

Invincible

Be the Arjuna of
the Corporate
Chakravyuh !!



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About the Author

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India's 1st Career Facelift Mentor

Born in Nagpur in a lower-middle-class family where my father was an Auto Rikshaw Driver and my Mother was a Nurse. With 2 elder sisters and a total of 5 members in the family, I have seen how much of a struggle we faced for a certain period of time

As time elapsed, we grew and started working and because of my Mother's critical decisions in our career, I am what I am today.

I was very weak in studies until my 12th Standard, I flunked in 9th and repeated it. All my friend's parents teased me because I was a repeater. I felt bad as I was alone and no one was supposed to play with me. I had that pain in my heart but I moved on and figured out how to entertain myself with different games.

I started my career as a Nurse and then moved to IT industry and today 16+ years in the IT industry impacting many people's lives directly or indirectly, especially patients and in the healthcare sector.

During the journey, I have learnt many things which I want to share with people in need. I know there are over 900 million people struggling to overcome mental and psychological disorders and feel that they are lacking in motivation, inspiration, support, guidance, love, and understanding.

"I am on a mission is to impact 1 million lives by redesigning their approach with my process driven framework and help them to become invincible"

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CHAPTER 1

The Trigger Moment

Life changing trigger moment

I was studying for my professional education, and I stayed with my Aunt as she was in the same city where I got admission.

It was all cool, and I was in a similar mindset of chilling, not focusing on my studies, and living a student's life.



My father came to meet me, and we had a long talk where he told me his story about how he also went to study outside his hometown and how he was troubled by people and surroundings, and how he quit and went back to his hometown without completing his studies. He drove Autorickshaw for 13 years of his life, and he said, "Don't do what I did in my life, study hard and be successful... Don't worry about anything I am there to support you"... This changed my thought process and the way I started taking massive actions towards my studies.

I was not a good student right from my childhood. I never liked going to school, I made a lot of excuses for not going to school, and I flunked in 9th standard, that was the first time I experienced humiliation, rejection from society, and aloneness. No one was allowed to play with me as I failed in 9th, and people considered me the bad boy of our locality. I didn't bother and carried a similar attitude throughout my school and college. Until, when I had this conversation with my father and learned about his life experience and his expectations, I took this step to transform myself to be a good student. I studied hard and was the topper of the university in the 1st year, and since then, I have studied to maintain that rank and position till today.

The reason for telling this is that you need that one spark in your life to change your mindset, you need that one spark in your life to take those massive actions, you need that one spark in your life to take your life towards the next version of yourself.

Know the truth

The Three Satya

We are so poor at understanding certain things, and on the other hand, we are so ignorant of the situations that hamper our lives in all possible ways. This is the reality of life.

We have become zombies who follow a routine with no mission, vision, or purpose. We are happy that we have a job, a place to live, food to eat, and other accessories to live our life, but have we evaluated ourselves whether there are possibilities to improve the quality of life?

We are so entangled in these worldly things that we tend to forget that our attitude is taking us away from freedom of time, money, and relationship. We just plan to live paycheck-to-paycheck.

You must know the truth that there are ways to change the way you are living today. You can start implementing very easy and simple things that you will not need much effort to incorporate into your life.

I have divided them into 3 buckets... I call them the three steps of success because I started seeing the new me the day I attained (not completely but to some extent) these four stages.

Remember these three steps as I will dive deeper into each one. But, before we get there, you must know three important things that create the foundation for these four pillars.



The following chapters will give you a more in-depth analysis of the world around you, yourself, and how you can design your life without spending too much time on implementing tough things, without disturbing your work schedule, and learning lots of things that you will be surprised to know about yourself.

Know the World

Once you eliminate the impossible, whatever remains, no matter how improbable, must be the truth. ~ Arthur Conan Dolve



Know the world around you is the first step towards your success

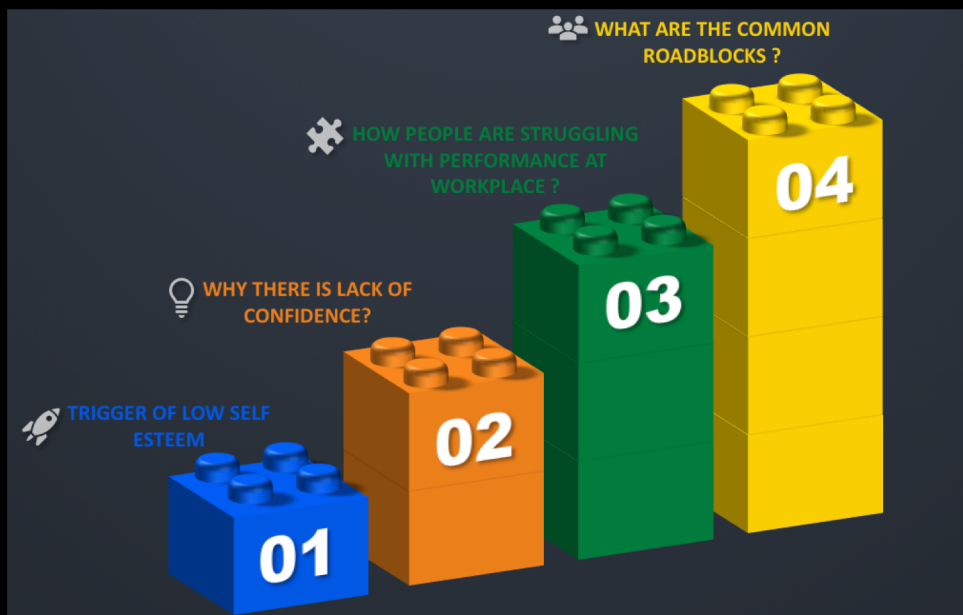
This world is the most amazing place where there are lots of things to learn, it's by choice or by the situation. If you plan your day the right way, things might be easy for you, but nothing comes easy when it comes to success .

Just take the best practical example - Mumbai Local Train



When I started working as a Nurse, reaching the workplace was a struggle. I stayed so far away from my workplace that it took an hour and a half to reach the workplace every day. Every day I took the train at 4:30 am and reached work on time, but just in case I missed that 4:30 train, I was late at the workplace by 30-40 mins. This was my first encounter with punctuality. I decided, whatever happens, I must reach the train station at 4:25, and I was never late after that.

This is how the world teaches you to overcome situations with a simple shift from our approach. There were many situations in my life that taught me so many things, and I want to distribute them into different categories.



Trigger of Low Self Esteem

1 Despite 100% efforts, no recognition

If you see and evaluate yourself, you are in this rat race where everyone wants to get more pay and more recognition, but when it comes to more responsibilities, you tend to step back. I was working in my 1st IT job, and I learned so many things in a very short span of time. I joined this organization as a Support Analyst, and I was introduced to a technical language that was tough form me to understand.

I joined an external training to make sure that I learn things faster and start implementing them in my daily work routine. I was considered the go-to person when it was related to that specific language. Now I was under the impression that I am giving my 100%, and I am sure I will get a promotion this year. There was one more guy in my team who joined after me but with experience of 4 years in the same domain. The performance appraisal came, and I went to talk to my boss...

The transcript is presented in a series of speech bubbles. On the left side, 'Me' speaks, and on the right side, 'Boss' responds. The conversation starts with a greeting, followed by 'Me' detailing their efforts and learning. 'Boss' then provides feedback, suggesting more responsibilities and focusing on quality. 'Me' asks for clarification, and 'Boss' explains the need for more contribution and tangible goals. The conversation ends with 'Me' saying 'OK'.

Me - Hi, how are you doing ?

Boss - Hi Ajinkya, I am doing good. Let's talk about your performance this year. What do you think you have done this year?

Me - I did this certification, and I am helping team members with their work as well, its helping me grow as well.

Boss - Good, but you need to take on more responsibilities. You need to come out of your comfort zone. Helping others is ok, but how are you contributing at the project level?

Me - I am completing my work on time and also learning a lot of things to make sure that I can contribute better

Boss - See, all this is ok, but you need to focus on the quality of work, you have great potential, and I can see you at the next level soon.

Me - Soon, what do you mean?

Boss - You need to give in more. I hope you understand

Me- More, but I am already giving my 100%. What else do you think I should be doing?

Boss - I think you should have some tangible goals, and why don't you set up monthly connect so that we can track your progress and then plan for your next level?

Me - OK

This is where I was so demotivated and so sad about despite of doing all that I could, despite giving my 100%, I am still getting this to hear that I need to come out of my comfort zone. This situation was followed by another demotivating thing that happens with everyone working, be it in any industry. (I have mentioned that extended version of this interesting story in my book 'Invincible'.)

If you have a similar experience, then I think you should also think about

- Evaluate the situation which can trigger your self-esteem
- Don't expect anything from anyone as help, recommendations etc.
- Take massive actions
- Don't expect and be surprised!



“LIFE WILL KNOCK YOU DOWN MORE THAN YOU CAN IMAGINE. DON'T KNOCK YOURSELF DOWN.” – UNKNOWN

#2 Always Follow Instructions and No Innovations

I have seen many of you follow what you have been told to. I think this is how our brain is wired whatever is given to me, I will do, and I will get my salary, average salary hike % every year, and I am happy with that.

There is no effort to innovate things that can make your and others' life easy. I remember my wife when she got a new responsibility at her workplace. She was so scared. There were many thoughts in her mind that I am sure everyone has when they are exposed to such situations.



If you develop this mindset of an innovator, you can succeed in any given situation and be considered a go-to person in your professional and personal life.

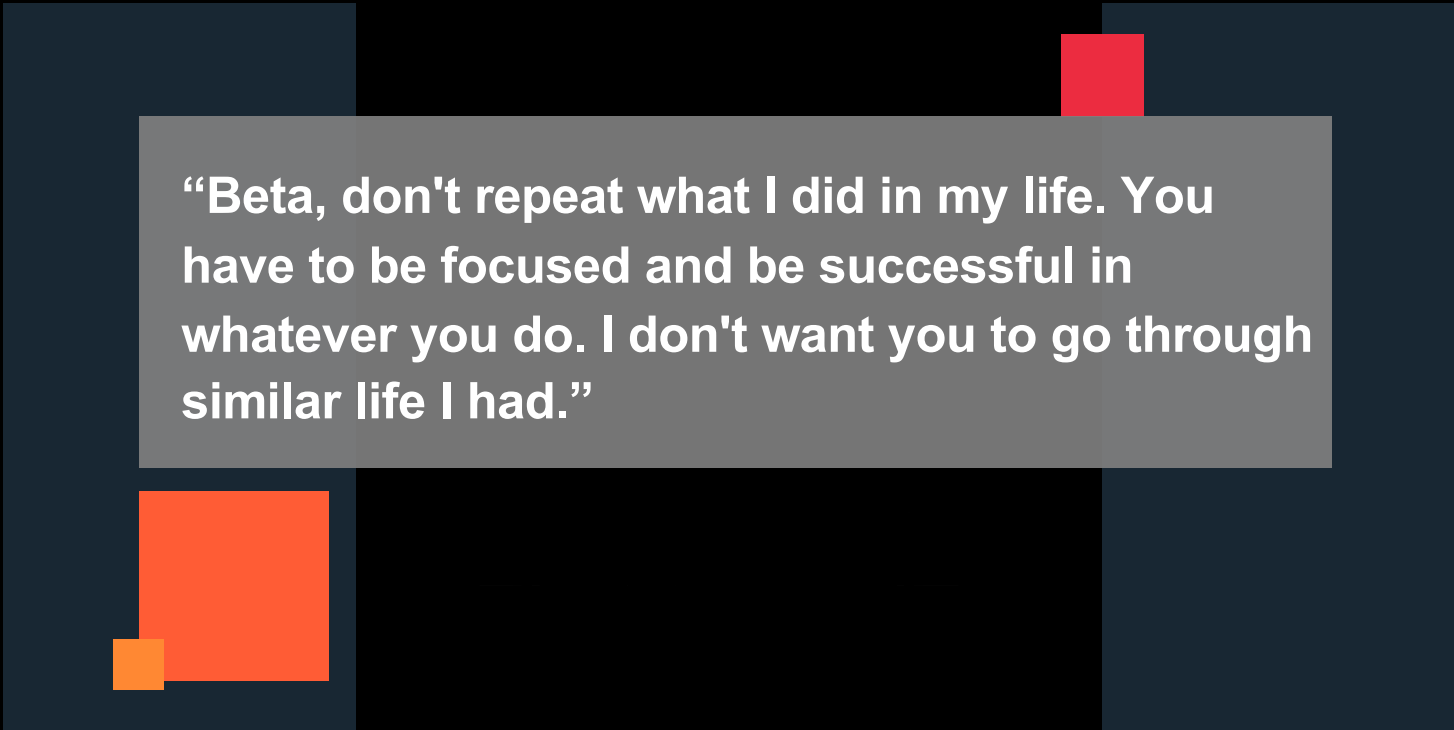
#3 Try to Run The Rat Race

Our education system is so monotonous that we have been taught to do what everyone else is doing. Remember the famous saying in India, “Wo Sharmaji ka ladka dekh”? Like getting an engineering degree, but ultimately struggling to get a job and finally landing in an IT company either as a developer or tester, or maybe some other role, but what they studied was never in use in their professional world.

This is how our mindset is developed right from our childhood, we have to do what everyone else is doing. If we carry forward this mindset, we struggle in the workplace.

I was one of them I was worse in studies when I was a kid, I flunked 9th grade, and I was so humiliated by others no one was allowed to play with me as I was not good in studies. Social pressure impacts lives, and we are just puppets of social norms. This was another life-changing moment mentioned in my book.

I still thank my father, who gave me that trigger and helped me to see a clearer path of what I want to do.



“Beta, don't repeat what I did in my life. You have to be focused and be successful in whatever you do. I don't want you to go through similar life I had.”

And that changed my life, my thought process, and my vision of how I want to live my life. I did not want to do what everyone else was doing, I did not want to be in the rat race, and I wanted to excel in whatever I did. That day was my life-changing day.

4 Lack of Clarity

Every year in Jan, you are asked to update your goals, and with enthusiasm, you write goals that you want to complete some certification, it's good, but do you even realize if that is a goal or a task?



Have you ever realized that these are tangible Goals, as corporate employees are exposed to S.M.A.R.T Goals, but have we thought beyond the smart goals?

You need clarity of what is expected from you in that year to ensure you are evaluated by the end of that year for your achievements.

I think you all must have gone through this career phase where you are unaware of what needs to be done. In the first place, it's you who needs to understand what is expected from you and get more clarity on the tangible outcome of your goals.


#5 Trying to compete with High performer team member

I remember when I was in my first Job, there was this guy who was always staying late and working over hours, meeting with team members who were from the USA, and showcasing how much he worked hard, how much he can take more responsibilities and how well he can communicate about his progress to everyone. I am sure everyone has this character in your team.



I knew how much this guy was working, his skill, and what he can do in a given situation, but this one talent he had was building interpersonal relationships. He was so strong in making connections in India as well as with US team members. I so wanted to be like him, but I realize that this is something that needs to be developed, and till today, I am not able to do this kind of show off. I still do it but in a sophisticated manner. It's like you show off but maintain the decorum of the environment.

See, if you have to grow, you must understand how you can communicate, when, and where you should communicate. If you understand the science of this, then I think no one can stop success from coming your way.

Everyone wants to be like the one successful team member in your workplace, but you just need to understand that there are sometimes skills or talents required to be like that character, and sometimes it's just luck and timing.



“Competition is always a good thing. It forces us to do our best. A monopoly renders people complacent and satisfied with mediocrity.” – Nancy Percy



6 Envy and Frustration of Others Who Gets A Promotion

I was one of them. When others got promotion where I was expecting it, gosh, that triggered my anger, my frustration, and the demotivation factor of my side of the brain. I am sure you must have also experienced this in your life when you were expecting a promotion, and you did not get it stating some not-so-convincing reason from your management and pushing it to next year.

I remember one of my close people talking to me about his frustrations and anger when his teammate, who he took an interview with, was promoted to his leader. This was a hilarious story (must-read from the book - Invincible).

The story has a person called Sudhir (name changed) who is all about what I spoke about in previous sections. He is the one who stayed long in the office, overtime late night hours, connecting with US team members, building strong relationships with them, and showcasing how much he is working on the product.

The person who took the interview let Sudhir surpass her, missed the opportunity, and then was frustrated. This is the mentality people start building, which is why people are not growing in their careers. And this is the fact that everyone wants to be in their comfort zone as well as they want promotion. timing.

Success is a process if you don't implement a process, you cannot achieve success.

Instead of comforting if you start evaluating what you need to do as a person who will be considered for the next promotion, it would have been a different scenario and others would be jealous of you and your success.

I think these 6 points are the factors that you must know to understand what is going around you that you must be aware of and take appropriate actions to make sure it does not impact you and your goals



Why Is There A Lack of Confidence

The next category after triggers is finding the reason behind the lack of confidence.

I think this is where everyone has the major issue. Confidence... People struggle to contribute in various vital stages of their careers due to a lack of confidence. More than a lack of confidence is a fear of failure. They prejudge the situation before even taking that first step to getting themselves involved in it. I have had many encounters with such situations that you can also relate to.

There is no one to tell us why there is this issue with us, and we need to understand this to make sure we fix it. I have done it in my life, and I think you can too. There are many things you need to consider that will help you evaluate and take action.

If you are confident in any task, you deliver it with the best quality. Just imagine a situation where you are not so comfortable, and you are supposed to lead it, man... feels claustrophobic .. feels like you have a heart attack .. your heart is pumping like a bass drum, and you are sweating like you just ran a full marathon...isn't it?

Let's look at some of the elements that can answer why there is a lack of confidence.

- Communication Fear
- Rejection Handling
- You Blame Yourself for the Mistake
- Don't try to understand the root cause
- Easy-go attitude

How do people struggle?

Struggle is everywhere and in your career, you will find more struggle than comfort. I started my career as a nurse and getting this job itself was a struggle.

No Mission and Vision

I believe people struggle because there is no Vision or Mission for them to grow.

People don't even understand the difference between mission and goals. I think this is where everyone needs to realize that this one thing can make a lot of impact in their life. If you don't have a Vision of how you want to grow, and your mission is not following your vision, then it's full of struggles in your

Communication

The last thing I think everyone struggles with is communication. I had this struggle, too, and it's all in your mind that prevents you to be a good communicator, lack of understanding on how to speak and when to speak prevents you to be a good communicator. It's not English that is preventing you to be a good communicator, it's the fear of articulating sentences limiting you from being a great communicator.

Lack of Purpose

There are these other kinds of people who do not have a purpose in life in how they want to grow in their careers. They work hard, wait for the yearly appraisal, get their salary hike, and are either happy or demotivated. Happy because they got good hikes, demotivated because despite working so hard, they get a low % of hikes.

Common Roadblocks

I am not sure if everyone is aware of this, but there must be some roadblocks there people are not understanding how they can overcome so many things in their life to be successful. I think there has to be some mechanism that can help people understand, evaluation and act accordingly

“Strength and growth come only through continuous effort and struggle.” Napoleon Hill

Know Yourself

Now that you have understood how to cope with the world, it's time to know yourself too. It's hard sometimes to know what your true character is. It's hard to understand whether you are an introvert or an extrovert or Ambivert.

Evaluate yourself

Let's look at this self-evaluation matrix and understand where you stand. An example of a low performance and low motivation phase would be if you are into a performance improvement plan (PIP). Now you are into PIP because of low performance, and that is a demotivating factor.

Similarly, ask yourself these questions:

Are you getting a low percentage of salary hikes stating that you need to work hard with all the aspects I just discussed above?

Are you the one who is not at all interested in the work and also not performing well at work?

Are you given a lot of work, and you are not able to complete them on time because you are not motivated?

The answers to these questions will help you understand where you stand in your career.

(If you wish to get deeper insights into the matrix, a detailed explanation is given in my book.)

Know Where You Stand Today

I have been working for 16 years, and I have seen so many people in different stages of their careers. I was in one of these columns, and I evaluated where I stood in the market and whether I needed to do something to grow and be successful in my career.

There are 5 stages you can be in, and you always want to be in the 5th one because that is where you will get all the success,

How Much Effort Have you Taken to Grow?

If you think you haven't done enough till now. You have a moment now. Take this moment to think and plan your journey from the point where you are to your ultimate feasible goal.

It's a simple step you need to think about that can change the way you live your life, the way people look at you, and the way you want to get your desired state. There are some elements that you must consider when you are planning your self-development. You need to consider the following things questions and get the right direction on where you want to grow yourself.

- MONTHLY LEARNING TARGET
- PROFESSIONAL DEVELOPMENT PLAN
- GOALS EVALUATION AND TRACKING
- BUILDING MORE CLARITY
- SOFT SKILLS DEVELOPMENT PLAN
- SELF DEVELOPMENT INVESTMENT



Know Your Pathway

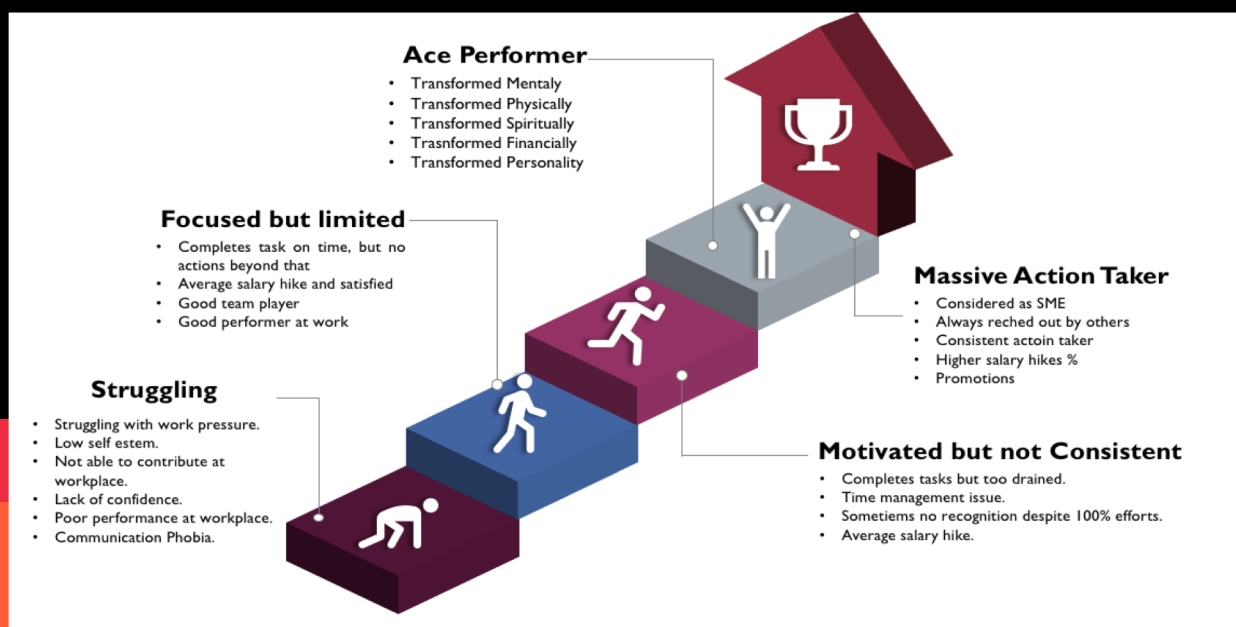
Everyone has a dream, the desired state of their life, and everyone wants it to be achieved as soon as possible.

Most of the gurus talk about the desired state, and it's always fascinating, but the reality is only 2% of people reach that desired state, and that is because of many reasons.

- Procrastination
- Self Doubt
- Rejection Handling
- Objection Handling
- Lack of confidence
- Lack of interest
- Lack of consistency

See, everyone wants to achieve success in their life, but where they struggle is consistency. They might overcome the other components I mentioned above, but with inconsistency, they are left behind.

Here is what I wanted to let you know about different stages you are and where you want to be as your desired state.



The Struggler

There could be some of you where you are struggling with the work pressure, work life balance, time management, communication phobia, not confident in delivering your work or taking more responsibility, may be happy with what you get and don't take much efforts to do extra and this could be your comfort zone.

Motivated But Not Consistent

I have seen many of such kinds, where they are highly motivated, but one thing that kills the motivation is inconsistency. You see it's a science that if you repeatedly do things you will become pro at it. I have seen people transforming from a zero to hero by just taking massive actions consistently. Motivation itself is not enough to grow in your career, it needs other ingredients to cook your success for you. zone.

Focused But limited

Now this is one of the categories where they are focused on what they want to achieve, but they have set their own limitation. They have set their own boundaries that I am not going to do beyond this or not more than that, and they are extremely committed to it.

Massive Action Taker

Do you all have this one person in your team who is like the go to person, whenever you are stuck you reach out to him/her for help and they are always ready to help you whenever you need it.

At the end you want to see yourself at the top enjoying life as an Ace performer. However, if you want to be an Ace Performer then you need to have your four pillars of success standing tall and strong. Remember those that I mentioned at the start of this eBook?



The Four Pillars of Success



Mental Stability

It all starts with mindset. If you don't want to do it and when you have decided that you cannot achieve it, no matter how much of an effort you take you will never achieve it, because you have limited yourself in your mind to achieve things faster and better. Your subconscious mind is so powerful that it believes in what you think, but you can develop this mindset to overcome such situation.

Physical Transformation

Do you know that the life expectancy has reduced to 60-65 years now, and the way you are spending your day sitting long hours at work, will add on to this health hazards. I believe spending only 30 mins daily focusing on your health will make you physically capable to achieve your goals and not make you drained by the end of the day. I suggest you start a 30 days fitness challenge for yourself where you should plan for

Financial Stability

How are you managing your financial situations? How many of you have to think 1000 times before spending extra than your planned expenses? How many of you get shattered when you have unexpected expenses that comes in your way without informing you? How many of you get stressed when you have to think about your Home EMI, your kids education, monthly expenses?

Spiritual Enhancement

Since my childhood, I was taught that I need to pray as soon as I get up, pray before you eat and thanks Lord for the food, pray for anything new you do, pray before exams, pray when you are stuck, pray for others, pray before you go to bed and till today I do this and this brings me sense of happiness, confidence, satisfaction. I don't know if you believe in the universal power, but I think if you believe in Air, but you can't see it, there is this universal power that is not visible, but it's there.

Ace Performer Blueprint

Why I call this as blue print, is because this has worked like a blue print for me in my career and my life. I have struggled a lot in my life to story, to find a job, to manage the finances, to manage work pressure, to run behind the promotions, go abroad for work, manage additional responsibilities and many more, and this blue print was always there with me to help me navigate thought all of these situations and that too with positive results.

I have realized that without these 3 main component of success, its tough to survive in this competitive world. Today everyone wants happy life, everyone wants more money, everyone wants holidays and vacations, everyone wants strong relationships, but most of you don't realize that all these can only be achieved when you have

- Accountability
- Consistency and
- Evolution

Accountability

my point of view of accountability is, when you take the accountability of completing the task, make sure you plan it. Give justice to other's trust, give justice to your expertise and deliver the work on time, this can be anywhere at your work, at your home, in your friends, this accountability works in all the situations.



Once everyone know that you take the accountability, you deliver, that builds trust, that build your authority and connections, that build your status and that enhance your level of excellence at you workplace, because you feel proud of yourself, you feel trusted, you feel happy to take more responsibilities and the more you take responsibilities, the more people trust you, and the more people trust you, there are more chances of you to get more success.

The reason you were hired at your workplace was they were expecting you will deliver, and the reason you will excel in your career is that you keep meeting that expectations at every stage of your career.

Consistency

Its very easy to say that yes I am doing this or I am doing that, but what matters is how long you will be able to continue it. A simple example that you can relate is your new years resolution. I am sure many of you must have thought about the new years resolution, my question is how long have you continued what you planned as your resolution, not very long.

See the reason is not that you don't want to continue it, its your mindset that keeps you away from doing it consistently.

Its a fact that you cannot continue a similar diet plan for long, because your mind starts poking you that "what are you eating" or may be in a better way "eat it, nothing will happen, and you eat that sweet, or junk food".

Like I said, its all about your mindset, and how much you are serious to achieve results by doing something over and over.

Evolution

When you achieve something, its important to understand how you can evolve from that state to the desired state. Evolving with the surroundings will always help you grow and adapt to the changed demands of the universe.

"You know how sometimes you tell yourself that you have a choice, but really you don't have a choice? Just because there are alternatives doesn't mean they apply to you."— Rick Yancey





Career is a black hole and
you need an expert to help
you transform you as Ace
Performer

Book 1:1 Consultation

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