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**KNOW-WIZ**  
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## The Magic of Atomic Habits

Real change comes from the compound effects of hundreds of small decisions or habits that over time accumulate to produce remarkable results. To achieve our goals we need to first build systems made of single processes and habits that will take us to our goals.

Habits are the compound interest of self-improvement - it's the good and bad things that we do each and every day that compound over time to create real change. Success is the product of daily habits—not once-in-a-lifetime transformations. Time magnifies the margin between success and failure. It will multiply whatever you feed it. Good habits make time your ally. Bad habits make time your enemy. Goals are about the results you want to achieve. Systems are about the processes that lead to those results.

And when we repeat 1% errors, day after day, through replicating poor decisions, duplicating tiny mistakes, and rationalising little excuses, our small choices compound into toxic results. Here, few rules are given to change the habits.

### **Rule 1: It takes time to build a habit or break a bad one and that's why most people quit halfway**

*Time magnifies the margin between success and failure. It will multiply whatever you feed it. Good habits make time your ally. Bad habits make time your enemy.*

If you find yourself struggling to build a good habit or break a bad one, it is not because you have lost your ability to improve. It's often because you've not yet crossed the Plateau of Latent Potential. Complaining about not achieving success despite working hard is like complaining about an ice cube not melting when you heated it from twenty-five to thirty-one degrees. Your work was not wasted, it's just being stored. All the action happens at thirty-two degrees.

San Antonio Spurs, one of the most successful teams in NBA history, have a quote from social reformer Jacob Riis hanging in their locker room:

*"When nothing seems to help, I go and look at a stonecutter hammering away at his rock, perhaps a hundred times without as much as a crack showing in it. Yet at the hundred and first blow it will split in two, and I know it was not that last blow that did it—but all that had gone before."*

### **Rule 2: Adopt a systems-first approach instead of focusing on goals**

Goals are about the results you want to achieve. Systems are about the processes that lead to those results.

The goal in any sport is to finish with the best score, but it would be ridiculous to spend the whole game staring at the scoreboard. The only way to actually win is to get better each day. In the words of three-time Super Bowl winner Bill Walsh, “The score takes care of itself.” The same is true for other areas of life.

If you want better results, then forget about setting goals. Focus on your system instead.

Goals are good for setting a direction, but systems are best for making progress. A handful of problems arise when you spend too much time thinking about your goals and not enough time designing your systems.

A systems-first mentality provides the antidote. When you fall in love with the process rather than the product, you don’t have to wait to give yourself permission to be happy. You can be satisfied anytime your system is running. And a system can be successful in many different forms, not just the one you first envision.

The purpose of setting goals is to win the game. The purpose of building systems is to continue playing the game. True long-term thinking is goal-less thinking. It’s not about any single accomplishment. It is about the cycle of endless refinement and continuous improvement. Ultimately, it is your commitment to the process that will determine your progress

*You do not rise to the level of your goals. You fall to the level of your systems.*

### **Rule 3: To form good habits, make them a part of your identity**

Our habits should be a part of our identity and the starting point of building it. Most of us get this wrong - we start with outcomes and work backwards towards our identity. But when a habit comes from who we are, it serves as the best form of intrinsic motivation.

Most people don’t even consider identity change when they set out to improve. They just think, “I want to be skinny (outcome) and if I stick to this diet, then I’ll be skinny (process).”

They set goals and determine the actions they should take to achieve those goals without considering the beliefs that drive their actions.

They never shift the way they look at themselves, and they don’t realise that their old identity can sabotage their new plans for change. Behind every system of actions is a system of beliefs.

- The goal is not to read a book, the goal is to become a reader.
- The goal is not to run a marathon, the goal is to become a runner.
- The goal is not to learn an instrument, the goal is to become a musician.

Many people walk through life in a cognitive slumber, blindly following the norms attached to their identity.

- “I’m terrible with directions.”
- “I’m not a morning person.”
- “I’m bad at remembering people’s names.”
- “I’m always late.”
- “I’m not good with technology.”
- “I’m horrible at math.” ... and a thousand other variations.

When you have repeated a story to yourself for years, it’s easy to slide into these mental grooves and accept them as a fact.

*Over the long run, however, the real reason you fail to stick with habits is that your self-image gets in the way. This is why you can’t get too attached to one version of your identity. Progress requires unlearning. Becoming the best version of yourself requires you to continuously edit your beliefs, and to upgrade and expand your identity.*

***Your identity emerges out of your habits. You are not born with present beliefs. Every belief, including those about yourself, is learned and conditioned through experience.***

More precisely, your habits are how you embody your identity. When you make your bed each day, you embody the identity of an organised person. When you write each day, you embody the identity of a creative person. When you train each day, you embody the identity of an athletic person.

Whatever your identity is right now, you only believe it because you have proof of it. If you go to church every Sunday for twenty years, you have evidence that you are religious. If you study biology for one hour every night, you have evidence that you are studious. If you go to the gym even when it’s snowing, you have evidence that you are committed to fitness. The more evidence you have for a belief, the more strongly you will believe it.

This is a gradual evolution. We do not change by snapping our fingers and deciding to be someone entirely new. We change bit by bit, day by day, habit by habit. We are continually undergoing microevolution of the self.

Each habit is like a suggestion: “Hey, maybe this is who I am.” If you finish a book, then perhaps you are the type of person who likes reading.

If you go to the gym, then perhaps you are the type of person who likes exercise. If you practice playing the guitar, perhaps you are the type of person who likes music.

*Every action you take is a vote for the type of person you wish to become.*

Building better habits isn't about littering your day with life hacks. It's not about flossing one tooth each night or taking a cold shower each morning or wearing the same outfit each day. It's not about achieving external measures of success like earning more money, losing weight, or reducing stress. Habits can help you achieve all of these things, but fundamentally they are not about having something. They are about becoming someone.

*Ultimately, your habits matter because they help you become the type of person you wish to be. They are the channel through which you develop your deepest beliefs about yourself. Quite literally, you become your habits.*

If you're still having trouble determining how to rate a particular habit, here is a question I like to use: "Does this behaviour help me become the type of person I wish to be? Does this habit cast a vote for or against my desired identity?" Habits that reinforce your desired identity are usually good. Habits that conflict with your desired identity are usually bad.

In a Nutshell, when you can't win by being better, you can win by being different. By combining your skills, you reduce the level of competition, which makes it easier to stand out. You can shortcut the need for a genetic advantage (or for years of practice) by rewriting the rules. A good player works hard to win the game everyone else is playing. A great player creates a new game that favours their strengths and avoids their weaknesses.

"At some point it comes down to who can handle the boredom of training every day, doing the same lifts over and over and over."

As Machiavelli noted, "Men desire novelty to such an extent that those who are doing well wish for a change as much as those who are doing badly."

It is a guarantee that if you manage to start a habit and keep sticking to it, there will be days when you feel like quitting. When you start a business, there will be days when you don't feel like showing up. When you're at the gym, there will be sets that you don't feel like finishing. When it's time to write, there will be days that you don't feel like typing. But stepping up when it's annoying or painful or draining to do so, that's what makes the difference between a professional and an amateur.

Professionals stick to the schedule; amateurs let life get in the way. Professionals know what is important to them and work toward it with purpose; amateurs get pulled off course by the urgencies of life. When a habit is truly important to you, you have to be willing to stick to it in any mood. Professionals take action even when the mood isn't right. They might not enjoy it, but they find a way to put the reps in.

**-Dr. Payal M. Mahida**  
**(Vice Principal and Associate Professor, VTCBCSR)**



## Different Faces of Life

The ancient scriptures say that we are all floating like shells in a vast ocean of life. Even though **everybody** is born out of the same Consciousness, no two lives are the same. As diverse as our lives are, they are inter-dependent on each other and there is something to learn from everyone.

To get an all-round exposure to life, take out five days – not too many, just five days.

Spend one day – morning to evening, **with a farmer**. Go with him to the farm early morning and see whatever he does all day. You will become sensitive towards the environment, towards food. A third of the food in the world is wasted and thrown. Spending the day watching the farmer will let us know the hard work and resources that go into producing food and we will think twice before wasting it.

Spend one day **in jail** (but without committing a crime). You will realize that the people we label as criminals and put in prisons landed there due to circumstances, due to ignorance. When anger grips a person, they are not in control of their actions. If you ask the most hardened criminal, they will say, “I didn’t do it. Something came over me and it just happened.” It will become evident that inside every culprit there is a victim crying for help. Compassion will arise in your heart. If you have hatred in your heart towards anybody, that hatred will vanish.

On the third day, become **a school teacher**. You will understand why a guru is needed. Wherever you are in life, there are so many that you can help and guide. It brings a deep satisfaction within. It’s not that only those with long hair and beard can be gurus. Everybody can play the role for at least some people. You do not really need a special skill to be a guru, you need compassion. Being a teacher, you can channel that compassion to people. “I want nothing but my student should progress.” Such unconditional Love comes to our life.

Spend the fourth day **in a mental institution**. Whatever anybody in a mental hospital says to you, whatever names they call you, you won’t take it to heart. After spending a day when anybody can say anything to you, you will develop the strength to face criticism without being shaken. Not only will you be strong enough to accept all criticism, you will have compassion for those who criticize you. We get anxious over small matters. “What does he/she think about me?” We are shaken and then we react to these things.

You should have the courage to give criticism and the courage to receive criticism as well. If we teach our children this, they will grow into strong and stable members of society.

Spend one day **in the cemetery or funeral home**. You will have a very close and intense experience of the impermanence of life. Whatever complaints you have will vanish. Having the experience that death can come anytime will change your perspective on life for good.

Just a formal education is not enough. It is important to explore different dimensions of life to get a holistic education. When we keenly see the different facets of life unfolding around us, it makes us cantered and established in our Self.

- **Prof. Chirag Mahida**  
**(Teaching Assistant, VTCBCSR)**



## **LIFE LESSON FROM THE MISSILE MAN DR. A.P.J. ABDUL KALAM**

The late President of India Dr. A P J Abdul Kalam died on July 27th, 2015. The legendary scientist who served as the backbone for India's success as a major nuclear power in the world is revered by one and all for his ideologies, simplicity, and intelligence. Here are the top 10 life lessons from Abdul Kalam that can help you achieve more and grow into a better person:

### **1. You Should Dream To Succeed**

Dr. Kalam believed that to make sure that your dreams come true, you need to have dreams, see dreams first. However, impossible the dream may be, but when you dream it you can make it possible. The legendary scientist claimed that the first thing is to possess a dream.

### **2. Significance Of Three Key Players In Society**

Dr. Kalam believed in the significant contribution from the three key members of the society, viz. mother, father, and a teacher. He believed that these people have a major role to play in developing a positive and growth-supportive atmosphere in the nation. Dr. Kalam claimed that India can become a nation with beautiful minds only if all these three members played their part correctly.

### **3. Be Courageous, Think Differently**

One of the biggest life lessons from Abdul Kalam is that you must be courageous enough to think differently. The erstwhile Indian President with his talks and achievements inspired a generation of young Indians. According to him, you must think differently and should be courageous enough to travel on the unexplored path, to invent and to discover how impossible can be made possible. He believed that you must have the courage to overcome problems.

### **4. Single-Minded Devotion**

Dr. Kalam had great faith in Indians and wanted his fellow countrymen and women to direct their single-minded devotion to their goals. He believed that devotion is the mantra to achieving success.

### **5. Passion And Vision**

Dr. Kalam had a wonderful way of defining a leader. He claimed that a person who has a vision and passion and is not afraid of obstacles that come his way is the leader. Kalam believed that only a person who knows how to overcome obstacles in his life can become a leader.

### **6. Enjoying Difficulties**

According to the late President, the only thing that can help you to succeed after continuous failure is the ability to never give up. The writer of “Wings of Freedom” said that failure and difficulties help one to enjoy the true fruits of labors.

### **7. Whole Universe Is With You**

Unlike what everyone believes that each one has to walk on his path alone, Dr. Abdul Kalam believed that no one is lonely or alone. Rather the whole universe is there to help those who work hard and dare to dream.

### **8. Great Dreams Find Their Way**

Dr. Abdul Kalam himself was a big dreamer and hence claimed that great dreams always find their way to become real.

### **9. Build Great Today For Better Tomorrow**

Dr. Kalam always dreamt of building a better future. He always said that you must sacrifice today so that the children of India can have a better tomorrow.

### **10. God Helps Those Who Work Hard**

Dr. Kalam stated that those who work hard, God helps them. He believed that anyone who is headstrong and relentlessly pursues his goal without brooding about life gets help from the divinity.

**- Prof.Kajal Patel**  
**(Teaching Assistant, VTCBCSR)**

## **IS YOUR JOB RESSETION FREE?**

What Is 'Career Cushioning'?

"Career cushioning — a term borrowed from the world of dating — means cushioning for whatever comes next in the economy and job market, taking actions to keep your options open,"

Vicki Salemi, career expert at Monster, further elaborated.

"Career cushioning means you're building your bench, your backup plan, your go-to 'in case of an emergency, break this glass' plan," Salemi said. "Actually, it doesn't have to be in case of emergency: Think of it like you're driving onto a highway that has a ton of traffic and then all of the sudden you coast into the nearest exit to take another route. This is your exit ramp that you're building so you don't have to feel like if you lose your job suddenly there is nowhere to go."

Why the Term 'Career Cushioning' Is Trending

As with so many of these cutesy expressions, the phrase may seem to have appeared out of nowhere, but "career cushioning" actually entered office lingo at precisely the perfect moment.

Several enormous firms, including Amazon, Meta, Door Dash, and H&M, have lately announced significant layoffs. This suggests that the Great Resignation's golden era has come to an end. Employees are rightfully anxious about their job security as they are currently feeling the demands and tensions of an unstable economy.

This is why they absolutely should be career cushioning.

"People are starting to feel more uncertain about the future of the economy — 85% of American workers say they're concerned about inflation, yet just 44% feel prepared for an economic downturn, according to a recent LinkedIn Workforce Confidence Index," Heitmann said. "So now's the time to get prepared — beginning to warm up your network, browsing jobs and growing industries, etc. — so you can weather what lies ahead."

- **Prof. Vishwa Bhatt**  
**(Teaching Assistant, VTCBCSR)**

## **Best Ways to Self-Discipline Yourself**

### **Be Clear of What You Want.**

Setting clear goals is essential before you pull your socks up. It will help you stay focused and in the correct direction. Write down your goals and assign a period to achieve them. This will help you challenge your everyday priorities. It makes life easier to get your things done and to never leave it halfway. Goals will remind you why you started.

### **Prioritize Your Work.**

Prioritizing work helps you decrease stress and anxiety that may accumulate due to a bundle of workloads. You will have time to relax and enjoy yourself with your family members and balance your life. Boosts your motivation to work efficiently without getting distracted and to stop self-doubts. It also helps you improve on your weaknesses and work smarter rather than harder to self-discipline yourself.

### **Follow Your Schedule Effortlessly.**

Scheduling helps you work efficiently without getting lost and demotivated in the middle of the day. It helps you know the time you are most productive to get your things done more effortlessly. Procrastination gets eliminated because you focus on small goals that keep you pushing towards your bigger picture. Goals seem more achievable and don't allow stress and anxiety to attack you.

### **Cut Down Your Distractions.**

Cutting down your distractions will help you focus more on work and allow you to be efficient. Distractions can be of any kind, can decrease your efficiency, and break your focus. Be aware of what can cause you distractions.

You won't feel stressed about the workload and that keeps you going until the task is finished. Self-discipline yourself to lead a less distracted life. Small habits can lead to better outcomes. Try to balance your life well and give emphasis on your priorities

**Build a Growth Mind-set.**

A growth mind-set is important for success as it allows you to create freedom from self-destructive and damaging thoughts.

It helps you move out of your comfort zone and become more fearless to try out new things. Growth mind-set allows you to see things differently and positively which enables you to grow at a faster rate.

It is no doubt that people who believe are people who achieve. You need to be confident in whatever you do. It is believed that confident people take less stress, tend to be happier and highly motivated.

Self-discipline yourself by focusing on positive parts of life and growing through the challenges.

**Use Time Wisely.**

Time waits for none! Every person has 24 hours in their day to prove themselves and make use of every single moment. Wasting time on social media and networking sites won't fetch your success in life.

Keep utilizing your time to the best. Schedule your plans and follow them religiously. Use digital apps to manage your time well and improve your lifestyle to a great extent. One who manages his time well proves to be a balanced and successful person in the end.

- **Prof.Ami Mistry**  
**(Teaching Assistant, VTCBCSR)**



## How Flipkart & Amazon is saving million dollars by changing a small step

We all learn in production management and in service management that if we want to run Smooth system we have to evaluate system Continually find a problem and solve it, in a such way that we improve System without any cost That is what exactly Flipkart & amazon is doing with their order return process

→ Recently you may have heard that Someone had ordered an Apple phone & got a real apple or soap, so there were two major problems for them and that result in big losses for Them

1. Because customers are not getting what they have ordered they just go on Social media & Share photos, videos which result in troll on social media and Brand damages.
2. Customer will return the order and Company have to Send a delivery boy to a pickup order that result in revenue loss & wastage of time

## Solutions

### Open box delivery

They simply change the system that now the product delivery boy will stand on the door till the customer opens the box and check whether it is ok or not. and then customer will give otp to delivery boy then he will leave Customer place

- This one Simple Step or process upgradation is saving million dollar of this company and interesting fact is they done this without any Capital investment, By this way they able to Save Brand & money.

- **Prof. Nikunj Gamit**  
(Ad hoc, VTCBCSR)





- **Tanish Akbari**  
(Student, TYBBA)

## **Test of life**

It's a long bumpy windy road  
You have to creep up on silent mode  
Can't let others cause you destruction  
You've got to weave through all the obstruction

Not everyone will be your best friend  
Doesn't mean your life comes to an end  
Only those who genuinely and sincerely care  
Will stand beside you in all your welfare

Remember alone you came and alone you will leave  
Your happiness is yours and not for others to grieve  
Don't let others show you your place  
Take control and run your own race

You only have your own actions to answer for  
Be kind forgive, love and don't ask for no more  
Belief and faith guides you in the right direction  
Mistakes are made but never too late for correction.

- **Shruti k Patel**  
**(Student, SYBBA)**