



STORYDHARMA
WORKBOOKS

HACK#1

दिशा

DIŚĀ

THE PATH



For Individual
Contributors



White hat
Hack



Deals with how
you handle yourself

HOW TO CONSUME THIS WORKBOOK?

If you have downloaded the ppt version, we have provided boxes to fill in your answers. Our workbooks are simple but they are not easy. They require deep reflection. Find some 'Me time' and answer these workbooks. We have also provided tips for filling this up within the workbook. The book, the workbooks and curated Slokas were done after 1000s of hours of reading from Indian and Western sources to arrive at just the essence to get the impact.

This particular workbook is for [Hack #1: Diśā](#). To frame a path, there are 3 ways given. Job crafting, Humanity Hero and Visionary. You can choose any one and proceed to fill that section alone.

If you are into reading , we have also provided some books and articles which go into the concepts we discuss here.



HACK #1

Diśā



1.1 JOB CRAFTING

Which tasks in my current role energize me the most?



HACK #1

Diśā



1.1 JOB CRAFTING

How can I expand my involvement in the activities that energises me?



HACK #1

Diśā



1.2 HUMANITY HERO

What problem in the world deeply resonates with me?



HACK #1

Diśā



1.2 HUMANITY HERO

*How can I align my job with this larger cause? or
How can I contribute financially to these causes,?*

A large, empty rectangular box with a thin black border, intended for writing or drawing.



HACK #1

Diśā



1.3 VISIONARY

What bold and transformative change can I envision in my work?



HACK #1

Diśā



1.3 VISIONARY

How can I align my daily efforts to pursue this larger-than-life goal?

Congrats! You just got a Medal



direction



STORYDHARMA
WORKBOOKS

दिशा DIŚĀ MINI BITES



For Individual
Contributors



White hat
Hack



Deals with how
you handle yourself



HACK #1

Diśā



HOW TO IDENTIFY TASKS THAT ENERGISES YOU

Reflect on Peak Moments: Think back on your recent workdays and identify moments when you felt energized, engaged, or excited. What were you doing during those moments?

Track Your Energy Levels: Keep a daily log of your tasks and note how each task affects your energy. Pay attention to when you feel most motivated versus when you feel drained.

Ask for Feedback: Sometimes others can observe your enthusiasm better than you can. Ask trusted colleagues or your manager which tasks they see you approach with passion or excitement.

Pay Attention to Flow: Notice when you experience "flow"—times when you're so absorbed in a task that you lose track of time. These tasks often align with your strengths and energize you.

Identify What You Look Forward To: Consider the tasks you're excited to start each day or week. These are often tasks that align with your interests or talents.

Evaluate Task Completion Satisfaction: Think about which tasks leave you feeling fulfilled or proud once completed. Energising tasks often give you a sense of accomplishment.

Look for Tasks That Don't Feel Like Work: Identify tasks where the effort feels effortless or enjoyable, rather than something you have to "push through."

Consider Creative Outlets: Tasks that allow you to be creative or innovative, whether solving problems or coming up with new ideas, often provide energy boosts.

Observe Your Willingness to Go the Extra Mile: Notice which tasks you voluntarily put in extra effort for, even when not required. These often align with what energizes you.

Monitor Your Focus and Concentration: Tasks that keep you focused without distractions or daydreaming are usually ones that energize and engage you.



HACK #1

Diśā



HOW TO INCREASE YOUR INVOLVEMENT IN ACTIVITIES THAT ENERGISES YOU

- **Use your strengths frequently:** Start by identifying your core strengths and talents. Focus on activities that allow you to use them more frequently in your daily tasks.
- **Reframe tasks for meaning:** Look for ways to shift your mindset around mundane tasks by connecting them to the bigger picture of how they contribute to team or organisational goals.
- **Redesign your workflow:** Evaluate your daily workflow and identify tasks that can be adjusted, automated, or delegated to free up time for more meaningful work.
- **Seek skill-building opportunities:** Take initiative to work on projects or tasks that allow you to develop or showcase new skills.
- **Foster better relationships:** Craft your social environment by building stronger relationships with colleagues who share your values or whose work complements yours.
- **Negotiate role changes:** Proactively discuss with your manager how certain aspects of your role can be adjusted to better align with your interests and the needs of the company.
- **Expand your responsibilities:** Volunteer for projects or tasks outside your current role that spark your curiosity or provide a new challenge.
- **Eliminate unnecessary tasks:** Look for tasks that don't add value to your work or the organization and find ways to reduce or eliminate them.
- **Align your work with your values:** Reflect on your personal values and identify tasks or projects that align more closely with those values, helping you find greater satisfaction.
- **Set personal goals:** Craft personal career goals that align with both the organization's mission and your own professional development, allowing you to steer your work toward those aspirations.



HACK #1

Diśā



TOP 10 CHALLENGES THE WORLD IS FACING RIGHT NOW

- **Climate Change and Environmental Degradation:** Global warming, extreme weather events, deforestation, and loss of biodiversity are urgent threats affecting ecosystems and human livelihoods.
- **Economic Inequality:** Growing gaps between rich and poor, both within and between countries, create social tension and limit access to opportunities, healthcare, and education.
- **Global Health Pandemics:** The COVID-19 pandemic has highlighted the ongoing risk of global health crises, along with inadequate healthcare infrastructure in many parts of the world.
- **Food Security and Hunger:** Millions of people around the world suffer from hunger and malnutrition, exacerbated by conflict, economic instability, and climate change affecting agriculture.
- **Water Scarcity:** Many regions face water shortages due to overconsumption, climate change, pollution, and mismanagement, threatening agriculture, human health, and ecosystems.
- **Cybersecurity and Data Privacy:** As the world becomes more digitally connected, cybersecurity threats, data breaches, and misuse of personal information are growing concerns.
- **Displacement and Migration:** Conflict, persecution, environmental disasters, and poverty drive mass migration and displacement, leading to refugee crises and humanitarian challenges.
- **Political Instability and Conflicts:** Armed conflicts, civil unrest, and geopolitical tensions destabilize regions and impact global security, economies, and populations.
- **Mental Health Crisis:** Rising rates of mental health issues, exacerbated by economic pressures, social isolation, and global uncertainties, are affecting individuals and societies.
- **Technological Disruption and Job Displacement:** Automation, artificial intelligence, and new technologies are transforming industries, displacing workers, and creating skills gaps that need to be addressed with education and training.



HACK #1

Diśā



HOW TO INCREASE YOUR INVOLVEMENT IN ACTIVITIES THAT ENERGISES YOU

- **Identify the Challenge That Resonates with You:** Reflect on which global issue deeply matters to you. Is it climate change, economic inequality, or something else? This personal connection is key to finding motivation.
- **Understand Your Skills and Strengths:** Consider your existing skills, expertise, and passions. What unique contributions can you make to address the challenge? Align your strengths with areas where you can have the most impact.
- **Research Opportunities Within Your Field:** Look for ways your industry or job can contribute to solving the challenge. For example
 - **Climate Change:** If you work in tech, you could focus on developing energy-efficient solutions or software that helps reduce carbon footprints.
 - **Economic Inequality:** If you're in finance or education, you could explore ways to create more equitable opportunities for underserved communities.
- **Incorporate Sustainability or Ethics into Your Role:** Integrate sustainability practices or ethical considerations into your daily work. If you're in operations or supply chain management, push for sustainable sourcing or environmentally friendly processes.
- **Collaborate with Like-minded Organizations:** Align yourself with organizations or initiatives that are tackling the issue. Whether it's partnerships, projects, or volunteering opportunities, connecting with others amplifies your impact.
- **Propose Projects or Innovations:** In your current role, pitch new projects that directly address a global challenge. For instance, you might propose a corporate social responsibility (CSR) initiative focused on hunger or water scarcity, or work on tech solutions to improve cybersecurity.
- **Leverage Your Company's Resources:** If your company has a foundation, CSR program, or sustainability initiatives, find ways to get involved. Advocate for programs that address global challenges, or suggest new directions your company could take.
- **Upskill and Transition to Purpose-Driven Roles:** If you're passionate about a specific challenge but lack expertise in that area, consider gaining new skills through courses or certifications. For example, you could upskill in renewable energy technologies or social impact management.
- **Volunteer or Take on Side Projects:** If your current role doesn't fully align with your chosen global challenge, look for ways to contribute outside of work. Volunteer for nonprofits or social enterprises that are working on the issue, or use your skills on pro bono projects.
- **Network with Change Makers:** Connect with individuals or groups in your industry who are already addressing these global challenges. Learning from their experiences can inspire you to find creative ways to align your work with world challenges.



HACK # 1

Diśā



HOW TO THINK ABOUT BOLD CHANGE?

- **Stay Informed About Industry Trends:** I make time to read articles, attend webinars, and follow thought leaders in my industry to understand what's changing, and I look for ways these trends could benefit my current role or team.
- **Listen to Customer Feedback:** I pay close attention to feedback from customers, clients, or end-users, and think about how I can improve my work or suggest improvements to better meet their needs.
- **Spot Inefficiencies in Your Work:** I look for tasks that take too long or are repetitive, and I suggest improvements to streamline processes or introduce tools that can help the team work smarter.
- **Collaborate Across Teams:** I seek opportunities to work with other teams or departments, asking questions and learning from their challenges to discover potential areas where new ideas or processes could make a difference.
- **Challenge the Status Quo:** I'm not afraid to question "why" things are done a certain way. I suggest alternative approaches or offer to pilot new ways of working, even on a small scale.
- **Test New Ideas:** When I have a new idea, I propose trying it on a small scale to see if it works. If it does, I help figure out how to apply the success to the wider team or project.
- **Stay Curious About New Technology:** I keep myself updated on new tools and technologies that could help me or my team work more efficiently, and I'm proactive in suggesting or testing them.
- **Think Beyond Today:** I consider how my work could impact the team or organization in the long term and focus on changes or improvements that could have lasting benefits, even beyond immediate deadlines.
- **Look for Inspiration in Different Areas:** I explore how other industries or teams solve similar problems and think about how those solutions could apply to my work or suggest new ways of doing things.
- **Engage in Idea-Sharing:** I regularly share my thoughts and suggestions with my colleagues and managers. I also encourage my peers to share their ideas, knowing that great ideas often come from collaborative discussions.



HACK #1

Diśā



ALIGNING YOUR DAILY TASKS WITH LARGER THAN LIFE GOALS

- **Define Your Larger Purpose:** Reflect on what drives you beyond your current job. Ask yourself, "What change do I want to see in the world, and how can my work contribute to it?" Having clarity on this will guide your daily actions.
- **Break Down Big Goals into Small Actions:** Once you know your larger goal, break it down into manageable steps that you can incorporate into your daily work. Consistently making small progress leads to long-term impact.
- **Connect Your Tasks to the Bigger Picture:** Each day, consciously link your tasks to your larger goal. For example, if your goal is improving sustainability, remind yourself how completing a project efficiently contributes to reducing waste or resource use.
- **Prioritize Impactful Work:** Focus on tasks that have the most significant impact on your larger goals. Ask yourself, "Does this work bring me closer to my purpose?" If not, adjust your priorities accordingly.
- **Continuously Learn and Evolve:** Invest in learning new skills and knowledge that align with your larger goal. Whether through courses, reading, or networking, staying informed will empower you to make a bigger impact.
- **Seek Opportunities for Purpose-Driven Projects:** Look for projects within your organization that align with your larger goals. Volunteer for tasks or initiatives that contribute to a cause you care about.
- **Incorporate Purpose in Team Conversations:** During team meetings or one-on-ones, share how your larger goal aligns with the project or task at hand. This can inspire others and help align team efforts with a larger purpose.
- **Track Your Progress:** Keep a journal or set regular reminders to reflect on how your daily work is contributing to your larger goals. This will help you stay motivated and ensure you're making meaningful progress.
- **Align with Like-minded Colleagues:** Collaborate with coworkers who share your vision. Working together with people aligned on a common, larger goal will amplify your impact and help you stay focused.
- **Stay Resilient:** Remember that larger-than-life goals take time to achieve. There will be challenges, but staying committed and resilient will ensure your daily work remains aligned with your broader purpose.



HACK # 1

Diśā



OTHER SOURCES TO CONSUME

Job Crafting

<https://hbr.org/2020/03/what-job-crafting-looks-like>

<https://hbr.org/2010/06/managing-yourself-turn-the-job-you-have-into-the-job-you-want>

Designing Your Work Life: How to Thrive and Change and Find Happiness at Work

Humanity Hero

<https://yukaichou.com/gamification-examples/how-to-add-epic-meaning-and-calling-into-your-lifestyle-design-lifestyle-gamification-18/>

<https://www.harvardbusiness.org/make-purpose-real-for-employees/>

<https://www.myshortlister.com/insights/how-can-companies-motivate-employees-with-corporate-social-responsibility>

Visionary

<https://hbr.org/2023/12/use-strategic-thinking-to-create-the-life-you-want>

<https://medium.com/@standardoftrust/modern-leadership-lessons-from-don-quixote-16e36a4c1174>

<https://hbr.org/video/3472860554001/find-your-purpose-and-put-it-to-work>

Why use Western sources?

As much as we admire ancient Indian wisdom, we also see that the West is also catching up on few of these aspects. We cannot ignore that fact.

Some readers would be more willing to apply these lessons if backed up by 'Evidence based research' from Western sources.

Honestly , there is the large amount of content which is out there on the web from Western sources making it easy to share.

We have picked those articles and books which say the same things which ancient wisdom (based on human behavior) also advocates.