

Skills for Employability

March Towards 05

Skills for Employability

Soft skills for employability

Group Discussions

Resume and CV

Writing cover letters

Interview Skills

Presentation skills

Course Outcomes

- Acquire and demonstrate soft skills
- generate ideas and politely engage in group discussions
- Write an effective resume and CV
- Write cover letters and SoPs
- Acquire interview skills and demonstrate them in context
- Make effective academic presentation individually and in groups



Soft Skills for Employability

Prepare the students for career in the industry – to be successful in the selection process. Towards that..

- Help them to understand their strengths and development areas
- Help them to draw action plans for development
- Help them to practice skills on those areas
- Help them to express their thoughts confidently and with clarity
- Help them to listen carefully
- Help them to work in team flexibly
- Help them to think and feel and be comfortable.
- Practice, Practice and Practice

And so they can Crack the interviews and Group Discussions

Expectation from me in the course

- Be on time
- Be active and participate
- Be willing to experiment
- Keep your video on!



Expectations from you?

- leadership
- grooming students as professionals.
-

What do you think Market expects from you?

- Open to learn and experiment
- Knowledge and confident to express
- Personal brand and enhancing company brand. (LinkedIn)
- Dealing with people and situation – patience.
- Good communication skills
- Productive 24/7
- Go getting attitude. – being ambitious
- Risk apatite – innovate – initiate.
- Willing to listen and learn – not opinionated.
- Smart and efficient.
- Punctual .
- Open minded and willing to interact
- Flexibility
- Communicate status.

We begin...

- You have the competence – you have reached IIIT
- You have the knowledge – You have cleared IIIT syllabus
- You are in the 95 percentile in India – as far as the academics go

But, what got you here may not get you there

The next is a human game.



What got you here won't get you there.

— Marshall Goldsmith —



Expectation Mapping

**Expectation from
the market**



Expectation from the Market

- Positive attitude
- Apply your mind to solve problem– aptitude
- Integrity – can you accept
- self awareness.
- Learning attitude.

Expert View: Qualities required to get a job?

- Communication in the context of interview
- Interactive competency
- Ability to convince
- Ability to make things simple
- Understanding the intent of questions
- Ability to ask for clarifications
- Intelligent guesses
- Ability and willingness to learn
- Ability to work with people
- Etiquette and grooming
- Aptitude
- Followership
- Giving – yielding
- Meaningful hobbies
- Energy and initiative

March Towards..



Life is only as
good as your
mindset.

March Towards..

Success isn't overnight. It's when everyday you get a little better than the day before. It all adds up.

Dwayne Johnson

The beginning..

- Get to know oneself
- Take responsibility
- Balance



SELF AWARENESS..



Knowing me, knowing you? Are you sure??





Self Awareness

D e v e l o p G o o d H a b i t s . c o m



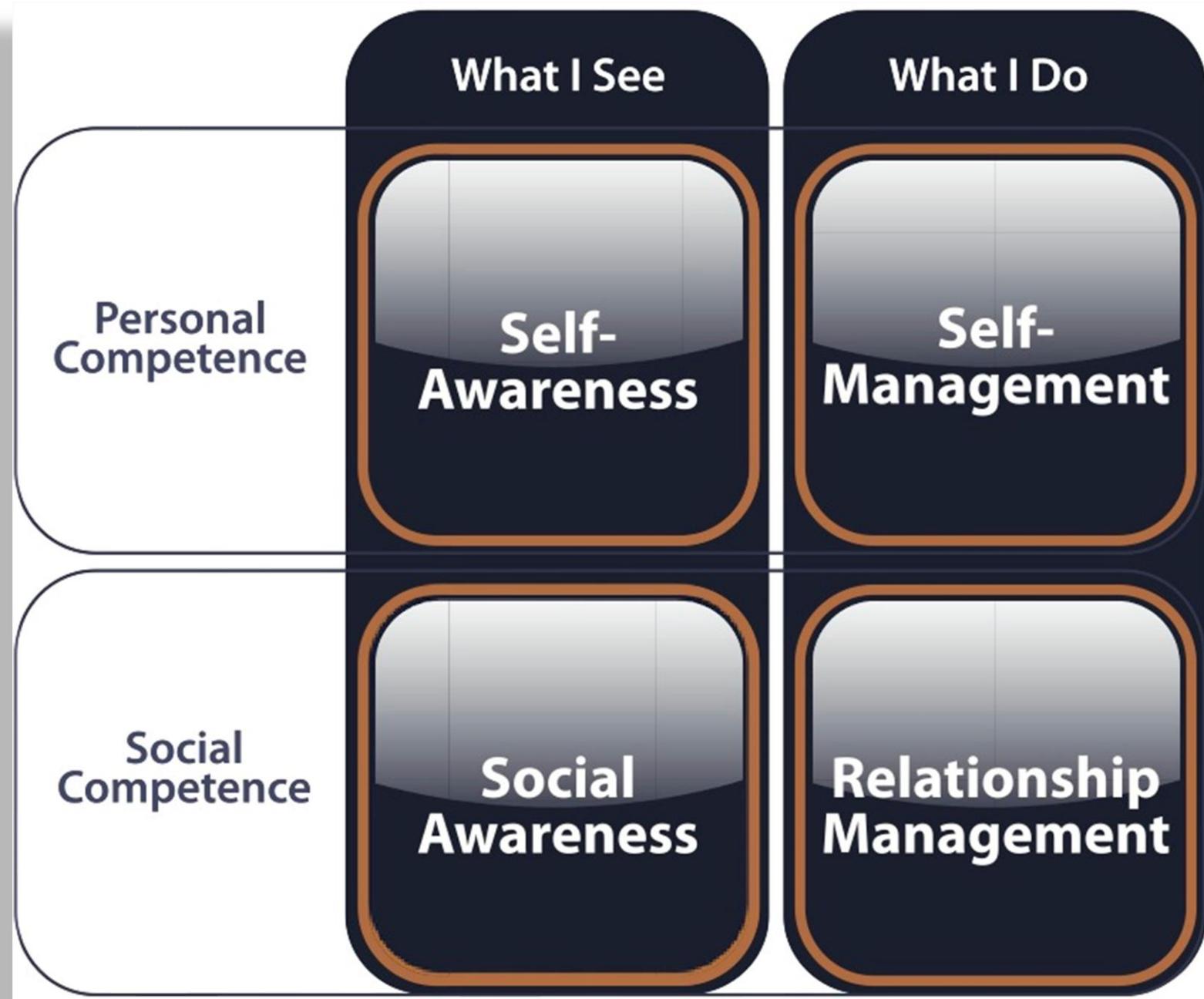
Understanding one self

- Tell the truth to yourself
- Write few strengths and weaknesses – like and dislikes of yourself
- Take a feedback from your friend.
- Take MBTI Test

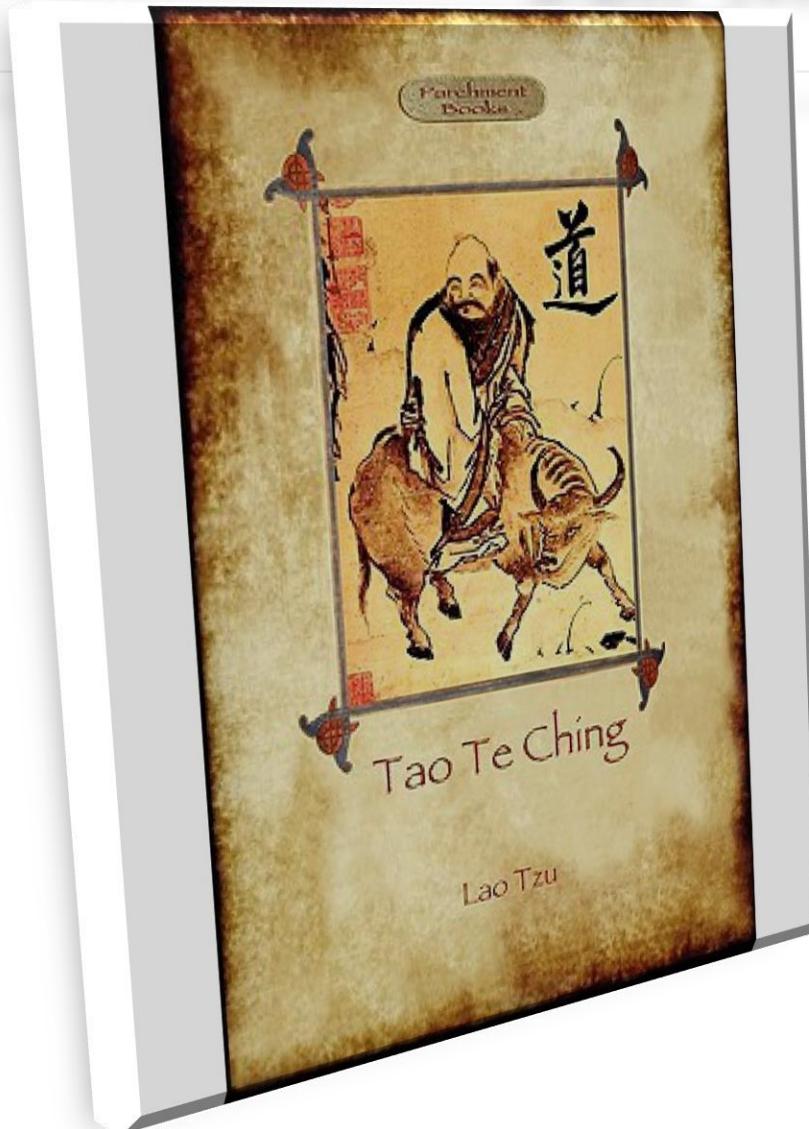
Yogesh S , GM HR, Teach M

- Keep the video on
- Update technology
- Keep learning
- Keep interacting
- Peer learning
- Niche technology /expertise
- Networking /connecting
- Extra curricular activities - differentiator





Self Management



**Knowing others is intelligence;
knowing yourself is true wisdom.
Mastering others is strength;
mastering yourself is true power.
([Tao Te Ching](#), 33, tr. S. Mitchell)**

Self Management

Mood Management

- Ability to use awareness of the emotions

Managing Time, Energy and work

- To actively choose what to say and do

Avoid unwanted addictive behaviour

- Develop increased capacity to respond to emotions effectively

Self Management

“It is easy to live your life like a leaf in the fall wind,

moving in whatever direction the wind blows that day.

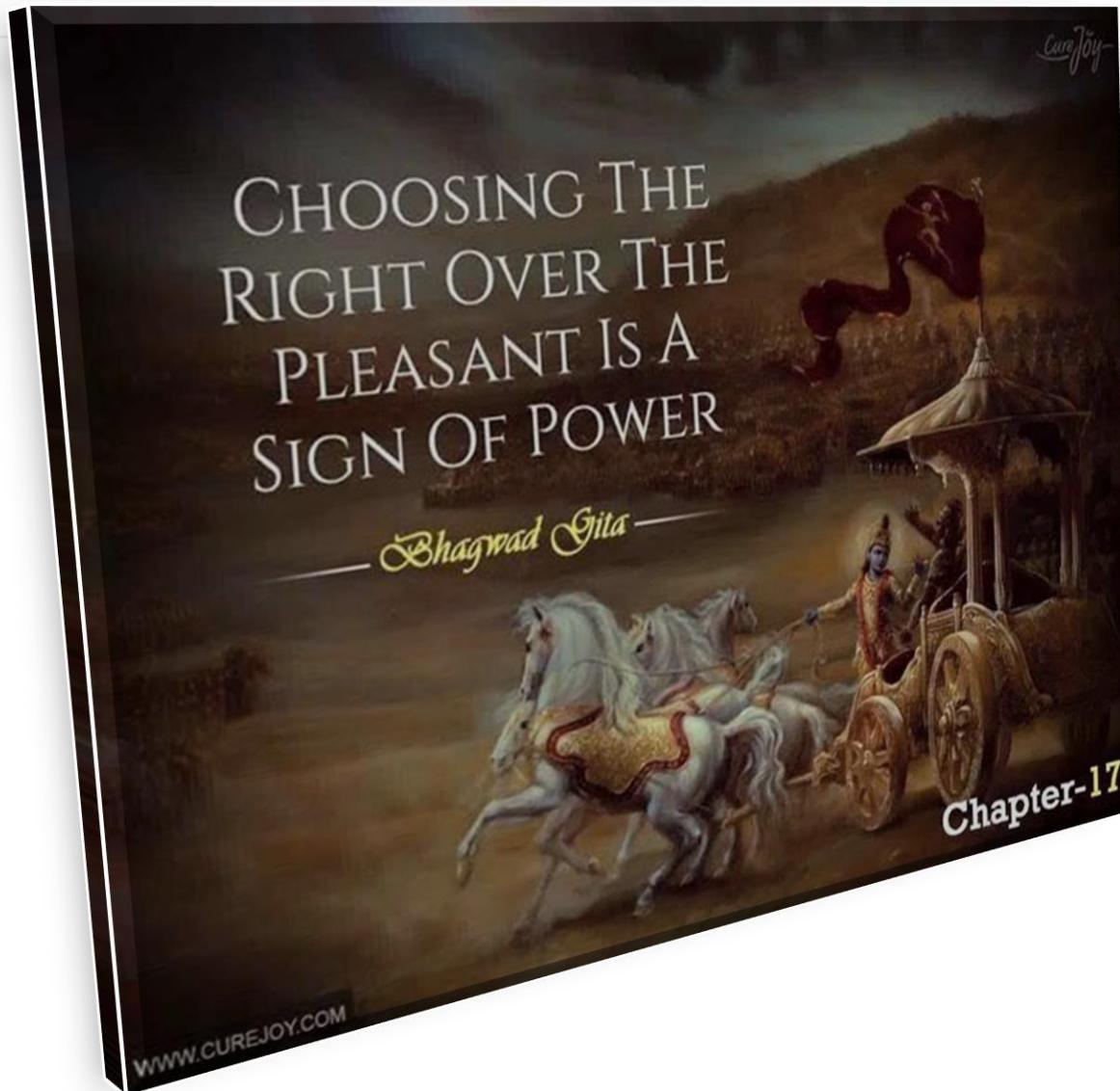
To create a great life, you must live more intentionally,

deliberately and passionately so that you live on

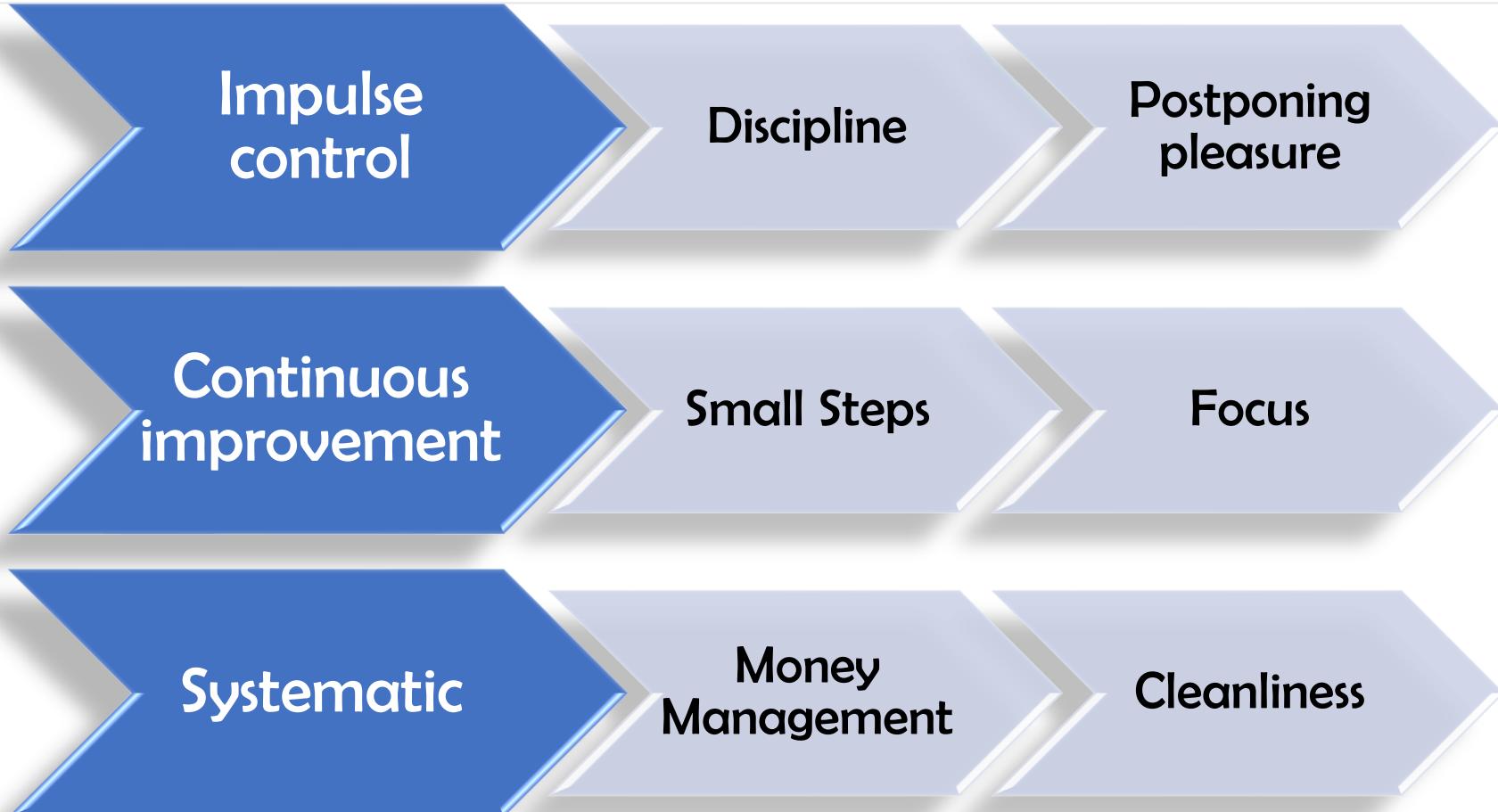
your own terms rather than on some one else’s” John C Maxwell



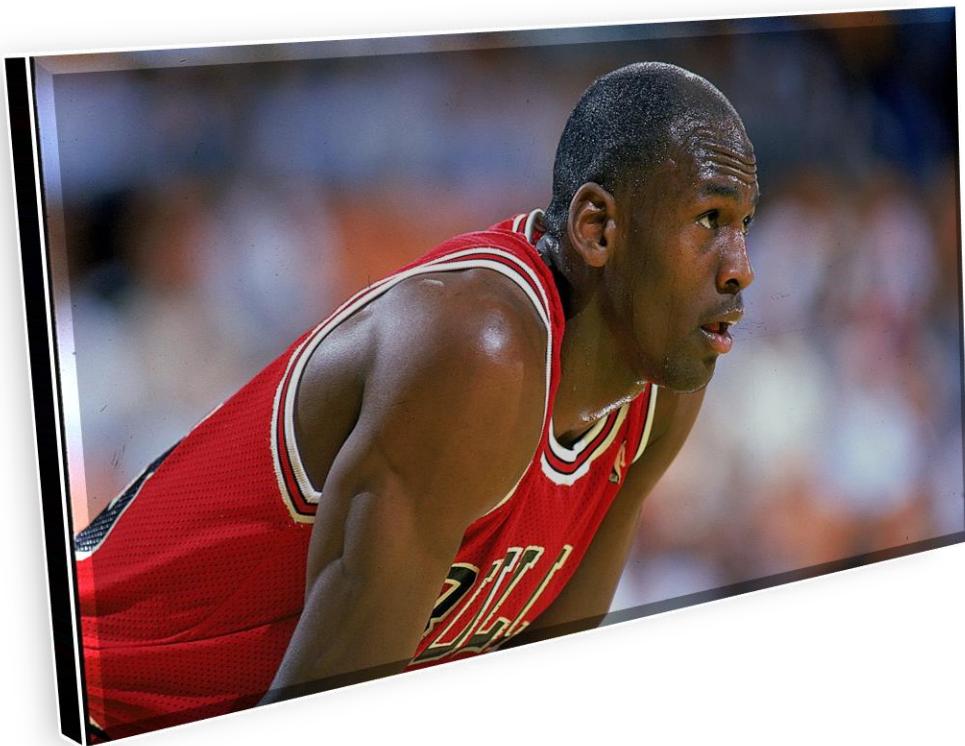
Self Management



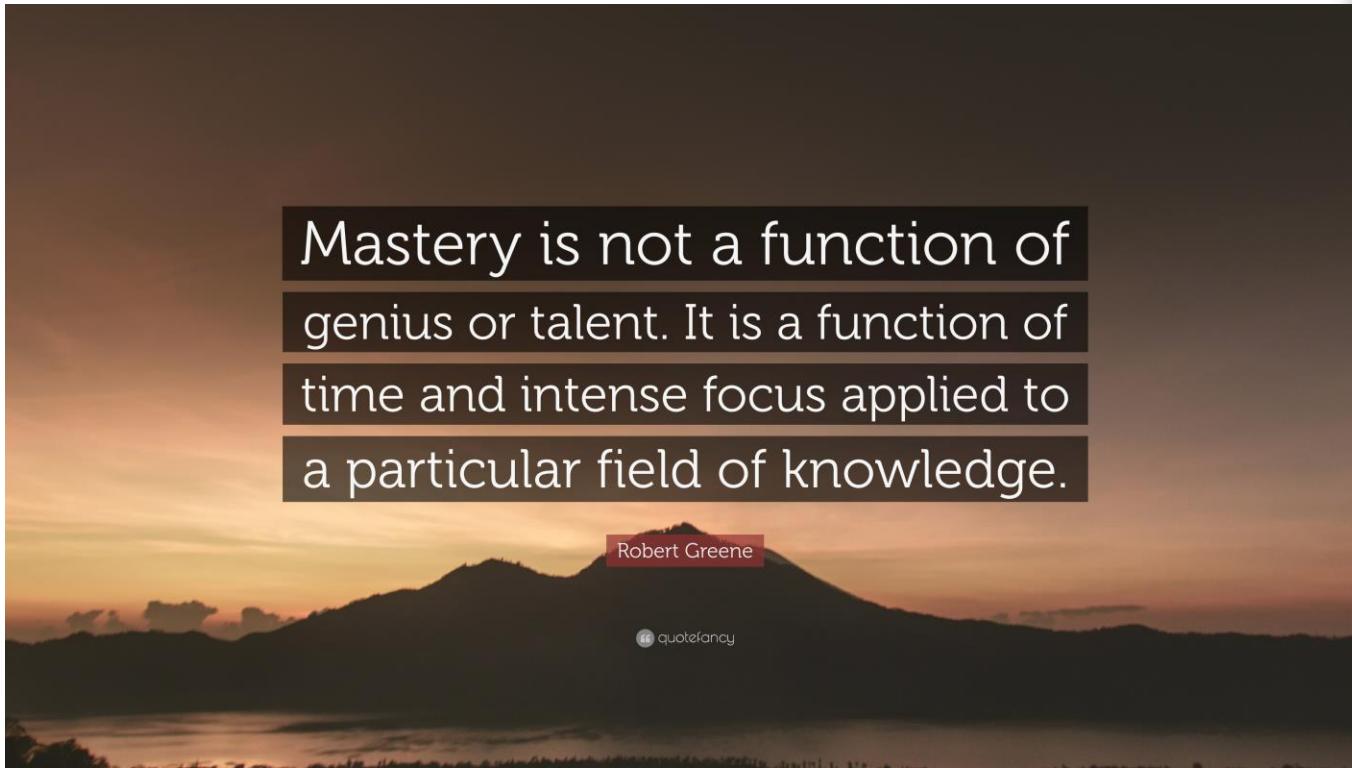
Self Management



Michael Jordon and Deric Coleman



'Mastery' by Robert Greene



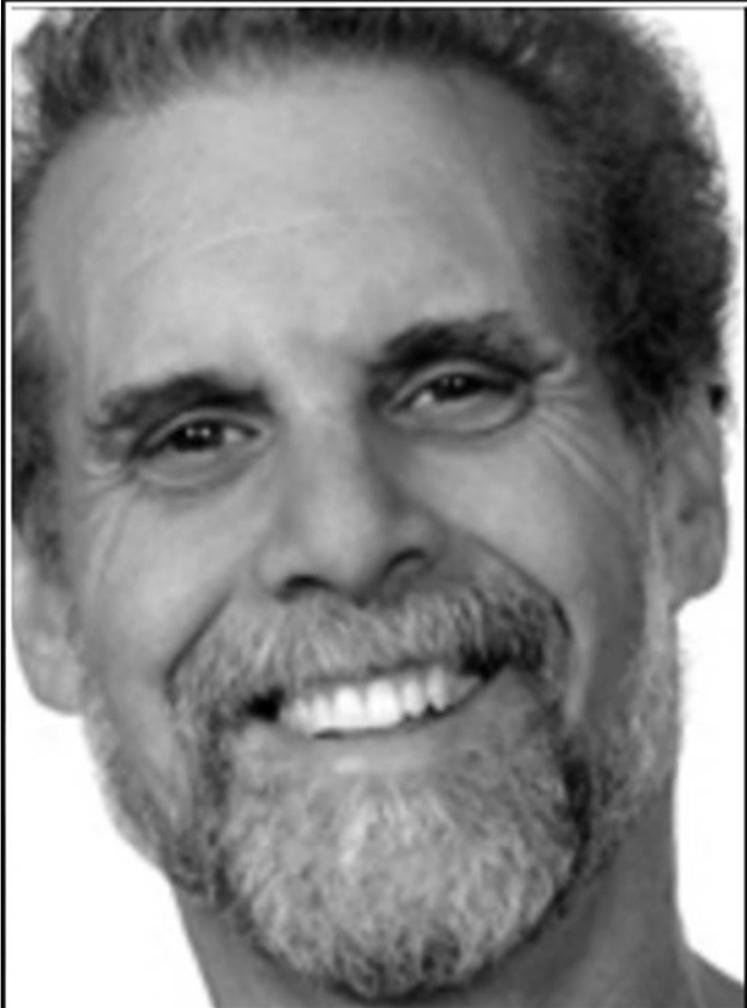
Mastery is not a function of genius or talent. It is a function of time and intense focus applied to a particular field of knowledge.

Robert Greene

quotefancy



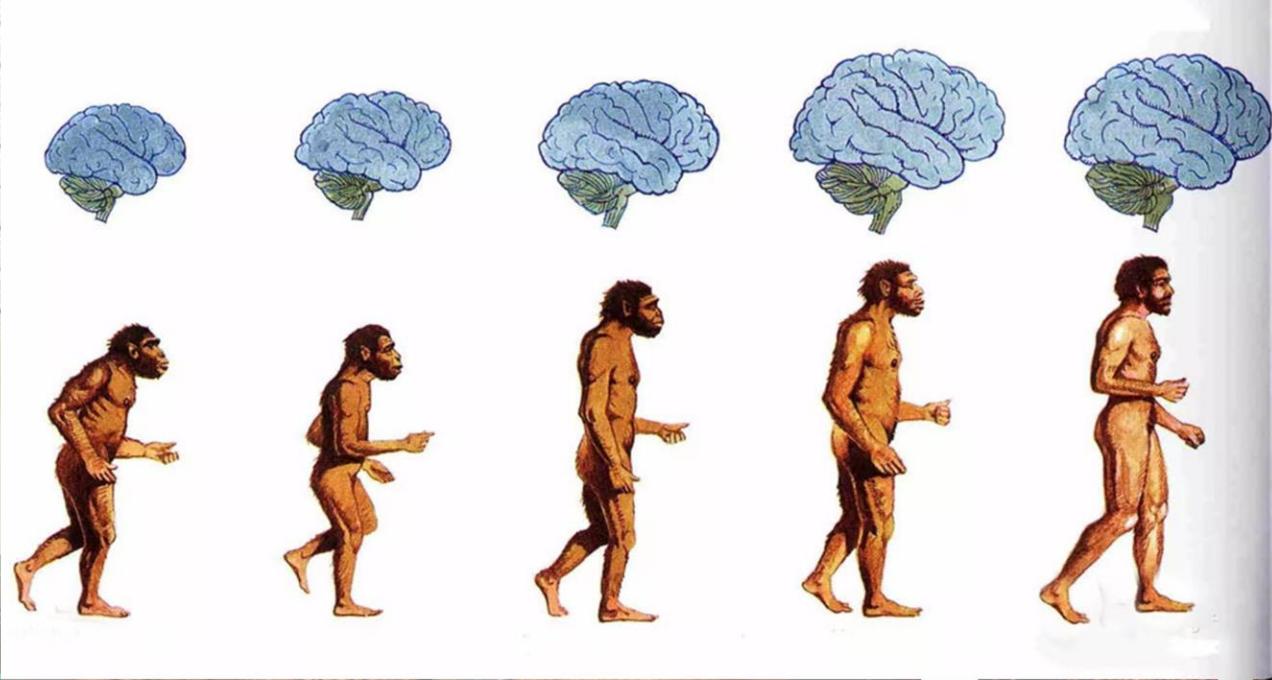
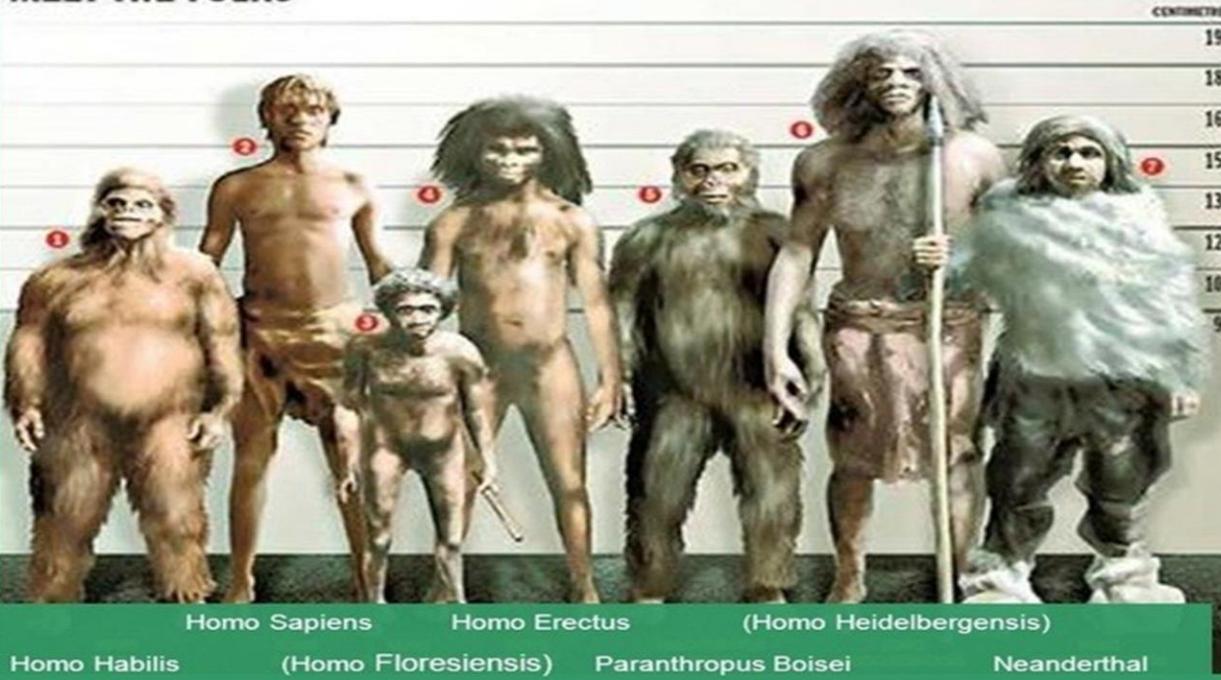
Social Awareness - Empathy



Empathy and social skills are social intelligence, the interpersonal part of emotional intelligence. That's why they look alike.

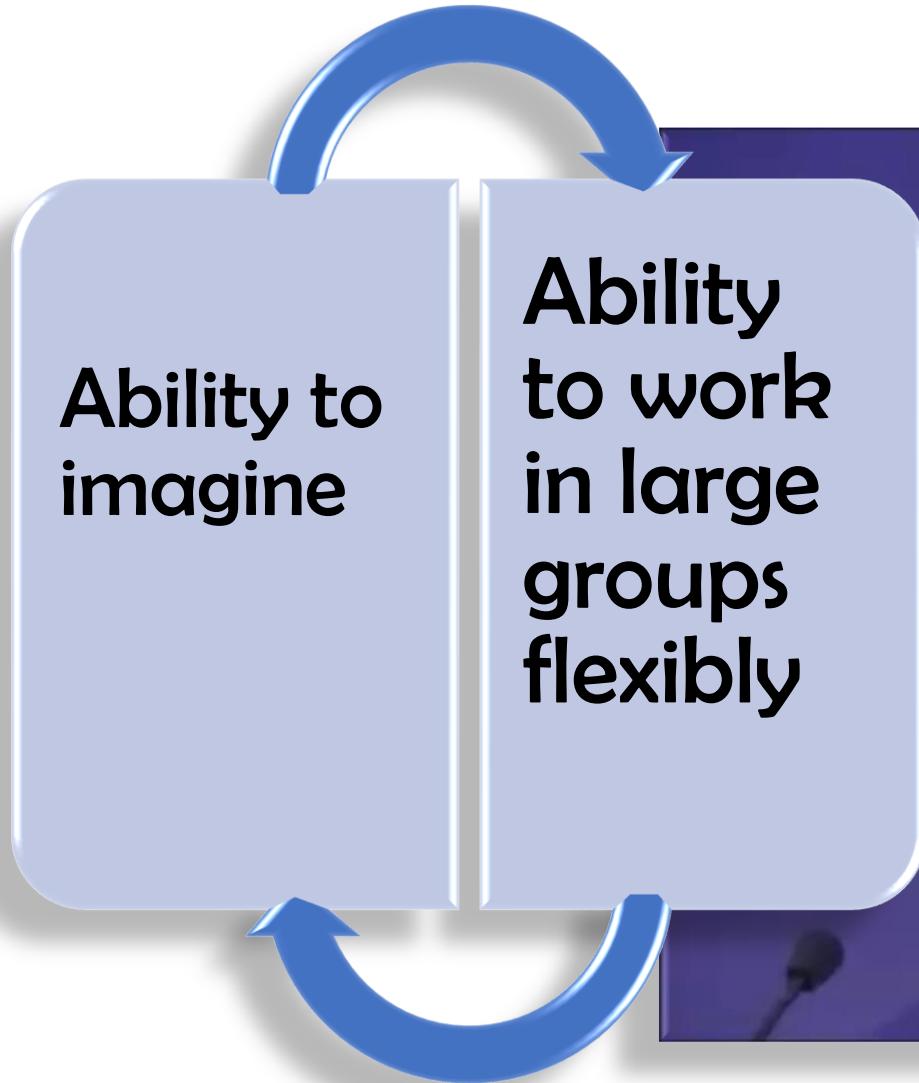
— *Daniel Goleman* —

MEET THE FOLKS



HEINRICH HARDER

How did we do it?



Won Over

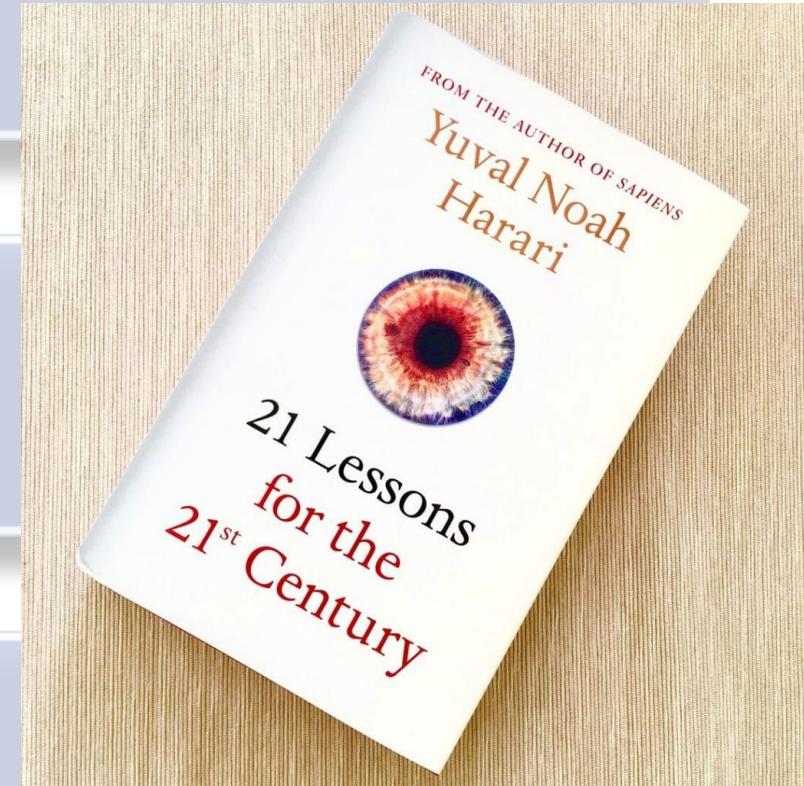
- Famine
- Plague
- War

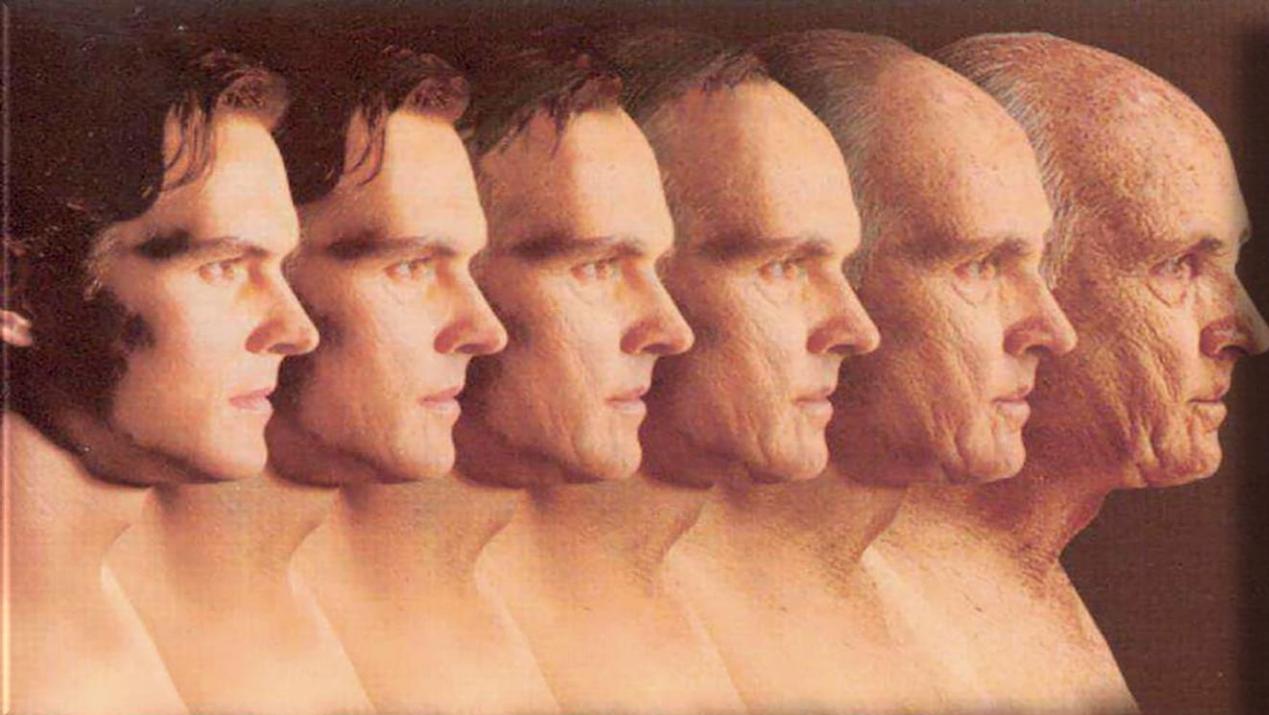
Challenges

- Climate Change
- Nuclear War
- AI & BT

Humanism
/Feelings

- Voter knows best
- Customer is right
- Beauty by beholder





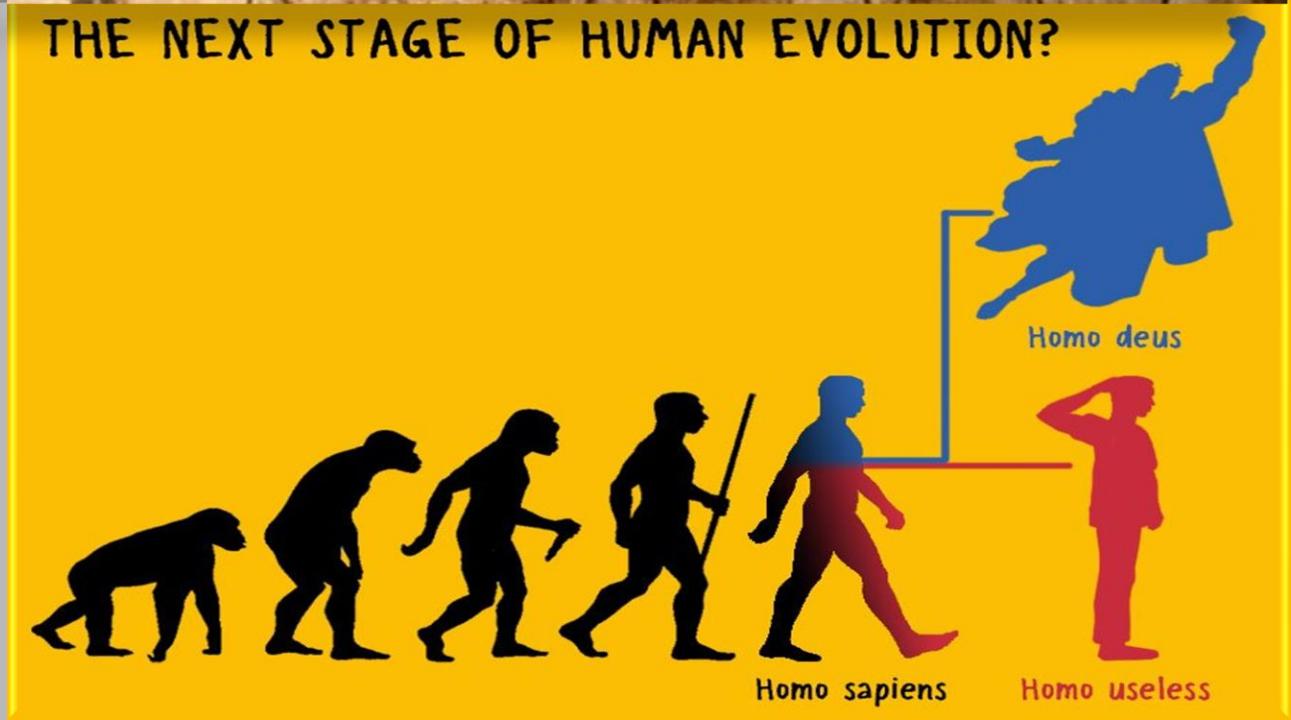
Homo Deus – A Brief History of Tomorrow
Yuval Noah Harari

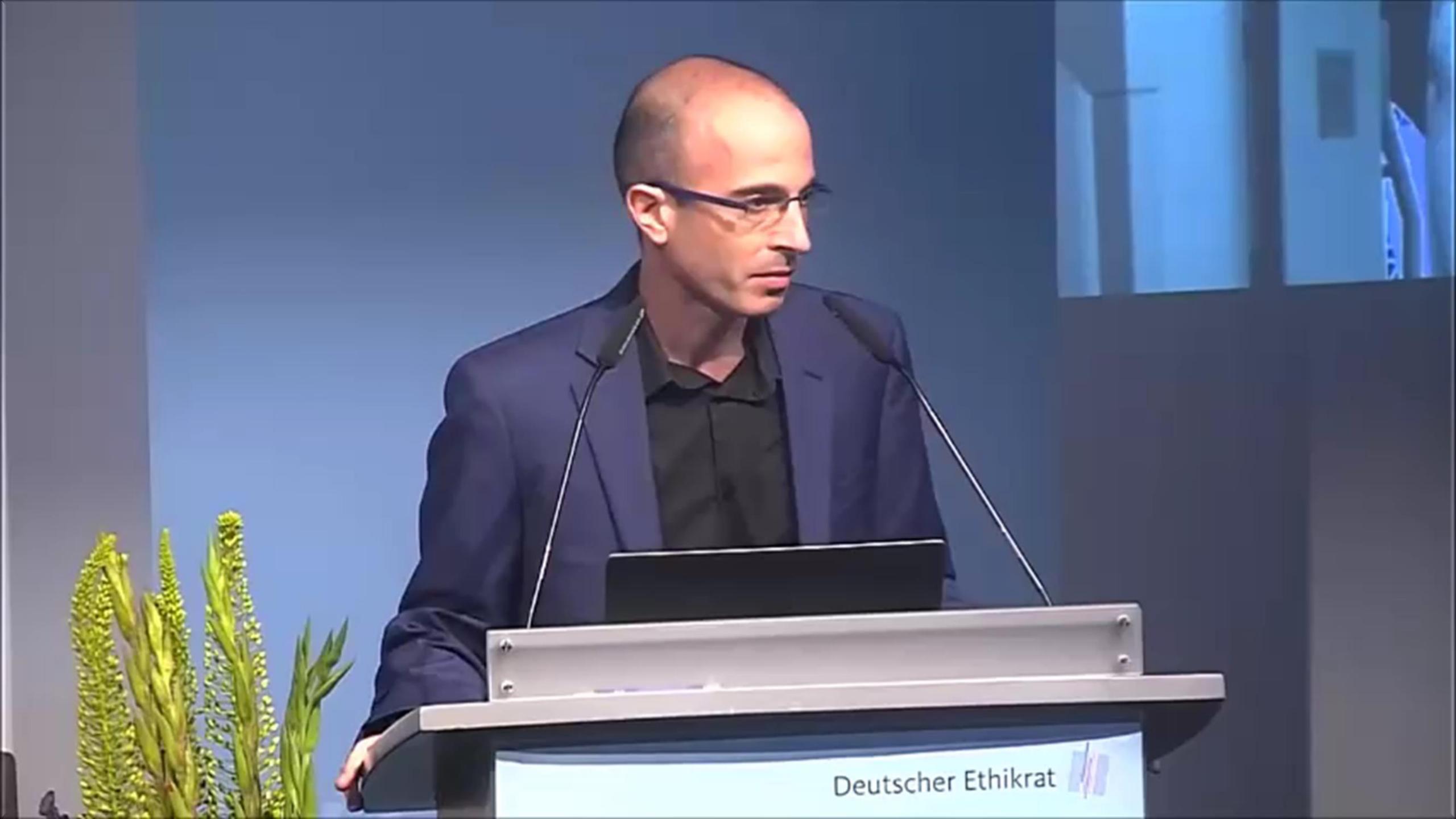


Book review/summary by Eddy J. Schuermans



THE NEXT STAGE OF HUMAN EVOLUTION?





Deutscher Ethikrat

Information
Technology

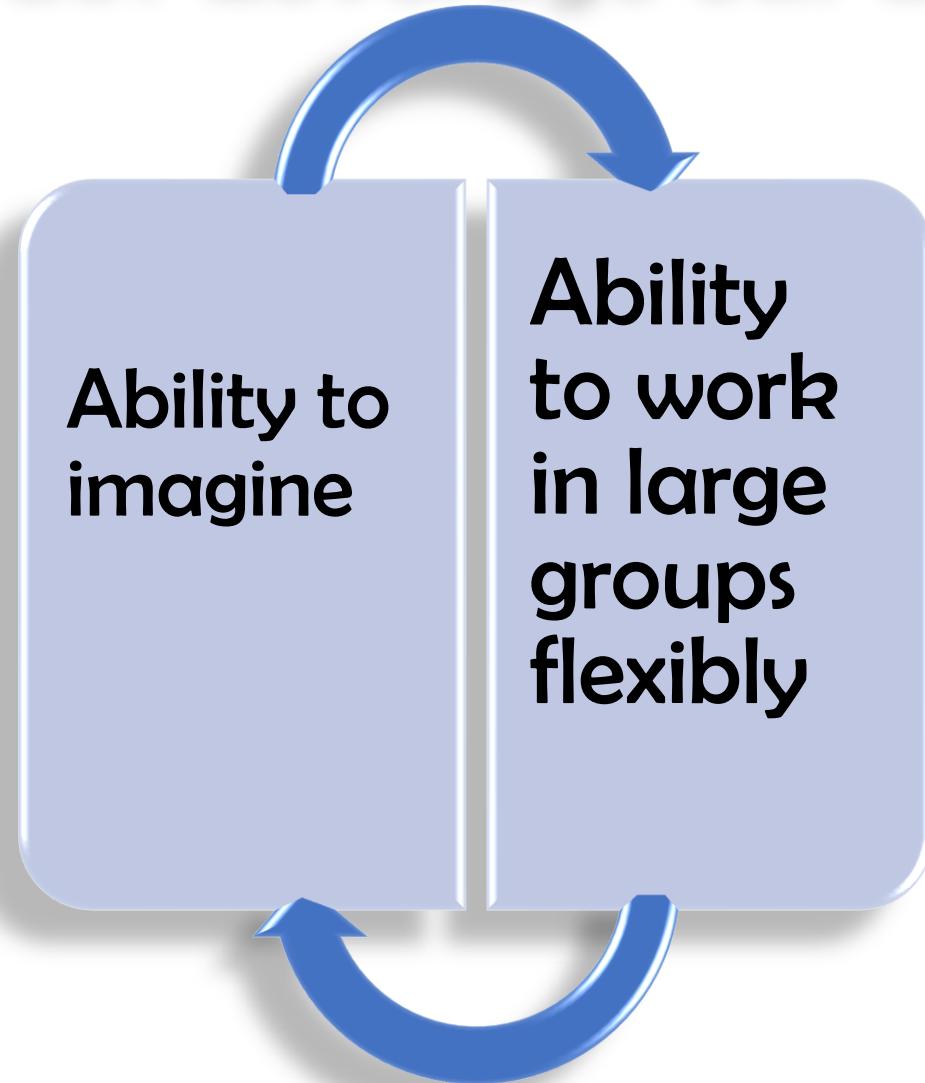
Bio
Technology

Feelings
and
emotions

- Computed
- Hacked
- Manipulated



What shall we do? Leverage our basic skills !

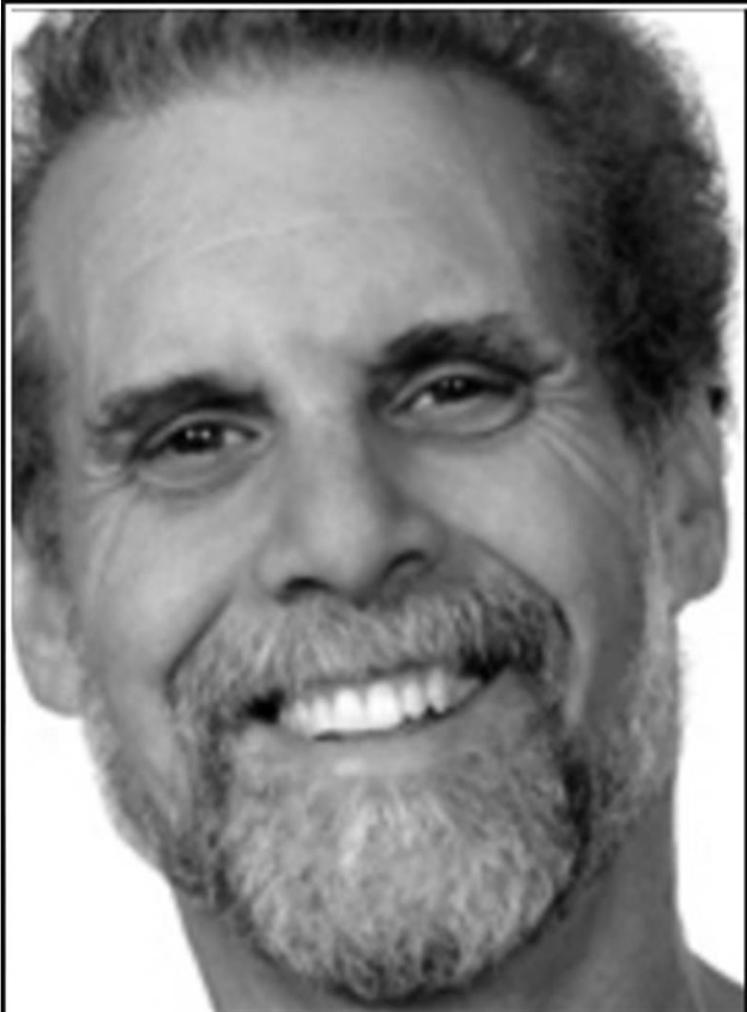


EMPATHY

The qualities
you need for
empathy

- Active listener
- Results & people oriented
- Not self-centered
- Recognize emotional boundaries

SOCIAL AWARENESS - EMPATHY



Empathy and social skills are social intelligence, the interpersonal part of emotional intelligence. That's why they look alike.

— *Daniel Goleman* —

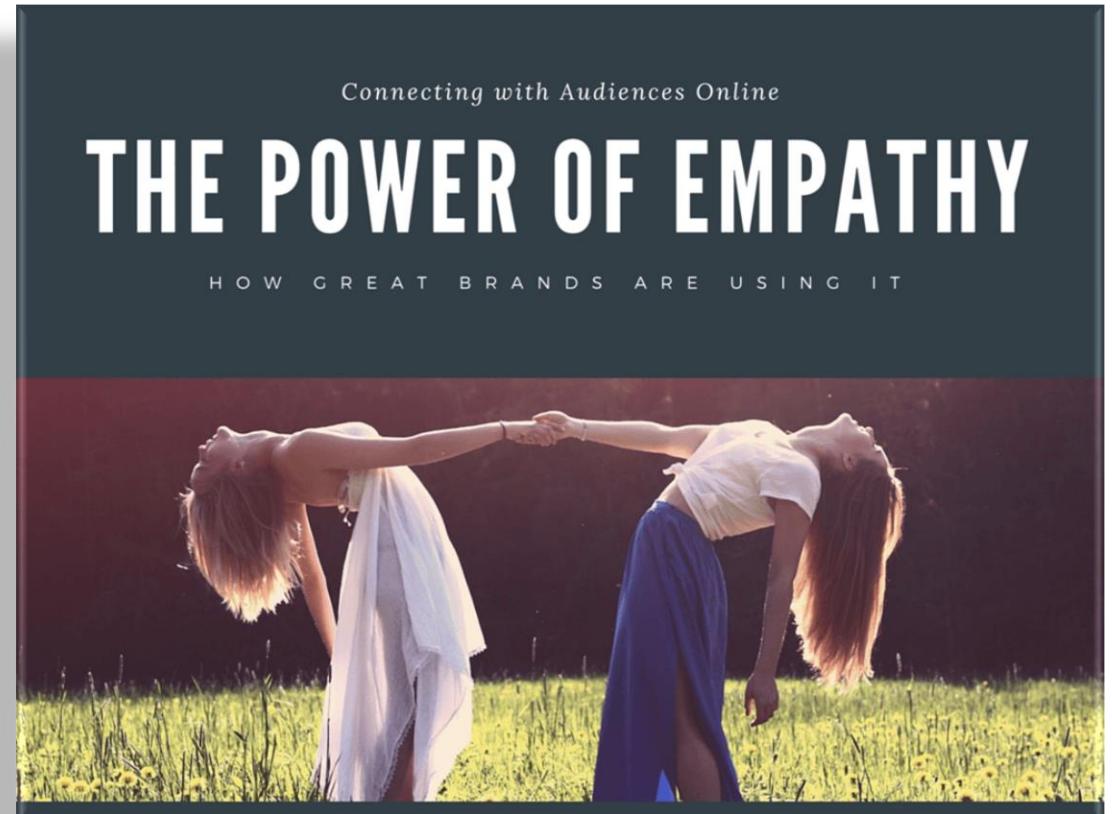
AZ QUOTES

Empathy

Empathy is a **superpower** —we need to practice it regularly, not on rare occasions.

Empaths are highly sensitive people that are spiritually open and good listeners— they are highly attuned to other people's moods, good and bad.

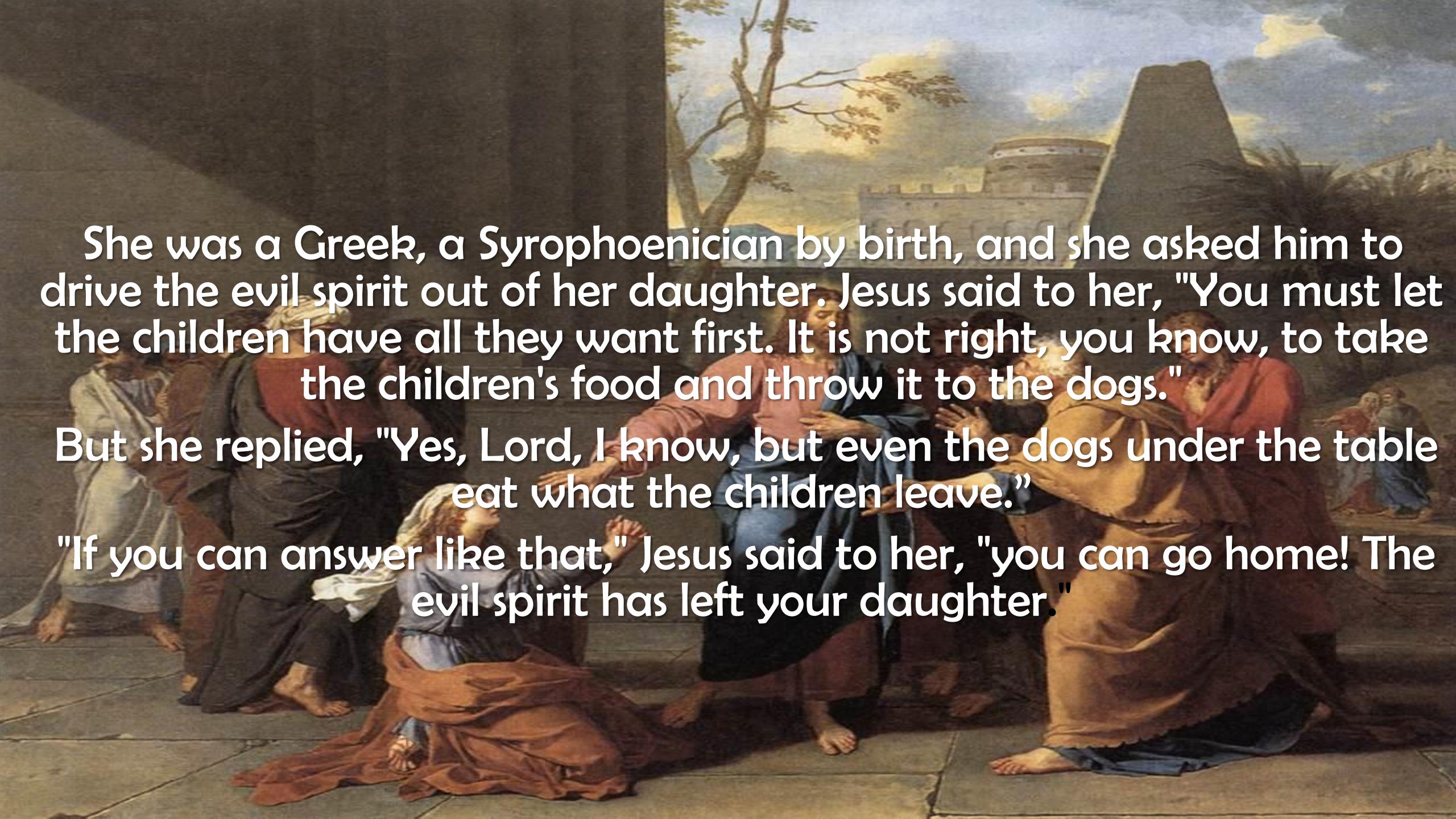
But don't write yourself off. We all have this superpower.



Social Awareness - Empathy



[Rajni thanking Aishwarya for working in ROBOT -Funny - YouTube](#)

A painting depicting a scene from the New Testament. In the center, a woman with dark hair, wearing a blue tunic and a yellow shawl, is kneeling on a stone floor, holding a small child. She is looking up at Jesus with a hopeful expression. Jesus, partially visible on the right, is gesturing with his hands as if speaking. In the background, there are simple buildings, trees, and a bright sky with clouds.

She was a Greek, a Syrophenician by birth, and she asked him to drive the evil spirit out of her daughter. Jesus said to her, "You must let the children have all they want first. It is not right, you know, to take the children's food and throw it to the dogs."

But she replied, "Yes, Lord, I know, but even the dogs under the table eat what the children leave."

"If you can answer like that," Jesus said to her, "you can go home! The evil spirit has left your daughter."

Relationship Management

"Don't criticize people,
and you will not be
criticized.

For you will be judged by
the way you criticize
others,
and the measure you
give will be the measure
you receive."

"I have never seen
Rahman say anything
bad about anyone,
even if he knows they
speak badly of him.

He just smiles and remains
silent."



“I have never seen Rahman say anything bad about anyone, even if he knows they speak badly of him. He just smiles and remains silent.”

ROY
STAG

Relationship

“Of course, I did get nervous when I had to record with him, especially since he records at an unearthly hour like three in the night. but he makes you feel as if you are AR Rahman and he is just an ordinary fellow”.





He gets the best from them because of his gentle demeanor, his lack of strictness and his civility. With Rahman, you feel wanted, they say.

Relationship

Singers say they never sound as good with others

As they do when they sing for Rahman,
Musicians say they never play as well as when they play for Rahman.



Relationship



Humility

Gratitude

Silence

[Amitabh Bachchan reacts to Justice Katju's comment in style;
Watch Video | वनइंडिया हिंदी - YouTube](#)

[Shah Rukh Khan @iamsrk 's Tips Of Success ~ Be Grateful -
YouTube](#)

Interviewing..

Why?





How?





LOUIS PHILIPPE

#InPursuitOfExcellence

Beginning



#InPursuitOfExcellence



LOUIS PHILIPPE

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Getting in





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Direction



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Further...



#InPursuitOfExcellence



LOUIS PHILIPPE



Probe



LOUIS PHILIPPE

#InPursuitOfExcellence



Tapper...





LOUIS PHILIPPE

#InPursuitOfExcellence



Thank you



Learnings from Skills For Employability Course

- Naveen Kumar (S20190010078)
- Aravind Challa (S20190010169)
- Sathwik Rao (S20190010189)

Learnings from session - 1:

- Got to know a higher level idea of how the interview process takes place after watching the videos of two people from the industry.
- Main skills for employability are making a good resume, writing good cover letters, selling ourselves, presentation skills, group discussions..etc
- We need to listen carefully, listening is a very important skill for not only employees but also everyone.
- We need to express our thoughts carefully.
- And the most important thing is practice, we will get rid of fear when we practice.
- We need to improve our personal branding on platforms like linkedIn.
- Time sense is very important, be punctual!.
- We need to have a positive attitude, we need to have empathy- how interested are you to solve the company's problem.
- We should be aware of ourselves and also we should have a learning attitude.

Learnings from session - 2:

- In this class we were discussing self awareness.
- We were told about the music band who were very famous and together for many years, they made many blockbuster albums, when they decided to part their ways then they made a song.
- Main point here is to make us aware that we really know ourselves.

- So, we were asked to write about ourselves on a piece of paper that is to write positives and negatives about ourselves.
- And then we should send this to our friend and check how accurate it was.
- We were asked to take the MBTI Personality Test.
- At the end of session a Guest named Yogesh came and explained about the interviews that is HR.

Learnings from session - 3:

- We spoke about Resume Making in this session.
- We were shown Do's and Don'ts about in the Resume.
- Resume should be a one page resume.
- We need to have bullet points
- We should not have typos in our resume (indicates carelessness).
- We were told that resumes are looked at first, then read, if it is good looking.
- We need to align the text, maintain consistent font size, font style..etc
- It's not a good idea to send the resume in word format, better send it in pdf format.
- We were even introduced to the innovative idea of Video Resume, through which we can enhance our professional game.
- At the end of the session there was a guest who spoke about LinkedIn.
- The guest mainly spoke about maintaining your LinkedIn profile
- Using websites like Canva for choosing the templates.
-

Learnings from session - 4:

- We spoke about Self Management like Time punctuality.
- Learned about Empathy and Social Awareness.
- We learnt that "It all starts with you", we are the one who is responsible for everything.
- We discussed about the book named **Mastery** where the author explains the importance of self-mastery.

- We also discussed the importance of emotional intelligence.
- We learnt a little bit about human evolution, how we humans evolved.
- At the end of the session Guest talked about what people see in interviews like honesty, fast learning and how the person who has been interviewed would be helpful for the company for which he is being applying.
- The ability to learn quickly, and the ability to learn is really important.

Learnings from session - 5:

- In this session, we spoke about empathy.
- How to handle hard sudden situations in life.
- The qualities required like being an active listener, not self-centered and several other qualities.
- We explored more about empathy as a superpower, why do we need to have it?
- How do people with empathy behave and what skills or moods do they carry?
- We also learned about relationship management and for what kind of things we will be judged and criticized.
- We saw how different people dealt with relationship management and their learnings from their real life experiences.
- We also learned what qualities we should possess to make our relationships stay longer like Gratitude, Humility and Silence.

Learnings from session - 6:

- We spoke about perspectives. How opinions and ideas differ from one person to another.
- We learned how important it is to listen to others and always pay attention while someone's talking so that we can know about their perspective about any given topic.
- Then, we took a case of two cargo clashes and were asked to speak about it from the pilot's point of view and it was really interesting.

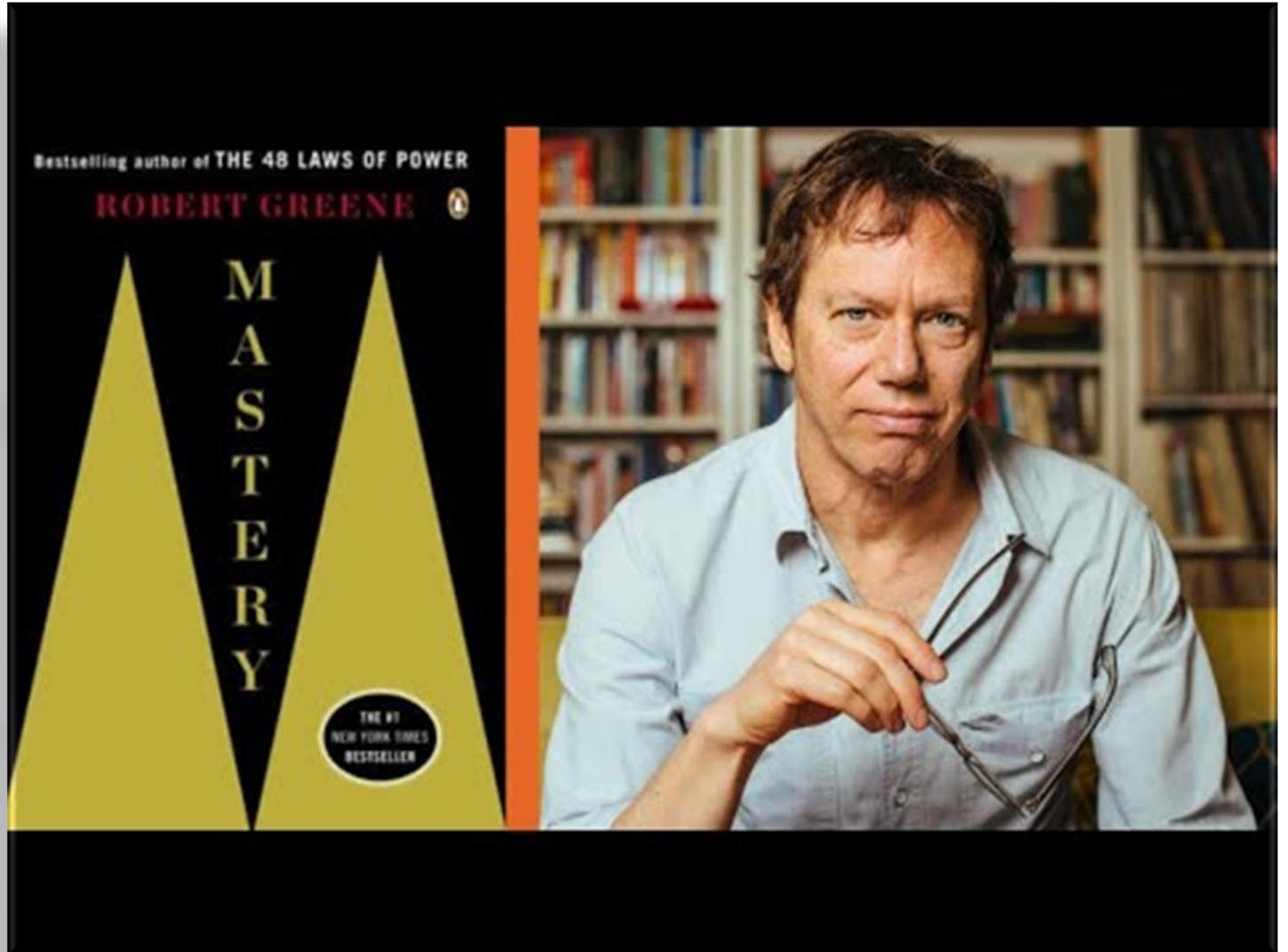
- We also had an amazing group discussion about the above case and tried to make good meaningful arguments and learned about each other's perspective about the topic.
- So we finally learned it is really necessary to be in each other's shoes and think from their point of view about things they are talking about to get a more relatable sense of what they are talking about.

Learnings from session - 7:

- In this session we spoke about interviewing.
- Why is it important to have confidence and know some professional etiquette before attending an interview?
- How to speak, how to sell yourself in an interview and how important are these skills to crack an interview.
- How should you start talking about yourself and how you should begin your interview
- Some normal things about getting in and some professionalism.
- We also had a couple of mock interviews with students and some learning from their mistakes. The session has been really informative and we came to learn a lot from the mock interview

Mastery

Robert Greene





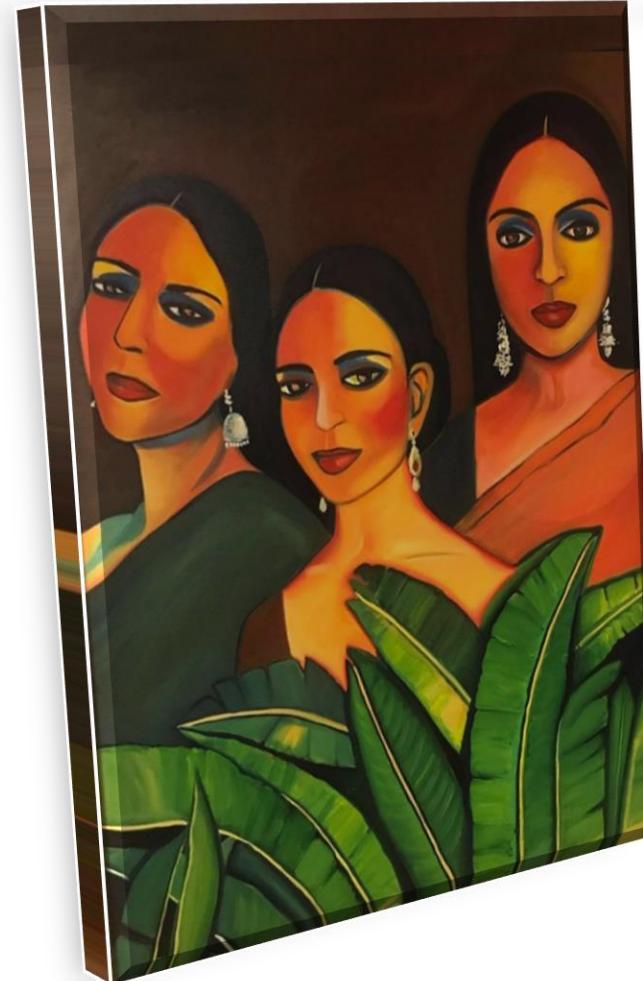
Power (lessness) of Self

- Most of the time we live in an interior world of dreams, desires, and obsessive thoughts.
- But in this period of exceptional creativity, we are impelled by the need to get something done that has a practical effect.
- We force ourselves to step outside our inner chamber of habitual thoughts and connect to the world, to other people, to reality



Creativity Brilliance Mystery

- We imagine that creativity and brilliance just appear out of nowhere, the fruit of natural talent, or perhaps of a good mood, or an alignment of the stars
- It would be an immense help to clear up the mystery—to name this feeling of power, to examine its roots, to define the kind of intelligence that leads to it, and to understand how it can be manufactured and maintained.



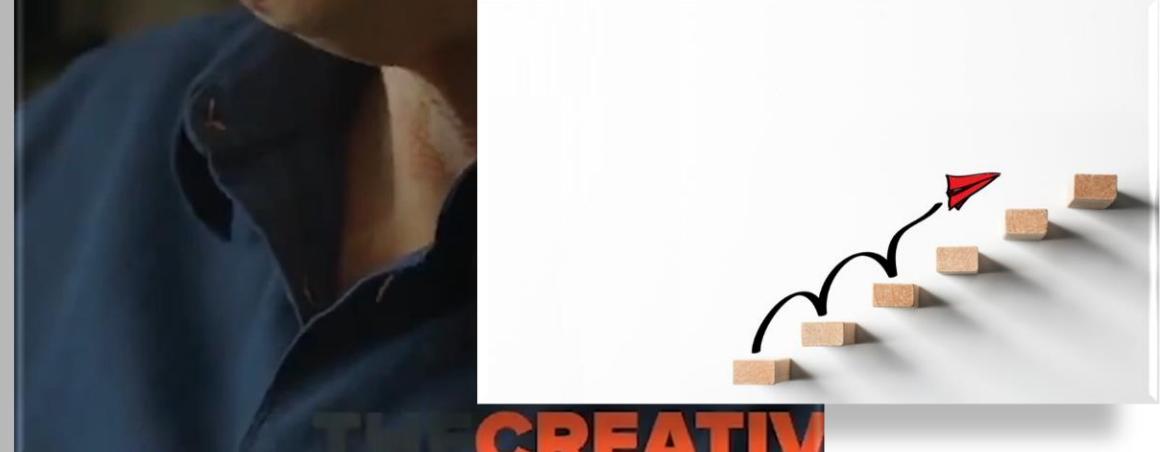


The Ultimate Power

Every one holds his fortune in his own hands, like a sculptor the raw material he will fashion into a figure.

But it's the same with that type of artistic activity as with all others: We are merely born with the capability to do it.

The skill to mold the material into what we want must be learned and attentively cultivated. —JOHANN WOLFGANG VON GOETHE



To begin with...

- In a new job situation, we are ignorant of the power relationships between people, the psychology of our boss, the rules and procedures that are considered critical for success



Student to Practitioner

- As we continue to observe and follow the lead of others, we gain clarity, learning the rules and seeing how things work and fit together.
- If we keep practicing, we gain fluency; basic skills are mastered, allowing us to take on newer and more exciting challenges.
- At a certain point, we move from student to practitioner



To Mastery



- As years go by and we remain faithful to this process, we move to yet another level - Mastery
- In our career, we now have a feel for the group dynamic, the current state of business.
- We can apply this feel to social situations, seeing deeper into other people and anticipating their reactions.
- We can make decisions that are rapid and highly creative. Ideas come to us.
- We have learned the rules so well that we can now be the ones to break or rewrite them.



Beginning to Mastery

- When we first study the piano the keyboard looks rather intimidating—we don't understand the relationships between the keys, the chords, the pedals, and everything else that goes into creating music

- The keyboard is no longer something outside of us; it is internalized and becomes part of our nervous system, our fingertips. In our career, we now have a feel for the group dynamic, the current state of business

Three Distinct phases or levels

Apprenticeship:

Standing at the outside of our field, learning as much on the basics...

Creative Active

Through much practice and immersion, we see into the inside of the machinery, how things connect with one another...

Mastery

Our degree of knowledge, experience and focus is so deep, we can see the whole picture with complete clarity. We have access to the heart of Life



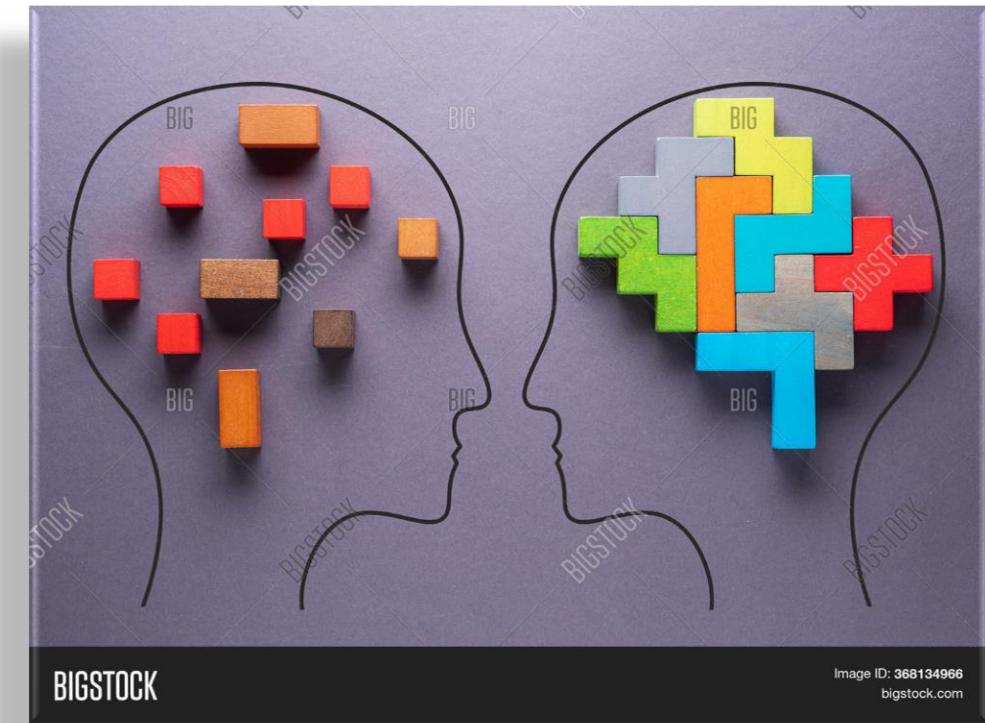
Masters Mastery

- We have access to the heart of life—to human nature and natural phenomena.
- That is why the artwork of Masters touches us to the core; the artist has captured something of the essence of reality.
- That is why the brilliant scientist can uncover a new law of physics, and the inventor or entrepreneur can hit upon something no one else has imagined



Instinct and Rationale

- An animal has the capacity to learn, but it largely relies on its instincts to connect to its surroundings and save itself from danger.
- Through instinct, it can act quickly and effectively.
- The human relies instead on thinking and rationality to understand its environment.
- But such thinking can be slow, and in its slowness can become ineffective



Instinct, Rationale and Mastery

- As children we had some of this intuitive power and spontaneity, but it is generally drummed out of us by all of the information that overloads our minds over time.
- Masters return to this childlike state, their works displaying degrees of spontaneity and access to the unconscious, but at a much higher level than the child



Mystery..

- Think of mastery in this way:
Throughout history, men and women have felt trapped by the limitations of their consciousness, by their lack of contact with reality and the power to affect the world around them
- At the same time that so many people lose themselves in these endless fantasies, they ignore the one real power that they actually possess



Mastery

Artwork of Masters touches us to the core;

The artist has captured something of the essence of reality.

The brilliant scientist can uncover a new law of physics,

The inventor or entrepreneur can hit upon something no one else has imagined.



Mastery is not a function of genius or talent. It is a function of time and intense focus applied to a particular field of knowledge.

— Robert Greene —

AZ QUOTES

Power at Mastery level

- Intuitive powers at the mastery level are a mix of the instinctive and the rational, the conscious and the unconscious, the human and the animal.
- It is our way of making sudden and powerful connections to the environment, to feeling or thinking inside things



The Big Secret

This is the real secret: the brain that we possess is the work of six million years of development, and more than anything else, this evolution of the brain was designed to lead us to mastery, the latent power within us all.



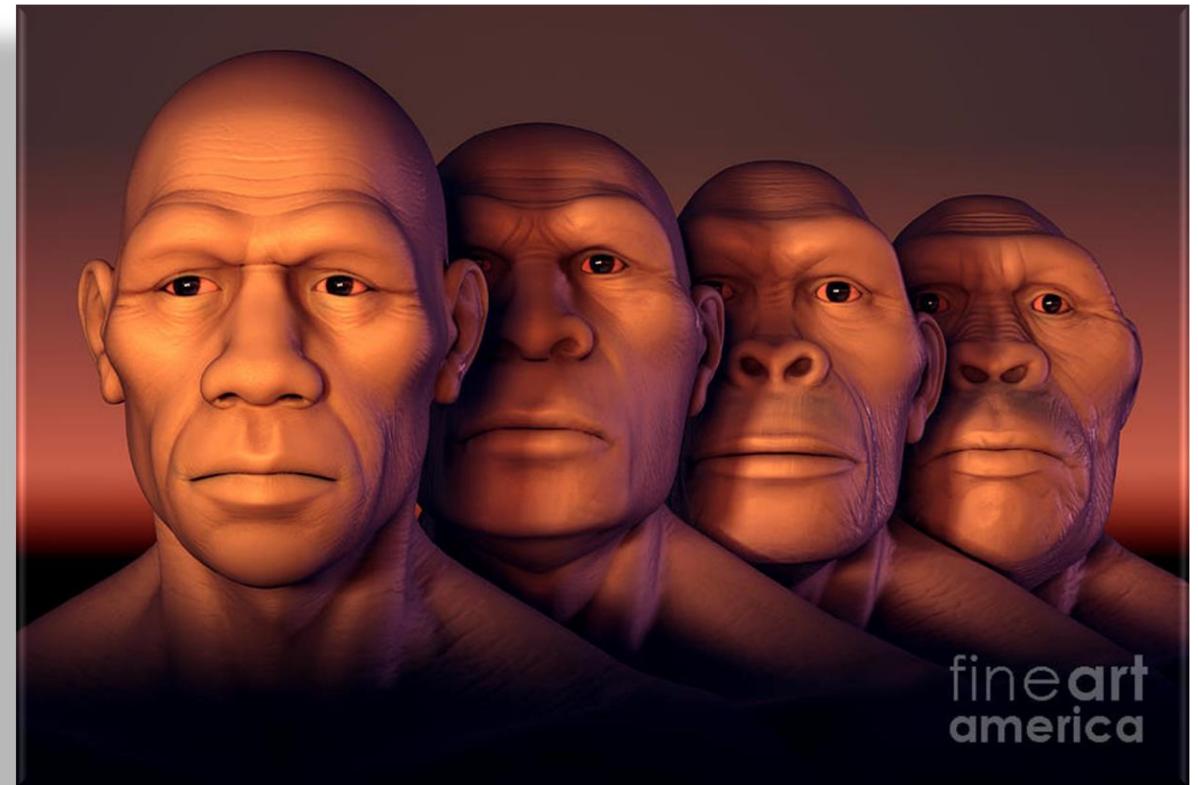
Human Evolution



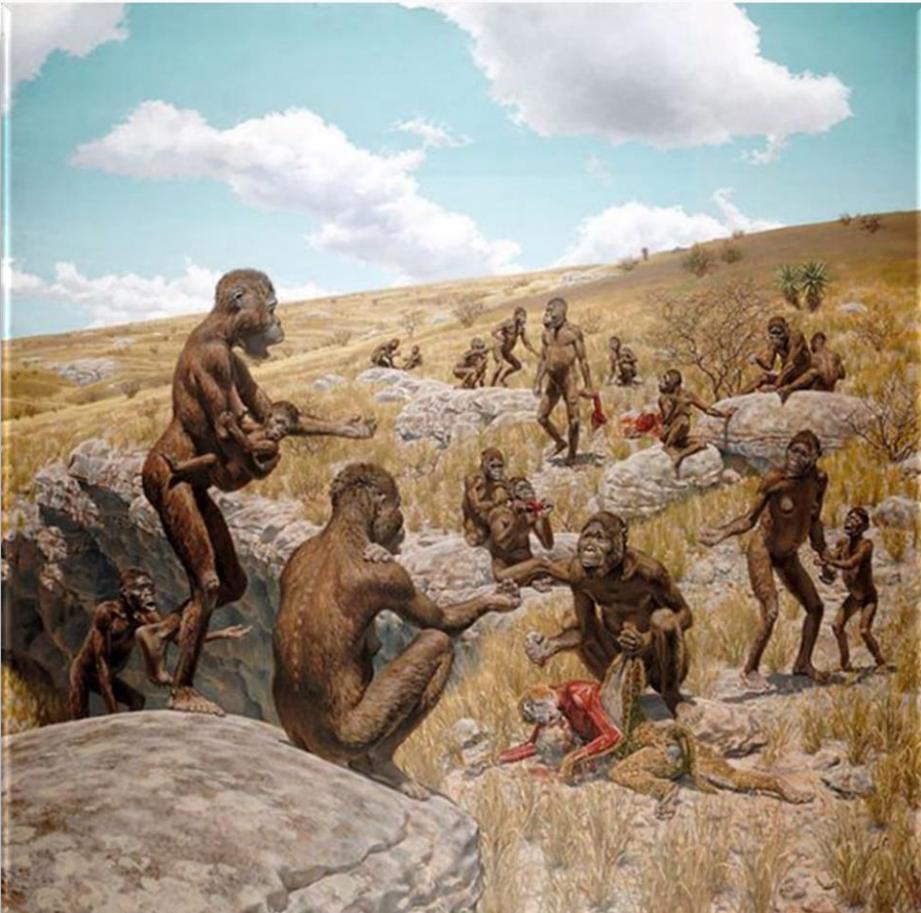
- By looking long enough at any object and refusing to be distracted—even for a few seconds—Humans could momentarily detach themselves from their immediate surroundings.
- In this way they could notice patterns, make generalizations, and think ahead.
- They had the mental distance to think and reflect, even on the smallest scale.

The Real Power

- A monkey or primate can see an action from the point of view of the performer and imagine its intentions, but we can take this further.
- Without any visual cues or any action on the part of others, we can place ourselves inside their minds and imagine what they might be thinking



The Big Leap



- Mastery at this level meant our ancestors could make decisions rapidly and effectively, having gained a complete understanding of their environment and their prey
- They had developed this intuitive power hundreds of thousands of years before the invention of language, and that is why when we experience this intelligence it seems like something preverbal, a power that transcends our ability to put it into words

Keys to Mastery



- A man should learn to detect and watch that gleam of light which flashes across his mind from within, more than the luster of the firmament of bards and sages.
- Yet he dismisses without notice his thought, because it is his. In every work of genius we recognize our own rejected thoughts; they come back to us with a certain alienated majesty. —RALPH WALDO EMERSON

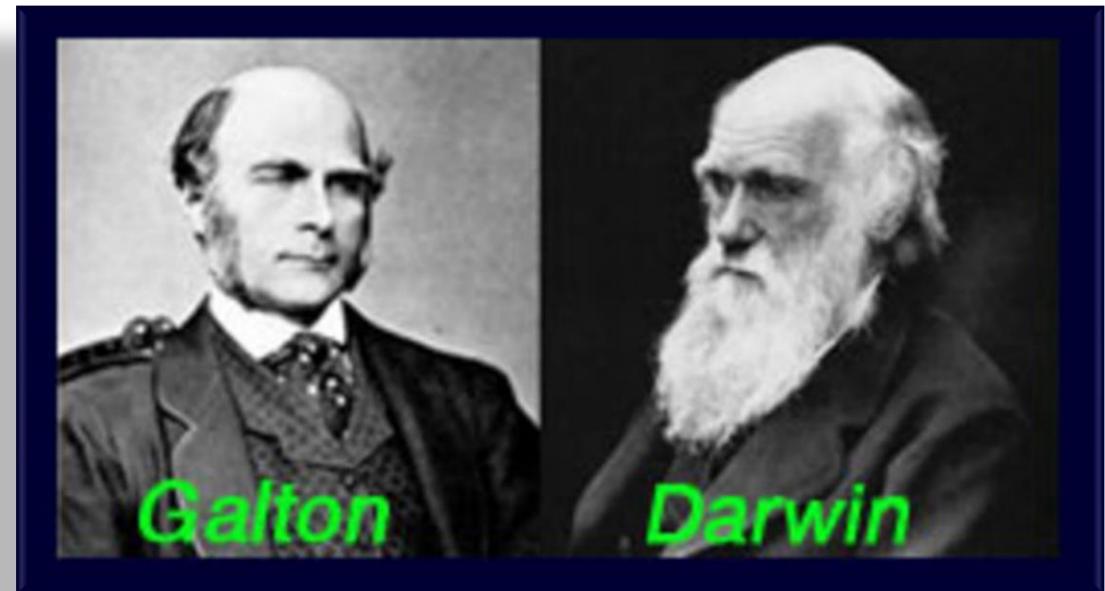
Keys to Mastery

- If all of us are born with an essentially similar brain, with more or less the same configuration and potential for mastery, why is it then that in history only a limited number of people seem to truly excel and realize this potential power?



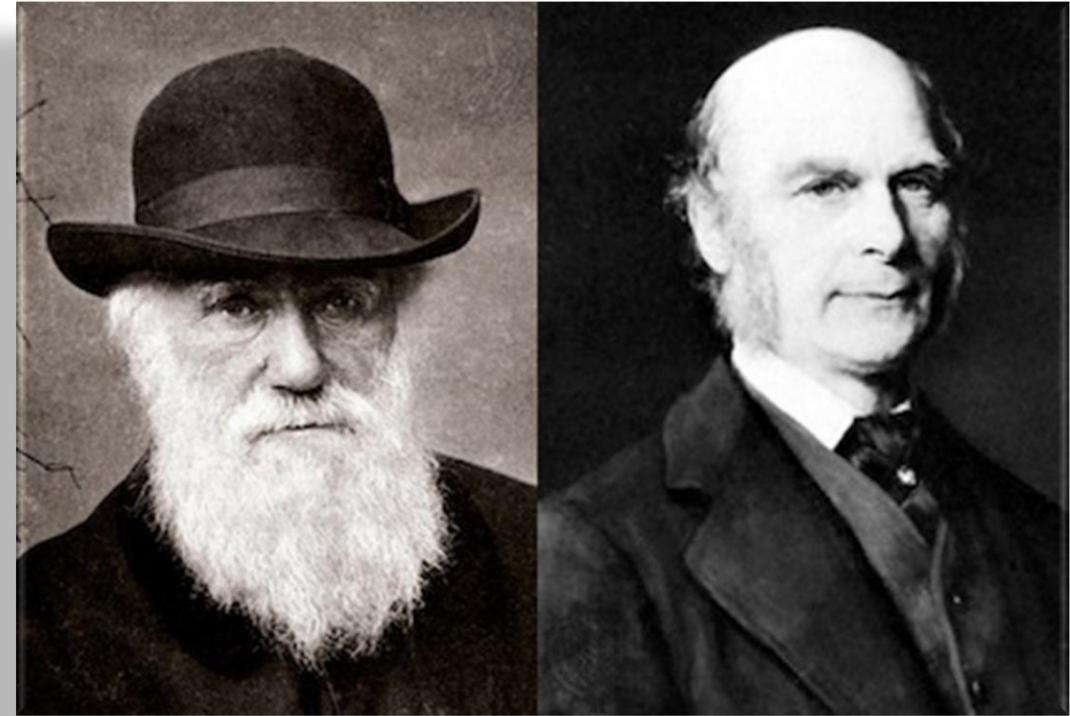
Keys to Mastery

- As a classic example, compare the lives of Sir Francis Galton and his older cousin, Charles Darwin.
- By all accounts, Galton was a super-genius with an exceptionally high IQ, quite a bit higher than Darwin's (these are estimates done by experts years after the invention of the measurement).
- Galton was a boy wonder who went on to have an illustrious scientific career, but he never quite mastered any of the fields he went into. He was notoriously restless, as is often the case with child prodigies



Keys to Mastery

- As Darwin himself admitted, he was “a very ordinary boy, rather below the common standard in intellect.... I have no great quickness of apprehension.... My power to follow a long and purely abstract train of thought is very limited.”
- Darwin, however, must have possessed something that Galton lacked.



Keys to Mastery – Intelligence?

- In our culture we tend to equate thinking and intellectual powers with success and achievement.
- In many ways, however, it is an emotional quality that separates those who master a field from the many who simply work at a job.



Keys to Mastery – Persistence?

- Our levels of desire, patience, persistence, and confidence end up playing a much larger role in success than sheer reasoning powers.
- Feeling motivated and energized, we can overcome almost anything.
- Feeling bored and restless, our minds shut off and we become increasingly passive



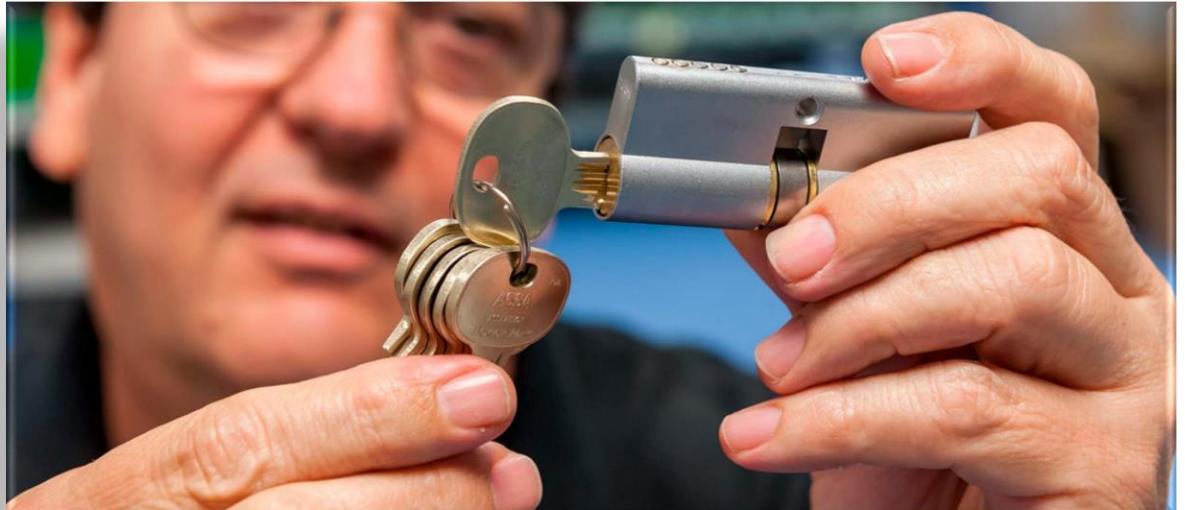
Keys to Mastery – Being elite?

- Millions of people who were not part of the right social class, gender, and ethnic group were rigidly excluded from the possibility of pursuing their calling.
- Even if people wanted to follow their inclinations, access to the information and knowledge pertaining to that particular field was controlled by elites



Keys to Mastery – Technology?

- The idea that they might have to expend much effort to get what they want has been eroded by the proliferation of devices that do so much of the work for them, fostering the idea that they deserve all of this—that it is their inherent right to have and to consume what they want.
- “Why bother working for years to attain mastery when we can have so much power with very little effort? Technology will solve everything.”



Keys to Mastery

- First, you must see your attempt at attaining mastery as something extremely necessary and positive.
- Second, you must convince yourself of the following: people get the mind and quality of brain that they deserve through their actions in life.



Keys to Mastery

- Scientists are demonstrating the degree to which the brain is actually quite plastic—how our thoughts determine our mental landscape
- People who are passive create a mental landscape that is rather barren. Because of their limited experiences and action, all kinds of connections in the brain die off from lack of use



**INSIDE
MASTERY**

Keys to Mastery

- Pushing against the passive trend of these times, you must work to see how far you can extend control of your circumstances and create the kind of mind you desire—not through drugs but through action.
- Unleashing the masterful mind within, you will be at the vanguard of those who are exploring the extended limits of human willpower.



Keys to Mastery

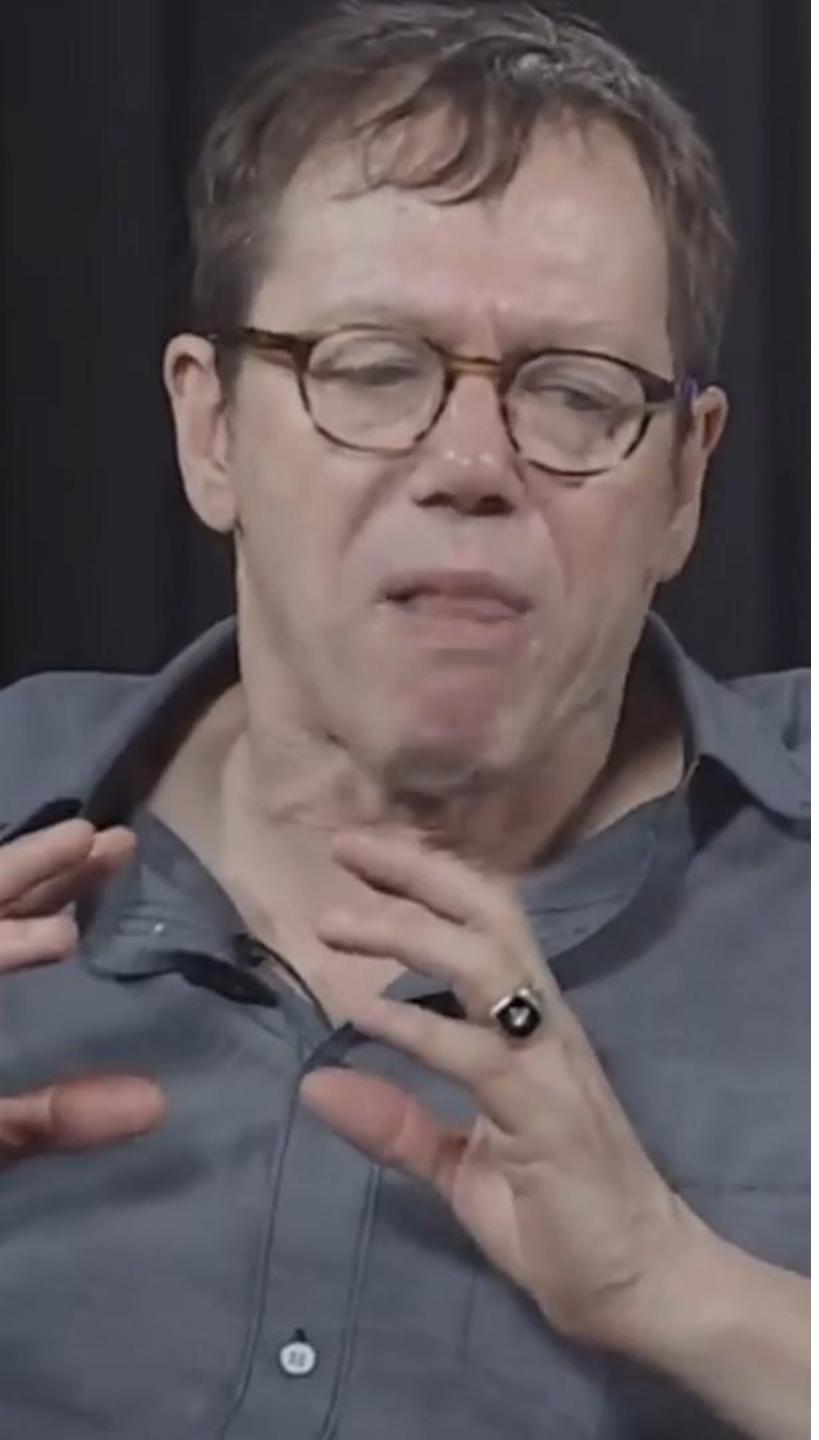
- Do not talk about giftedness, inborn talents! One can name great men of all kinds who were very little gifted.
- They acquired greatness, became “geniuses” (as we put it), through qualities the lack of which no one who knew what they were would boast of:
- They all possessed that seriousness of the efficient workman which first learns to construct the parts properly before it ventures to fashion a great whole; they allowed themselves time for it, because they took more pleasure in making the little, secondary things well than in the effect of a dazzling whole. —FRIEDRICH NIETZSCH



Mastery is not a function of genius or talent. It is a function of time and intense focus applied to a particular field of knowledge.

— Robert Greene —

AZ QUOTES

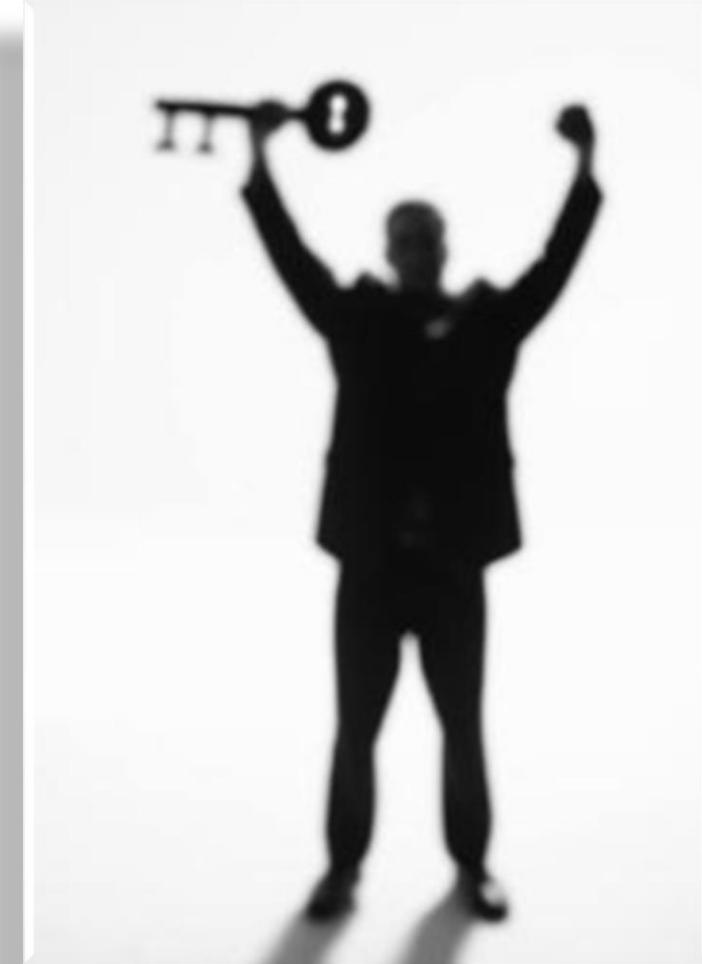
A close-up photograph of a man with short brown hair and glasses, wearing a dark button-down shirt. He is gesturing with his hands near his chest while speaking. A silver ring is visible on his left hand. The background is dark.

Discover your calling: the life's task

- The first move toward mastery is always inward—learning who you really are and reconnecting with that innate force.
- Knowing it with clarity, you will find your way to the proper career path and everything else will fall into place.
- It is never too late to start this process

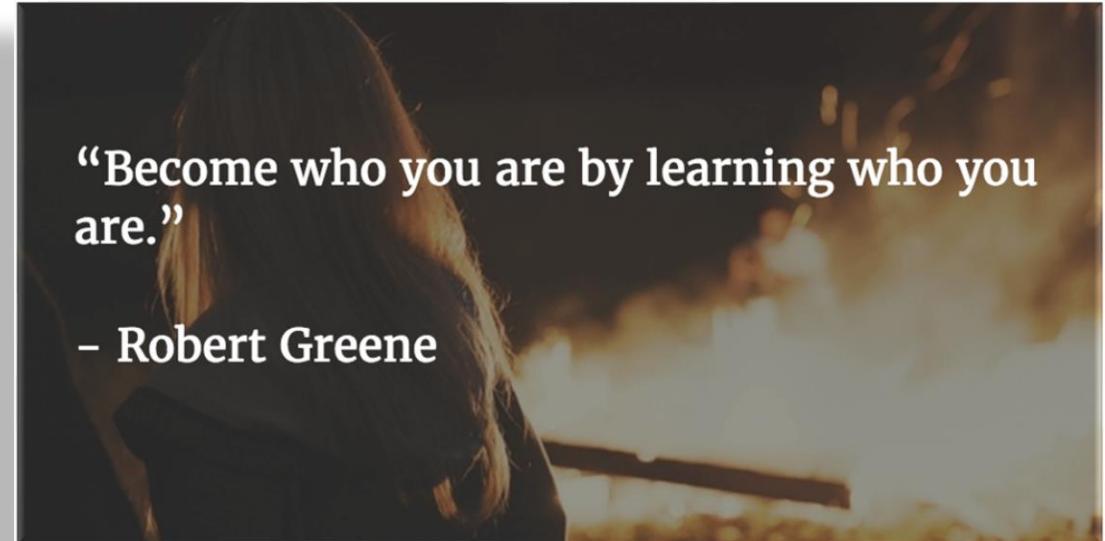
Work Sleep Death

- “Just as a well-filled day brings blessed sleep, so a well-employed life brings a blessed death.” Leonardo da Vinci



Discover your calling

- Among his various possible beings each man always finds one which is his genuine and authentic being. The voice which calls him to that authentic being is what we call “vocation.”
- But the majority of men devote themselves to silencing that voice of the vocation and refusing to hear it.
- They manage to make a noise within themselves...to distract their own attention in order not to hear it; and they defraud themselves by substituting for their genuine selves a false course of life.
- JOSÉ ORTEGA Y GASSET



“Become who you are by learning who you are.”

– Robert Greene

Discover your calling – How?

- For Napoleon Bonaparte it was his “star” that he always felt in ascendance when he made the right move.
- Albert Einstein talked of a kind of inner voice that shaped the direction of his speculations.



Discover your calling – How?

- At your birth a seed is planted. That seed is your uniqueness. It wants to grow, transform itself, and flower to its full potential.
- It has a natural, assertive energy to it.
- Your Life's Task is to bring that seed to flower, to express your uniqueness through your work.
- You have a destiny to fulfill



Discover your calling – Obstacles

- What weakens this force, what makes you not feel it or even doubt its existence, is the degree to which you have succumbed to another force in life—social pressures to conform.
- This counterforce can be very powerful.
- You want to fit into a group.
- This can set you off on a very dangerous path. You end up choosing a career that does not really suit you



Discover your calling – How?

- First, you must connect or reconnect with your inclinations, that sense of uniqueness. The first step then is always inward. You search the past for signs of that inner voice or force
- Second, with this connection established, you must look at the career path you are already on or are about to begin
- Finally, you must see your career or vocational path more as a journey with twists and turns rather than a straight line.





Discover your calling – How?

- Eventually, you will hit upon a particular field, niche, or opportunity that suits you perfectly.
- You will recognize it when you find it because it will spark that childlike sense of wonder and excitement; it will feel right.
- Once found, everything will fall into place
- As your own Master, you will no longer be subject to the whims of tyrannical bosses or scheming peers.

Strategies for finding your life's task

- The misery that oppresses you lies not in your profession but in yourself!
- What man in the world would not find his situation intolerable if he chooses a craft, an art, indeed any form of life, without experiencing an inner calling?
- Whoever is born with a talent, or to a talent, must surely find in that the most pleasing of occupations! Everything on this earth has its difficult sides!



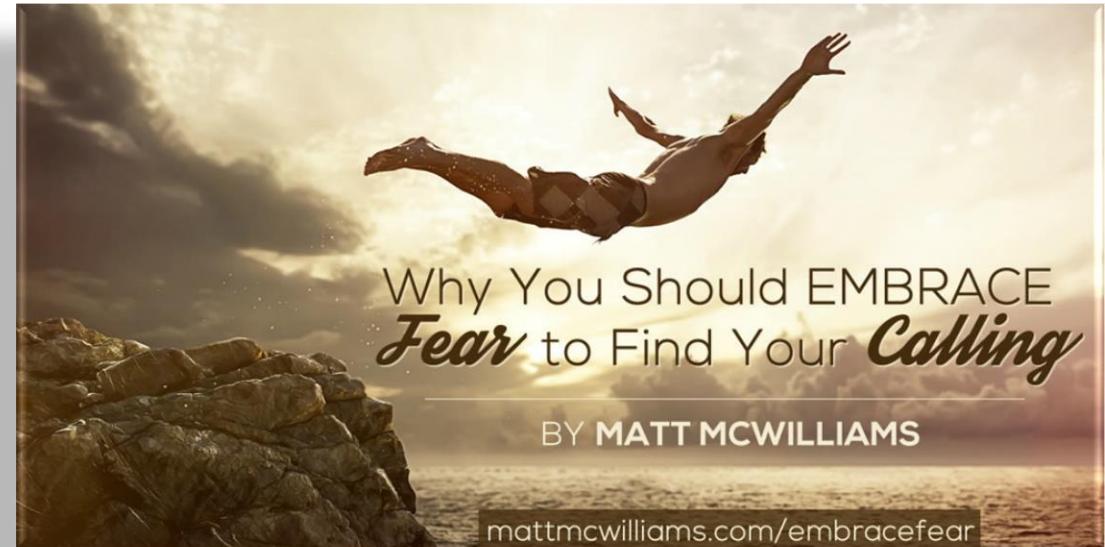
Strategies for finding your life's task

- Return to your origins—The primal inclination strategy
- Occupy the perfect niche—The Darwinian strategy
- Avoid the false path—The rebellion strategy
- Let go of the past—The adaptation strategy
- Find your way back—The life-or-death strategy



Reversal

- Understand: Your Life's Task does not always appear to you through some grand or promising inclination.
- It can appear in the guise of your deficiencies, making you focus on the one or two things that you are inevitably good at.
- Working at these skills, you learn the value of discipline and see the rewards you get from your efforts.



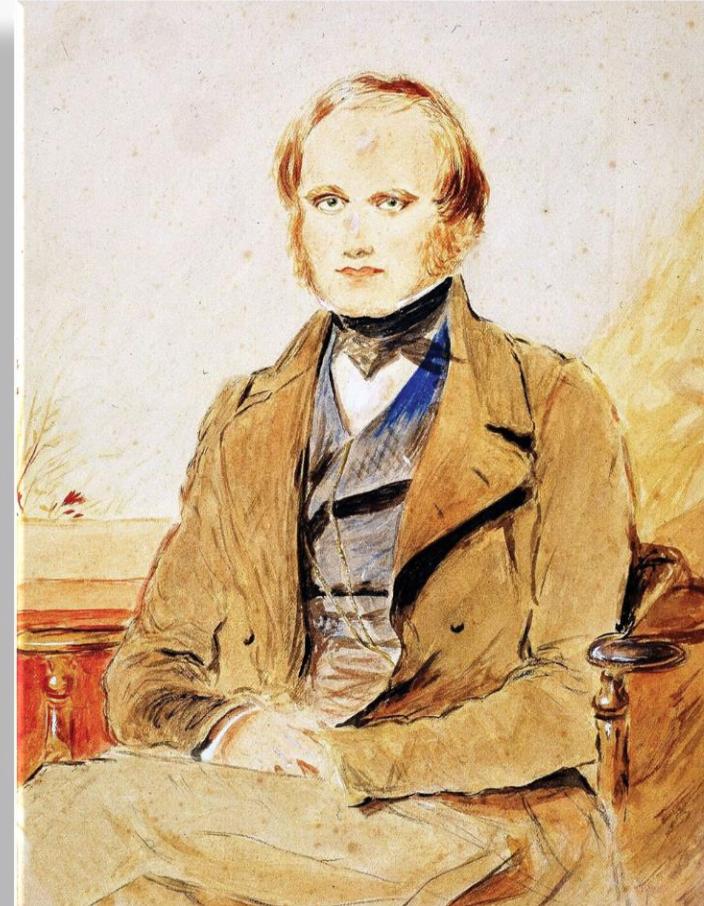
Why You Should EMBRACE
Fear to Find Your *Calling*

BY MATT MCWILLIAMS

mattmcwilliams.com/embracefear

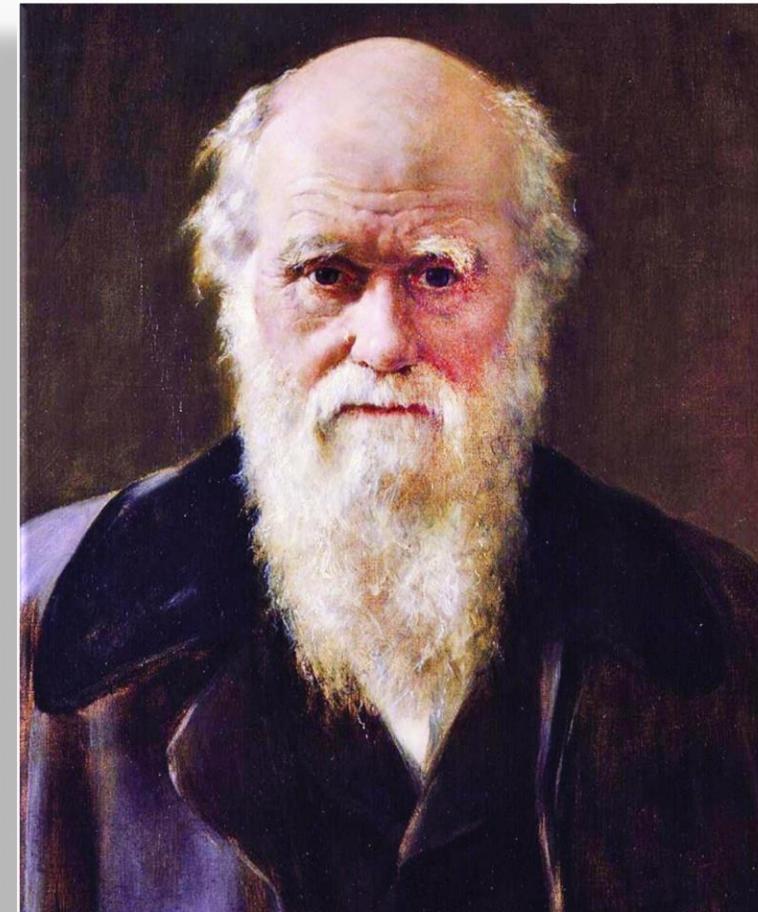
Submit to reality: the ideal apprenticeship: Charles Darwin

- As the journey progressed, Darwin noted some obvious changes in himself.
- He used to find almost any kind of work boring, but now he could labor all hours of the day; in fact, with so much to explore and learn, he hated wasting a single minute of the voyage.
- He had cultivated an incredible eye for the flora and fauna of South America.
- He could identify local birds by their songs, the markings on their eggs, their manner of taking flight



One can have no smaller or greater mastery than mastery of oneself. —LEONARDO DA VINCI

- On the journey home Darwin began to develop this theory further, so revolutionary in its implications.
- Darwin hurried home, and when his father first saw him he was astonished. Physically, he had changed.
- His head seemed larger. His whole manner was different—a seriousness of purpose and sharpness could be read in his eyes, almost the opposite look of the lost young man who had gone to sea years before.



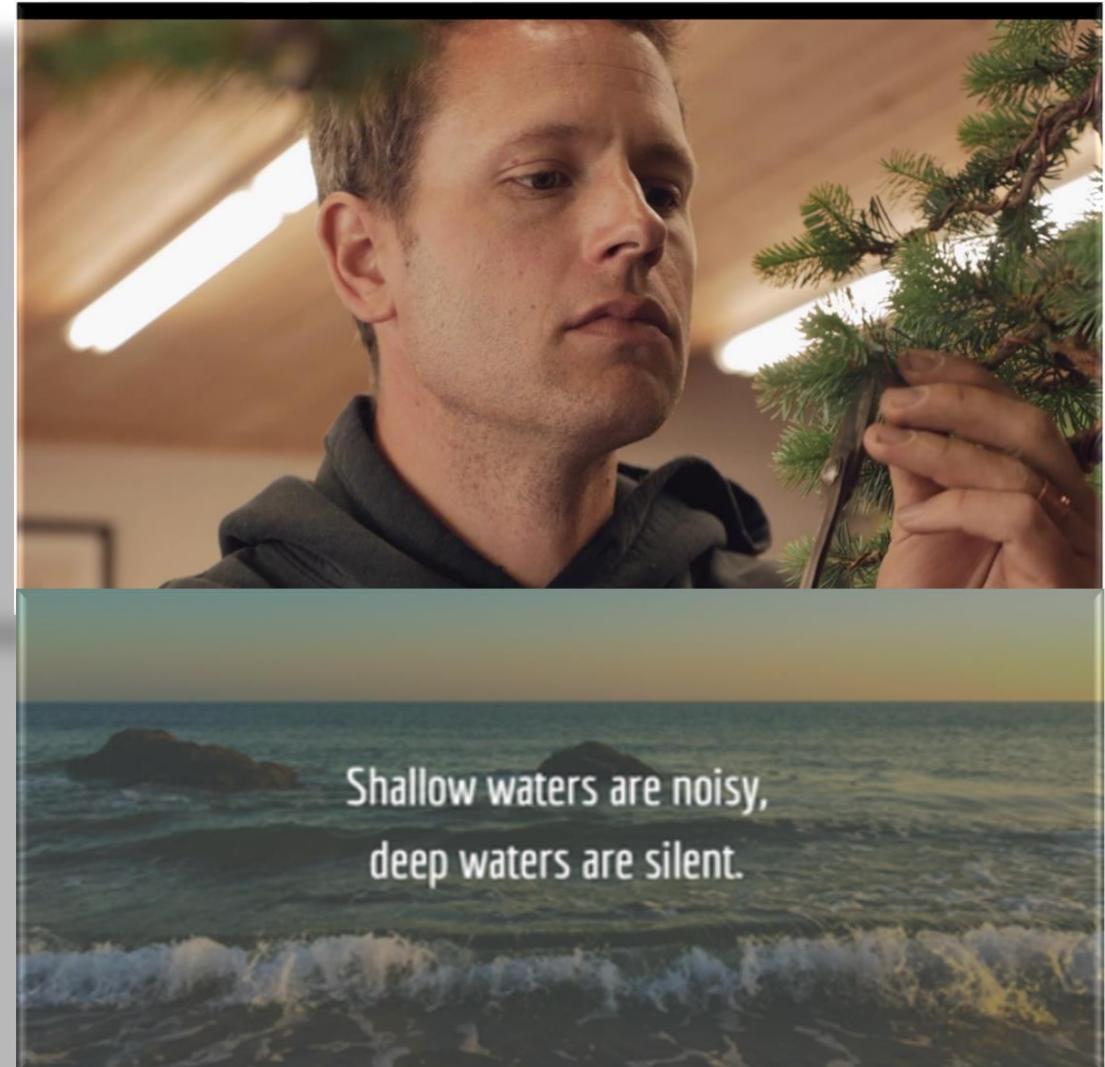
The Apprenticeship Phase—The Three Steps or Modes

- Deep Observation (The Passive Mode),
- Skills Acquisition (The Practice Mode),
- Experimentation (The Active Mode).



Deep Observation—The Passive Mode

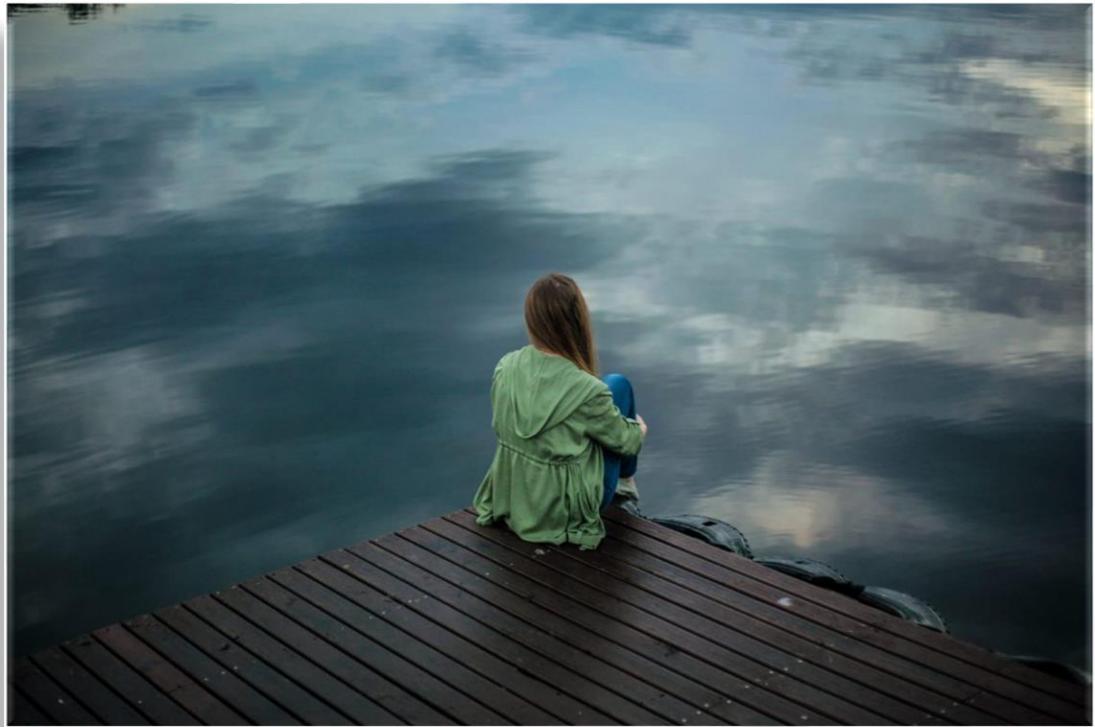
- First, you will observe the rules and procedures that govern success in this environment—in other words, “this is how we do things here.”
- The second reality you will observe is the power relationships that exist within the group: who has real control; through whom do all communications flow; who is on the rise and who is on the decline



Shallow waters are noisy,
deep waters are silent.

Deep Observation—The Passive Mode

- First, knowing your environment inside and out will help you in navigating it and avoiding costly mistakes.
- You are like a hunter: your knowledge of every detail of the forest and of the ecosystem as a whole will give you many more options for survival and success.
- Second, the ability to observe any unfamiliar environment will become a critical lifelong skill.
- You will develop the habit of stilling your ego and looking outward instead of inward.



Step Two: Skills Acquisition— The Practice Mode

- And so they developed the apprenticeship system, in which young people from approximately the ages of twelve to seventeen would enter work in a shop, signing a contract that would commit them for the term of seven years.
- At the end of this term, apprentices would have to pass a master test, or produce a master work, to prove their level of skill.
- Once passed, they were now elevated to the rank of journeymen and could travel wherever there was work, practicing the craft.



Skills Acquisition—The Practice Mode

- If one added up the time that apprentices ended up working directly on materials in those years, it would amount to more than 10,000 hours, enough to establish exceptional skill level at a craft.
- The power of this form of tacit knowledge is embodied in the great Gothic cathedrals of Europe— masterpieces of beauty, craftsmanship, and stability, all erected without blueprints or book



Skills Acquisition—The Practice Mode

- Once you take this far enough, you enter a cycle of accelerated returns in which the practice becomes easier and more interesting, leading to the ability to practice for longer hours, which increases your skill level, which in turn makes practice even more interesting.



The 10,000-hours rule says that if you look at any kind of cognitively complex field, from playing chess to being a neurosurgeon, we see this incredibly consistent pattern that you cannot be good at that unless you practice for 10,000 hours, which is roughly ten years, if you think about four hours a day.

— *Malcolm Gladwell* —

AZ QUOTES

Skills Acquisition—The Practice Mode

- First, it is essential that you begin with one skill that you can master, and that serves as a foundation for acquiring others.
- You must avoid at all cost the idea that you can manage learning several skills at a time.
- You need to develop your powers of concentration, and understand that trying to multitask will be the death of the process



Skills Acquisition—The Practice Mode

- Second, the initial stages of learning a skill invariably involve tedium.
- Yet rather than avoiding this inevitable tedium, you must accept and embrace it.
- The pain and boredom we experience in the initial stage of learning a skill toughens our minds, much like physical exercise



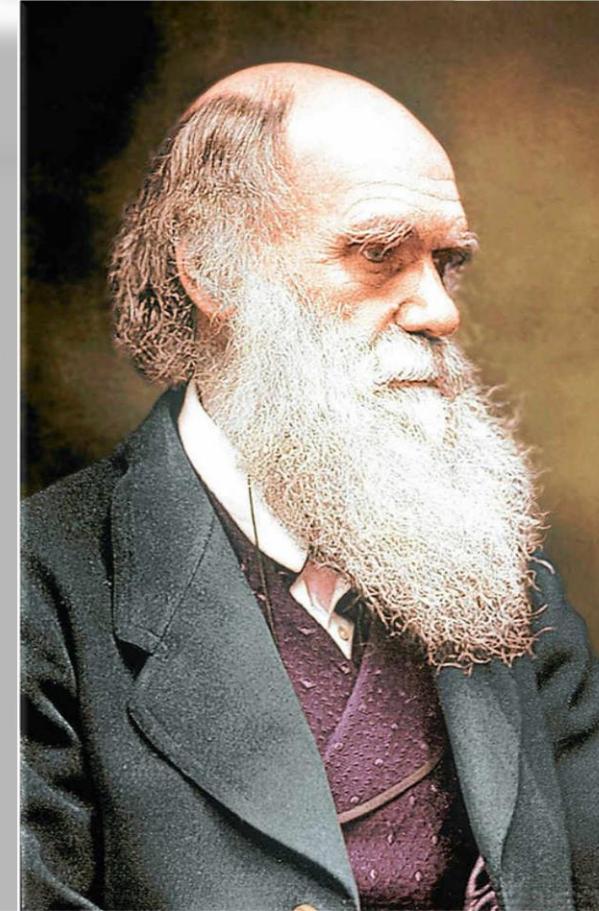
Skills Acquisition—The Practice Mode

- It is better to dedicate two or three hours of intense focus to a skill than to spend eight hours of diffused concentration on it
- Once an action becomes automatic, you now have the mental space to observe yourself as you practice
- If you take this far enough, you will naturally enter the cycle of accelerated returns
- the time necessary to master the requisite skills and attain a level of a master, repeatedly come up with the number of 10,000 hours



Step Three: Experimentation—The Active Mode

- This could mean taking on more responsibility, initiating a project of some sort, doing work that exposes you to the criticisms of peers or even the public.
- The point of this is to gauge your progress and whether there are still gaps in your knowledge.
- You are observing yourself in action and seeing how you respond to the judgments of others.
- Can you take criticism and use it constructively?



First, on the Beagle, he discussed them with the captain and patiently absorbed his vehement criticisms of the idea. This, Darwin told himself, would be more or less the reaction of the public, and he would have to prepare himself for that

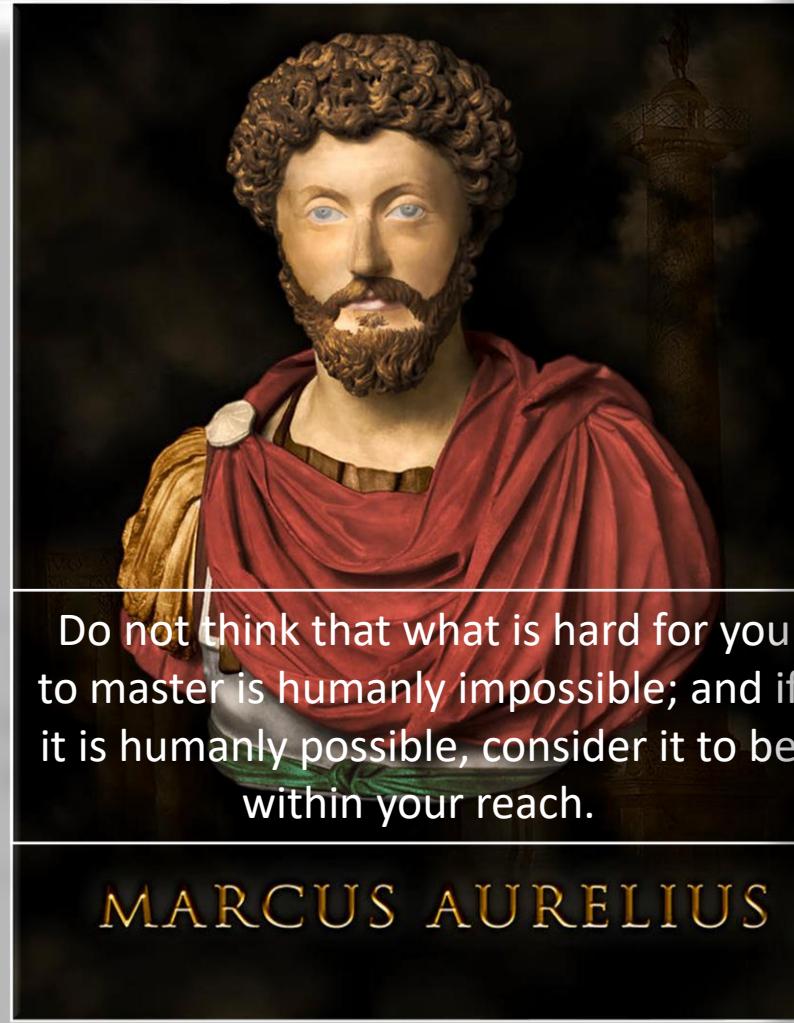
Experimentation—The Active Mode

- When we work with our hands and build something, we learn how to sequence our actions and how to organize our thoughts
- Thomas Jefferson, who himself was an avid tinkerer and inventor, believed that craftspeople made better citizens because they understood how things functioned and had practical common sense
- Albert Einstein was an avid violinist. He believed that working with his hands in this way and playing music helped his thinking process as well.



Strategies for completing the ideal apprenticeship

- Value learning over Money
- Keep expanding your horizons
- Revert to a feeling of inferiority
- Trust the process
- Move toward resistance and pain
- Apprentice yourself in failure
- Combine the “how” and the “what”



Do not think that what is hard for you to master is humanly impossible; and if it is humanly possible, consider it to be within your reach.

MARCUS AURELIUS

I always look at it

@LEWISHOWES



Two Worlds

- Outer world of appearances —all of the forms of things that captivate our eye.
- How these things actually function, their anatomy or composition, the parts working together and forming the whole
- This division between the “how” and the “what” can be applied to almost everything around us—we see the machine, not how it works

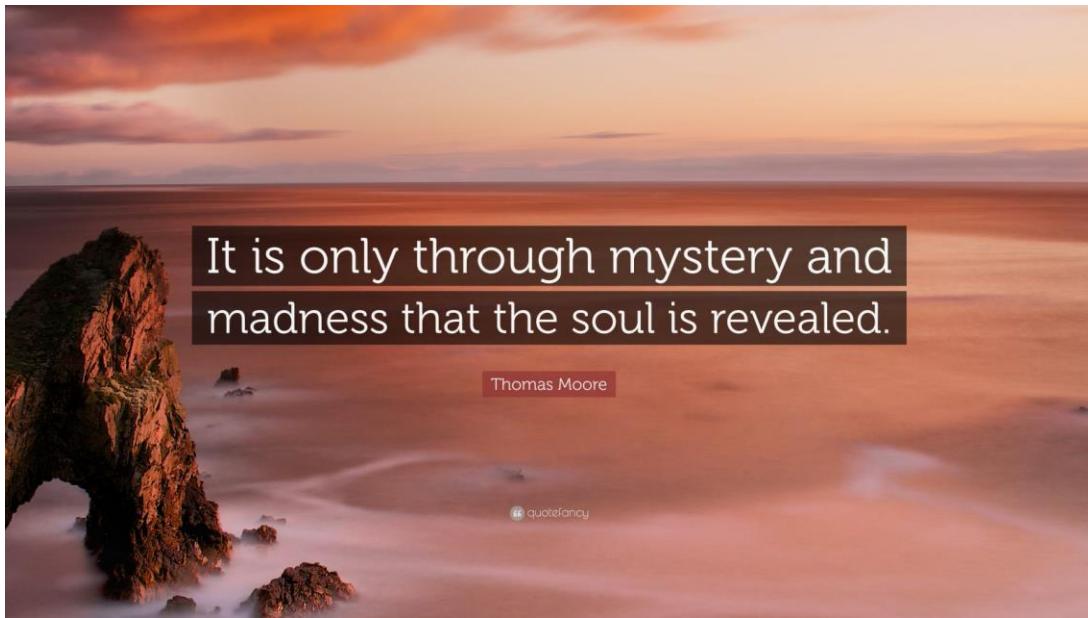


Two Worlds

- Scientists and technicians live in their own world, focusing mostly on the “how” of things.
- Others live in the world of appearances, using these things but not really understanding how they function
- This is why the work of Leonardo da Vinci continues to fascinate us, and why the Renaissance remains an ideal



Absorb the master's power: the mentor dynamic



It is only through mystery and
madness that the soul is revealed.

Thomas Moore

quotefancy