

Project 1

Project Goal: To recognize “contributor qualities” in action, and understand why contributors are valued so much in the workplace.

STEP 1:

Talk to 2-3 working professionals you know. Ask them for stories of people working in their office, who they feel are really valued by the people in the organization. (Identify at least 3 good stories).

STEP 2:

For each story, find out why the person is valued so much. Ask them for concrete examples talking about these people “in action”.

STEP 3:

Identify the key contributor qualities that are coming out of each of these stories.

STEP 4:

Present each of these stories in the class. Also highlight what appealed most to you in these stories and what you learnt from them.

Project 2

Project Goal:

To recognize “contributor qualities” in action, and understand why contributors are wanted / sought after by all who work with them.

STEP 1:

Interview someone you know in some leadership position (such as a Head of Department in your college, or Principal, or some business leader or person in a senior position who is known to you or your parents).

STEP 2:

You can use the following questions as a guideline for conducting your interview –

- For any important project / assignment, what are the qualities you look for in the people you want on your team? Can you give concrete examples that demonstrate these qualities?
- If you had an important assignment to get done, is there any one person you would definitely want on the team?
- Why do you want this person on the team? What is the unique value you think this person would bring in?

STEP 3:

Present the results of your interview to explain “What an employer / leader looks for in his/her people”.

Project 3

Project Goal:

To recognize “contributor qualities” in action, and understand why contributors are wanted / sought after by all who work with them.

STEP 1:

Talk with your friends who have been involved in some team projects / organizing some events / initiatives (eg: college festival).

STEP 2:

Discuss –

- What qualities would they look for in the different team members, so as to make the event / project / initiative a success. Ask for concrete examples that demonstrate these qualities.
- Why are these qualities important? What is the value of these in the success of the team?

STEP 3:

Present the results of your discussion to explain “The qualities of a contributor team member and the value they bring to their team”.

Project 4

Project Goal:

To recognize “static identities” and “dynamic identities” in people around me, and observe how it affects the way people react in situations.

STEP 1:

Recall (or look out for) any one challenging incident that happened today (or in the recent past).

[Hint: This could be an argument, or a challenging project, or a stressful event]

STEP 2:

For this incident, reflect on how each of the key people involved reacted (including yourself if you were involved).

- Who were all the key people involved?
- Write down your observations on each key person involved –
 - How s/he reacted
 - What choices did s/he make in the situation
 - How s/he dealt with the other people involved
- Also observe and write down the outcome of the incident – What happened? Did the situation get resolved?

STEP 3: Based on your observations, put down your learnings about the static identity and dynamic identity in action.

For each of the key people involved, write – What maximum contribution could this person possibly have made in the situation? Did s/he do all that was possible to contribute the best s/he could?

If no,

- What stopped him / her? What limited his / her contribution?
- How could a “dynamic identity” have improved the contribution made?

If yes,

- What can you learn from him / her about having a “dynamic identity”?

STEP 4: Make a presentation covering –

- The incident
- What you observed about the key people involved (your observations from step 2)
- Your learnings about the static identity and dynamic identity in action (from step 3)

STEP 5: Present in the class.

Project 5

Project Goal:

To recognize how a contributor consciously widens and deepens his / her “Success Vision” through life’s experiences (using film-based case studies).

STEP 1:

Choose any 3 popular films that show us how the leading character (hero / heroine), through the course of the film, finds a wider success vision (a contributor’s success vision) for him / herself.

STEP 2:

Discuss each of these 3 films in your project team (watching the films if needed), and identify for each leading character in the films – How did s/he widen and deepen his/her own success vision through the experiences shown in the film?

STEP 3:

Make a case study presentation that uses the cases in each of the 3 chosen films, to show “How a contributor consciously widens his / her success vision through life’s experiences”.

STEP 4:

Present to the class. Title your presentation “**How a Contributor consciously widens and deepens his / her Success Vision. Lesson from films: <names of films chosen>**”

Hint: Some examples of how the success vision could have widened...

- Did the person take on challenges for the joy / thrill of it?
- Did the person's self-confidence, inner strength, character improve?
- Did the person stretch his / her boundaries as a human being and achieve higher levels of excellence?
- Did the person gain new capabilities?
- Did the person experience success through the success of others (whom s/he helped)?

Project 6

Project Goal:

To recognize how a contributor consciously widens and deepens his / her "Success Vision" through life's experiences (using case studies of well-known personalities). Also seeing the connection between one's Success Vision and the career choices one makes.

STEP 1:

Choose any 3 well-known personalities you admire (don't choose the same people you may have studied for earlier projects).

STEP 2:

Do some research on each of these 3 personalities (you can use the internet, library books, magazines, newspapers, etc.). Identify Some incidents / experiences in the person's life (written about by him/ herself or by journalists / writers or by people known to him / her) that show, **how s/he widens own success vision through his / her experiences, incidents, challenges faced in life.**

STEP 3:

Discuss each of the 3 personalities, to articulate for each –

- What was his / her success vision?
- How did his / her success vision influence his / her career choices and other important choices in his / her life (that you may have found through your research)?

STEP 4:

Make this into a presentation with a section covering each of the 3 personalities (3 case studies).

STEP 5:

Present to the class. Title your presentation "**How a Contributor consciously widens and deepens his / her Success Vision. Lesson from great personalities: <names of personalities chosen>**"

Hint: Some examples of how the success vision could have widened...

- Did the person take on challenges for the joy / thrill of it?
- Did the person's self-confidence, inner strength, character improve?

- Did the person stretch his / her boundaries as a human being and achieve higher levels of excellence?
- Did the person gain new capabilities?
- Did the person experience success through the success of others (whom s/he helped)?

Project 7

Project Goal: To learn “Contributor Career Strategies⁵” from an experienced contributor.

STEP 1:

Identify any one “Contributor” you know, who has worked for at least 10 years, and who has contributed a lot during the course of his / her career.

[HINT:

- Think of who you can interview amongst – People known to your family, Colleagues of your parents, Neighbors,
- Teachers, People who work in your neighborhood (eg: postman, shopkeepers, fruit / vegetable seller, rickshaw driver, municipality workers, etc.)]

STEP 2: Interview this person, asking him / her to tell you about –

- The different roles s/he has performed throughout his / her career life.
- How s/he developed and moved up in his / her career. What were the important milestones in his / her career.
- For each of the new roles or assignments taken up, what new capabilities did s/he have to build (so as to be able to fulfill the new responsibilities).
- What were some of the most important career choices that s/he made. How s/he thought about these choices. What made him / her make these choices.
- What were some of the most important “contributions” s/he feels s/he made in each of his / her roles in the career.

STEP 3: Make a presentation on this person –

- Explain how the person answered each of the above questions.
- What are some “Contributor Career Strategies⁵” that you can learn from this person’s experience?

STEP 4:

Present to the class. Title your presentation “Contributor Career Strategies I have learnt from the work life of <name of chosen contributor>”.

Project 8

Project Goal: To recognize the “contribution choices” that people have made.

STEP 1: Identify any one person you can talk to, who you feel has contributed a lot to his / her field of work / society.

(HINT: Think of who you can interview amongst – People known to you or your family, Colleagues of your parents, Neighbors, etc. This person could be a scientist, teacher, businessman, artist, musician, doctor, bureaucrat, social worker, etc.)

STEP 2: Interview this person and / or search on the internet to find out more, to identify –

- Specific incidents from the person’s life that show how s/he widened the scope of his / her contribution in the work
 - How did s/he consciously develop own capabilities?
 - How did s/he make his / her work more meaningful?
 - How did s/he make a difference to the lives of the people s/he served? The people s/he worked with? The local community? The domain / field of work? The nation?
- Identify what were some of the important “contribution choices” this person made in his / her life, that helped him / her make all those contributions.
- Identify whether –
 - These incidents were only specific instances where this person contributed; OR
 - This person contributed during an entire phase of his / her life; OR
 - This person dedicated a large part of his / her life to the contributions i.e. has had a life-time of contribution.

STEP 3: Make a presentation on this person –

- Give a brief introduction of the person (Name, profession, background, how you came across this person).
- Present the Contribution Choices this person made, by presenting –
 - How s/he widened the scope of his / her contribution in the work. Explain with concrete examples / incidents in his / her life.
 - The choices s/he made that helped him / her make all these contributions.
 - Whether these incidents were – special cases, OR part of an entire phase in which this person contributed, OR were part of his / her life-time of contribution.

STEP 4: Present to the class. Title your presentation “**How Contributors widen the scope of their contribution in their work**”.

Project 9

Project Goal: To embark on the journey of contributorship.

STEP 1:

In your project team, brainstorm to identify any one “Project” your team can take up.

(This could be an initiative in your college or in your locality)

Choose your “Project” carefully, by ensuring that the project –

- Is in an area of work that is new to all of you, so that it will challenge you to step out of your “comfort zone” and face challenges (instead of avoiding them).
- Addresses some long-standing problems that the people are facing, where your team can take concrete action and “do something” to solve these problems and therefore help those people.
- Will help all of you (project team members) develop yourselves (contribution to self); contribute to your organization or community; contribute to society in some way.

STEP 2: Plan your Project –

• Define the “contribution goal” you seek to achieve by the end of this project
(Define the goal at all 3 levels of – contribution to self, contribution to organization / community, contribution to society)

- What are the key steps (or sub-goals) you need to meet so as to achieve your goal?
- What is involved in making your project a success?
- Who else do you need to get involved if you want this project to be a success?
(eg: Teachers with authority, Parents, Family friends, Local authorities, etc.)
- How will you get them involved, explain the project to them, and help them see the value / benefit of this project?
- Assign roles and responsibilities to each team member in your project team (what each team member will be responsible for).
- Define a time-line and plan your schedules on how you will go about completing this project within a specific time frame.

STEP 3: Make a presentation on your Project Plan.

STEP 4: Present your Project Plan to the class (in the presentations session of Unit 6).

- Take any feedback / help from your classmates and your faculty to improve the chances of success of your Project.
- Refine your plan accordingly.

STEP 5:

Implement your project according to your Project Plan (take guidance of your faculty wherever needed).

STEP 6:

Once you complete your Project, make a presentation on –

- The Project goals you achieved.
- How this project challenged each of you (team members) and made you step out of your “comfort zone”. How did all of you gain through this process? What did you learn through this process? What new capabilities did you develop?
- The success you achieved – in terms of “inner success” and “external success”.
 - Mention the benefits to the organization / community and to society.
 - Mention the personal fulfillment, confidence and other rewards all of you felt you received.
 - Mention the rewards you all felt you received as a team (both inner and external rewards).

Project 10

Project Teams of 3-5 students each –

STEP 1: Identify 8-10 jobs you would be interested in applying to, and study each job's profile.

(Look for the job descriptions in newspaper advertisements, job profiles on websites, jobposts on job sites on the internet)

[Do STEP 1 at home and bring to class for discussion]

STEP 2:

For each job profile, discuss with your project team to write down what the employer is looking for, in terms of –

- [A] What personal characteristics is the employer looking for?
- [B] What skills/capabilities is the job applicant expected to have / demonstrate?
- [C] What results is the person taking this job expected to deliver?
- [D] What kind of environment will the person taking this job be expected to work in?

STEP 3: In light of this, individually put down for each job profile –

- ☐ Do these personal characteristics match with your personality?
- ☐ Have you either been formally trained for these required skills/capabilities or have you demonstrated these in any other situation, if yes where? (Eg: you may have organized a college or family event where you needed to use organizational skills)
- ☐ How can you demonstrate that you have the capacity to deliver these expected results?
- ☐ Is this kind of job environment, location, and life-style requirements suitable to you?

STEP 4: In light of this, shortlist the jobs that you will be right for.