

Theoretical foundations for Career Counselling App

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Selection

In early phase, we were chimpanzee and life was just about **survival**. Only profession was to hunt animals and gather plants for food then we start growing crops and develop the agriculture industry. Initially we perform agricultural practices by ourselves then we start training animals for the same to boost the productivity. People start stealing from each other which result in development of the weapons for protection of assets. To improve the efficiency in the production and regulation we build civilisation where specialists in specific profession lead the group of people which operate under an administrator or King. King establish themselves as the God of the city and build temples where priest worship them and their ancestors. Initially, the **power** of god was determined with the quantity of available resources in his kingdom but when less powerful god use innovative weapons like chariots in the battle and defeat the powerful god, the whole **definition of power changed from quantity of resource available to innovative/better utilisation of the resource**. Innovation is the by-product of curiosity or ability to ask questions. Initially people didn't question their beliefs and Gods but when they saw frequent change in Gods and beliefs due to excessive battles as every new administrator describe God in his own terms they got confused.

To remove confusion people start worshipping stars and planets over King because they were more certain. **Sun** actually fits in the definition of God as an extremely powerful, indestructible, omnipresent and treat everyone the same but still people aren't satisfied with their God's ability to communicate and influence their life because King was able to solve

their life's problem but our new God "SUN" has no ability to communicate so people came up with the idea of astrology where the stars and planets tries to communicate and predict our future with their movements and position in the sky. Humans frighten uncertainty since the beginning and this new concept of astrology was really good because it has the ability to remove the uncertainty from whole life as it can predict future. Predictions go wrong and it doesn't solve the problem so the astrologers use manipulative languages to maintain the relevance of astrology.

People start building tools and technology to bring more comfort in life and philosophies to bring more certainty in life. People spilt the natural philosophies into sub-branches like religion, science, maths, geography, politics etc to bring more efficiency in the economy and administration. ***Skilful people with wisdom innovate the existing techniques to improve the productivity*** like Alexander Graham Bell invented telephone to communicate over long distances or the ***way to investigate the natural world*** like Issac Newton invented calculus to improve the way of investigation of quantities undergoes continuous change when he wasn't satisfied with the concept of average change. There are numerous examples but ***the common factor was people acquire skills first then they use their knowledge and awareness to investigate and innovate further.***

So, we made selection of profession on the basis of ***survival*** then on the basis of ***ability to accumulate resources*** and finally on the basis of ***ability to innovate.***

Methods of Understanding

*There are two fundamental methods for understanding anything first is **involvement (experiential)** – A and B coexist, observant has no relevance without observer or vice versa. If I want to know you or anything which possess consciousness it is only possible by involvement not by dissecting you, involvement is the foundation of **art**) and the second is **dissection (intellectual)** – developed by Aristotle where A can't be B which is the foundation of modern logic - **science**).*

"The people who really create things that change this industry are both the thinker and the doer in one person. The doers are the major thinkers. Did Leonardo have a guy off to the side that was thinking five years out about the future? About what he would paint or the technology he would use to paint it? Of course not. Leonardo was the artist—but he also mixed all his own paints. He also was a fairly good chemist. He knew about pigments, knew about human anatomy. And combining all those skills together—the art and the science, the thinking and the doing—was what resulted in the exceptional result."

-- Steve Jobs

*Context identification and knowledge application are two fundamental aspects of work . Context identification deals with the ability to identify the situation and knowledge application deals with finding the best solution for the given situation. For example, **same joke can make someone laugh or offend or made no impact so we need to identify the context/situation first before delivering it to the audience.***

Context identification always comes before knowledge application which means if we aren't able to identify the context properly then it is impossible to find the right solution. Artificial intelligence can do the knowledge application according to the data it gather but identification of actual context can't be done by machine unless we create a system to manipulate people psychologically like social media apps do but still the limitation is machine can only know what a system is designed to know and it can't go beyond memory based intelligence. The reason behind all invention, innovation and **curiosity** is to **see things as it is and questioning "what we already know"** and *artificial intelligence by definition driven by data which means it can't question what it already know or it's artificial beliefs or correctness of information and process/algorithm used like humans or animals can do and find radically different way of doing/thinking. **This ability to ask question can only be achieved by consciousness and intelligence beyond memory,*** we introduced the concept of artificial consciousness as well but still it is limited to cause-effect or Karma because data can't

show/represent anything beyond cause-effect level of events. That's why we can't investigate/know humans or any conscious being using intellect or by dissecting their brain into pieces, we can only investigate them by involvement/love/emotions.

Different activity demands a different level of emotions and intellect and if you can't manage to produce the required level of emotions and intellect to perform certain activity you will not be able to get the results.

For example, if you aren't motivated enough for the fight, it is impossible for you to act aggressive and the whole logical ability to fight will be wasted and if you go too much emotional/aggressive the opponent will take advantage of your emotional instability. This ability to handle emotions and logic is known as **wisdom** which is considered as the most important factor for the quality of life.

*You can't control anything you don't understand so it is impossible to achieve anything significant in any aspect of life with ignorance. **People who ignore their emotional needs or intellectual needs suffers immensely and almost none of them achieve their true potential but there is not a single way to fulfil your emotional or intellectual needs, more awareness allow you to find more options to fulfil the same needs.** The person who established control over his body and mind is also known as a true Yogi.*

Problem with current education system

The ***natural flow for development of understanding in any field is achieved by acquiring the skill set first then knowledge to enhance the productivity or quality in work but the current education system is fundamentally against the natural flow where people acquire too much knowledge in formal education then search for the suitable skill set*** and most of the times they don't find best suitable skill set which result in large number of unskilled graduates in the work force.

We have created institutes where people are trying to learn swimming by reading books for 4 years before enter into the swimming pool which is a wrong way to approach and the chances of not able to like swimming is really high because not everyone can become a good swimmer and not everyone is interested to become either. *Knowledge or books can only be helpful after acquiring certain level of experience in the relevant skill to enhance the quality of work and performance but not in the beginning when you aren't even sure whether you want to pursue it or not.*

In reality, people don't learn that much relevant to their skill set during formal education which left them unskilled, under-educated and produce highly unemployable work force because people exchange money for skills not for knowledge. For example, *if standard rate of electrician to do some regular task is Rs. 200 then no matter who you are even the chairman of IEEE you will not get paid more for the work just because of your knowledge. You need to work on some large scale or complex system to charge more amount where your knowledge as an electrical engineer is the applicable and produce massive changes in result economically.*

Knowledge can improve the quality of work but it can't produce anything without using skill set and if you acquire it using *books only which deals with a very narrow aspect of the skill and author always mention it but we tend to ignore it because no one read books thoroughly due to too many subjects in the curriculum which make impossible to read a single book in the period of entire formal education for a very large percentage of students ultimately creates a long-lasting fatigue in the students which result in poor quality of work life.* The whole atmosphere become so **negative** where **everyone live their life on auto-pilot or unconscious** which result in **major loss in self esteem and self awareness.**

When we lose our self esteem we stop getting involved into anything. We constantly search for distractions to forget about real life and fill the void which result in lower awareness and ultimately the ability to learn or acquire skills decay exponentially and **lose our emotional availability.** ***When we are emotionally unavailable, our ability to identify situation/context***

lost and become change adverse. We select our profession which has the potential to save ourselves financially in short term which means we will *choose the best marketed profession for financial safety in the society* and the consequences are severe like *unsatisfied work life* with *extremely slow growth* due to *inability to find involvement in the work*. This is the root cause of herd mentality or rat race which is bad not only for individual's lifestyle, finances and quality of life but for whole economy.

Consequence of herd mentality

(i) Economy

When lots of people start doing the same thing initially it becomes stable industry which result in more job opportunities and more investments. It results in more investment on marketing and advertisement also which means *every person with lower self esteem will be attracted towards the opportunity irrespective of his/her competency*. After sometimes market saturate because we can't increase the demand of a particular thing beyond it's limit just because of more production (*if each house hold need 5 Kg rice per month we can't increase it to 50 Kg just because we produce more*) and competition immediately sky rocket which result in low profit margins and ***under-employment***. After sometime market go beyond saturation which result in ***bankruptcy*** of companies and produce major in the particular sector which later lead to the ***market crash*** when lots of people lose their jobs and some people lost their fortune as well and smart people like Warren Buffet accumulate wealth equivalent to the entire nation GDP. When we have people with lower self esteem in the economy which means ***we don't have enough leaders in each sector to balance out economy***. In-fact people like Warren Buffet and other market leaders including government leaders really want to put back money in the system but due to lack of leaders who can create systems and generate revenue we face major economic crisis like unemployment, under-employment and bankruptcy of incompetent companies. ***Most people with lower self esteem who select their profession on herd mentality suffers immensely due to lack of interest in***

work which result in incompetence and these people lose their jobs during economic crisis like market crash and sometimes it lead to severe issues like bad relationships, divorces and suicides due to dissatisfaction with life.

(ii) Individual / Personal life

An average CEO of multi-national company reads 40 books/year and an average employee don't even read 1 book in 40 years of work life which create a large wealth gap in between rich and poor. Most of the poor people are poor because they choose their profession with herd mentality where they don't like to spend time on work and ultimately result in no self improvement and extremely slow growth. ***The lack of self esteem destroy their presence of mind, learning ability and financial growth. People start living their life on auto-pilot or unconscious which create a cycle of mistakes. When life give you 1 problem then your bad attitude will multiply it by 10. Your 1 major bad decision produce most of your life's problem and if you can identify and fix that bad decision you will find a lot of peace in your life but to identify the bad decision you need awareness and it is only possible if you have enough self esteem.*** A person who is trapped in the seduction of safety or herd mentality had absolutely no chance to make introspection because of development of escapist behaviour. Your life's philosophy is always reflected in all aspects of life which means your career, relationships and other life aspects will be ruined due to loss in ability to identify situation.

When a person lose the ability to identify situation he/she will apply wrong knowledge to wrong place. Achieving success with this philosophy is equally tough as answering question without reading the complete question. Life is the most difficult exam. Many people fail because they try to copy others, not realising that everyone has a different question paper.

Development

You need to be ***emotionally available*** and must have some ***self esteem*** before joining any training institute to learn new skill otherwise you will not be able to find involvement in

anything in the absence of self esteem. Many people ***complaint for their inability to find interest even after trying lots of different things*** because they were trying things in the absence of self esteem and emotional availability. ***In lack of self esteem and emotional availability you will not be able to get involved even with things you already like so how can you expect to like something new.***

You must consider ***professional counselling*** before making any decision if you are not happy because all your efforts will be wasted if you don't fix your emotional availability and self esteem issue first. You must consider ***offline*** classes where you can find like minded people and a mentor ***because nobody has enough emotional strength to explore an entire new field alone in the beginning without a mentor.*** It doesn't matter the quality of the mentor for beginner level course because almost everyone who operates training institutes hire trainer who understand the basics and the ***first target must not be to gain perfection but to understand whether you are able to find the enjoyment/involvement with the skill or not.***

The journey to real success is quite long and you need emotions to keep yourself involve with the skills to practice it on the daily basis if you want to achieve something significant in your work life so it isn't advisable at all to pursue anything if you aren't able to find the involvement. If you do something you don't like you will constantly look for distraction and your ability to learn will degrade exponentially and ultimately your career growth will slow down and you will ruin all relationships around you because you will try to extract happiness out of them either by manipulating or discouraging. It is one of the biggest reason behind office politics because everyone is highly dissatisfied with their work life in most of the organisations as they choose to do what they don't like and they don't even know how to find what they like even after trying a lots of things.

Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle.

-- Steve Jobs

*This involvement will become passion if you go beyond a certain limit where you are able to express yourself with the skill like great athlete, dancers, scientists etc do. When you use your passion for the greater welfare of human beings, it will become the purpose which is regarded as the highest level of achievement. The purpose is always bigger than you that's why you will find a lots of people who are willing to make their contribution for it like Gandhiji's Non-Cooperation Movement, Civil Disobedience Movement, Swaraj and Quit-India movement against the British government for the purpose of making India independent. You need **commitment** to lead the people for your purpose because **nothing works without commitment** .*

Action Plan

1. Make yourself emotionally available
2. Build your self esteem
3. Join offline skill training institutes where you can find like minded people and a mentor because nobody has enough emotional strength to explore an entire new field alone in the beginning without a mentor.
4. Search for involvement in the skill
5. Go for internship opportunity based on acquired skills to understand the practical usage of the skill in the industry.
6. Commit to master the skill by acquiring more knowledge in order to innovate.

Phases of Career

Student : In this phase you are expected to **learn all the basic skills and knowledge** regarding the profession.

Employee : In this phase you are expected to **perform the skills and apply knowledge** in order to benefit the organisation. You must develop the ability to perform experiments using your basic skills and knowledge independently before climbing the ladder to leadership position in the organisation because you will encounter a lots of problem in the leadership position regarding people so if you stuck in the work you will not be able to produce result.

Leader : In this phase you are expected to **master the skill and lead the group of people in order to produce results**. You need to develop the people skills in order to keep your team aligned towards your mission. Your fundamental responsibility at leadership position is to build more leaders in order to expand and conquer the marketplace. You must develop the ability to take all the criticism from outside and encourage your team members because your team members aren't emotionally strong to take the criticism and if you transfer your frustration to them you will lose them and find a significant drop in your result. **Readers are leaders** because life is too short to commit all the mistakes on your own so you must **develop the reading habit** in order to learn from other people's mistakes and from their approaches which produce results. Our brain doesn't differentiate between reality and imagination so if we find the way to imagine things perfectly by developing higher level of awareness we can take all the wisdom from the book and improve our decision making ability in order to build the better future. You can't make everyone happy so it is your responsibility to build a team of like minded people and remove the people from your team who brings negativity and degrade the productivity. *It is your responsibility to bring innovative ideas and listen other people's idea as you are the one who read/learn the most amongst all the team member. It is your responsibility to identify the potential outcomes in order to make the best possible decision.*

If you want to make everyone happy, don't be a leader, sell ice cream – Steve Jobs