

Ark VOYAGE



News Letter of Don Bosco Animation & Research Kendra, New Delhi

June, 2019/ Vol. 8/ Issue 6

Captain Speaks...

LAW OF ATTRACTION AND PYGMALION EFFECT



Pygmalion was a legendary figure in Greek mythology. He was a sculptor who fell in love with the statue of a beautiful woman he created. He so wished her to be real that when he kissed the statue, its lips felt warm to him. Galatea, as he called the statue, was alive!



The Law of Self-Fulfilling Prophecy states that whatever you expect with confidence becomes your own self-fulfilling prophecy. Your expectations influence your behaviour and achievements.

In essence, the Pygmalion effect is about the power of self-fulfilling prophecies, creating a virtuous cycle of positive expectations that affect those around you. If your expectations are negative and negative outcomes result, this is referred to as the golem effect.

The ancient myth of Pygmalion received an update when George Bernard Shaw wrote a play by the same name in which phonetics professor Henry Higgins takes it upon himself to attempt to improve the language and speech of Eliza Doolittle, a poor flower girl with a very strong Cockney accent. Higgins fully expects he can transform Eliza into a seemingly well-bred, well-spoken lady, and with persistence he succeeds. The play was further popularized into the well-known stage musical, My Fair Lady.



Professor Henry Higgins and Eliza in the film "My Fair Lady"



Captain Speaks...(Contd.)

What's truly astounding is that these effects are documented by research. The research findings equip you with strategies and tactics to leverage the Pygmalion effect for parental, teacher, leadership and management success.

What is self-fulfilling prophecy?

A self-fulfilling prophecy is a belief or expectation that an individual holds about a future event that manifests because the individual holds it.

This Law states that whatever you expect with confidence becomes your own self-fulfilling prophecy. Your expectations influence your behaviour and achievements.

The concept of self-fulfilling prophecy can be summarized in these principles:

1. We form certain expectations of people or events.
2. We communicate those expectations with various cues.
3. People tend to respond to these cues by adjusting their behaviour to match them.
4. The result is that the original expectations become true.

This creates a circle self-fulfilling prophecies.



> *Our Beliefs, that we are called to greater things in life,*

> *Such awareness leads us to equip ourselves with the necessary mindset and skill-set.*

> *Optimistic people who infuse Hope into our aspirations lead us to our Goals.*

> *One pursues his goals with Grit - Passion combined with the Perseverance*

> *The Law of Expectation attracts Strength and Power from the Energy fields of the Universe.*



Captain Speaks...(Contd.)

If you reflect over this theory it gives rise to a few Insights:

1. If a parent, teacher, manager/ superior, or formator set high expectations for his child, student, team member, or the formee the performance will also be high. So too the opposite is true. However, ensure that the expectations are realistic.

2. **When expectations are set high, the performance becomes better.** This leads the person to be more. It is also true in the opposite situation. When the expectations are set low the performance also becomes low. This leads the person to feel less.

Often these expectations are conveyed with subtle cues. There are parents and teachers who tend to write off their children or students. They are not given any serious responsibilities. They don't get opportunities to express their talents. They are made to sit together, and often, there is not even an eye contact. Words of appreciation are rare.

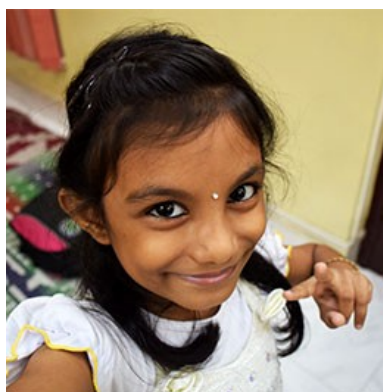
3. Ordinarily people are comfortable with people who meet their expectations. Unfortunately the opposite is also true. The low performers attract one another.

4. All of us spontaneously form expectations of one another. It needs wisdom and will power to show trust in the capability of a teenager, an employee, or, a young religious and motivate and accompany him towards the achievement of those expectations.

Often comparisons write negative scripts for the young ones. I recollect an experience of mine. When visiting families it is common that the parents introduce the children. A mother had three children. The eldest one Ravi was a boy. The mother would say that he is very good in studies, and sports. He was the school pupil leader. The second one Rani was a girl. She was good in singing. She was a pianist too. The third child was hardly three years; was troublesome. The mother would introduce him as 'this Stupid one'. When this child went on the first day to the Kindergarten class, the teacher struggling to manage the children on the first day, called out to this child "you stupid, sit down". The child got convinced that he is indeed stupid. Even the teacher recognized him on the first day of his school career. The script was written. Expectations will correspond.



Ravi, the Smart Son



Rani, the Smart Daughter



'Stupid', the Naughty one

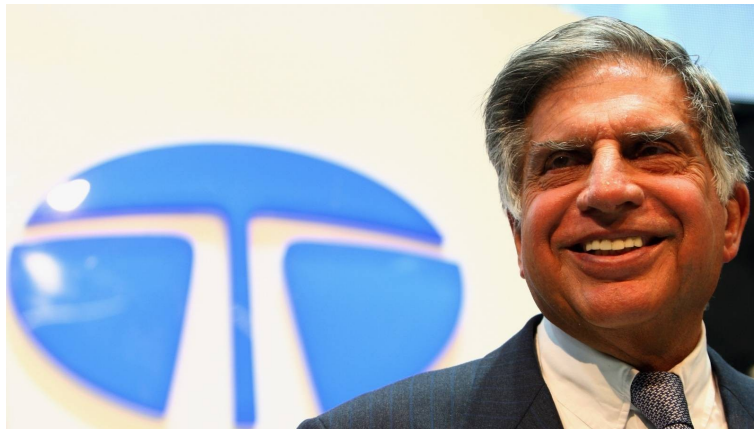
'COMPARISONS ARE DEADLY! NEVER COMPARE!!'

Every Child is Unique and Special, God's Favoured one



Captain Speaks...(Contd.)

5. **Good parents, teachers, and managers produce children, students and employees who perform well and feel good about themselves.** In their feedback and performance appraisal reviews, they focus on the achievements, possibilities, and opportunities and empower them to achieve them. A challenging and supportive accompaniment is assured.
6. **The best managers have confidence in themselves and in their ability to hire, develop, and motivate people.** They reap good harvest because they communicate high expectation to others. It can be the opposite when a manager does not show trust in an employee, and does not use of words of appreciation and praise. The manager therefore plays a highly significant role in the success or failure of an employee.



Ratan Tata a Great Inspirer of his Employees

Expectations and Self-Fulfilling Prophecies

“High achievement always takes place in the framework of high expectation.”

Treat people the way you want them to be in order to create a virtuous cycle of positive expectations that become self-fulfilling prophecies.

What is emerging here is a two-fold path that necessarily involves changes in both leaders/managers as well as subordinates.

Teachers, Leaders and managers must believe in themselves and their subordinates, and subordinates must also believe in themselves, their leaders, and managers.



Higher Expectations produce Better Performance

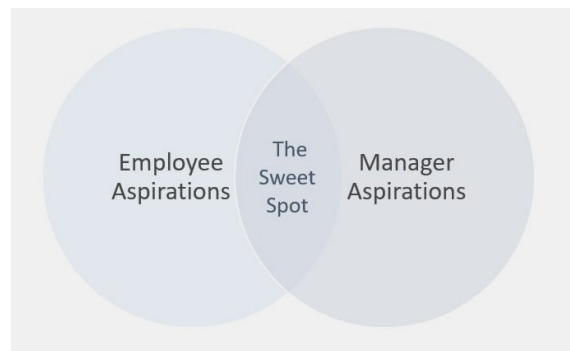


Captain Speaks...(Contd.)



Leaders create high-performing teams using the Pygmalion effect through the following strategies:

- a. **Seek to understand your team member's expectations about their own capabilities.** Since your team member's effort and motivation is correlated to their expectations of their own capabilities, it's important to understand what those are (remember you don't want your expectations to be either too high or too low). Spend the time to get to know your people and understand how they view themselves and their potential.
- b. **Be intentional in training your leaders and managers to leverage the Pygmalion effect.** The research is there to support it, so proactively train your people to make the most of the Pygmalion effect. Pygmalion leadership training can be one of the most effective tools at your disposal in building high-performing teams.
- c. **Hit the sweet spot of "stretch" goals.** Your expectations must be just right – not too high, not too low. But what does that translate into in terms of goal-setting? Encourage employees to set goals that they themselves believe they have a 50% chance of reaching. This helps avoid setting goals that people actually believe they have little chance of reaching.



- d. The post-goal-achievement environment. When stretch goals are attained, it is a cause for celebration, so **make sure to recognize achievements.**

However, don't let that translate into sitting back and relaxing. Use that momentum to reinforce employees' beliefs in themselves and go on to set more stretch goals.

In conclusion, it may be said that **when your expectations are realistic and challenging, abundance and attractions flow freely.** You will become aware of the different sources of energy and possibilities. You need to record the evidence of abundance. You will further include the vibrations of abundance in your vibrational bubble.

You need to attract abundance deliberately. **When you have successfully attracted abundance deliberately, you need to celebrate it.** When like-minded people gather together to celebrate, and encourage each other, positive energy abounds. On the other hand when negative people gather our goals and expectastions get blurred, and confusion emerges.

You always send vibrations—positive or negative! When negative vibrations of others encounter you, you tend to resist your journey towards your goal, and expectations. Hence **associate with those who vibrate positive energy towards you and your expectations.**

~ Fr. Joz Arimpoor, sdb



PYYAR MOVEMENT & VOICE OF CHILDREN (VOC)

Institution : Homes of PYs

Program : Live In Experience (LIE)

Dates : 2nd, & 15th June, 2019

Animators : Himanshi Singh, Assuntha, Ajay

Participants : 6 Students

Institution : DB ARK , Palam

Program : VOC 4(Know Your Rights) and
VOC 5(Live Your Rights)

Dates : 18th & 27th 2019.

Animators : Sneha Saji, Simran, Ajay, Assuntha

Participants : DBA Seniors and Juniors

LIE (Live-In-Experience) A Radical Step towards "Another World is Possible"

LIE is the most challenging step in the PYYAR Movement. A PY (Privileged Young) Child invites his friend from the YaR (Young at Risk) group to his/her house to spend some time with the family. Similarly the PY child is invited to the house or institute where the YaR child lives.



Shubham (YaR) with his friend Saksham (PY) in his house



Prince (YaR) with his friend Divyansh (PY) in his house

PYYAR Movement is moving forward in providing the Live in Experience to more and more challenging young people. Though the parents are reluctant at the beginning, they were happy to have reached out and welcome their children's friends at their homes.

Kudos to the DB ARK PYYAR Team in bringing about such a radical revolutionary change.



Monica (YaR) with her friend Navya (PY) in her house. Friends come to celebrate this noble initiative.

Knowing and Living the Child Rights in a Proactively Assertive Way

The YaR children of Don Bosco Ashalayam, Palam had the opportunity already to learn the Child Rights. During these sessions of the VOC, they deepened their knowledge and awareness of the Child Rights through the interactive sessions.



Reviewing and deepening of their awareness of the Child Rights

Once the Children know about their Child Rights, the VOC team emphasised on : 'How to live the Child Rights.'

The Sessions Focused on :

1. Proactively Assertive and Assertively Proactive
2. Non-Violent Communication
3. Rights Violation and ways to demand Justice.



The Participants and the DB ARK Team with Mr. Mukesh George, a NVC Trainer



TEACHER EFFECTIVENESS PROGRAM (TEP)



Institutions : Olive International School
Place : Doha, Qatar
Program : TEP
Dates : 22nd June, 2019
Animators : Fr. Joe Arimpoor, sdb
Participants : 150 Teachers

Institutions : Bishop Conrad School
Place : Bareilly, UP
Program : TEP
Dates : 27th & 28th June, 2019
Animators : Fr Joe, Mr. Chandra Sekhar
Participants : 160 Teachers

Challenge in Education beyond Technology

Today there is a Global Thrust to enhance Education through modern technology even to the extent of focusing on Robotics and Artificial Intelligence.

Fr. Joe Arimpoor, Director, DB ARK, Delhi believes that the quality of Education depends on the quality of the Teachers. His oft-quoted phrase : “Medium is the Message”. Hence he focuses on the quality of the person of the teacher.



Fr. Joe at “Olive International School” Doha

You get a committed teacher when his/her Personal Vision is aligned to that of the Organisation Vision. When Teachers imbibe the spirit and the values of the School they get ‘Engaged’ in their mission of Education.



Fr. Joe a Committed Teacher all his Life

Challenging Teachers, a High Leverage intervention

Teachers get into a routine and mediocre performance. However they welcome a renewal program that challenges them to rejuvenating and updating brand of teachers.



Fr. Joe with the teachers of Bishop Conrad School



Institutions : St. Mary’s School,
Place : Bijnor, UP
Program : TEP
Dates : 29th June, 2019
Animators : Fr Joe, Mr. Chandra Sekhar
Participants : 85 Teachers

EQ strengthens through DAAD

Our present Education System does not adequately focus on the development of Emotional Intelligence. DB ARK, therefore, has introduced a revolutionary practice of “DAAD (Doing AN ARK a Day, where ARK stands for an Act of Random Kindness).



Teachers developing strategies to introduce DAAD revolution in the School.



OLIVE INTERNATIONAL SCHOOL DOHA

Institutions :Olive International School,
Thummama Campus

Place :Doha, Qatar

Program : 'DAAD Revolution'

Dates : 23rd June, 2019

Animators : Fr. Joe Arimpoor, sdb

Participants: 200 Students

DAAD Revolution goes International

Developing compassion and sensitivity to the needs of others is an essential part of Education. Unfortunately it is not part of the present focus of the Education. The efforts of DB ARK in this line envisage a radical transformation in the Education System. Indeed Education needs to be reinvented.



Students were excited about this Revolution. They were spontaneous and creative in developing ways and means of Doing an ARK a Day.



Presenting a token of appreciation to Fr. Joe, a great Revolutionary

The Student tells Fr. Joe that they have never been challenged with such a radical but simple way of ushering in a Revolution in Education.

Institutions :Olive International School

Place :Doha, Qatar

Program : 'DAAD Revolution'

Dates : 21st June, 2019

Animators : Fr. Joe Arimpoor, sdb

Participants: 210 students

A young boy through a video program challenges the students with a song "Tell Me Why". To the many queries that the child posed Fr. Joe presented the Answer through the DAAD Revolution.

Doing an Ark a Day transforms the students to a new mindset of Love and Compassion. First it opens their eyes to those in need irrespective of any other factors like gender, caste, language etc. Secondly they become Loving and Lovable persons.



The students were enthusiastic in becoming revolutionaries of this type. They were struck with the idea of : Another world is possible, where Love, Compassion and Equality will reign supreme.



Fr. Joe plants a tree at the entrance of the school as a constant reminder to the students that growth takes place when you act on your insights.

CORPORATE ANIMATION PROGRAM (CAP)

Institution : Child Care Office
Place : Los Angeles County, USA
Program : Corporate Animation Program (CAP)
Dates : 12th June, 2019
Participants : 20 Executives

Integration of Mastery and Mystery

American expertise seems to be so independent that they do not find a significant place for the Divine. Fr. Joe delved deep into identifying the true source of commitment and being genuine social workers.



They exclaimed: Indians are deep thinkers



One of the participants remarked : “How many times Fr. Joe’s core meaning came in confrontation with the dramatic events of poverty, injustice and exploitation. No wonder different projects emerged as a result of the sparks produced from such confrontations. Now we really understand what is really bonded labour. Kudos to Fr. Joe for liberating the 83 families of bonded Labours. We wish it was a longer program”.

Fr. Joe explains the visioning process



You may

1. Draw the cheque in favour of: “Don Bosco ARK” or
2. You can transfer the money to: AC Name: Don Bosco ARK,
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