INTEGRATED HEADQUARTERS MoD (NAVY)

OFFICERS' PRE-RETIREMENT CAPSULE

DIRECTORATE OF EX-SERVICEMEN AFFAIRS (DESA)

SCHEDULE

- 1000 H - 1115 H   -   Transition with Mindfulness (First Session)

- 1115 H - 1130H   -   BREAK

- 1130 H - 1300 H   -   Transition with Mindfulness (Second Session)

- 1300 H - 1430 H   -   LUNCH

- 1430 H - 1530 H   -   Designing Your Future (First Session)

- 1530 H - 1545 H   -   BREAK

- 1545 H - 1630 H   -   Designing Your Future (Second Session)

Day's Agenda and Expectation Setting

- ➢ Becoming mindful of the transition journey

- ➢ Consciously choosing growth mindset

- ➢ Understanding yours and others learning styles

- ➢ Understanding design thinking concept

- ➢ Write us at - info@behindtheink.org

Applying design thinking to your life

Guided Meditation – Checking-in "Remembering you have choices"

Transitioning with Mindfulness

Transition phase is a reality	**Self awareness**
You are aware of your current situation	**Empathy and compassion**
You have earned XXX years of experience	**Leveraging your SWOT**
You have honed certain skills and knowledge over the years	
You have a support group - Family, defense community, friends, course mates...etc.	**Being open to feedback & support**
You are going to take certain calculated risks - (starting a new career, setting up a business higher education...)	**Exploring risk taking & building resilience**

Session 1- Mind Your Thoughts

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Activity

➤ Let's start with a small activity

➤ Please keep a paper and pencil/ pen ready

➤ This is a drawing that you have to make

➤ And you have 5 minutes to complete the drawing

Draw a fighter Aircraft

Activity

➤ Let's take a moment to examine your thinking in the last few minutes

➤ What kind of thoughts came to your mind when you first heard the instructions?

➤ As you were drawing the plane, what were you thinking?

➤ When you finished and looked at what you had created, what were your thoughts?

Which of these statements did you make for yourself ?

This has come out quite well

Does this represent my best work?

I can't do it- was never good at drawing anyway

This is not bad- maybe I should learn to draw

I made some mistakes- haven't paid attention to jets

It is okay, I can draw a different and better picture!

It is too hard ! Why do they make us do this stuff ?

Five minutes is not enough for a good drawing

Growth Mindset

- ➤ Mindset
- ➤ Beliefs
- ➤ Self Talk
- ➤ And how they affect our actions and behavior

Welcome to the World of Sequence of Events within ourselves

Iceberg

Life Sentences

Self talk

Mindset
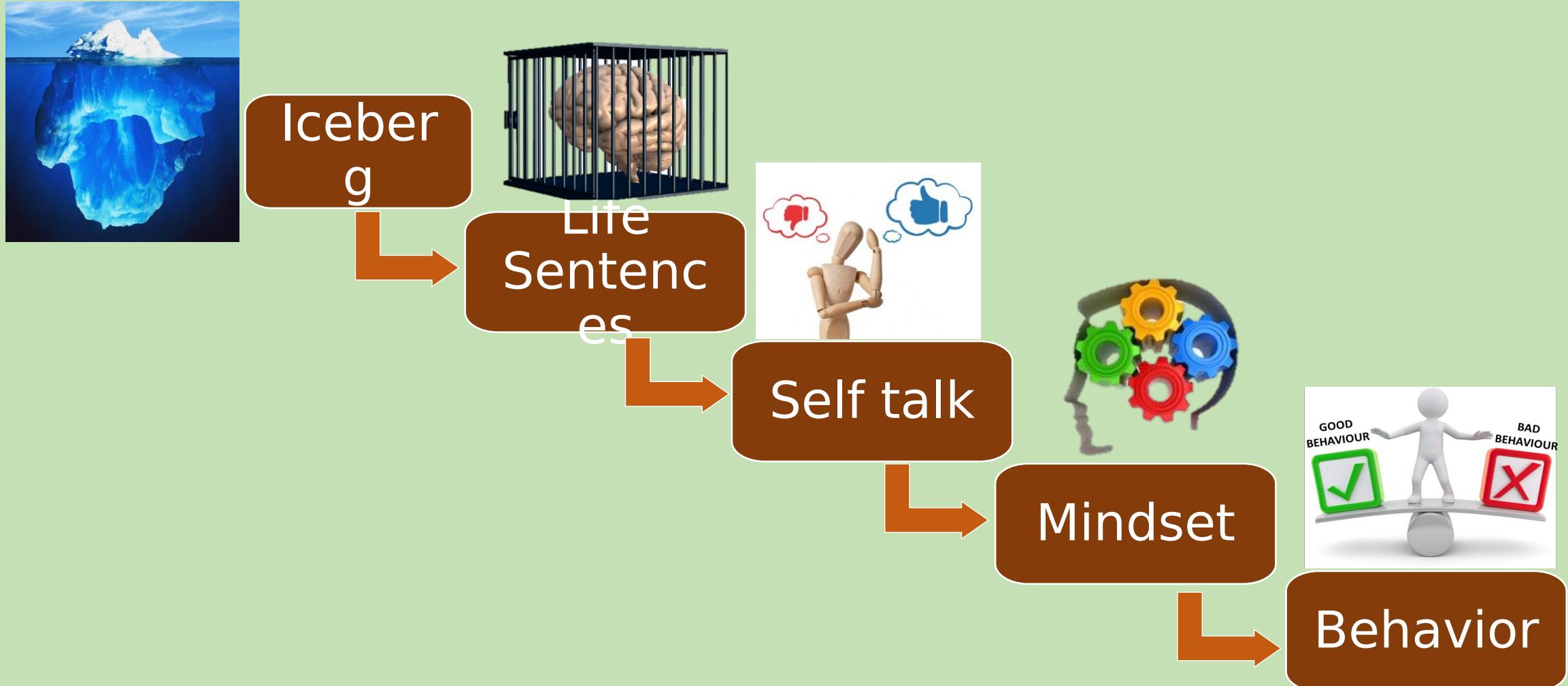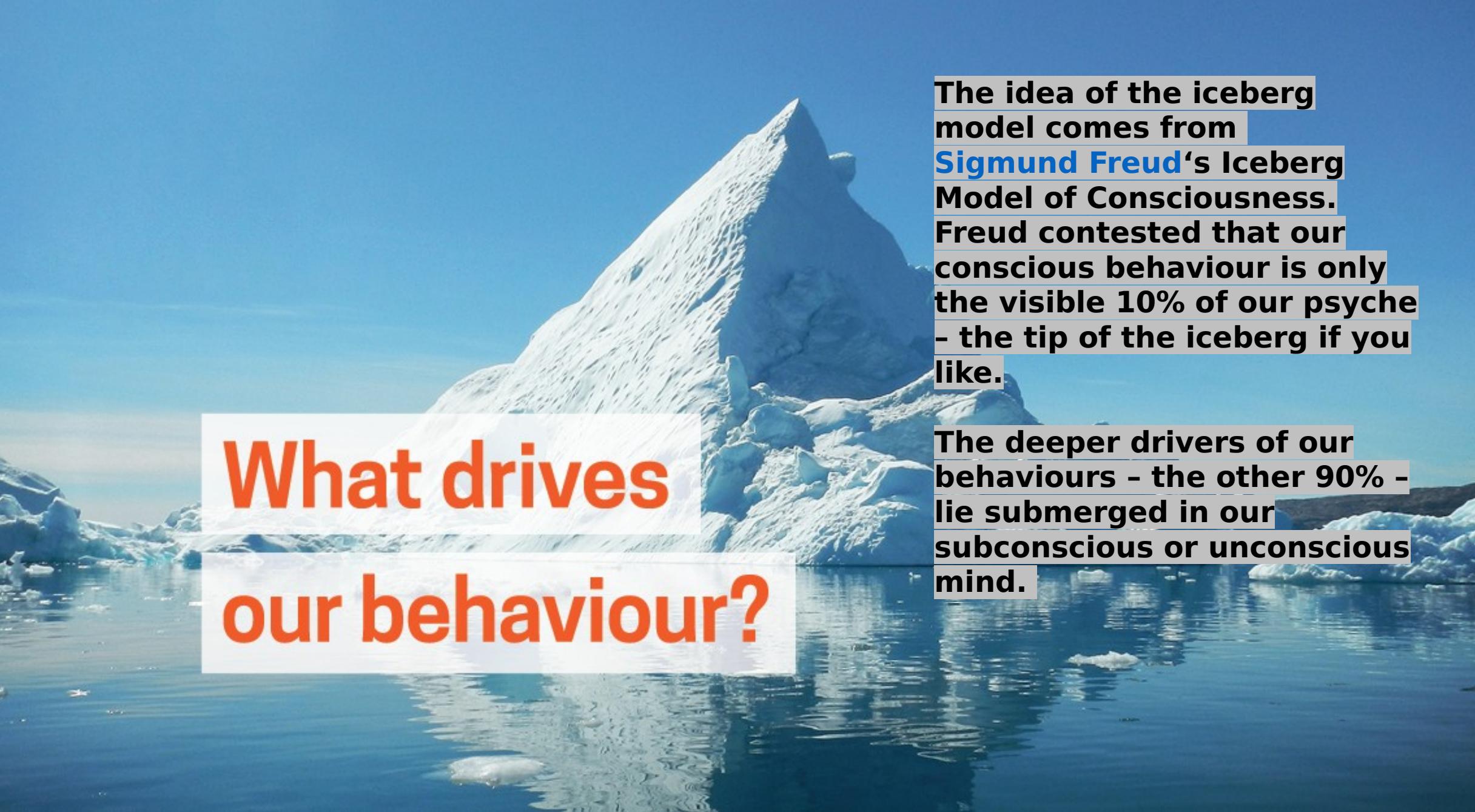
Behavior

What drives our behaviour?

The idea of the iceberg model comes from Sigmund Freud's Iceberg Model of Consciousness. Freud contested that our conscious behaviour is only the visible 10% of our psyche – the tip of the iceberg if you like.

The deeper drivers of our behaviours - the other 90% - lie submerged in our subconscious or unconscious mind.

Iceberg Theory
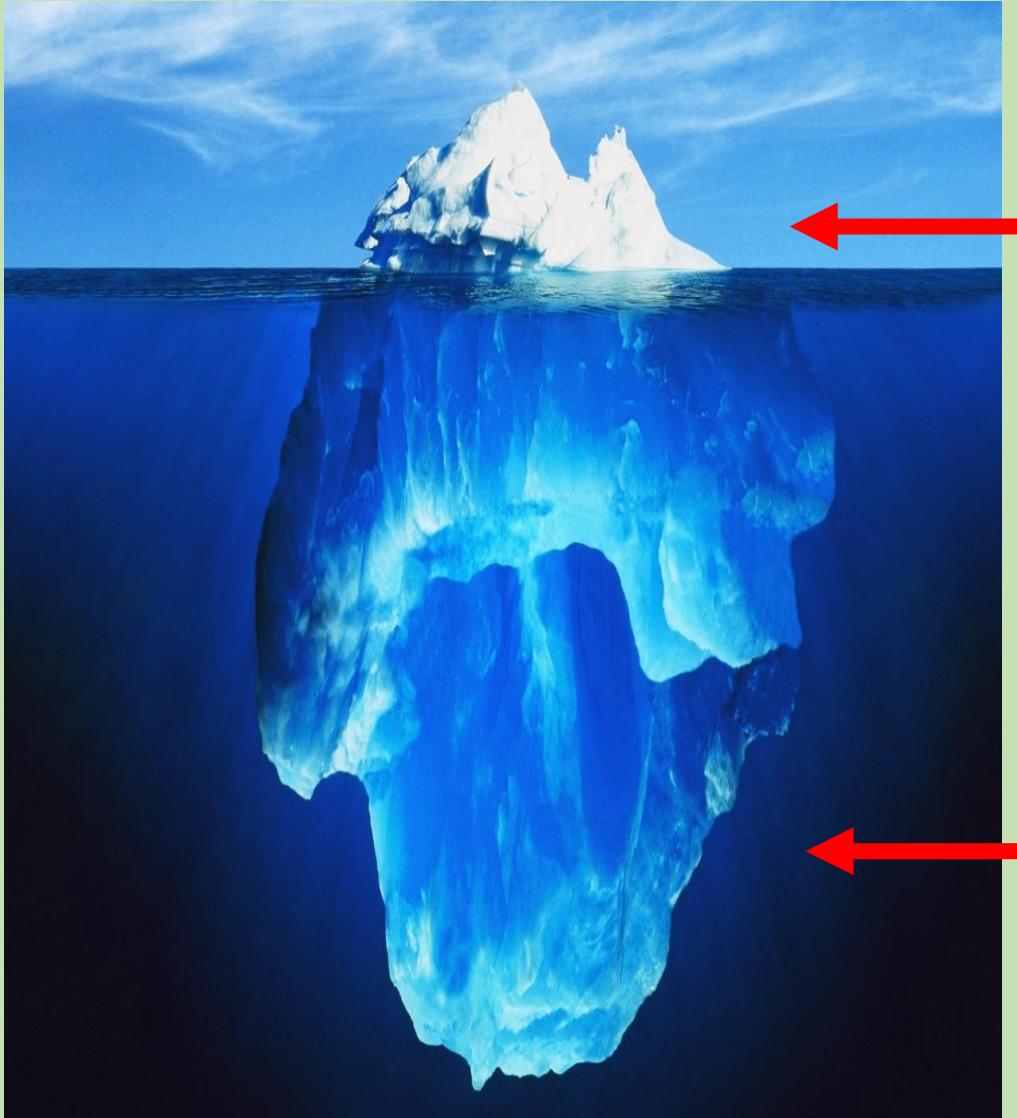
10% BEHAVIOUR

90% DRIVERS OF BEHAVIOUR

What if your thoughts were like this?

It is not easy/ I am not good at drawing anyway/ Not enough time/ no one is going to see this, so why bother?....

➢ What beliefs, life experiences could have led to this thinking ?

➢ Family, Education, Society

➢ What could have led to maintenance

What if your thoughts were like this?

I have to just work on it/ Ok, she had told me to hold my pencil in this way to get these effects/ It is better than the cow that I drew last time!...

➢What beliefs, life experiences could have led to this thinking ?

➢Family, Education

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Understanding the flow
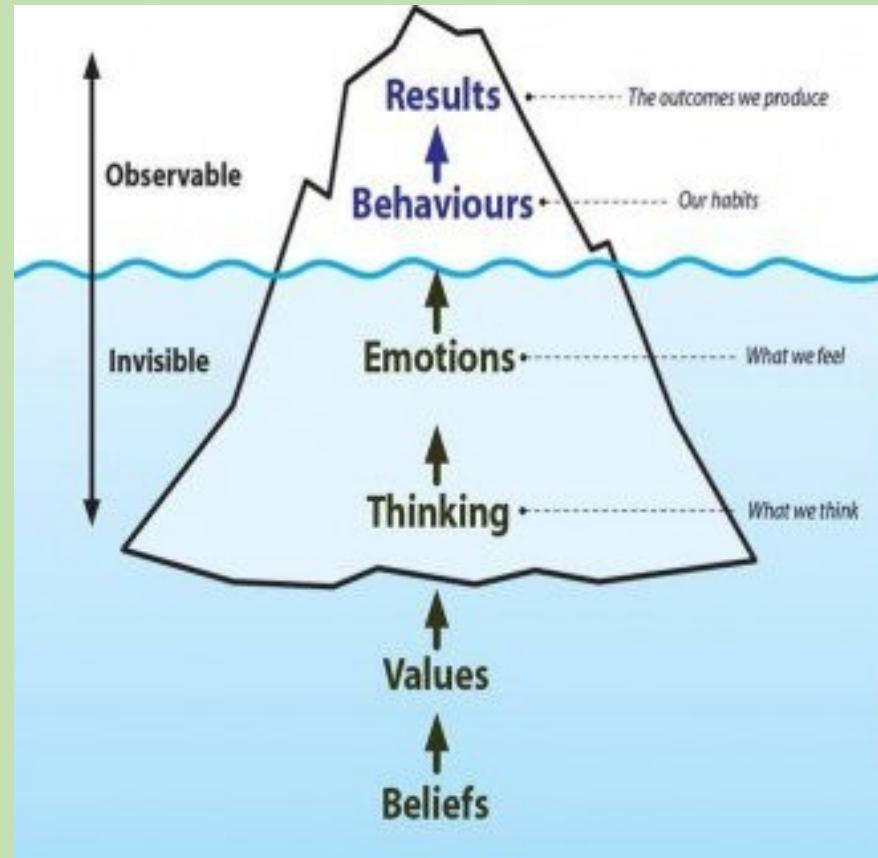
Therefore what kind of mindsets do you think you have ?

FIXED OR GROWTH ?

What kind of Mindset do I have?

https://www.mindsethealth.com/matter/mindset-quiz-growth-mindset-or-fixed-mindset-mindset-health

What Kind of Mindset Do You Have?

Growth Mindset

I can learn anything I want to.
When I'm frustrated, I persevere.
I want to challenge myself.
When I fail, I learn.
Tell me I try hard.
If you succeed, I'm inspired.
My effort and attitude determine everything.

Fixed Mindset

I'm either good at it, or I'm not.
When I'm frustrated, I give up.
I don't like to be challenged.
When I fail, I'm no good.
Tell me I'm smart.
If you succeed, I feel threatened.
My abilities determine everything.

Created by: Reid Wilson @wayfaringpath   Icon from: thenounproject.com

What is the difference ?

- **Growth Mindset** - The thinking that stretching yourself and sticking to it, when it's not going well- the growth mindset. This is the mindset that allows people to thrive during some of the most challenging times in their lives.

- **Fixed mindset-** The one that assumes abilities and understanding are relatively fixed. Those with a fixed mindset may not believe that intelligence can be enhanced, or that you either "have it or you don't" when it comes to abilities and talents.

Session 2 – Learning Preferences

Understanding the flow
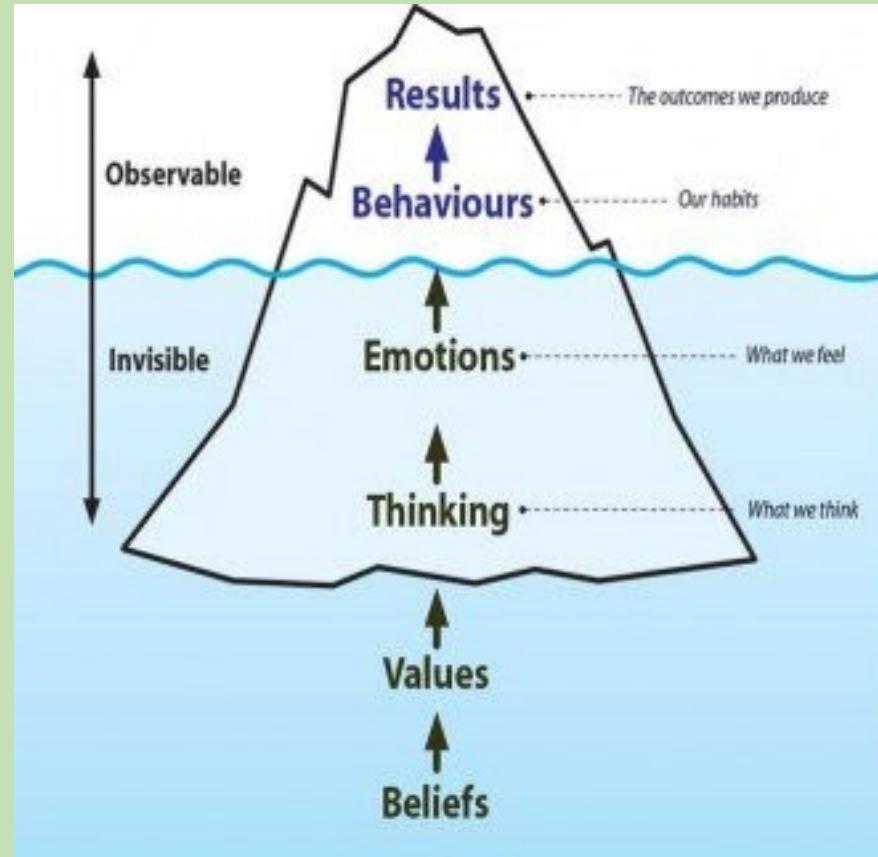
Adaptability

➢Knowing about different learning styles and identifying your own can help you articulate your challenges and advocate for your needs

➢Capitalizing on strengths

➢In order to use your learning style MINDFULLY, it's best to find *different* focus points than your usual style.

Why Learning styles matter

Think of times when you and coworkers seemed to have different ideas on how to best deliver and receive information

➢ Maybe you, a reader/writer type, had a boss who insisted on giving instructions and assignments verbally.

➢ Maybe you had a teammate who believed you'd actually understand (and remember) how to use software if they only showed you how.

➢ Did these differences sometimes make your work life more difficult?

➢ Sometimes it is difficult to understand why your family members don't see your point? Maybe they need to "see" or "feel" what you are trying to say

Why we are Learning about Learning styles

Identify our own learning style

Identify others learning styles

To improve communication

It plays an important role in conflict resolution

What is Learning styles

A preference - it is the way we perceive and process things the best
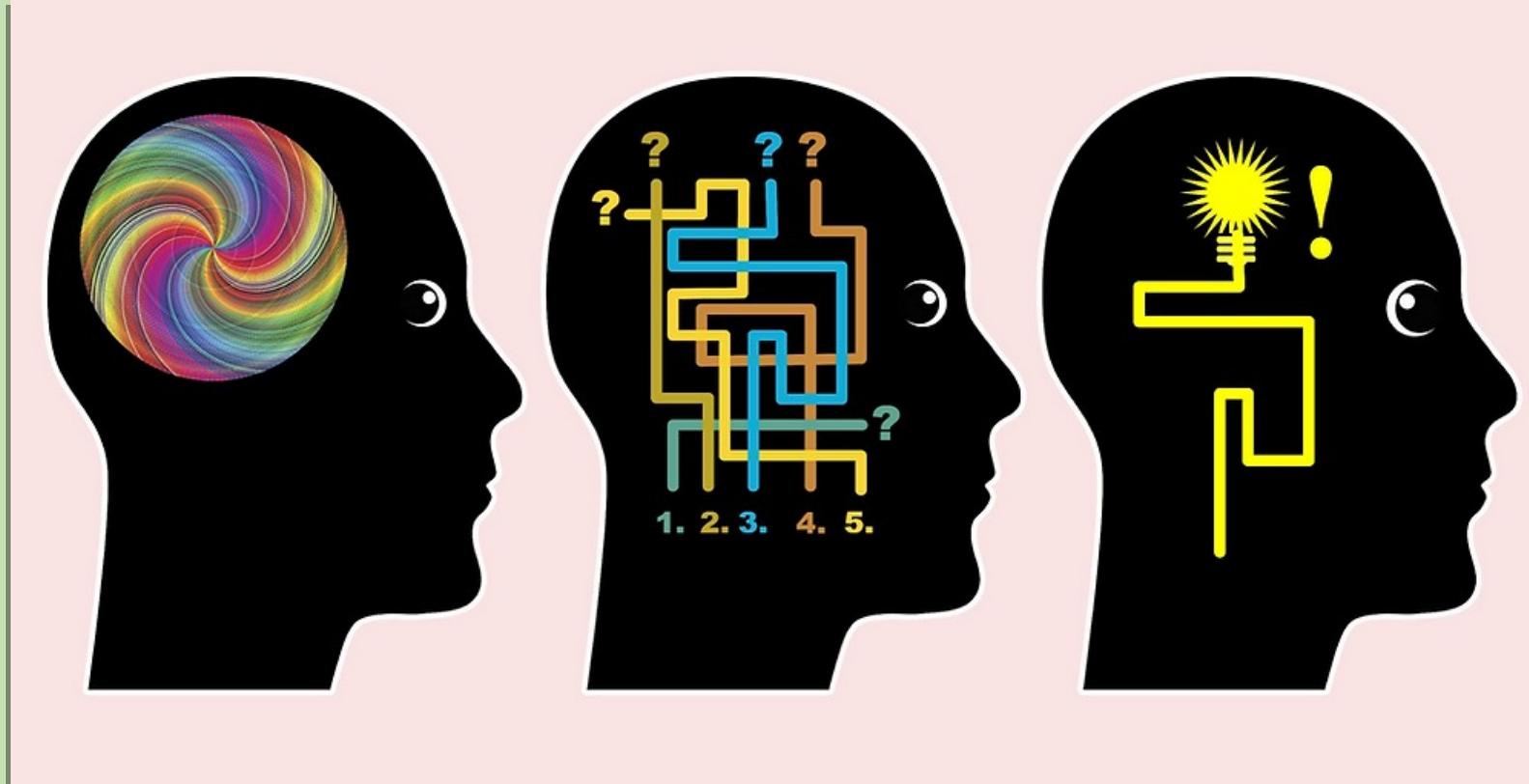
How Learning styles matter

Which Display attracts more?
Window Display or Open Display or
The salesman/ woman over

Which Doctor would you prefer ?
The one w... s using
models or ... ounsels

Do you read the manual or jump into exploring the features yourself

When down with a headache.
Do you like someone looking after you or leav... one?
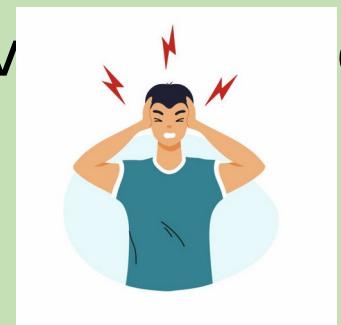
Learning styles

The answers for the above slide is solely based on your learning style, and we are here to learn what it is and how it is influencing our daily lives.

What is VARK

Based on your learning preferences, there are 4 broad classifications of learning styles. Most of us have mixed styles, however some may have dominant style

Visual learners are those who learn through seeing things
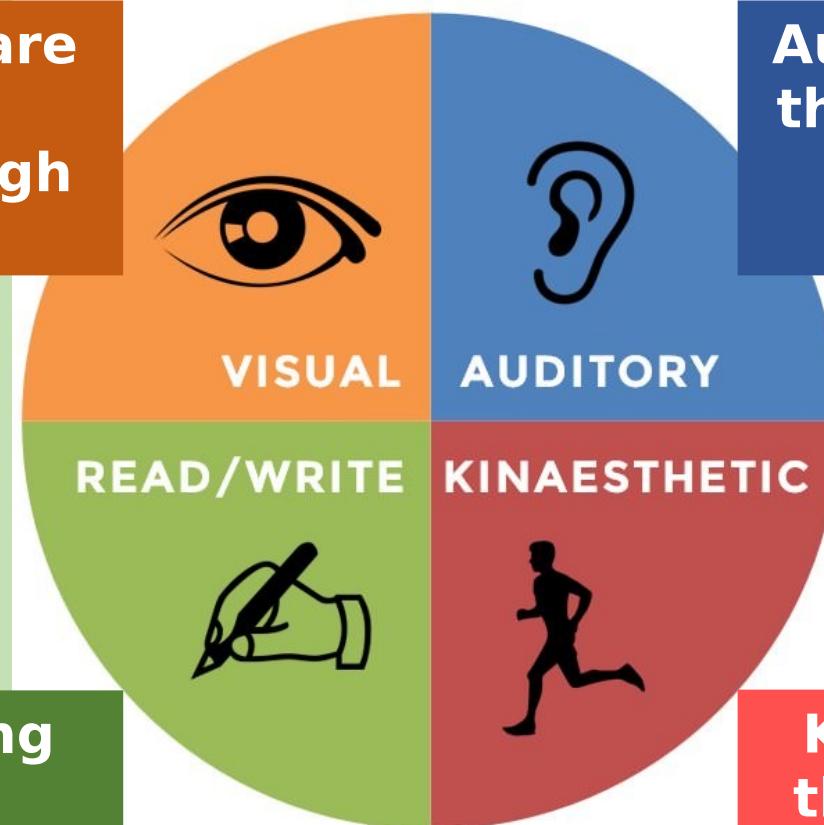
Auditory learners are those who learn best through hearing things

VISUAL AUDITORY

READ/WRITE KINAESTHETIC

learners with a strong reading/writing preference learn best through words

Kinesthetic learners are those who learn through experiencing/doing things

Factors that may impact learning

Environmental factors

Emotional factors

Sociological factors

Time-of-day energy levels, or whether the individual learns better in the mornings, afternoons, or evenings

Psychological factors

VARK Traits

A Visual Learner would prefer to talk and generate ideas. Great at painting a mental picture

Auditory or Aural Learner will create discussions and deliberation of important ideas

Read/Write learners are able to translate abstract concepts into words and essays.

Kinaesthetic learners would prefer to create demo or trial run to convey their ideas

VARK Test

VARK Questionnaire – Final Test

The VARK is a 16 question survey that was designed to help you self-identify your learning style by presenting you with a variety of learning or explaining scenarios and asking you how you would best make a decision, or give advice, or integrate this new information.

The Test Questionnaire is attached with this module folder with a scoring sheet.

Link - https://vark-learn.com/the-vark-questionnaire/

Understanding the flow

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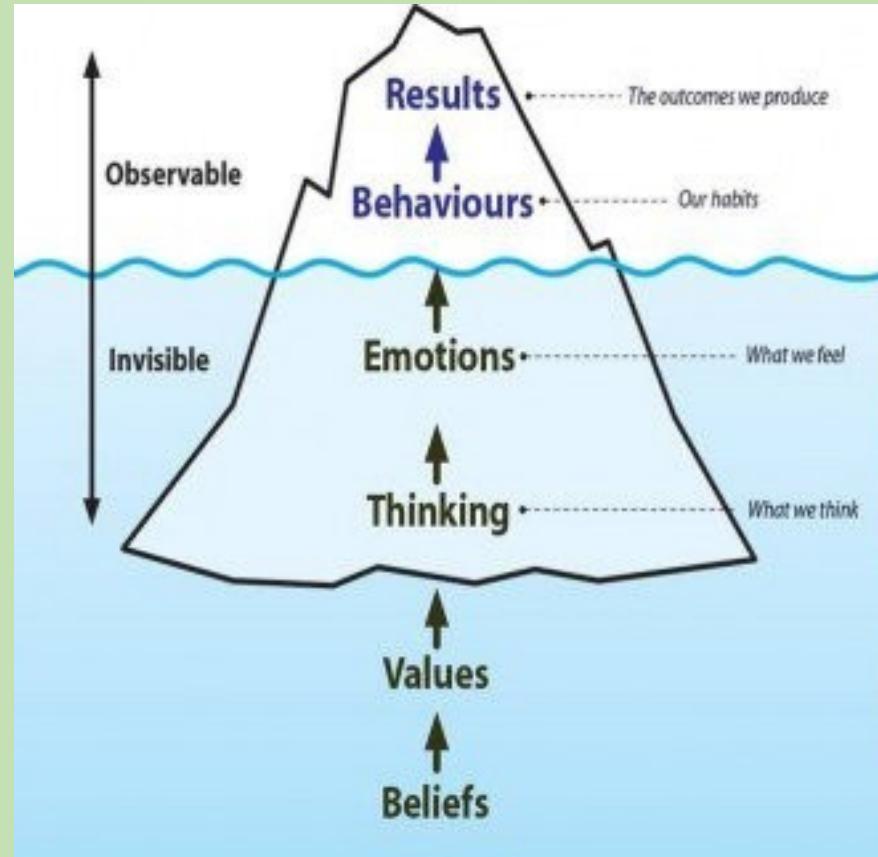
Five Mindsets to Design your life
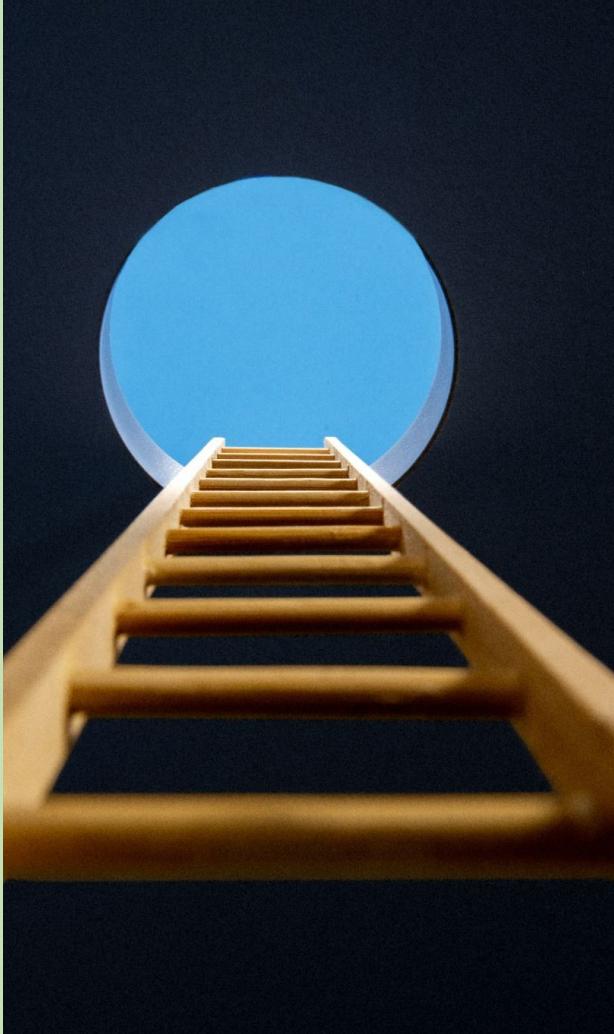

➢ **Be Curious** – Seeing opportunities everywhere….

➢ **Try Stuff** – Bias to action leans to commitment to building forward….

➢ **Reframe Problems** – essential to finding the right problems and the right solutions….

➢ **Know it's a Process** – being aware of the process, life design is a journey; let go of the end goal and focus on the process to see what happens next….

Designing Your Life - Build a life that works for you

THE *NEW YORK TIMES* #1 BESTSELLER

Designing Your Life

Build the Perfect Career, Step by Step

'Life has questions, they have answers'
New York Times

BILL BURNETT & DAVE EVANS

VINTAGE
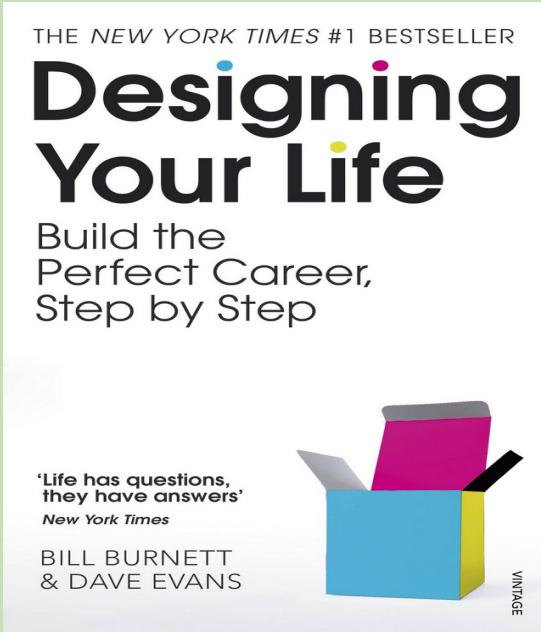
This is one of the most sort after course which employs a design thinking approach to help students from any major develop a constructive and effective approach to finding and designing their lives and vocations after Stanford.

About the Author

Bill Burnett Executive Director of the Design Program at Stanford. BS and MS in Product Design at Stanford. Holds a number of design patents and design awards.

Dave Evans Co-Director of the Stanford Life Design Lab. BS and MS in Mechanical Engineering from Stanford. Worked for Apple and Co-Founder of Electronic Arts.

What is Design thinking?

➢ Design thinking is a problem-solving approach that enacts innovation centered on customer needs.

➢ It's both user-centric and solutions-based, which sets it apart from other problem-solving frameworks.

➢ It an iterative process in which you seek to understand your users, challenge assumptions, redefine problems and create innovative solutions which you can prototype and test.
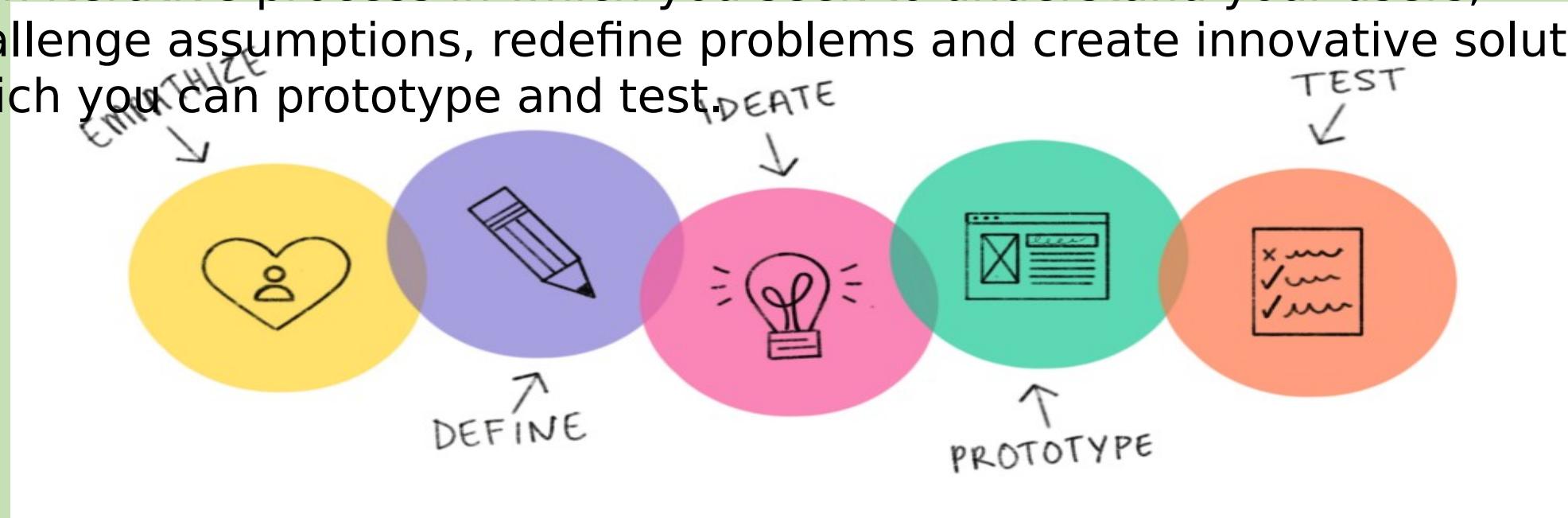
Recap

➤ **What we learnt in the first half**

- Growth Mindset

- Learning Styles

- Design Thinking – an approach

➤ **What will we cover now:**

- Applying Design Thinking to Design your life

Reflection

REFLECT ON YOUR PAST JOURNEY

Design your ODYSSEY Plan

An ODYSSEY – a long and eventful or adventurous journey or experience.

DESIGNING YOUR ODYSSEY PLAN

assignment instructions

Designing Your Life
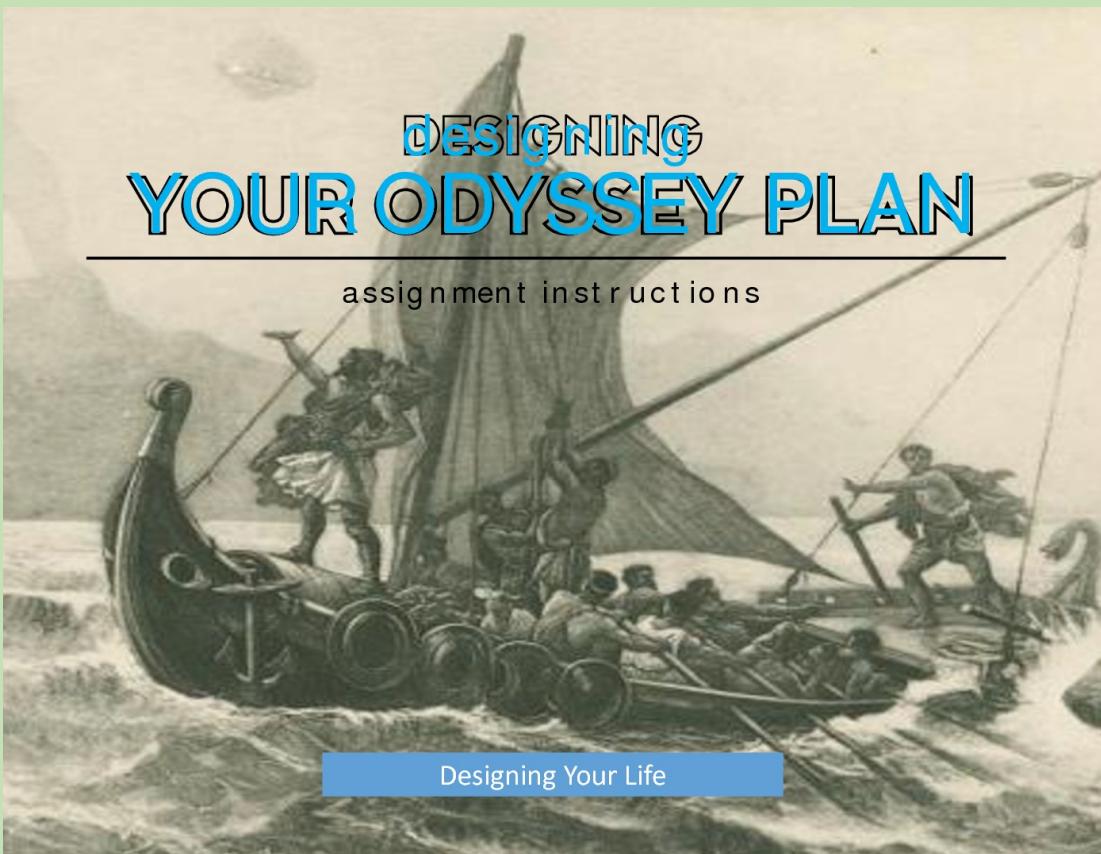
Dysfunctional belief

I need to figure out my best possible life, make a plan and then execute it.

Reframe

There are multiple great lives (and plans) within me, and I get to choose which one to build my way forward to next

What is an ODYSSEY Plan

Just like a multiplex – you've got at least 3 viable and substantial possibilities for you!

➢ How can you make the most out of the Odyssey

- Have a Beginners' Mind
- There is no one right solution - no right or wrong answer.
- Choosing happiness
- Immunity to failure
- Prototyping
- Building your team

Build a team

Immediate Support Group
family and close relative and close friends

Professional Support Group
Colleagues, course mates, seniors, juniors, acquaintances, experts

Mentorship Support Group
Mentors, coaches, gurus

Counsel & Advisors Group
Teacher ,therapists, advisors, doctors (Legal and Professional)

Dysfunctional belief
I finished designing my life; the hard work is done, and everything will be great.

Reframe
You never finish designing your life - life is a joyous and never-ending design project of building your way forward

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Prototyping

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Conduct Interviews
- Life View interviews
- Work view interviews

Try out stuff
- Research
- Up-skilling
- Small projects
- Volunteering
- Joining Communities

Dysfunctional belief
My dream job is out there waiting

Reframe
You design your dream job through a process of actively seeking and co-creating it

Steps to mapping an Odyssey

A VISUAL /GRAPHIC TIMELINE

A 6-WORD TITTLE FOR EACH PLAN

WRITE DOWN FEW INVESTIGATIVE QUESTIONS AND MAP VARIOUS POSSIBILITIES

4.DASHBOARD GAUGE – RESOURCES, LIKEABILITY, CONFIDENCE AND COHERENCE

5. SHARE FUTURE MAPS WORKSHEET

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FUTURE MAP- First Step to PROTOTYPING

Think of at least 2 and up to 3 different paths of that could take over the next 5 years

➢ interesting to you
➢ significantly different in nature.

Paths

Path 1

You have already thought about or have a sketchy plan.

What are your goals for yourself in the next 5 years – broken down into yearly miles stones?(year 1, year 2 ,year 3 , …..)

Draw in the potential Roadblocks along the way. What might stop you from achieving each goal ?

Path 2

Path that is equally interesting but radically different path that you could have also taken, if your current work and sector did not exist. .

Imagine the org / sector you are currently working with vanishes, or you leave the job tomorrow.

What else might you do with your life that is equally interesting to you, that

Path 3 (Optional)

In case Path 2 is similar to your original field of work, reattempt a radically different life path here.
This is when you don't have to worry about money and fame.

Odyssey Plan Template

Year	1	2	3	4	5
GOAL	**MILESTONES**				
ROAD BLOCKS					

Sample Odyssey Plan

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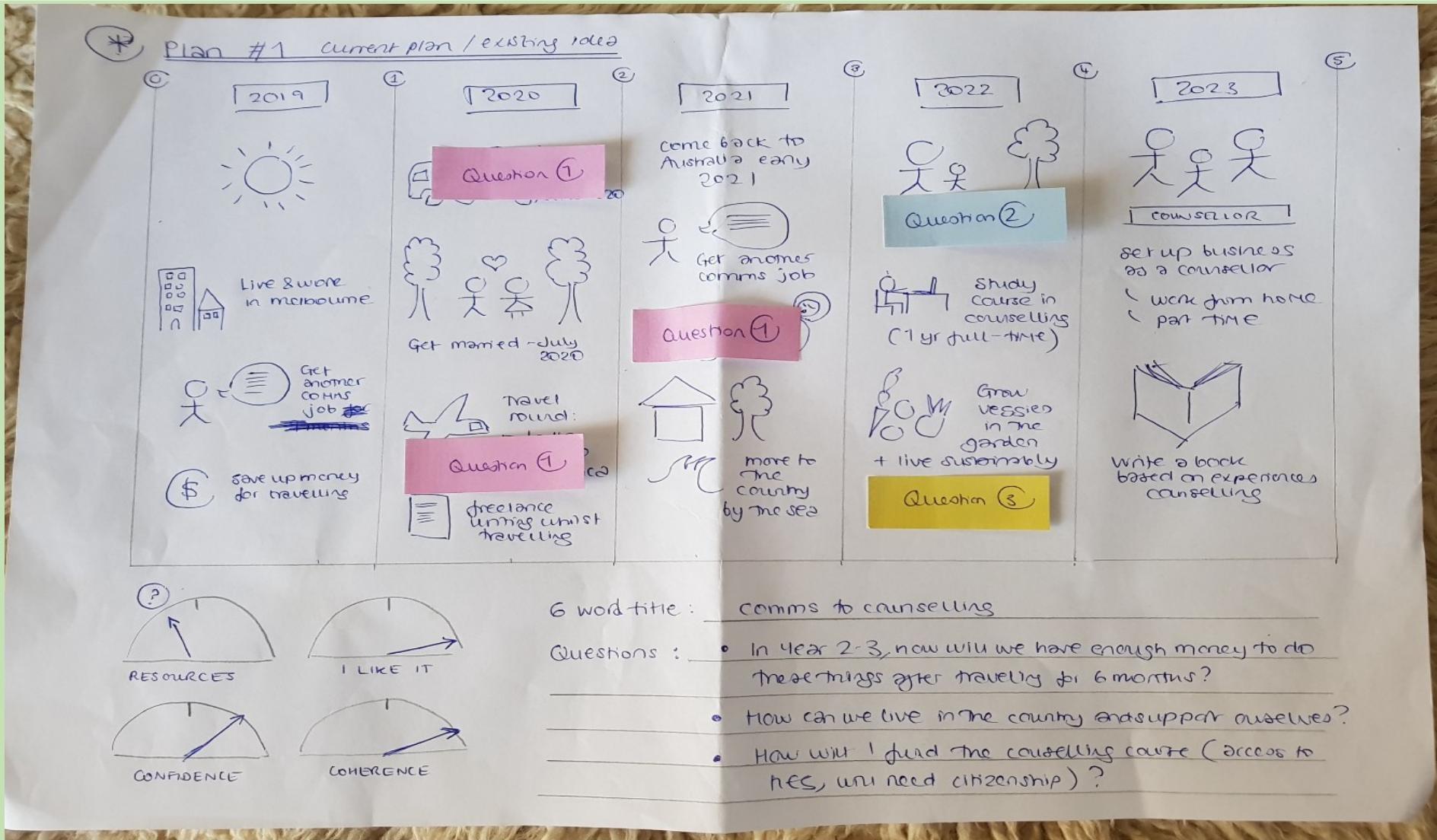
Time for Question & Answer

i-Behind The Ink Foundation

- We are a not-for-profit organisation, using Expressive Arts Therapy (EAT) as a medium for emotional wellbeing and mental health.

- Working towards building an inclusive, healthier, happier, and compassionate world, we are of service to all ages and multi-cultural groups.

Our Team

Dr. Anita Rajah

Clinical Psychologist

NIMHANS

Fulbright Doctoral Scholar

Fellow IACP

Exp: 25+ years

G Anusha Katyayani

Pharmacist (Ethnomedicine)

Certified Corporate Trainer

TTT & Soft Skills

DST Inspire Fellow

Exp: 5+ years

Nitesh Bhardwaj

Co-Founder, I Behind The Ink

Master's in Communication

SBI Youth for India fellow 2016

Acumen India Fellow 2021

Exp: 6+ years

Sweetlana Ranjan

Founder, I Behind The Ink

Life Coach,

Vedic Mandala Therapist

Design & Strategy Consulting,

Youth Development

Acumen India Fellow 2021

Exp: 20+ years

Thank You