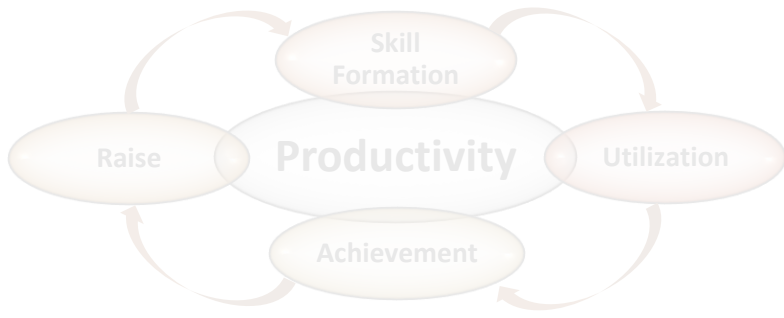


For instance, if I try to achieve higher targets immediately after learning a new skill, it is not likely to happen. I need to first practice that skill and achieve reasonable proficiency before attempting a large scale of performance.

Similarly, I can't attach myself to a relationship without understanding the details of the relationship and how it might change under varying circumstances. I may want to change a job and so need to clarify what I expect in a new job. If I don't clarify, I may end up feeling disappointed in the new job as well.

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**Productivity**  
 Investing in maximizing outputs of known outcomes along

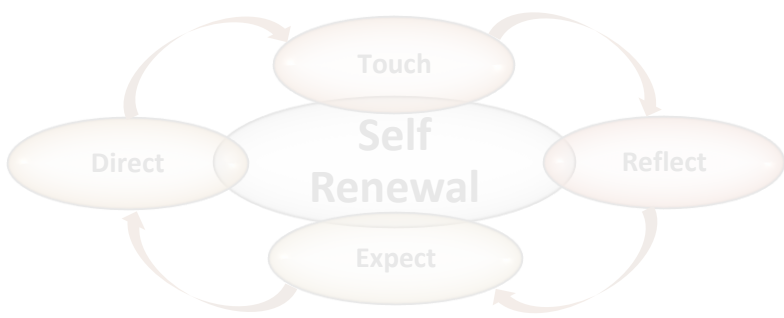


**Relatedness**  
 Investing in relationships, which allow trust, openness and authenticity

**Creativity**  
 Investing in creating a new solution/product and/or process



# Sample Report



**Self-Renewal**  
 Investing in examining one's own meaning-making processes and life-stances

## PRODUCTIVITY

**Skill-Formation** is acquiring new *skills*, knowledge and competencies.

**Utilization** Use and application on real scale.

**Achievement** Achieve outcomes and results.

**Raise** Raise the achievement and widen the scope.

## RELATEDNESS

**Contact** Being in Contact with one's close circle of family, friends and colleagues.

**Understanding** Making an effort to understand the other's situation and context.

**Give and Take** Enlivening through reciprocal interactions: give and take.

**Ask** Seeking fulfillment of one's needs by taking liberty to ask the close ones: showing vulnerability.

# Sample Report

## CREATIVITY

**Discontent** *Discontent* is about some aspect of life and work.

**Search** Search for different ideas.

**Ideation** Select and shape an *idea* into action.

**Actualization** *Actualize* the plan and implement new idea.

## SELF-RENEWAL

**Touch** Being in touch with one's thoughts, feelings and experiences.

**Reflect** Reflecting on one's choices and meaning making processes.

**Expect** Clarifying one's expectations of the new self in the new situation.

**Direct** Setting a direction to one's efforts



## CRESELPRO - Origin

### INTRODUCTION

Creselpro is an instrument that tries to capture four dimensions of the Emerging and Unfolding Reality of the Self - your reality as it is just now. This is your energy and unfolding self, captured along the four components. Each of these components has four stages in increasing order of significance. Vulnerability at any stage impacts the component itself.

An individual constantly constitutes himself and his world.

This means that we have a personality, which may be stable but is undergoing changes of degree (milder/stronger) and or of kind (shy/outgoing). Also, the way we view the world too is dynamic and not static. Our actions or inaction give out outcomes and consequences which become our experience that shapes us and our views.

The individual is a part of the world and is trying to constantly make their Self and their World through four processes (Components).

### All the four components are continuous and dynamic in nature.

1. At the transactional level, the person engages in **productive** activity of making and exchanging value with the world by utilizing one's competence. There is interaction with other people in the process of production.

# Sample Report

The productive activity is a way of fulfilling oneself at primary levels. Our occupations, jobs and work that we perform belong to this level. There is effort according to a pattern.

We produce some outcome, which carries value and we get reward and recognition in exchange of that value.

2. At the phenomenological level, the person shares experiences, desires, aspirations, hopes and fears and anxieties with others. When we perform our work in organizations, it leaves us with feelings which range from boredom to excitement.

Similarly, we find our colleagues being helpful, supportive, competitive and collaborative at different times. Our experience of life is ours and can be different from what is proclaimed and declared.

We construct our meanings from this entire spectrum of experiences. Many bosses who call themselves democratic are seen by their colleagues to be authoritarian. Colleagues would go by their own experience of that boss.

3. The person communicates the whole mode of living with others with whom there is **relatedness**, a deep bonding and sharing.

The sense of relatedness arises from a realization that both share a set of vital characteristics. There is a shared filial or communal or ideological identity. Both trust each other in terms of protection, assistance and support.

Again, this relatedness is being continuously constituted by both acting to preserve and promote it.

This relatedness is vital for us to make sense of what is happening in and around us and to seek help, solace and joy of sharing.

4. At this level, there is also the experience of disappointment, discontent and dissatisfaction with the way things have gone, are going and may go. The human spirit strives to overcome pain and suffering in oneself and in others.

This leads to a search for solutions, a struggle to put them in practice and to learn from failure so as to build and **create** a reality of one's own. There is a creativity of problem solving and there is a creativity of reconfiguring conditions. This latter creativity is aimed at bringing a new modality of living.

Many times, we are faced with situations developed by us. We have to improvise, innovate and experiment with our judgment in such situations.

# Sample Report

5. At the existential level, one is trying to constitute oneself through a self-concept and (multiple) identity through concrete encounters and essential experiences.

- Who am I amidst the ocean of humanity?
- Am I small, insignificant and helpless?
- Can I be strong, superior and strategic in all kind of situations?
- Am I going from strength to strength?

This churning helps a person hold together the volatile universe of psychological experiences. From time to time, it calls for revisiting and **renewing** this identity level consciousness.

One examines the pattern of meaning making, choice making and role taking to find a new direction for oneself. This process may happen unconsciously, and it can also be undertaken consciously.

At the critical junctures of life such as marriage, parenthood, career shift, retirement and loss of close ones, the process of examining life positions may be dictated by events.

## WHAT CRESELPRO IS NOT

Creselpro does not measure your personality type according to any of the prevalent theories. It doesn't say you show tendencies of this or that type. It also does not measure any personality attributes, traits or qualities. Hence it does not predict your behavior or performance according to your score on the personality attributes.

The four components are ways in which you make sense and relate to your outer and inner realities. These ways can be changed by you, though at a given time, these ways may have become stable.

By increasing awareness of how you sense and shape your reality, you also increase the chances of bringing about a desired shift in them.

# Sample Report

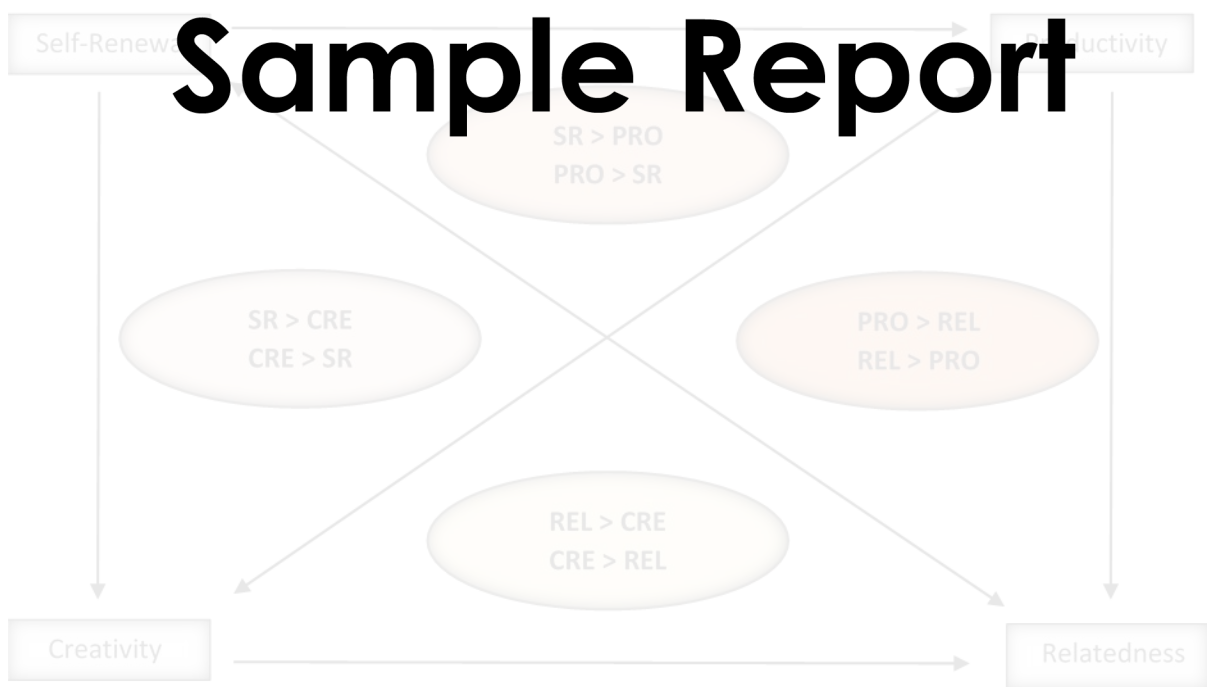
## THE FRAMEWORK

Each process is cyclical because one’s reality is constantly emerging. For instance, after achieving one’s goals, one widens the scope of activities and sees new horizons. Sooner or later, at some stage one feels the need to add to one’s repertoire of expertise and decides to acquire new skills. The cycle of productivity begins anew.

Every cycle has an inner logical sequence, though individuals could try to jump it with some unpalatable consequences. For instance, choosing a direction without clarifying expectations could invite experiences that may set one thinking whether the real expectations were different in the first place. For real progress to happen, all stages must be completed.

Each stage in the process may well receive differing levels of efforts and energy. Minimal or Low input would be seen when one feels the need to do something and makes a cursory movement. Sufficient or Medium effort would be seen when one keeps moving in that direction for a reasonable length of time. Strong effort would result in increased levels of energy over sufficient length of time.

The four components are related to one another in the way shown below:



## CRESELPRO SCORES



# Sample Report

## PRODUCTIVITY

Using one's competence to make and exchange valuable outcomes for reward, recognition or both and exerting effort in a pattern.

Skill Formation	Utilization	Achievement	Raise	
0	0	0	0	0

Work is an expression of one's individuality in a collectivity. It ensures continuity of existence in a community. Work follows a pattern, which may undergo changes over time. Work also demands a certain competence level to produce given outcomes. With experience the competence would be expected to reach a higher level. When this happens, it is expected that the scope of work would also widen. In the world today, demands for upgradation of competence would be ever present. It is unlikely that one can carry on with only the initial level of competence.

For instance: A Surgeon acquires expertise and can then work with teams of junior surgeons in a number of hospitals. A Sales Manager moves up from a state to a region to the entire country. This movement necessitates acquiring new skills, practicing them to acquire proficiency and applying them successfully.

### Acquiring new SKILLS

In the initial period, the decision to acquire new skills is dictated by the education/work system and new skills fall in the same domain as the extant ones. But as one starts moving to higher levels, along with domain skills, one needs conceptual and interpersonal skills of a different order. The realization that one needs to acquire new skills may come from work related stress, frustration, peer learning or from a desire to move to a higher level. A Sales Manager may be motivated to learn about sales and financial skills. He may have to learn about Managing Change and Emotional Intelligence. A person who stops acquiring new skills, whether technical or other, may soon find productivity plummeting and performance challenges rising.

# Sample Report

### Deploying SKILLS

It is common knowledge that skills that are not used in practice will soon fade away. The reasons for non-application of skills could be lack of opportunity, fear of failure and change of circumstances. With deployment, one acquires confidence in the use of skills and also a better grasp of the same. Without practice, one cannot hope to gain mastery. Many experienced employees learnt basic computer skills, but hardly ever used those at work. As a result, they remained at the earlier level, which was considered slow and inefficient. All they needed to do was to start using the computer, make mistakes and learn from those. But the fear kept them at bay.

### ACHIEVE outcomes

You are productive when you achieve desired outcomes. It is not only a matter of deployment of skills. You need to plan, monitor and check the outcomes. You have to use your judgment when things don't go according to plan and have to make adjustments. You have to take care of protocols, communication and the resources. So, there is a network of actions and interactions that you have to manage. You need an even temperament for it. Only then deployment of skills will bring about the outcomes. You gain thus a proficiency in using both the skills and the work system.

It is possible that a person possesses the basic competence but cannot achieve the desired outcomes. Among other reasons, he may not learn to work and manage according to the work system that comprises both planning and communication.

## RAISE the level

Once you have gained proficiency in the domain skills and the work system, you become capable of managing a higher level of outcomes. The scope can widen by quantity. You can handle a bigger chunk of responsibility, the domain and the work system remaining the same. You have acquired higher proficiency in the domain and greater confidence in managing the work system. Personally, it will make you aware of your potential, while organizationally you become more productive. You may also realize the need to begin afresh at the productivity cycle by acquiring new managerial skills.

### Competence and Effectiveness

Productivity rests on Competence and its Effective deployment. The first two stages talk about acquiring and honing competence, while the next two are about Effective deployment of competence. Competence that is not deployed effectively will wither away, while Effective deployment without acquiring new competence will lead to stagnation or burnout or both. When both Competence and Effectiveness move in tandem, the person would experience a sustained productive pursuit at work.

Productivity is shaped by confidence in oneself and support from others. Learning, Application, Planning and Achievement are all processes which draw upon emotional reserves and as such are dependent on Self Renewal and Relatedness.

# Sample Report

As per your report, you are not seen to be wholehearted. You are not very regular in putting your newly acquired skills to every day practice. Whenever you put your skills to use you are sure to see good results. You are happy to see gradual rise in the level of performance and your role.

## RELATEDNESS

A dynamic mode of deep bonding, sharing and living with others for sustaining trust, protection, assistance and support

Contact	Understanding	Give and Take	Ask	
0	0	0	0	0

In our journey of life, we are not alone, and we don't want to be alone, since it is with others that we develop our material well-being, identity and all psychological resources, such as language, values and norms. Relatedness is marked by close association with people with whom we feel at ease to open up without fear of rejection from (adverse) evaluation. We feel accepted and understood by each other. We discuss significant experiences with them, give and take advice and also share joys and sorrows with each other. Such relatedness provides help, assurance and hope at different junctures of life. It also clarifies the situation when our judgment gets clouded for a variety of reasons.

For this we need to be in contact and spend time together. In that togetherness, we exchange so many things and feel enlivened. In such close relationships, we feel free to ask for emotional and material support of each other. Contact, understanding, togetherness and closeness are different stages of relatedness. Relatedness may be distinguished from relationships by the quality of going beyond transactional nature of relationships. These relationships are also a part of life, but do not occupy its centerstage.

# Sample Report

Routine can bring deadness in our outlook when we begin to take relatedness for granted. We are present with our near ones, but our mind is somewhere else. We are preoccupied with other things and are not attentive. Sometimes we take pride in saying of our closed ones that even if we are not in contact, we share deep bonds. That may be true but may not continue for long. That is because we have stopped giving importance to relatedness and given its place to different forms of success.

Contact includes physical presence, personal communication and connection on social media. In the context of relatedness, contact means that presence with the other, which enables deeper exchanges of thoughts and emotions.

Daily mobile call between a mother and a daughter away in a college hostel signifies one kind of contact, whereas being in touch on Facebook tells us of another one. The important aspect is the depth of sharing.

## UNDERSTAND the other's situation

Things are happening all the time, in one's life and so also in the others. We talk of sensitivity to the spoken and the unspoken concerns and comforts felt by the other. One of the interpersonal needs is the 'Leave me alone' time and space. There is a certain quality of communication that allows this need to be fulfilled. Constant offering of affection may prove detrimental and helping may be seen as interference.

Preoccupation with own concerns and issues may also prevent understanding of the other's condition and situation. Thus, relatedness requires a very fine balance between communication and silence, listening and expression, and togetherness and aloneness.



### Enlivening by GIVING

Even in the case of a strong relatedness, one cannot take the strength for granted. You need to keep investing in the relatedness by acts of giving and taking and sharing confidences, compliments and gifts. Of course, nothing can be contrived, nor can it be lost sight of.

Relatedness is held in mind no doubt, but it must be also experienced as real. That reality is created and recreated by sharing and giving.

In the *Ramayana* story, Shabari knows Rama's love for her. It is not dependent on anything she might offer him. But still she picks the berries and presents the tasted ones to him. It is an act of sharing.

### Feeling free to ASK

The highest state of Relatedness is reached when you feel free to ask the other to fulfil some of your emotional needs. This is so because in the act of asking, you are making the statement that you feel incomplete and inadequate without the other's joining in. It is not important what is asked for. It is the ASKING that is important.

There are many well-meaning persons who feel they should not cause any 'trouble' to the other person by making demands. 'The other should not feel burdened by me'. True, but it may not always be so. The pleasure of giving may also be experienced by the other.

In the famous story of Krishna and Sudama, the latter's joy knows no bounds when Krishna asks him for a bowl of rice flakes. Sudama is elated that he too is a part of Krishna's life.

### Sensitivity and Expression

The first two stages primarily signify sensitivity to the relatedness between two individuals. The next two are primarily concerned about the expression of relatedness. It can take different forms of relatedness.

The mother-child relatedness speaks of child's sensitivity to mother's needs and expressive of own needs. The Romantic relatedness speaks of being sensitive to the other's presence and being expressive of own feelings. It may lack sensitivity to the other's needs. The Fraternal relatedness speaks of being sensitive to the other's needs and expressive of own feelings and needs. It also marks sensitivity to the personal boundaries of the other. The dried-up state would speak of low sensitivity to relatedness and low expression of emotions.

Relatedness goes through various stages and calls for redefinitions of relationships. For instance, a grown-up son desires equalization with father and elders. He is a son no doubt, but deserves respect. This at times necessitates looking at one's roles and the way one takes them to be. Preoccupation with productivity tends to take relatedness for granted. Excessive attention to productive roles takes away the effort needed to nurture relatedness with others and may lead to isolation.

**As per your RELATEDNESS scores; you often find time to have a heart to heart talk with the ones who matter to you. You have a good deal of insight into what the other are going through in life. You have a rich heart, you enjoy the act of sharing and is usually happy exchanging gifts. At the same time, you also do not hesitate, and feel joyful in asking for favors from others.**

## CREATIVITY

The urge to overcome painful and discontending situations in self and others. Seeking solutions, learning from failure and recreating one's own reality for a new modality of living

Discontent	Search	Ideation	Actualization	
0	0	0	0	0

At any point in time, we are living in a habitual mode, in which there are patterns of actions and interactions in their respective contexts. Contexts keep changing and evolving. We keep making adjustments, departures and changes accordingly. Sometimes we make significant changes like taking new roles, undertaking new projects or proposing new solutions at work or at home.

Creativity takes the form of our choice of new activities, new roles and responsibilities, new projects and new locations, some or all together. We move in life from one stage to another and the world also keeps changing and evolving. If you are interested in moving ahead, you will see challenges as opportunities. There is an urge to overcome discomfort, pain and discontent and to build something better for us and others and for coming generations. It is not true only of famous personalities, but the process takes place on a smaller scale in and around us.

*An accountant decides to learn and master ERP and becomes domain expert, because he is not satisfied with remaining an accountant all his life.*

*An HR professional decides to become trainer, does his Ph D and becomes a consultant. There is an aspiration that did not allow him to stay in HR job. He looks for ways to become independent and grow with his own ideas. He then looks for opportunities to do research. So, there is a process of Self Renewal that took place and he quit the HR job to become a consultant. It was an act of Creativity for him to go for doctoral research and get a Ph D.*

# Sample Report

### Feeling DISCONTENT

When things don't happen in line with our expectations, we feel a certain discomfort. If it gathers mass through repeated experience, it grows into discontent. There are different responses to such an experience. Sometimes you may ignore it and live with the unsatisfactory conditions. At other times, one can keep criticizing this or that factor. When no change takes place, one can become cynical. Sometimes, one decides to confront the situation and see the possibilities for change.

It is necessary to look carefully at the discontent experienced and pinpoint its source: what exactly is causing the problem? Is it the person's way of behaving or his action or is it the way the system functions that is giving rise to this discontent? You can go to the root by asking questions regarding all possible sources of discontent: the person's competence, motivation, structural constraints, system resources, system processes and the like. It is wise not to jump to conclusions.

## SEARCH for options

Again, it is tempting to adopt a solution that is quick at hand, obvious and direct. In order to be reasonably sure of the effectiveness, it is better to look at various options that can come from own ideas as well as others' experiences.

It is crucial to check if options that fall in one's comfort zone can deliver the result and remove the discontent. Sometimes one has to move out of one's comfort zone in order to adopt a radically different approach. It could mean extra efforts, new resources or new networks or all combined.

This kind of search has value in terms of getting a better insight into both the issue and its context. We move closer to the actual situation through this kind of search.

It is not necessary to be original in order to be creative in one's life space. Ideas can come from anywhere. Their adoption in our context is what matters. Dr Martin Luther King, Jr and Nelson Mandela found inspiration in Mahatma Gandhi's life and what they did in their respective lives was their own creative endeavor. Taking the idea of non-violence, they shaped their struggles and movements to suit their times and their objectives. In case of Nelson Mandela, the Reconciliation Commission was his creative response.

## Shaping an IDEA

In order to implement, an idea needs to be embedded into its context of time, space, resources, people and their activities. This needs careful planning. Without such planning, the idea may face rough weather on any of the several factors that can go out of step. The danger then is that difficulties in implementation may discredit the idea itself.

If a new project is to be undertaken, we have to estimate the manpower and other resources that may be required. If some persons have to be taken off the current program and deployed for the new project, we have to provide for their replacement in the current program. If we don't do this, then the current one would suffer, while the new one is launched.

New projects and new ideas can easily generate excitement and a surge of enthusiasm, which can drown the need for careful planning. We learn to be cautious in the wake of such excitement.

# Sample Report

In creative endeavors, one cannot expect smooth sailing at first go. There are pitfalls and surprises that come along the way. One faces these squarely and finds solutions in a resourceful manner. Till the outcomes are achieved, one has to struggle, and this phase is in a sense a very difficult one. It requires a self belief and positive energy to carry others along. At the same time, it calls for continuous learning from experience.

All space missions have faced initial failures and yet today space technology has revolutionized our lives. It is only there because initial failures were treated as a necessary part of learning.

## Preparatory work

The first two phases of Discontent and Search are important preparations for the subsequent phases and hence cannot be neglected. Low productivity of Indian agriculture resulted in continued imports of food grains in the 60's. Search was on to change this dependence. Initial response was to increase land under irrigation through major and minor projects. Then we turned to research on high yielding varieties (HYV) of food grains, thanks to collaboration between our scientists and Dr Norman Borlaug.

If we straightaway move to plans and implementation of new ideas without doing preparatory work of understanding Discontent and Search for options, we face numerous obstacles and sometimes costly disasters, which serve no purpose. Family planning through birth control and Literacy drives through adult education are some examples from the early days of planned development.

Creativity is greatly aided by relatedness. When you feel closely attached to persons, you gain an insight into their living mode and think of ways of solving problems and tapping opportunities. Creativity also draws from a self belief that comes from the self renewal process. You need it to try out something new. Acumen or expert judgment which is the guiding force in developing new solutions is formed through productive practice. Acumen or expertise comes from applying one's capabilities under varying challenges. It helps size up a situation swiftly.

As per your CREATIVITY scores; at this point you are facing a high discontent and is keen to change the way things are going. You have a low interest in looking out for newer options. At the same time, you have a realization that good ideas alone aren't enough to bring about a significant change. Your efforts tend to be halfhearted to make ideas stick on the ground, any minor obstacles would turn out to be capable of derailing your project.

# Sample Report

## SELF RENEWAL

Reconstituting oneself through self-concept and identity by examining one's meaning, choice and role-taking patterns in life situations. Exploring new directions for energy and insight.

Touch	Reflection	Expect	Direct	
0	0	0	0	0

When we progress through life, we come to critical junctures and choose a course of life, in which we leave some ways behind and adopt some new modalities. The way we engage with the world and the way we see and manage ourselves; both undergo subtle changes when progress takes place. This self renewal may happen several times in one's life span.

Self Renewal starts with being in touch with one's experiences. Many times, we go on with the routine almost mechanically, without giving much thought to real quality of our life. We may be jolted by life changing events like marriage, loss, birth of children, accidents or calamities. Then suddenly we have to face bigger questions of life.

A person shifted out of Mumbai after experiencing the deluge and the havoc caused by it. He thought that he needed to get his family out of such devastating possibilities. He could settle for lesser income in other places. Many foreigners admire Japan for its discipline and sense of responsibility but do not want to go on living there under constant caution regarding earthquakes and radioactivity.

These examples show that such people looked at daily experiences from the point of view of their life as a whole (the Big picture), appraised the pros and cons and concluded that they needed stability or peace of mind or orderliness. In such situations, their efficiency and productivity in their direction became clear.

# Sample Report

### Being in TOUCH with one's thoughts, feelings and experiences

In the routine of daily living, one may not pause to think of what is happening to life. There are major or milestone events in one's life, such as completion of education, marriage, birth of a child, loss of a loved one and the like.

At such times, one has to think of life at present and life in the future. Mature persons take a pause and look at their life and experiences to see if happiness is growing or responsibilities are becoming a burden or stress is building up affecting their overall wellbeing.

This is done by pausing and paying attention to one's state of mind resulting from the way life is moving. There are certain moods that dominate our state of mind. We are becoming more anxious and pessimistic or more confident and upbeat or contented and steady. By paying attention it is possible to detect the moods that dominate the state of mind.

### REFLECTING on one's experiences

When we reflect on our state of mind and living modalities, we discover how that state has come about. Our choices of location, work, family setting etc. interact with the situations in which we find ourselves.

For instance, we move from our native place to a big city for the sake of job. This affects every aspect of our life. Again, these choices are based on what importance we give to career, earning, satisfaction, family responsibilities and so on.

Reflection is done by identifying the significant decisions and choices made by us and the context in which those were made. Reflection also leads to understanding the meaning and importance we give to different aspects of our life such as success, happiness, work, career, family, wellbeing and money.

It is common knowledge that skills that are not used in practice will soon fade away. The reasons for non-application of skills could be lack of opportunity, fear of failure and change of circumstances. With deployment, one acquires confidence in the use of skills and also a better grasp of the same. Without practice, one cannot hope to gain mastery.

## Clarifying EXPECTATIONS

A very important point that now arises is to state to oneself what is it that one wants:

- What do I want from life?
- What is it that I have got so far?
- What do I want to see happen?
- What is it that I want to experience as a quality of life?

If these questions are not faced squarely, one may decide on the concrete steps to be taken to meet only some aspects of life, leaving out other equally important ones.

A wholesome approach would take into account both material and psychological aspects of life. Health, money, family, work, relationships and personal growth are all to be considered here. Personal growth is experienced when one handles big decisions of life with a sense of confidence and competence.

Clarification is done by patiently looking at different aspects not simply in concrete terms but focusing on the quality of life that one desires to experience. Such clarification then helps reduce an otherwise bewildering range of options to something more manageable and realistic.

## Setting DIRECTIONS

Thoughts and feelings must lead to action on the ground, if one wants to experience change.

Once expectations become clear, it is necessary to choose a course of action:

- Change the job, location, home or activities,
- Focus on health and family,
- Enroll for developmental programs, or
- A combination of some of these.

Sustained activity in such a chosen direction can only bring about a renewal of one's place in life and the world. Otherwise, a person is left in a state of helplessness, which may lead to a state of despair. Setting the direction does not mean that one should not look back at one's point of time. The point is to initiate action in the field that will bear fruit later. A clear direction brings more inner strength and thus helps stronger action.

# Sample Report

### Inner work

The first two stages of Touch and Reflection call for inner work or introspection, while the next two are about action in the outer world. For a mind that is constantly grappling with the outer world, it is easy to neglect the inner work of the first two stages. The consequences can be seen in the choices that one makes and the energy that one brings to implementation.

If I am not in touch with my situation and my outlook on it, then I am likely to be solely guided by what conventional wisdom, popular folklore or current bestsellers advice and promise. Only later I may realise the extent to which choices I made on the basis of external references fulfilled my expectations. If I have spent enough time and efforts on the inner work, I am clear about my internal references (what is happening to me and how do I make sense of it) and then I am in a position to make judicious interpretation of the advice coming from external sources.

Self Renewal is closely related to discontent which may arise from either lack or excess of productivity and from dry or disturbed state of relatedness. Both creativity and self renewal may be mutually reinforcing processes as well.

As per your SELF RENAWAL scores; you have a desire to pause and take a look at life as a whole, but it seems to be unfulfilled. You see your role in taking major decisions and shifts very seriously and in depth. You are someone who would give a serious thought about your life goals and quality of life. You are capable of spelling out a clear direction with a time dimension.

# Sample Report

## ORDER AND DISORDER

It is said that “things are well when they move together, not in isolation.” Many people today spend enormous time at work. They are utilizing their skills and giving required output. But they have no time for friends and family, nor to pause and see which direction they are taking. Life can become mechanical for them and even leisure and entertainment can become stereotyped. In such cases, we can see that such individuals are active on the Productivity component, and are not paying attention to Relatedness, Self Renewal and Creativity.

There could also be imbalance within a single component. Each component has four stages of which the first two are **Preparatory** and the next two are **Definitive** ie. action oriented. If Preparatory is neglected, the Definitive steps would produce outcomes, but they would fall short of expectations. Sportsmen who go short on training end up with disappointment in tournaments. If the Definitive is neglected, the Preparatory would be wasted and it would lead to frustration about not being able to deliver the results. It could also signify procrastination and underutilization of potential.

The following chart shows the outcomes:

<i>Components</i>	<i>Preparatory</i>	<i>Effective</i>	<i>Less attention to Preparatory</i>	<i>Less attention to Effective</i>
<i>Productivity</i>	Acquire and Practice skills	Produce and Deliver products	Over-confidence about own competence and knowledge	Not recognizing or neglecting talent and resources
<i>Relatedness</i>	Contact and understanding	Closeness and seeking	Possibility of misunderstanding	Denial and deprivation of warmth
<i>Creativity</i>	Discontent and Search	Select, Plan and Implement	Imitation, Implementation failures	Procrastination and delays, Risk aversion
<i>Self Renewal</i>	Self reflection and review	Meaning making and Goal setting	Going with the crowd, complying	Fear of committing, fear of failure

# Sample Report

Your Relatedness is more prominent than others. It shows that you are spending time and energy in gatherings and meeting your close friends and relatives. Their support and understanding matter to you at this stage, because you are facing challenges at work or home or both. These may call for introspection that could lead to renewal in terms of new relationships or new avenues of being productive or a break with the past. You need to check if relatedness stands in the way of independent judgment.



## CLIENT'S WORKBOOK

### Reflection on SELF RENEWAL and possible actions:

- Success and happiness so far,
- Major choices - personal and professional,
- What do I want from life,
- Which paths open up in front of me?

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### Reflection on CREATIVITY and possible actions:

- What do I do with discontent,
- Do I look around enough,
- Self belief,
- My fears

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# Sample Report

### Reflection on RELATEDNESS and possible actions:

- What's happening to my sensitivity and expression,
- Do I invest enough,
- Myths about people and self

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### Reflection on PRODUCTIVITY and possible actions:

- What's happening to my drive,
- Risks of not growing,
- Areas in which I am underperforming,
- Resistance to learning,
- Technological challenges

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## Questions for Self-Reflection

1. What are your strengths?

2. Which of components are strong according to you? How would you leverage these more?

# Sample Report

3. What are your areas of development?

4. Which components are of concern to you?

5. What are the adverse implications of ignoring these?

6. Where do you think your core vulnerability lies?

# Sample Report

7. What actions can you take to address these?

## Activities for Self-Development

- Share your responses to the above questions in your groups. Discuss and refine your answers while helping group members do the same.
- Peer conversation:  
In pairs run a peer conversation with a team member using the following efficacy template:

Issues	Benefits of Doing	CONA (Consequence of No Action)	PoA (Plan of Action) – ‘SMT’	Success Criteria	Resources Required	Helping Factors	Hindering Factors
<h1>Sample Report</h1>							

## Coach's Workbook

### How to use this workbook?

The important thing is not to rush through the workbook, but to work slowly and surely without giving up, despite temptations. This is done by going over each part slowly, thoroughly and at least twice. Then write down in bullet points or narrative form. Writing is important, as it will fix the idea and the thought firmly in your mind. Complete Part A and then come to Part B, and so on.

### Productivity

#### Part A: Skills and Capability

1. With all this experience and position, do you think you need to add any new skills or capabilities to your repertoire?
2. Is it not a good policy for you to wait until your superiors or customers ask you to add a new skill or capability? Why?
3. Do you see some people acquiring one skill after another, because they fear becoming redundant in the age of rapid change?
4. What has been your experience of upgrading your skill set - formal training, informal training, on the job training, self-learning, continuing education?
5. Do you think you will need to keep upgrading in the foreseeable future?

#### Part B: Utilisation

1. Are you using at work all that you have learnt so far?
2. What do you see as the reasons for not utilising all your capabilities at work?
3. What is the current state of those of your capabilities that have not been utilised in recent times?
4. Do you think you have the power to decide whether your capability should be utilised or otherwise?
5. To what extent your performance depends upon utilising the capabilities that you possess?

#### Part C: Achievement

1. Have you put to good use all your capabilities and seen its impact on performance?
2. Application of capabilities in real life situations calls for greater attention to situational factors and flexibility in adapting to those factors. What does your experience say?
3. Many people who possess great capabilities do not produce great results. Why? Has it ever happened to you?
4. What more do you need to do in order to achieve the desired results - cooperation of other people involved, support of other stakeholders, flow of external information or any other?
5. Do you think possessing capabilities automatically leads to confidence in using them on the job? What is your experience?

# Sample Report

### Part D: Raising

1. Do you think it is essential for you to keep raising the level of performance? Why?
2. Does it pay to keep raising the performance gradually rather than aim at rapid growth? What is your experience?
3. Do you think it's necessary to possess the conceptual skills of Visioning and Planning for future, which are considered essential for a big jump in growth of organisations? Why?
4. Do you think it's vital to possess competencies of Self Belief and Initiative to take on bigger responsibilities?
5. What do you think you need to do in order to grow into a bigger role on a bigger stage?

## Relatedness

### Part A: Contact

1. How often do you meet your near and dear ones?
2. What do you do when you meet up on such occasions?
3. What do you think such meetings do to you?
4. Do you think you open up completely with your near and dear ones? How come?
5. How often do you find people with whom you can open up completely?

### Part B: Understanding

1. Do you think you know your near and dear ones well? What makes you think so?
2. Do you know what they are going through? Is it because of their activities?
3. Do you know their likes, dislikes, interests and hobbies? A happy child in their life?
4. What efforts do you make to understand how they are experiencing various happenings in their life?
5. If you show excessive interest, the other may find it intrusive. If you show very little interest, the other may find you indifferent. What do you do then?

# Sample Report

### Part C: Giving

1. When you meet your near and dear ones, what do you share with each other?
2. What is your experience of sharing with the near and dear ones?
3. When was the last time you gave gifts to the near and dear ones? What did you give?
4. What does gifting mean to you?
5. Do you think the sharing at present is rich enough? If not, what will make it richer?

### Part D: Asking

1. Do you ever ask your near and dear ones to do things for you? When was the last time you asked? What was it about?
2. What is your view on Asking for Oneself - it is being selfish, it isn't correct, it shows me up as weak or something else?
3. What do you feel when others do things for you or give you gifts?

4. Has it ever happened that you wanted others to do things for you, but didn't actually ask them? What was it about? What stopped you?
5. How do you see yourself in cases of relatedness: stronger, weaker or equal with others? How come?

## Creativity

### Part A: Discontent

1. Go over your daily routine for the past few days. That includes home and work. See if you notice any parts that give rise to discontent in your mind. Write down all those areas which cause disturbance in your mind.
2. Which of these points of disturbance have you been ignoring, thinking that those are part of life and one has to accept and adjust to those?
3. Do you notice any points which have turned into irritation? Has it reached a level, such that you have become highly critical of the people, systems or tendencies that lie at the source of that irritation? Make a note of your critical comments or outbursts.
4. Think, looking back, over the consequences of inaction, not acting on the points of mental disturbance, irritation or discontent. If the discontent persists and you do not act, what is likely to follow in your estimation?
5. Do you believe something is possible to do at your level? At the level of the family/group of which you are a member? At the level of the community/organization of which you are a member? If yes, spell out your thoughts, however random they might appear at the moment.

### Part B: Searching

# Sample Report

1. There are ways of searching for solutions. Ask friends, colleagues or experts for their views, suggestions and experience. Have you done this recently about any of the issues listed in Part A? What was the outcome?
2. Do you think there are other ways of searching for solutions? Have you tried searching the internet? What has been your experience? Do you think there is some scope for using internet search in dealing with the issues facing you?
3. Do you consult books and/ or reports that deal with these issues in greater detail and in a conceptual manner? What has been your experience?
4. What do you think are the merits of each type of search: friends and experts or Internet or Books?
5. What do you think has been your level of interest in searching for a solution? Give '0' for low interest and '10' for a high level of active interest.
6. Where would you like to search for ideas in the present case listed in Part A?

### Part C: Idea selection

1. Is it your experience that you have many ideas to do things better and solve problems?
2. If so, how many ideas finally see the light of the day? Why and how does it happen?
3. Whenever you have been able to implement a good idea, what factors had worked for it?
4. A strong desire makes for urgency and you start paying attention to all the things that you need to get the idea moving. In other words, you plan meticulously for implementing the idea. Look back and see in which situations you plan well. Describe one or two such cases.

5. In which situations you did not plan the solution the way you would have liked to? Describe one or two such cases.
6. What lesson do you learn from your experience? How would you plan for the implementation of any new idea in Part B that strikes you as very promising?

#### Part D: Actualization

1. Many good plans fail at the implementation level. Have you had such an experience? What happened and how?
2. Implementation needs Cooperation, Coordination and Learning. You need to communicate with people in order to get their cooperation. How well do you think you fare in this area?
3. Coordination requires close monitoring of activities and timely course corrections. Do you think you handle this well?
4. There are always some surprises on the way ahead as you move. Reality turns out different from assumptions. We have to learn quickly about how the environment is changing and adapt to it. What's your record in here?
5. What care would you take in implementing an idea that sounds good and a plan that looks right?

## Self Renewal

#### Part A: Touch

1. When was the last time you sat down to think about the way your life is moving? What happened that made you think it?
2. Do you see yourself stretching in some, like work and success, while neglecting others like health and harmony?
3. It's about family, health, harmony, work, money, success and marital life. These are some of the important aspects. You could be doing well in some and not so well in others. What do you find in each one of them?
4. Do you see yourself stretching in some, like work and success, while neglecting others like health and harmony?
5. Do you see happiness growing as life progresses? Describe your feelings on this question.

#### Part B: Reflection

1. Do you think circumstances have influenced the course of your life? In what way? How do you feel about it?
2. Do you find yourself restricted by factors beyond your control? Which are those? What can you do about these limitations?
3. Do you think you are fortunate in some ways? If possible, list the ways in which circumstances have favored you in aspects like family, education, employment and the like.
4. To what extent your choices, actions and decisions have shaped the way life has moved between the banks of success and happiness?
5. What do you feel today about the degree of freedom and control that you have over your life space?

# Sample Report



### Part C: Expectation

1. Have you ever stated clearly what you want from life? When was the last time you did so? What would you say today?
2. There are basic concrete aspects like house, money, health. What would you expect these to be as you look at life ahead?
3. There are social aspects like family, children, spouse, friends and relatives which have a bearing on your wellbeing. What would you like to see happening about these factors?
4. There are psychological aspects like sense of competence, growth in terms of freedom and independence, satisfaction, fulfilment which determine feelings of Success and Happiness. What do you look forward to in the years ahead?
5. Do you see how the material, social and psychological factors affect each other? Describe their interconnections as you see them.

### Part D: Direction

1. Do you think you are doing justice to yourself in the way you engage with the world, the family and yourself? State clearly what you think and feel about each of these engagements.
2. Do you see clearly the area in which you need to make a change if you have to meet your own expectations as stated in Part C?
3. You have three options: continue as before, reconstruct life or drift and wander. What choice would you like to make?
4. To bring about a change in the way you engage with the world, the family and yourself, you devote, the space, time and energy. How do you bring about a change in your engagement? Do you see what time and space changes you need to make?
5. What are the options to change the way you bring yourself into the engagement? Which one would you choose and why?

# Sample Report



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## CRESELPRO VOCABULARY

### A. COMPONENTS:

1. PRODUCTIVITY
2. REALTEDNESS
3. CREATIVITY
4. SELF RENEWAL

### B. STAGES OF PRODUCTIVITY

- i. Skill Formation
- ii. Utilization
- iii. Achievement
- iv. Raise

### C. STAGES OF REALTEDNESS

- i. Contact
- ii. Understanding
- iii. Give and take
- iv. Ask

### D. STAGES OF CREATIVITY

- i. Discontent
- ii. Search
- iii. Ideation
- iv. Actualization

### E. STAGES OF SELF RENEWAL

- i. Touch
- ii. Reflect
- iii. Expect
- iv. Direct

# Sample Report