

CAPACITY BUILDING OF WATER RESOURCE MANAGERS AND USERS BY DEVELOPING D.E.E.P –A.C.C.E.S.S. IMPLEMENTATION QUOTIENT OF DAILY LIFE SKILLS FOR SUSTAINABLE PARTICIPATORY IRRIGATION MANAGEMENT

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ABSTRACT

Participatory Irrigation Management is now an urgent need to improve the water use efficiency in all irrigation projects of the world. The degree of success of participatory irrigation management is the degree of maturity of all water resource managers and all water users. Maturity is defined by Dr.Stephen R.Covey as balance of courage and consideration in his famous book “The Seven Habits of Highly Effective People”. Persons of high maturity have obviously have high courage and high consideration and persons of low maturity have low courage and low consideration.Everyone is unique with unique mindset,emotionalset , bodyset and unique level of maturity.

The objects of the farmers' organisation shall be to promote and secure distribution of water among its users, adequate maintenance of the irrigation system, efficient and economical utilisation of water to optimise agricultural production, to protect the environment, and to ensure ecological balance by involving the farmers, inculcating a sense of ownership of the irrigation system in accordance with the water budget and the operational plan (Andhra Pradesh Farmers' Management of Irrigation Systems Act 1997 or in short APFMIS Act 1997).The APFMIS Act 1997 allocates nineteen functions of Water Users Association , sixteen functions of Distributary Committee and twelve functions of Project Committee. These functions by the managing committee members can effectively and efficiently be performed if they are trained in life skills.

Life skills are defined by World Health Organisation (WHO) and United Nations Educational, Scientific and Cultural Organisation (UNESCO) as the “abilities for adaptive and positive behaviour that enable individuals to deal effectively with the demands and challenges of everyday life”.Ten core life skills are approved by UNESCO and WHO and they can be grouped under acronym **D.E.E.P-A.C.C.E.S.S.**

D - Decision-Making Skill , E – Emotions-Coping Skill , E-Effective Communication Skill,

P- Problem Solving Skill , A-Apt Interpersonal Relationship Skill, C-Critical thinking skill,
C- Creative thinking skill , E-Empathy Skill , S- Self-awareness building skill, S- Stress Coping Skill

Most of the water users involve in habitual, maladaptive and conditioned responses from the conditioned senses and conditioned mind. These conditioned senses and mind cause "Selective Perception", resulting in selective observation and selective listening. They can not listen and observe as to what actually being communicated, but what they perceive and think others are communicating. They observe and listen only what they want to observe and listen. Persons with the unconditioned mind with unconditioned senses alone can listen and observe completely.

This paper deals with the methodology to develop the D.E.E.P-A.C.C.E.S.S Implementation Quotient of daily life skills for water resources managers and users using unconditioned senses and unconditioned mind.

The author of this paper has worked as trainer in World Bank aided National Water Management Project and Participatory Irrigation Management when he was faculty member for fourteen years in Water and Land Management Training and Research Institute (WALAMTARI), Hyderabad, India. He Contributed papers in national and international conferences in the area of Capacity Building of water resource managers and users. He is now Professor of Civil Engineering and Founder coordinator of "Centre for Water Resources Engineering and Management (CREAM)" in his college.

KEY WORDS

Unconditioned mind, Maladaptive conditioned responses, Life skills, Water User Association, Distributary Committee, Project Committee.

1.0 LIFE SKILLS IN THE CAPACITY BUILDING OF WATER RESOURCE MANAGERS AND USERS

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Life skills are defined by World Health Organisation (WHO) and United Nations Educational, Scientific and Cultural Organisation (UNESCO) as the “**abilities for adaptive and positive behaviour that enable individuals to deal effectively with the demands and challenges of everyday life**”. Ten core life skills are approved by UNESCO and WHO and they can be grouped under acronym **D.E.E.P-A.C.C.E.S.S.**

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The manuals for life skills are developed by reputed organisations (www.lifeskillstraining.com, www.inspirelifefskills.org, www.files.peacecorps.gov, www.unodc.org/pdf).

2.0 ANALOGY OF EFFECTIVE MAINTENANCE BETWEEN CAR AND LIFE

For a car to be in good running condition, all the following ten components have to be periodically and promptly checked, repaired and replaced, if necessary. These ten components of the car are compared to the ten life skills as follows for the reinforcement of deeper understanding of the significance of the life skills in our daily life:

1. **Decision-Making skill**-Clean spark plug
2. **Effective communication skill** -Fuel (like petrol, diesel and gas)
3. **Empathy skill** -Coolant
4. **Problem solving skill** -Transmission oil, Gear oil and Break oil
5. **Apt Interpersonal Relationship Skill** -Engine-tuning
6. **Critical Thinking skill** -Battery Electrolyte
7. **Creative thinking skill** -Engine oil
8. **Emotions Coping skill**- Lighting system
9. **Self-awareness building skill** -Filters (air filter, oil filter, fuel filter)
10. **Stress coping skill**- Air in the tyres

3.0 SELF-INTROSPECTION FOR SELF-DISCOVERY (TO DIS-COVER IS TO REMOVE THE COVER) AND SELF-INSIGHT QUESTIONNAIRE OF TWELVE QUESTIONS TO EVALUATE THE CURRENT ATTITUDE.

There are total twelve questions. Each question is evaluated for scoring points ranging from Zero to Five as follows: The maximum score will be sixty.

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

The ranges of evaluation are categorized into excellent (more than 50 points), Average (between 30 and 50 Points) and Below Average (less than 30 points)

Please be as much honest as possible in rating your attitude as below:

1.I operate from the balance of internally driven strategic frame of mind of Inside –out and externally driven functional frame of mind of Outside –in (Inside –out is defined by Dr.Stephen .R.Covey in his book “ The seven habits of highly effective people”)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

2.I have high self-esteem with least pretensions that nurtures healing mind (not hurting mind) by understanding of the fact that I am both independent and interdependent on all 700 crores of people of the world and millions of species of flora and fauna .

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

3.I understand myself,others and situations without self-centredness,gratification of senses and ego, self-defensiveness and self-aggrandizement.

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

4.I have meditative mind twenty four hours a day that has inner convergence , inner integration and inner fusion of mind , body , heart and spirit.

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

5.I stay deeply rooted within myself like deeply rooted tree to always connect to the unmasked authentic true self by transcending now the authoritarian thinking (transcending the authoritarian thinking is dealt by Dr.Wayne .W.Dyer in his book “Sky is the limit”)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

6. I try to operate from the nonego, nonpossessive and nonneurotic attitude with spiritual compassion that includes compassion of all living creatures(as God is the unchangeable seed of all living and nonliving with all-pervading life giving cosmic energy like sunshine.Sunshine radiates from the Sun but does not contain the SUN). I consider water use is a basic human right.

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

7.I use my all five senses of taste, touch, smell, sound and form & sixth sense INTUITION and use the power of my subconscious mind for complete listening and observation

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

8.I have self-observation with the whole mind of how I am doing all my tasks without sensory conditioning and conditioned mind.

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

9.I am aware of the psychology of adjustment (as given in the Course notes of psychology of adjustment in National Programme on Technology Enhanced Learning-NPTEL-www.nptel.iitm.ac.in), Psychological script determined responses ,operating ego states inside and outside,four psychological positions and psychological games of Transactional Analysis of Dr.Eric Berne

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

10. I try to use “ Out –of- box thinking” by refusing to identify myself with my finite and fixed mind and gross biological body; as identification with the mind and body causes compulsive thinking and habits& maladaptive conditioned responses.

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

11.I practise water integrity (www.waterintegrity.net) and I value transparency in all of my actions (According to Transparency International(www.transparency.org) , corruption is the abuse of entrusted power for private gain).

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

12.I update myself for effective self-management as self-management is essential for effective outside management. I remember that self-management is the process of maximizing our time and talents to achieve worthwhile goals, based on sound value system and balanced life (Dr.Paul .R.Timm,1993)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero Point)

4.0 TRAINING MODULES IN PARTICIPATORY IRRIGATION MANAGEMENT

The training modules for Participatory Irrigation Management are developed by IRDAS(Institute for Resource Development and Social Management,Hyderabad) . Indo Dutch Production Management Unit -Training Modules developed under National Water Management Project are also useful for Participatory Irrigation Management. These training modules are available with Water and Land Management Training and Research Institute (WALAMTARI),HYDERABAD(www.apwalamtari.org).

Human Rights Watch (www.hrw.org) and National Human Rights Commission (www.nhrc.nic.in) show us the importance of human rights in any management context.The corruption in the water sector is being dealt by Transparency International through their web site :www.waterintegritynetwork.net.

All issues pertaining to water are being dealt by many organizations(www.indiawaterportal.org, www.worldwaterwatch.org, www.Globalwaterwatch.org, www.foodandwaterwatch.org, www.worldwatch.org).

The degree of success of the participatory irrigation management, now existing in several countries, depends on the degree of commitment and level of skills of water resource managers and water users.

The soft skills required for the capacity building of irrigation and water resource engineers are as described below.

Perceptual Skills development under Objective and Impersonal Zero Thinking System (Mohd. Hussain, 1993), Delegation Skill (Mohd.Hussain 1993), Active Listening Skill (Mohd. Hussain, 2001), Communication Skill (Mohd. Hussain, 2001), Holistic Thinking Skill (Mohd. Hussain, 2001) , Spontaneous Resolution skill of Psychological Conflict (Mohd. Hussain,2002),Positive assertiveness Skill (Mohd. Hussain, 2002), Insights of Leadership (Mohd. Hussain,2003), Anger Management and Release (A.M.A.R) Skill (Mohd. Hussain, 2003), Genuine and Open Minded - Organizational Deaddicted - Behaviour (G.O.O.D.) Skill (Mohd Hussain, 2003), Fears, Anxieties and Chicken - heartedness Emancipation (F.A.C.E) Skill (Mohd. Hussain, 2004), Abundance Mentality for the Proactive focus of WIN- WIN Management (Mohd. Hussain, 2004), A.S.P.I.R.E. Skill to work with Emotional Intelligence (Mohd.Hussain, 2006). Questionnaires were designed to test these skills (Mohd. Hussain, 2003).

These skills were developed from the trainings the author underwent (Training Notes,1995,1996 & 1998) when he was faculty member in Water and Land Management Training and Research Institute (WALAMTARI) Hyderabad, India; and from his trainer experience when he trained officers of Andhra Pradesh State Agricultural Department, officers of Andhra Pradesh State Irrigation Department, Presidents of Water Users Associations and Farmers in the area of Participatory Irrigation Management (P.I.M) under World Bank Aided Andhra Pradesh Economic Restructuring Project (A.P.E.R.P).

The Andhra Pradesh Farmers' Management of Irrigation Systems Act , 1997 gives the duties and responsibilities of all Water Resource Managers at the levels of Water Users Associations, Distributory committees, Project Committees and Apex Committees (Andhra Pradesh Irrigation and Command Area Development Department, 1997).

The four types of Soft Skills required for capacity building of Water Users Associations, presented by the author in the International Conference on "Hydrology and Watershed Management", December, 18-20, 2002 are as follows :Thinking Skill, Reacting Skill, Interacting Skill and Acting Skill (Mohd. Hussain, 2002). A Zero Centered model of Communication with the acronym "Pulsar -D.O.T - Z.E.N.I.T.H.S. - A.P.T.- Behavioural Excellence" was presented by the author at the International Transactional Analysis Conference at Bangalore July 28 -August 1, 2004. (Mohd .Hussain, 2004).Engineering and Management Interventions for successful Participatory Irrigation Management were presented by the author at Administrative Staff College of India (ASCI) Bellavista ,Hyderabad (Mohd. Hussain, 2006).

Capacity building models were developed by the author.M.A.A.T.R.U.S.H.R.I. Enlightenment Quotient model (Mohd.Hussain,2006),Universal B.E.S.T. Intuitive Leadership wisdom model (Mohd.Hussain,2010),Universal A.P.T. Self-facing "Environmental Communication and Leadership Wisdom Model" (Mohd.Hussain,2011),Selfless Innerself –centred S.P.R.Y. Unlearning and learning practice model in the present new minute(Mohd.Hussain,2012) were developed.

5.0 DEVELOPMENT OF D.E.E.P-A.C.C.E.S.S IMPLEMENTATION QUOTIENT FOR WATER RESOURCE MANAGERS AND USERS

D - Decision-Making Skill -The water resource managers and users need to think holistically and intuitively.They need to take both strategic decisions and operational decisions(Judy Hall(2003),Neil Russell-Jones(2001),John Adair(1986),Herbert Fensterheim,And Jean Baer(1975))

E – Emotions-Coping Skill – The water resource managers and users need to have high emotional intelligence.(Daniel Goleman(1995,1988),Robert Cooper & Ayman Sawaf(1997), Joseph Le Doux(1996),Margaret Chapman(2003))

E-Effective Communication Skill- Water resource managers and users are required to use four types of communication styles depending on the four types of persons with whom they have to communicate i.e.idea-oriented,process-oriented,people oriented and action oriented(PMU training module on Effective Commnication,John Townsend(1985),Stephen R.Covey(1989),W.A.Mambert(1985),John Adair(1997))

P- Problem Solving Skill - Water resource managers and users need to be part of solution, not part of problem(Dr.Joseph Murphy(1963), Jiddu krishnamurti(2007),John Adair(1986))

A-Apt Interpersonal Relationship Skill- Water resource managers and users need to maintain high relationship behaviour and high task behaviour(Paul Hersey And Kenneth H.

Blanchard(1996),Daniel L.Degoede And Danae Drews,Jiddu Krishnamurthy(1992),Jiddu Krishnamurthy(1992))

C-Critical thinking skill- Water resource managers and users need to break the habit of being themselves to go beyond their idiosyncratic self, by realizing now that they are not slaves, but masters of their mindsets (Jane Nelsen (1988),John Townsend and Jacques Favier(1996),Dr.Joe Dispenza(2012),Edward de Bono(2005),Edward de Bono(1971),Edward de Bono(1985),Eckhart Tolle(2002),www.criticalthinking.com,Azim Jamal(2006))

C- Creative thinking skill - Water resource managers and users are required to be creative thinkers by developing whole brain skills with intuition in everyday life(Walter Isaacson,(2011),John Adair(1985),”Robert Cooper & Ayman Sawaf(1997),R.Gopalakrishnan(2007),Tony Buzan(2001),April O’Connell,Jacqueline Whitmore,Vincent O’Connell(1979))

E-Empathy Skill - Water resource managers and users need to know essentials of Transactional Analysis to improve the quality of Empathy and transactions (Muriel James and Dorothy Jongeward(1971),Amy Bjork Harris and Thomas Harris(1968), Thomas A.Harris(1968),”I’m ok-you’re ok)

S- Self-awareness building skill -Water resource managers and users need to reduce the sizes of blindself and hiddenself to ever expand the size of openself (Jane Nelsen(1988),Uma Sekaran(1989),Connie D. Palladino(1989))

S- Stress Coping Skill- Water resource managers and users need to cope up with the stresses directly, not defensively (Mary Richards(1998),Phil Nuernberger(1981),Merrill F.Raber & George Dyck)

6.0 EVALUATION OF D.E.E.P-A.C.C.E.S.S IMPLEMENTATION QUOTIENT FOR WATER RESOURCE MANAGERS AND USERS USING SEVENTY FOUR QUESTIONS

There are total seventy four questions .Each question is evaluated for scoring points ranging from Zero to Five as follows:The maximum score will be 370.

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

The ranges of evaluation are categorized into excellent (more than 320 points),Average(between 200 and 320 Points) and Below Average (less than 200 points)

D- DECISION-MAKING Skill

1.I think holistically

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

2I distinguish between holistic vision and tunnel vision .

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

3.I distinguish between the strategic decision making and operational decision making.

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

4. I am receptive to INTUITION .

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

5.I develop thinking skills in analysing, synthesising and valuing (John Adair) ?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

E- EMOTIONS-COPING SKILL

1.I am aware of the meaning of Emotional Intelligence as managing feelings so that they are expressed appropriately and effectively , enabling people to work together smoothly towards their common goals (Daniel Goleman)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

2.I am aware when there is withdrawal or deposition from my Emotional Bank Account?
(Dr.Stephen R.Covey)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

3.I am aware that mismanagement of emotions causes depression, superiority or inferiority complex behaviour, hysterical personality disorder and schizoid personality disorder etc.

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

4.I am aware of the attitude of self-centredness (tendency to think only about yourself and not thinking about the needs or feelings of other people - Oxford Advanced Learners Dictionary) causes emotional hijacking (Dr.Danial Goleman's term)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

5.I develop the quality of patience(the ability to spend a lot of time doing something difficult that needs a lot of attention and effort and also the ability to stay calm and accept a delay or something annoying without complaining-- Oxford Advanced Learner's Dictionary) to develop the emotional intelligence

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

6. I develop the quality of compassion (a strong feeling of sympathy for people who are suffering and a desire to help them - Oxford Advanced Learner's Dictionary)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

E- EFFECTIVE COMMUNICATION SKILL

1. I always remember that Communication has three dimensions : the rational (logical),the physical(or sensory) and the emotional (or psychological) and I take all these three dimensions for effective communication(Mambert,W.A.,1985)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

2. I am aware that effective listening skill ,assertiveness skill and conflict resolution skill are basic communication skills?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

3. I am aware of self-centred listening in which we autographically respond i.e.advice,probe, evaluate and interpret(Stephen R.Covey)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

4. I am aware of Karpman's Drama Triangle behaviour of playing and switching the three basic roles of victim,persecutor and rescuer & I take care not to enter the drama triangle by not communicating from the roles of victim,persecutor and rescuer.

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

5. I am aware of importance of nonverbal communication (to the extent of 93%) involving 55% facial expressions and 38% Voice) and verbal communication (7% words) (Albert Mehrabian)& I listen to myself and others nonverbally and verbally .

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

6. I am aware of three transactions of communication : complimentary transaction, ulterior transaction and crossed transaction (Dr.Eric Berne)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

7. Dr.Eric Berne's definition of Rackets is " self-indulgence in feelings of guilt , inadequacy,hurt,fear and resentment".I am aware of racket feelings in myself and others ?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

8. I am aware that when people hear or see something that clashes with their beliefs or values, they experience "Cognitive Dissonance" and distort or simply reject it.I remember the fact of Cognitive Dissonance while communicating.

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

9. I stop now the habitual negative communication of discounting, nagging,brooding and blaming ?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

10. I am aware of " unique pacing"(unique rate of speed) and " unique digestible amount" of communication with four types of communication styles : Communicating with an Action oriented person,Process oriented person,People oriented person and Idea oriented person

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

P- PROBLEM SOLVING SKILL

- 1.I am aware of the difference between fluid intelligence and crystal intelligence ?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

2. I understand that being responsive from the operating ego state of Uncontaminated Adult Ego develops the ability to solve the problems , but not being reactive from the operating parent ego state and child ego state.

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

- 3.I am aware that to activate the Uncontaminated Adult Ego to solve the problems ,we have to switch off the internal dialogue between parent ego and child ego ?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

4. I understand another source of anxiety is the gap between our idealized self and actual self-concept (Rogers, 1951) and this anxiety reduces our problem-solving skill due to continual emotional overload and low self-esteem?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

5. I understand that people structure their time in six possible ways –withdrawal, rituals, past times, games, activities and intimacy (Dr. Eric Berne) and we need to use time more for activities and intimacy to solve the problems, rather than for withdrawal, rituals, past times and games?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

6. According to World teacher Jiddu Krishnamurthy, paying attention to the depth of our being to have inner stillness of religious freedom with unoccupied mind and unconditioned mind with self-knowledge from moment to moment, without self-projections, solves all problems; political, social, economic, family, religious and environmental problems. I am aware of the processes of thinking as reaction to the brain memory (in the form of self-talk), resulting feeling (mad, sad, glad, scared and combination) and behaviour (assertive, aggressive and passive behaviours) as inward order automatically brings out outer order.

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

A: APT INTERPERSONAL RELATIONSHIP SKILL

1. I am aware of two types of behaviour: Relationship behaviour and Task behaviour. I understand that for effectiveness one needs to maintain high relationship behaviour and high task behaviour (Paul Hersey, Kenneth Blanchard).

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

2. I am aware that relationship is with oneself, others, your deeper and higher self?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

3. I discover the working of my mind in the mirror of relationship with others and this understanding of yourself is the beginning of freedom from conditioning?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

4. I am aware of co-dependency and dependency in human relationships that cause dysfunctional, destructive and emotionally abusive relationships(Dr.DeGoede and Danae Drews,1998)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

5.Our relationships are based on memory & conscious and unconscious images . I am aware that relationship can only take place when there is no image about myself and others , as images activate self-image protective behaviour and self image-justifying behaviour.

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

6.I am aware of Tolerance as defined by United Nations Educational , Scientific and Cultural Organisation (UNESCO) as Respect (mutual), Acceptance(mutual) and Appreciation(mutual) & high level of Tolerance is needed for strengthening the relationship.

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

7.I am aware of “Relationship Disorders” due to the negative habit of compulsive labelling of people

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

8. I am aware of “Maladjustment Disorder” which causes relationship breakdowns

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

C:CRITICAL THINKING SKILL

1.I am aware that critical thinking entails effective communication and problem solving abilities and a commitment to overcome our native egocentrism and sociocentrism.Critical thinking is self-directed,self-disciplined , self-monitored and self-corrective thinking(www.criticalthinking.org)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

2. I need to reformat my default mindset to develop the critical skills by deeper understanding of the fact that software is not the computer and the mindset is not me(Jane Nelsen)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

3.Everything seen is a signpost to the oneness of god.All that exists is a sign of one God.We respect God when we respect ourselves ,our environment and our fellow creatures((Azim Jamal). This discovered truth logs on to the network of finiteless,undivided and changeless network of intelligence and energy

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

4.I refuse to identify myself with my finite and fixed mind and gross biological body as identification with them cause compulsive thinking and compulsive habits towards Compulsive gratification and aggrandizement of senses and ego.

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

5. I understand that living learning and living unlearning go together like inhaling of oxygen and exhaling of carbon dioxide .

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

6.I use the six hat thinking of Dr.Edward de Bono

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

7.I use the six value medals of Dr.Edward de Bono

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

8. I use the lateral thinking of Dr.Edward de Bono

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

9.I use the principles of Dr.Joe Dispenza for evolving our brain and breaking the habit of being ourselves?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

10. I practise the principles of the Power of now of Mr.Eckhart Tolle .

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

11. I go beyond the stereotyped , habitual,obsessive,compulsive and neurotic pattern of the Human five senses –Human body-Human Mind – Human Intellect and Egocentric personality to develop the **Intuitive Extra Sensory Spiritual Perception ?**

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

C:CREATIVE THINKING SKILL

1.I am aware that barriers to perceptual accuracy are barriers to creative thinking :

Stereotyping(tending to classify people and events into already known or perceived general categories),Halo Effect(tendency of judging the person entirely on the basis of a single trait which

may be favourable or unfavourable) ,Expectancy (tendency to perceive people ,objects or events on the basis of what we expected them to be in the first place),Perceptual defence (tendency to distort or ignore information or stimuli that is culturally unacceptable or is in conflict with our established beliefs),Projection(tendency of the people to see their own traits in other people)(Jit.S.Chandan)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

2.I am aware that the noncreative person and neurotic person have frozen their behaviour into “unfaltering,repertive and insatiable patterns”(Kubie 1967)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

3.I am aware that highly creative persons are able to stay flexible in their emotional and cognitive responsiveness(April O’Connell et.al,1974) and they listen to their depth mind (John Adair,1996)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

4.”An intuitive understanding and consciousness is more significant than abstract thinking and intellectual logical analysis”are the words of Mr. Steve Jobs , Inventor of iPad .I develop intuitive flow (Robert K.Cooper and Ayman Sawaf,1997) to stop the growth stagnation that causes “Bonsai Managers”(R.Gopalakrishnan,2007)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

5.I remember that innovation and creativity requires high levels of tolerance of ambiguity and use of whole-brain skills (left brain skills and right brain skills) to examine everyday life(Tony Buzan,2001)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

E: EMPATHY SKILL

1.I am aware that empathy is the ability to project oneself into another person’s feelings and experience while remaining unconditionally oneself ?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

2. I am aware that empathy requires open mind & tough mind but not closed and tender mind?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

3. I am aware of the definition of Toughmindedness (New age International Webster's Standard Dictionary) as "facing difficulty with strength and resolve without being sentimental"?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

4. I am aware that skill of empathy is based on two pieces of information (a) What the speaker is feeling (Mad/Sad/Glad/Scared/Combination)?(b) The experience and/or behaviour which is the source of that feeling ?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

5. I understand that empathy is not (i) giving advice (ii) giving an evaluation (iii) making a judgement (iii) giving an interpretation (iv) making a challenge (v) engaging the listener in a reorientation ?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

6. I realize that the skill of empathy is the skill of willingness to listen in the operating psychological life position of "I am OK - You are OK".

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

7. I am aware that every person has unique frame of reference and he/she listens and observes from that unique frame of reference?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

8. I understand the habit of effective people (Dr. Stephen R. Covey), "Seek first to understand and then to be understood"?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

9. I am aware that every person is unique with unique mindset, unique bodyset, unique emotional set ?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

S:SELF-AWARENESS BUILDING SKILL

1. I am aware of relationship between thoughts, feelings and behaviour like soil, water and plant relationship ?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

2. I am aware of the psychological masks in myself and others like self-pity mask , workaholic mask , the depressed mask, the anxious mask , the withdrawn mask , the trouble maker mask , the perfectionist mask and the nice guy mask (Connie D.Palladino,1989)?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

3.I am aware of seven types of misperception in myself and others : Stereotyping , haloerror,selective perception , attributions, distortions, projection and self-fulfilling prophecy(Uma sekharan,1989) ?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

4.I am aware of NOT OK psychological positions from which psychological game script gets activated , Operating ego states (Nurturing parent ego and Critical Parent Ego , Adult ego , Adapted and Natural Child Ego) both inside and outside ?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

5. I receive feedback continuously from myself, others,situations and events to reduce continuously the size of blindself of JOHARI Window of Self-awareness?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

6. . I disclose my feelings appropriately and continuously from myself, others,situations and events to reduce continuously the size of hiddenself of JOHARI Window of Self-awareness?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

7. I understand that the software is not the computer and my mindset is not me (like software, my mindset is a tool)(Jane Nelsen,1988)?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

8. I am aware now of deficit in the intensity of right intention, right determination and right inspiration ?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

S:STRESS COPING SKILL

1.I am aware of difference between the symptoms of Type A behaviour and Type B behaviour ?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

2.I always daily plan by mindmapping the tasks to do today for the balanced lifestyle ?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

3.I control my compulsive and impulsive thoughts by non-judgemental and intuitive listening to the split second internal dialogue or self-talk between parent ego and child ego with relaxed , detached,nondichotomous,nonneurotic and still mind (Amy Bjork Harris and Thomas A.Harris) ?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

4.I understand that the fundamental duality of spirit and matter in the minutely visible(visible light wavelength of 400 nanometres and 700 nanometres and visible matter is only four percent of total matter,remaining ninety six percent invisible with dark matter and dark energy) and largely invisible universe & going beyond the matter requires the unmasking and undistracting process of self-de-identification of the complex matter of limited human five senses matter- human body matter- human mind matter ,**as we are spiritual beings having a human experience and not human beings having spiritual experience** (Teilhard de Chardin)

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

5. I understand the difference among the factors within our control , factors not in our control and factors partially in our control to manage the stress?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

6. I am aware that the habit of self-centredness and self-defensiveness cause stress?

Always(5points)-Often(4 points)-Sometimes(3Points)-Rarely(2points)-Never(Zero point)

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