

VIDEO SUMMARY

FLY: Taking Initiative

Resource person: Dr. Aparna Rajagopal, with Dr. Aruna Bhargava | Dr. Aparna Rajagopal is Director, Course Development at the Competitiveness Mindset Institute (CMI); Dr. Aruna Bhargava is a CMI Advisor, former psychologist, and former professor of sociology.

FLY: Taking Initiative | Career Progression | careers

Notice what needs doing, then take a sensible first step

Dr. Aparna Rajagopal and Dr. Aruna Bhargava define initiative as acting on a need before an instruction arrives. It starts with noticing an opportunity or an unmet need, deciding that it matters and doing something useful about it. This could happen at work, in the community or in one's own development. The action can be small and private.

The familiar chalta hai response accepts poor standards because the problem formally belongs to somebody else. When this becomes a habit, apathy grows and confidence falls. Initiative calls for a considered first step, a clear purpose and awareness of the people who will be affected.

Fear of failure often stops people before they begin. Some attempts will fail. Avoiding every risk also stalls improvement. A clip on risk shows that standing still carries long-term risk in a changing environment.

The speakers connect this to leadership through two ideas: direction and movement. Direction is knowing where you want to go. Movement is the practical work of solving problems and getting there. Initiative begins that movement before an instruction arrives. People at any level can take the first step.

Start by paying closer attention to what needs to change. Then learn when action is appropriate and practise the tools that make it a habit. A useful question is: "What can I do now that is proportionate, responsible and likely to help?"