YOUTH POWER

ALL IT TAKES IS A SPARK AND A PRIZE

PAGES 6-7

Start early
Nurture creativity and innovation at a young age
Pg 03

POWER UP TEENS!
Seven effective habits to be your best self
Pg 04-05

STOP BULLYING!
An overcomer rises above his painful experience
Pg 08

GREEN WITH ENVY?
You will lose yourself if you try to be someone else
Pg 11

START EARLY, AUGUST 2015

YOUR ULTIMATE CAREER & TALENT RESOURCE
Do what you love

myStarjob.com

T: 03 7966 8388  F: 03 7955 3355
A few of us Leaderonomics were at the Brand You Conference last week and several of the corporate women we spoke to were pleasantly surprised to see how the Leaderonomics team was comprised mostly of young people. I guess it never really occurred to them that with the extensive corporate, media and community work our organisation does, ‘young guns’ like us could bring something of such value and impact to the table.

Then again, it does take time and effort for us to reach a certain level of maturity, and as long as we avail ourselves to take on a challenge, we can always learn from each other.

International Youth Day (IYD), observed every August 12, has been an annual celebration designated by the United Nations since 2000. The purpose is to draw attention to youth issues globally. This year’s IYD theme is Youth Civic Engagement, and this week’s pullout is comprised mostly of young people.

According to educator and author Thomas Ehrlich, civic engagement involves working to make a difference in the civic life of one’s community and developing the combination of knowledge, skills, values and motivation to make that difference. It means promoting the quality of life in a community, through both political and non-political processes.

Yes, we may label today’s youth as the ‘selfie’ (and self-indulging) generation. However, there are many out there who realise that they are the next generation to carry the baton of leadership in social, political and environmental change.

Once they connect the dots of their very existence on earth, you’ll be amazed at what they can achieve, and can focus on fulfilling those higher purposes in their lives.

As young as they are, we must start cultivating good values in them early before it is too late. Just like the saying goes, ‘It is never too late to learn’.

I guess it never really occurred to them that with the extensive social media channels, innovative informal groupings, and heightened engagement in volunteering, they can bring something of such value and impact to the world.

Within the next decade, the world population is projected to increase by over 400 million, posing additional pressures on the labour markets in developing countries, where about 85% of youth live.

In crisis and post-conflict settings, young people have demonstrated the potential to build bridges across communities, working together, to manage conflict and promote peace.

More recently, youth mobilisation has seen a resurgence particularly through social media channels, innovative informal groupings, and heightened engagement in volunteering.

The opinions expressed in this career guide are those of the writers or the people they quoted and not necessarily those of Leaderonomics.
By MARCUS LIM
marcus.lim@leaderonomics.com

B

y the time you finish reading this article, you may fall into one of two categories. The first one holds the opinion that these are useful ideas and that maybe you could try-out some of them. Or, the second one with the opinion that these are interesting ideas but they are probably not practical and you might not test them out.

If you belong to the second category, then you may have won this war by giving your justifications, but would have lost the war on nurturing creativity. Until and unless you decide to belong to the first group, you would then have unexplored and unexploited possibilities these ideas hold, and place yourself in a better state to explore the opportunities ahead.

THE CREATIVITY MINDSET
To have a creative mindset, you would have to agree and believe that creativity is for everyone, therefore, it’s not a matter of genetic ability.

Unless you are referring to artistic creativity, which refers to the idea of being able to create music, art or dance. Everyone in this world is capable of creativity and innovation as long as they have the freedom and opportunity to exercise them.

The logic for adopting the belief that creativity and innovation is for everyone, given the freedom and opportunity to do so simply allows us to see the possibilities of an idea that can come from anyone.

In most cases, we tend to see the impracticalities of an idea from a younger person.

And so the first step to nurturing creativity and innovation is to stop for a moment, change our filters and see the possibilities that our youths see when they think of an idea. How do we do this?

There are a few language patterns in which we can adopt to begin practising this mindset. The first and simplest one would be to say “Great idea! Tell me more!”

In most cases, the first thought is to ask if the idea is practical.

The sad truth is that most of us choose to focus on how the idea will not work, instead of how the idea could work.

By replying “Great idea! Tell me more!” you are not only encouraging the person, you are also telling yourself to wait and listen for the possibilities.

Another useful language pattern is to replace the word “but” with “and”. The word “but” is a creativity killer. It suggests that the statement that comes after “but” removes the significance of the idea before it, while the word “and” pairs it together and helps the person see things from different perspectives.

Consider these examples, “I like your idea, but if we look at it from a different perspective...” versus “I like your idea and if we look at it from a different perspective...” See the difference? The former is exclusive while the latter is inclusive.

STOP BRAINSTORMING
Traditionally, it is believed that brainstorming is a great idea generator. However, as people use it more, they began to realise that it is also a great idea assassinator.

What usually happens in a brainstorming session is that the individual that is the most outspoken, confident and extroverted usually runs the show while people who are more inward-thinking and introspectually keep a low profile.

The irony is that individuals who are introverted tend to develop more practical and sustainable ideas as compared to extroverted people as the latter require introverted people usually keep a low profile.

And so the first step to nurturing creativity and innovation is to stop for a moment, change our filters and see the possibilities that our youths see when they think of an idea. How do we do this?

As people use it more, they have to agree and believe that creativity and innovation is for everyone, therefore, it’s not a matter of genetic ability.

If we look at it from a different perspective, the former is exclusive while the latter is inclusive.

The answer is simple, one is a side project that the person wants and has ownership of, and the other is a side project the person felt “tricked” into doing and has little ownership of.

Some of us may believe that ideas from young people need input and that our role is to “add value” to what they have already created.

The downside to this phenomena, is when that you add too much value, you also reduce the ownership and commitment of that person to his/her project.

Often, we feel the need to communicate that:

• We are already aware of these ideas.
• We know a better way of doing things.

What happens is that while the value of the side project may increase by 5%, the commitment and ownership will reduce by 50%, simply because now the side project is yours and not theirs. This is a fine line between coaching and hijacking.

Before providing comments, ask yourself “Does the value of my comment outweigh the loss of commitment and ownership?” and “Is this comment aligned with the vision the person has for the side project, or am I putting in mine?”

DIVERSE EXPOSURE
Finally, creativity and innovation tend to also come from putting two separate and irrelevant ideas together and creating a new one. It is useful to suggest to youths to talk to certain individuals who can assist them in their journey of creativity and innovation.

Send them to various workshops and forums for exposure and to allow them to hear other people’s ideas. You will never know what might spark the next idea in their young minds.

Encourage them to take up skills and knowledge that seem totally irrelevant to what they are doing, and help them see the relevance by connecting cross-functional skills to what they are aspiring to achieve.

That way, we may be able to create a generation that is idea-seeking, creative and innovative.

CONCLUDING THOUGHTS
Creativity can be nurtured from a young age. The logic is, as you practise and encourage it, you will find more creative ways to nurture those young minds.

Begin by encouraging side projects amongst the youth by brain-swarming a current issue.

Stay open to the possibilities of their otherwise crazy ideas and send them out to challenging opportunities to develop their cross-functional skill sets.

In time, you will realise that nurturing creativity and innovation in youth is actually nurturing creativity and innovation in yourself.
By ARIELLE YEN
editor@leaderonomics.com

S

tEPHEN Covey’s The 7 Habits of Highly Effective People is a best-selling self-help and business book, with more than 15 million copies sold. Covey proposes seven principles to practice (as the title suggests) in order to help one achieve one’s goals.

Now, Covey’s son Sean has adapted his father’s book into The 7 Habits of Highly Effective Teens, showing that you don’t have to wait months or years to start finding your potential and attaining targets and objectives.

BREAKING BAD (HABITS)

Today’s modern-thinking world gives us more independence to choose what we want to do, how we want to do things, or who we want to be. Making the choice to begin is a big step in itself.

Covey says that the first step to improving yourself is to realise that there is more than one way of looking at things. To change the assumptions or perceptions you have about things is to go through a paradigm shift.

Instead of thinking, “It’s impossible, you should start thinking, I could achieve this one day.”

The key is to change your paradigms so that they become positive. It’s all about taking small steps.

If you’re an avid vegetable-hater, like me, but want to change your eating habits, don’t expect to immediately become a vegetarian.

Instead, first accept the idea of eating more vegetables instead of simply refusing to. Then, think about realistic ways in which you can achieve the target.

Once you change your thoughts, your actions will follow.

As Lao Tzu says, the journey of a thousand miles begins with one step. The fundamental steps you take are the ones you make for yourself. Think of them as the beginning of a journey of self-discovery.

HABIT 1: BE PROACTIVE

Four years ago, as a young adult fresh out of my pre-university course, I was constantly given the advice by my internship mentor to “be proactive”. This means having the initiative to do things.

As adults, we’re trusted to make our own decisions instead of waiting for others to tell us what to do. This means we’re given the leeway to be proactive, or to possibly be reactive.

A reactive person, as opposed to a proactive person, might go home from work three hours early if he has finished all his tasks. A proactive person, on the other hand, might ask his boss what other extra tasks he might be able to take on.

We can be proactive in our personal lives too. The decision to be active and healthy starts in the mind, but we must take the initiative to put on our exercise gear and head to the gym.

HABIT 2: BEGIN WITH THE END IN MIND

Think about your life as a series of time frames. What do you want to achieve at the end of each time frame?

For example, you may give yourself a small time frame to achieve a task like baking a cake. You know what you want your end result to be: the fully-baked cake.

Once you’ve pictured the end product, start thinking about what you need to make it happen. If you’re baking a cake, you would start to think about the ingredients and materials you need, like flour and eggs.

If your “end product” is getting into university, think first about where you want to go. Then, think about the steps you will need to take to get there; getting the marks you need to get in, collecting all the application materials, researching costs.

Write a personal mission statement to yourself to affirm your goals. It can be as long as several ages, or even a single line: I will get good grades this year.

HABIT 3: PUT FIRST THINGS FIRST

Imagine that you have a jar that represents your life, and each responsibility you put in the jar is a pebble.

Assigning yourself several large responsibilities at once will only make the jar full of huge pebbles, and eventually you won’t be able to fit everything in.

On the other hand, if you assign yourself both large and small responsibilities, you can fit everything into your jar by first placing the large pebbles in the jar, then filling up the spaces with the smaller pebbles.

In other words, you should carry out all your more important tasks mostly (e.g. meeting important deadlines for school assignments), then if there’s time, you may complete your smaller tasks (e.g. taking a one-hour nap if you’re tired).

Covey suggests using the “Time Quadrant” model to plan your responsibilities, based on two factors: 1. Is the task important? 2. Is the task urgent?

If your tasks are urgent, not important, or neither urgent nor important, you’re not spending your time wisely.

Make sure you plan ahead, so that nothing ends up becoming urgent (and if anything unexpected pops up, you’ll have plenty of time to spend on it), and that only important tasks are being carried out.
HABIT 4: THINK WIN-WIN

The author George Ellis asks, “What do we live for, if it is not to make life less difficult for each other?” It's not enough to be competitive, especially in the cut-throat world of the big life. People compete all the time: for the best marks, job positions, university offers and so on.

Some healthy competition may give you the drive that you need to succeed, but your relationships with other people matter too. Wanting to beat other people or be better than them may hurt your friend-ships, and you shouldn’t want other people to lose. You also shouldn’t want people to be equally as bad as you. On the other hand, giving in to people all the time to maintain peace means you aren’t giving yourself the chances you deserve.

Think of the best ways to compromise so that everyone is happy, and everything is fair. It’ll be healthier for yourself at the end of the day and should give you some peace of mind.

HABIT 5: SEEK FIRST TO UNDERSTAND, THEN TO BE UNDERSTOOD

Everyone has had a difficult day with someone else’s shoes on. In a nutshell, it’s all about listening to other people. Some things you have to say. That way you can help them, and maybe they’ll be able to help you too. Poor listening includes spacing out, pretending to listen, selective listening, or only seeing things from your point of view.

Understand every detail of what some-one else is saying to you, including how they feel about something. Then, try to help them the best you can, reviewing the situation from their point of view. Being genuine to people develops stronger relationships and can help you get jobs done effectively especially in professional situations.

HABIT 6: SYNERGISE

Synergy is about working together to accomplish more than if you work alone. Putting in simple mathematical terms: 1 + 1 = 3. You can see synergy happening everywhere, in both the man-made world and the natural.

Respiration and photosynthesis are examples of synergy: we breathe out carbon dioxide, which the trees and other plants take in and convert into oxygen for us to breathe in.

You’ll find yourself having to work with other people in many situations. In universities, group work is a huge part of your degree.

A university tutor advised me that a successful way of working as a group is to figure out what everyone’s best skills are, and dividing tasks according to them. Are you good at research, but not so much at writing? Put yourself in charge of looking for information, and let someone else in your group who’s better at writing be in charge of that instead.

HABIT 7: SHARPEN THE SAW

I’m sure you’ve all been told the saying ‘practice makes perfect!’ As contrived as it may sound, it’s a wise piece of advice that you should take to heart. The best things don’t happen overnight. Keep reminding yourself of what you have to do to be your best self.

However, sharpening the saw is not just about improving your newfound habit(s) – it’s about improving yourself. Renewing and refreshing all four aspects of your life – social, emotional, mental, spiritual and physical – will give you the energy and mindset to carry out your tasks and maintain a positive outlook.

If it helps you clear your mind or improve yourself, go for a run, meditate, learn something new out of interest, or drink some tea.

IN CONCLUSION

I read this book as an impressionable 18-year-old, faced with the decision of choosing what I wanted to study at university, where I wanted to go, and preparing myself for ‘adult life’ in general. I wanted to achieve so many things, but I had no clue where to start. Sometimes, books with deeper or more complex theories can stress you out instead of helping.

Sean’s book came at the youngster’s generation, explains his father’s methods in a relatable and approachable way.

If you (or your younger relatives or other peers) are starting to find yourselves bombarded with crucial decisions or other barriers, just pick this book up – it will hopefully help you organise your thoughts and guide you through difficult teen years.

5 STEPS — HOW TO BUILD A MISSION STATEMENT

By ARIELLE YEN
editor@leaderonomics.com

A mission statement is a made up of goals that you want to achieve, what you will do to achieve them and personal beliefs you think will help you achieve them. These goals should be personally important to you.

Writing a mission statement will help you use Covey’s second habit “Beginning with the End in Mind”, as you are thinking about things you want to achieve in the future.

Building a personal mission statement is really useful because it helps you stay focused. Mission statements help you pinpoint the most important thing.

Think of it as a very simple, straightforward map – one that is much easier to read than a map full of winding roads and unclear labels.

Many successful CEOs (chief executive officers) have come up with personal mission statements to determine exactly how they want to make an impact. They can be short and succinct; Sir Richard Branson’s (founder of Virgin Group) reads: “To have fun in [my] journey through life and learn from [my] mistakes.”

With these steps, you can write your own too:

1. WHAT ARE YOUR PREVIOUS SUCCESSES?
First you want to identify things you have succeeded in the past. This could be from getting really good marks at school or learning how to ride a bike.

Think about how you were able to achieve these goals. Were there any patterns, like working towards the goal regularly (studying or practising every day)? These things you might want to apply when reaching your newly-set goals. It should be something that works well for you.

2. WHAT ARE YOUR VALUES?
These are principles or attributes you strongly believe in. You usually strongly prioritise your values over other aspects in your life. If you value the importance of school, you might sacrifice going out with your friends in order to stay home and study.

If you value being hardworking or compassionate, then your goals should align with these attributes (e.g. studying every day for three hours, or helping senior citizens).

Deciding what your values are will help you set goals that support these values.

3. WHAT DO YOU WANT TO CONTRIBUTE, AND TO WHOM?
Oprah Winfrey, famous talk show host, lists, as her mission statement: “To be a teacher, and to be known for inspiring my students to work beyond what they thought they could be.”

Winfrey’s initial success came from her emergence as a talk show host and TV producer. However, she decided that she wanted to be successful by contributing more than what she was already offering.

Winfrey's goals? She wants to instill self-belief in students, put yourself in charge of that instead.

4. WHAT ARE YOUR GOALS?
Now you can start thinking about what is it you want to be, or do. These can be short- or long-term goals. Adorably, the short-term goals should help you achieve your long-term goals.

Do you want to be a leader? If this is your long-term goal, think about short-term goals that might help you get there. This could be running for student council, or taking on a leadership position at a camp or an activity.

5. WRITE YOUR MISSION STATEMENT
You’re ready to write your mission statement now! You can work with a friend, a group for a certain project, a family, a class, or by yourself. List everything from the previous steps down to guide you if you wish. Your mission statement should not be more than a few lines. It’s all about being direct!

● Do you have any mission statements you’d like to share? Send them over to editor@leaderonomics.com!
IT ONLY TAKES A SPARK
COME, LIGHT UP YOUR WORLD!

By NEKES CAHYASTI
editor@myscar.com

ANY months after the UKM Young Leadership Programmes - the first ever - it still gives goosebumps to recall how it had an incredible impact on me. Learning to be inspired and then becoming a tool to ignite my vision for a better world through the camp. I came away charged up to be a better version of myself.

The idea for the camp came about naturally. The camp was well supported by all those who had seen the first two camps and wanted to see them happen again. I was very excited to be part of this enormous team to see how we would make sure of this.

It was encouraging to see that this team is not only one but a team, stepping up and working with each other. It was a moment of “I can do this.” We are all working towards one goal.

Building the team, the camp was great fun to see the campers accept responsibility to help the community and then be motivated to work together to accomplish this.

The UKM Young Leadership Programme is a seven-day camp designed to provide leadership development to 160 Malaysian youth from across the nations.

The initiative is a partnership between UKM’s Leadership Development and Sporic Clinics in Malaysia.

BURNING NIGHTS

SNAP (now Youth Leadership Camp) was conducted in Kuching, Sarawak.

Siti Karim, who is happy to see these programmes come to fruition, is grateful and excited to see the campers accept responsibility to help the community and then be motivated to work together to accomplish this.

I was very excited to be part of this enormous team to see how we would make sure of this.

On the second day, the Leadership Programme was launched at the camp.

The Leadership Programme is a seven-day camp designed to provide leadership development to 160 Malaysian youth from across the nation.

The initiative is a partnership between UKM’s Leadership Development and Sporic Clinics in Malaysia.

RE-ACT!
YOUR VERY OWN CORNER OF THE NEWSPAPER

3 FACTS ABOUT THIS PERSON:

1. VALUE THAT I LEARNED WAS...
2. ACTION THAT I WAS INSPIRED TO TAKE...
3. HOW WAS I INSPIRED?

1. NAME:
2. AGE:
3. CONTACTS:

[1] RE-ACT!

3. SEND THE FOLLOWING THROUGH ANY OF THESE OPTIONS:

• MAIL: Send it to Dr I går, 7-410 135, Sweden: The Swedish Embassy;

• E-MAIL: Scan and mail your copy to your local Facebook page with the hashtag #MycaKis.

1. ACTION THAT I WAS INSPIRED TO TAKE...
2. HOW WAS I INSPIRED?

1. NAME:
2. AGE:
3. CONTACTS:

[1] RE-ACT!

3. SEND THE FOLLOWING THROUGH ANY OF THESE OPTIONS:

• MAIL: Send it to Dr I går, 7-410 135, Sweden: The Swedish Embassy;

• E-MAIL: Scan and mail your copy to your local Facebook page with the hashtag #MycaKis.

1. ACTION THAT I WAS INSPIRED TO TAKE...
2. HOW WAS I INSPIRED?

1. NAME:
2. AGE:
3. CONTACTS:

[1] RE-ACT!

3. SEND THE FOLLOWING THROUGH ANY OF THESE OPTIONS:

• MAIL: Send it to Dr I går, 7-410 135, Sweden: The Swedish Embassy;

• E-MAIL: Scan and mail your copy to your local Facebook page with the hashtag #MycaKis.

1. ACTION THAT I WAS INSPIRED TO TAKE...
2. HOW WAS I INSPIRED?

1. NAME:
2. AGE:
3. CONTACTS:

[1] RE-ACT!

3. SEND THE FOLLOWING THROUGH ANY OF THESE OPTIONS:

• MAIL: Send it to Dr I går, 7-410 135, Sweden: The Swedish Embassy;

• E-MAIL: Scan and mail your copy to your local Facebook page with the hashtag #MycaKis.

1. ACTION THAT I WAS INSPIRED TO TAKE...
2. HOW WAS I INSPIRED?

1. NAME:
2. AGE:
3. CONTACTS:
STICKS AND STONES BREAKING YOUR BONES?

By DANIEL LEE
daniel.lee@leaderonomics.com

S

TICKS and stones may break my bones, but words will never break my spirit... unless I allow them to.

I was born with Type 1 Osteogenesis Imperfecta, also known as brittle bones disease, I was very prone to fractures as a young child. I couldn’t do the things a normal child could like running, climbing or jumping around because something as simple as tripping could easily break my bones.

My fractures got so frequent that I stopped walking at the age of two and couldn’t stand up until I was 16.

I was raised in a financially-constrained family. We were not rich, but our parents loved my siblings and I very much.

We couldn’t afford a wheelchair, so my mother had to carry me in her arms everywhere I went. This included trips to school and to classes. Because of that, I was laughed at, teased and bullied by some of my classmates in school.

By sharing my experiences and principal beliefs that helped me through my struggles of being bullied, I hope to help others who may be facing similar situations.

BULLYING: MORE THAN JUST PHYSICAL

Some forms of bullying are overlooked and seen as normal behaviour, especially among youths. Bullying doesn’t just appear in the form of physical violence.

According to the American Psychological Association, bullying is a form of aggressive behaviour where someone intentionally and repeatedly causes injury or discomfort to another, and this can take the form of physical contact, words or more subtle actions such as social exclusion.

The bullying I went through were mostly verbal and emotional in nature. No matter what forms of bullying you go through, bullying shouldn’t be overlooked and mistaken as “normal”

If you are a victim of bullying, do report it to the relevant authorities or a trusted adult.

TELL SOMEONE WHO CARES

No one can go through life alone. Many times, we need people who can stand by our side and help us manage difficult situations. I had friends who were there for me when I was bullied, but my biggest source of support came from my parents.

They loved me unconditionally and they never forgot to remind me that they would always be there for me.

Not everyone has people to share problems with. So we stop reaching out, thinking that no one cares.

If you are being bullied at school or even at home, tell someone. It can be a friend, your parents, a teacher or even a counsellor. There is someone out there who cares about what is happening to you.

YOUR WORTH IS NOT BASED ON HOW PEOPLE PERCEIVE YOU

When I was in Year Five, several classmates came together and publicly made fun of me, calling me ‘budak cacat’ (crippled boy).

That incident made me doubt my own worth, and if I could amount to anything in life because of my disability.

It wasn’t until I was much older that I realised that my worth is not based on what people think of me. Instead, I get to choose who I want to be, and that decision is not affected by the opinion of others.

Never let anyone dictate who you are or who you should be, especially when the person’s intention is to hurt you.

Although it may be counter-intuitive at first, you need to be proud of who you are. This shouldn’t be mistaken with arrogance.

IT’S NOT YOUR FAULT

Victims of bullying sometimes blame themselves for what happens to them. Most times, the bullies convince the victims to believe that they deserve what they are getting. These are not truths. Bullying is never right, and it is never the victim’s fault.

WORDS HAVE NO POWER UNTIL YOU GIVE IT MEANING

Words often hurt more than the physical bullying. It’s perplexing because if we think about it, words are merely sound passing through vocal cords; pixels on a page; a collection of sounds and phrases that we decide through vocal cords; pixels on a page; a collection of sounds and phrases that we decide about it, words are merely sound passing through vocal cords; pixels on a page; a collection of sounds and phrases that we decide about it, words are merely sound passing through vocal cords; pixels on a page; a collection of sounds and phrases that we decide about it, words are merely sound passing through vocal cords; pixels on a page; a collection of sounds and phrases that we decide about it, words are merely sound passing through vocal cords; pixels on a page; a collection of sounds and phrases that we decide about it, words are merely sound passing through vocal cords; pixels on a page; a collection of sounds and phrases that we decide about it, words are merely sound passing through vocal cords; pixels on a page; a collection of sounds and phrases that we decide about it, words are merely sound passing through vocal cords; pixels on a page; a collection of sounds and phrases that we decide about it, words are merely sound passing through vocal cords; pixels on a page; a collection of sounds and phrases that we decide about it, words are merely sound passing through vocal cords; pixels on a page; a collection of sounds and phrases that we decide about it, words are merely sound passing through vocal cords; pixels on a page; a collection of sounds and phrases that we decide about it, words are merely sound passing through vocal cords; pixels on a page; a collection of sounds and phrases that we decide

YOU ARE STRONGER THAN YOU THINK

Many years later, these experiences have now become nothing more than a memory that now become nothing more than a memory.

It’s a reminder that although we may have scars, it’s no longer limited to our bodies but to our soul.

Forgive those who wronged you. You are stronger than you think!

FORGIVE THOSE WHO WHONGED YOU

In Year Six, I was in a different school and away from my bullies. Never did I imagine I would one day meet the bully who teased me in class at a leadership camp.

I remembered trying hard to decide if I should speak to him or hold on to the grudge, I finally decided that forgiveness wasn’t so much for the person than it was for myself to move on and be no longer bound by my past.

Forgive those who wronged you. Though it is hard to do, you will find that a burden is lifted from your chest when you actually do so.

BULLYING has existed longer than we think. We often see an imbalance of power between the bully and the victim, with the former using whatever means necessary to gain superiority and power over the latter.

Facebook, Twitter and Instagram are platforms for people to connect and relate to one another. Unfortunately, having 24/7 connectivity also means that bullying is no longer limited to school compounds or playgrounds.

Cyberbullying is bullying that can take place anywhere, anytime and to anyone through use of electronic technology and digital devices.

Cyberbullying can happen at many levels, with some being taken as a joke and some as a severe form of intimidation and harassment.

What to do if you are being cyberbullied?

1. DO NOT ENGAGE

When someone is trying to harass you online, don’t engage in the conversation. Engaging bullies would only encourage them to harass you more. Whenever possible, ignore the bully.

2. RECORD EVIDENCE

Keep a record of messages, emails or materials sent by the bully. You may need it to identify the bully or when you report it to the authorities.

3. REACH OUT

You don’t have to go through bullying alone. Speak to an adult or someone who may be able to help. If what the bully does is against some form of rule or law, they can help you through the process of reporting it to the right authorities.
BY YOUTH FOR YOU!

ENGAGING THE VOICE OF TOMORROW

By Lim Lay Hsuan
layhsuan.lim@leaderonomics.com

L over the world, we recognise that the voice of youth is getting louder by the day. The likes of Malala Yousafzai and Emma Watson addressing the United Nations became the epitome of how youth play an active role in achieving sustainability in the socio-political, education and economical spheres.

In conjunction with International Youth Day celebration this year, themed “Youth Civic Engagement”, we caught up with a few leaders of non-governmental organisations (NGO) and social enterprises to gain their insights on our youth in Malaysia.

SHAMINI DARSHNI
Amnesty International Malaysia
Executive director

1. Universities have always been a hub for human rights consciousness and dialogue. Here in Malaysia, I have seen students engage beyond words, with actions. Most recently, student activists protested at the Kita Lawan rally, only to be arrested. It is our obligation as a society to preserve spaces for freedom of expression and assembly. When this is created, we can harness the potential of youth who can freely exercise their freedom of expression and assembly.

2. Amnesty International is a member-based organisation. We focus and depend on engagement with the public. For the youth, we have an existing Youth Network, AMNESTeam – a series of conversations designed to engage youth – as well as internships.

3. We sometimes underestimate the youth, but I believe that their young age is exactly what we need for action. Through our education and social empowerment arms, we spearhead projects that are passionate about. These projects often involve all layers of communities, and are led by youth. Some of our beneficiaries have returned to us as community development officers. They have set up community centres throughout Malaysia to provide free education and conduct social empowerment programmes.

RAJ RIVAN SINGH
Science of Life Studies 24/7 Malaysia (SOLS 24/7 Malaysia)
Co-founder and director

1. With an emphasis towards human-human and human-environment relationships, the level of youth engagement and participation is still low. There are pockets of awareness, but collectively youth has not fully grasped the interdependence of the abovementioned relationships.

2. Truly engaging youth in sustainable human development is a task not to be taken lightly. We believe that every step will eventually lead to more involvement. As a primarily youth-driven NGO, our team members mostly consist of 18 to 35-year-old international and local full-time employees, interns and volunteers.

3. I hope Malaysian youth will become socially conscious and be aware of the social challenges in the country. It is my hope that they will take actions to improve environmental, health and educational issues. It is not only the responsibility of the government, but the citizens themselves. They can make a difference if they choose to do so.

YASMIN RASYID
EcoKnights
President

1. Youth engagement is relatively low in Malaysia. We seriously need to address this. If we allow this to slip, we will encounter a serious inter-generational gap in addressing sustainable development.

2. We have internship and volunteer programmes for youths. Things have been encouraging especially when we review the efforts, motivation, and attitudes of the youths who participate in them. Many of our signature programmes such as the Knights of Nature Sustainability Camps are designed to empower Malaysian youths in addressing environmental and social issues.

3. The world is beyond us and our immediate surroundings. It requires the collective effort of everyone to protect this planet to meet our future needs. You need to start tuning your mind to address not just your concerns, but those of everyone else on this planet.

CHONG KEAT LIM
Leaderonomics Youth
Vice-president

1. There are discrepancies when it comes to engagement and participation of Malaysian youth in such efforts. Youth in urban areas may be more engaged than youth in rural areas, for example.

2. Through our youth leadership camps, we aim to create a positive influence in the leadership landscape in the country where 30% of our campers are fully sponsored from underprivileged backgrounds. We seek to provide a good platform where youths can work together across racial and economic gaps. The Leaderonomics Club initiative in schools aims to drive intentional leadership growth amongst students and their peers in their immediate space of influence.

3. By giving proper coaching, we believe youths can make a difference and excel beyond academics. Through our youth inspiration centre, DropZone, we build grassroots leaders from that locality. Our programmes are meant to inspire, empower and build solid relationships among youth so they grow to become agents of change for their communities, starting from where they are.

4. We actively engage with our past participants to return to build on their leadership foundation by progressing toward facilitation and internships.

5. We must start planting the seeds today!

“ALMOST EVERYTHING THAT IS GREAT HAS BEEN DONE BY YOUTH.”

— BENJAMIN DISRAELI

CONCLUDING THOUGHTS

This year’s theme emphasises youth involvement in the public arena more strongly than ever. When we say civic engagement, we are talking about taking proactive action to get involved in a worthy cause.

To all youth, don’t let anyone look down on you because you are young. Instead, in everything you do and engage in, set an excellent example for the rest to follow. You are, after all, the future leaders of our world. To reap the fruits of tomorrow, start planting the seeds today!

QUESTIONS

1. How is the level of youth engagement when it comes to achieving sustainable human development?

2. What are some of the efforts taken by your organisation to engage Malaysian youth?

3. What’s your message to our youth?
MUSIC HELPS YOU LEAD

STAY TUNED TO GREAT ATTRIBUTES

Consulting Corner

By V Kugantharan
editor@leaderonomics.com

These days, most people enrol themselves in courses after classes to learn about leadership. They read so many books on this topic and try to apply them in their daily lives. There is also another group of people who feel that experience will give them the necessary skills to be good leaders.

While there are many things we do in life to cultivate great leadership qualities, I found that over time, music is one of the greatest tools to actually instil leadership qualities from a very young age.

Even if you were to pick up an instrument much later in life, you will still benefit from it. There are many ways learning music can actually help a person cultivate strong leadership qualities. I’m listing just a few which I believe are important in moulding our future leaders.

1. Disciple

You need to have the discipline to practice playing the instrument regularly and also following certain methods and principles that build your foundation.

When teaching the piano, I often have situations where students may argue that a particular finger placement is too difficult and they prefer something else. Rather than explaining to them in detail, I initially allow them to try out their “easier” method and it won’t be long before they realise that the “easier” method has many shortfalls.

Having the discipline to follow certain instructions and methods actually creates in them a strong foundation that gives them the ability to innovate, which takes me to my next point.

2. Innovative Problem-Solving

One of the most important skills leaders should have is finding innovative ways to solve problems. When they face challenges, and everything seems to fail, they should still be creative and innovative.

Instead of pointing a technique out, I always let them explore their own ways till they find a suitable way to play that part. And in most cases, they actually succeed.

Innovating their way through the song and thus learning the whole skill of innovation in a practical way gives them the confidence to continue to innovate in the future.

3. Building Self-Confidence

Imagine a leader who lacks self-confidence. He will always struggle to get things moving, motivating his team or even having a clear goal. Music is a great way to build confidence and this was cultivated right from the start.

Whether it is completing your first song or perhaps having your first piano recital in front of family and friends, confidence is key to success. And as a music teacher, I continually encourage my students to believe in themselves and be daring enough to make mistakes and learn from them.

Over time, the students gain a lot of confidence especially when they start performing on stage as part of a larger musical group.

And when they are finally confident enough to play in front of a large crowd, they actually learn a new leadership skill which comes up in the next point.

4. Taking a Step Back When Necessary

Being a leader does not mean hogging the limelight all the time, which is rather unfortunate these days.

Many so-called leaders feel they need to be in front all the time “leading” the team. But there are many times when leaders should step back and allow the team to take the spotlight.

This is something musicians learn when playing as a group.

When performing a song as a group, there will be moments where you would be required to play backup music for another band member who at that time, will be leading the song.

In fact, you would be doing this a lot of the time. I think it is somewhere along this time that musicians learn that teamwork and playing supporting roles are equally important in a band or orchestra.

I’ve had situations where the musicians initially struggled to do so, thinking that such an act actually made them less important.

But after much coaching, they eventually understood and learnt to embrace the change.

5. The Balanced Leader

One of the amazing things I’ve found with music is that, due to the fact that we tend to play different notes and styles on each hand, individuals learn to harness both sides of the brain equally.

The left brain is analytical, the right brain is creative and leaders these days need the “whole brain” approach.

In an article I read last year on mic.com, titled Science Shows How Piano Players’ Brains Are Actually Different From Everybody Else’s, something really interesting was stated: “In most people, the depth of the brain’s central sulcus is either deeper on the right or on the left side, which then determines which hand is dominant. But when scientists scanned the brains of pianists, they found something different. Pianists had a demonstrably more symmetrical central sulcus than everyone else.”

The “whole brain” approach is something much needed in everyone, not just leaders.

Apart from being able to think rationally, a leader is also expected to be creative and emotionally balanced.

With music, the coordination between each hand ultimately creates the balance in the brain in some way.

In Conclusion

To conclude, learning music is actually a great way to learn unique leadership skills.

You may learn it in unconventional ways but it is something that remains with you throughout your life.

It’s also never too late to start something new. It’s never too late to learn. Never stop growing!
don’t know about you, but on some days I wake up with a negative cycle of thoughts running through my head.

The worst part of it is, sometimes I can go about my day carrying envy and then forget to “look into the mirror”, which basically means not making time to reflect or to dig deep into my thoughts and feelings.

Envy as defined by Merriam-Webster is the feeling a person has when he/she is resentful of an advantage enjoyed by another, joined with a desire to possess the same advantage. A clear sign of envy can arise when there is dissatisfaction of one’s life, a clear comparison mindset to others, or an issue of self-pride.

As you can already see, the factors that cause feelings of envy are highly external, but the source of the issue is very much internal.

THE COST OF ENVY

You would probably be asking, is envy really that bad? Can it be used instead as a drive towards having greater success if the envy is because of someone who is better than you?

While a part of that may be true, envy does give a person a negative sense of life, and makes people forget at what cost it will take to attain the success they seek.

From a counselling point of view, the dissatisfaction that envy creates often brings depression instead of a positive drive towards a goal.

Comparing your own life to another has a detrimental effect. When those affected by envy feel their lives are worthless, they focus on wanting to live another person’s life instead.

According to an article written in The Origin of Emotions, envy becomes strongest when someone you personally know has achieved a higher position in life than you. It is specifically mentioned that envy varies with peer similarity, which states that the more similar the circumstances in life, the stronger the negative effect.

The thought pattern to this is that the person feeling envy will consider the fact that if they both had significant similarities throughout their lives, but the other individual has achieved a higher status, then the person would assume that he/she would need to be of equal status with the targeted individual.

As I would always say to others comparing, there is no need to compare an apple and an orange. If you like both, eat them. If you like one, eat that. If you like neither, get yourself another fruit.

The reason is that no matter how similar the circumstances in life between two people, even if they were siblings who grew up in the same home, there would still be many other factors in the process of growing up that would make one distinct from the other.

THE GREEN-EYED MONSTER

YOU ARE NOT FOLLOWING YOUR OWN PATH WHEN YOU’RE SO BUSY TRYING TO BE SOMEONE ELSE

By ALVIN DAN WERN KHANG

THE GREEN-EYED MONSTER

THE GREEN-EYED MONSTER • By Alvin Dan Wern Khang

I don’t know about you, but on some days I wake up with a negative cycle of thoughts running through my head.

The worst part of it is, sometimes I can go about my day carrying envy and then forget to “look into the mirror”, which basically means not making time to reflect or to dig deep into my thoughts and feelings.

Envy as defined by Merriam-Webster is the feeling a person has when he/she is resentful of an advantage enjoyed by another, joined with a desire to possess the same advantage. A clear sign of envy can arise when there is dissatisfaction of one’s life, a clear comparison mindset to others, or an issue of self-pride.

As you can already see, the factors that cause feelings of envy are highly external, but the source of the issue is very much internal.

THE COST OF ENVY

You would probably be asking, is envy really that bad? Can it be used instead as a drive towards having greater success if the envy is because of someone who is better than you?

While a part of that may be true, envy does give a person a negative sense of life, and makes people forget at what cost it will take to attain the success they seek.

From a counselling point of view, the dissatisfaction that envy creates often brings depression instead of a positive drive towards a goal.

Comparing your own life to another has a detrimental effect. When those affected by envy feel their lives are worthless, they focus on wanting to live another person’s life instead.

According to an article written in The Origin of Emotions, envy becomes strongest when someone you personally know has achieved a higher position in life than you. It is specifically mentioned that envy varies with peer similarity, which states that the more similar the circumstances in life, the stronger the negative effect.

The thought pattern to this is that the person feeling envy will consider the fact that if they both had significant similarities throughout their lives, but the other individual has achieved a higher status, then the person would assume that he/she would need to be of equal status with the targeted individual.

As I would always say to others comparing, there is no need to compare an apple and an orange. If you like both, eat them. If you like one, eat that. If you like neither, get yourself another fruit.

The reason is that no matter how similar the circumstances in life between two people, even if they were siblings who grew up in the same home, there would still be many other factors in the process of growing up that would make one distinct from the other.

TAKE CONTROL OF THE MONSTER

Now that we’ve gone quite deep into what envy is and how to be aware of it, which would conclude the whole act of “look into the mirror” that I alluded in the beginning, let’s look at two key steps to deal with envy.

1. COMPARING YOUR EXPECTATIONS

The best person to compare is to yourself.

The simple act of looking back into our own lives and considering the blessings, friends and experiences that we have gone through will enable us to measure of our growth.

Of course this also means that on some days we may feel defeated because we may sense that we have failed, especially when we compare ourselves to our past projections.

We will fall some days, but learning to get up is a growth journey too.

2. CHECK YOUR VALUES

It is always important to figure out what we value the most. Many times when envy happens, it’s usually because we want a bigger house, a bigger car or a more comfortable life.

The problem is that many people know the destination, but in their haste to get there they forget to hold on to their values – so they go all out in trying to achieve their goals, and usually find out that they have sacrificed too much of themselves along the way.

It’s a good reminder to find out what value to place on the goals that you would like to achieve.

You could have a personal goal that affects only you, or a goal that is larger than yourself which may aid others in achieving their goals too.

IN CONCLUSION

I believe that if envy is dealt with in the right manner it can be beneficial. While envy in itself drives a person away from others due to dissatisfaction, a person who knows how to deal with envy in a healthy manner can then learn to connect with the object of his/her attention.

Why burn bridges when we can build them and use that to further develop our own lives. As they say... ‘don’t hate, appreciate.’

Alvin Dan is one of the youth programme executives at Leaderonomics, and is in charge of organising DIODE leadership camps for secondary school students. His personal passion lies in community and personal development, believing that the community of large can do its share to make this world a better place. He plans to continue developing his expertise in counselling in order to assist and empower youths and families. To engage with Alvin, email editor@leaderonomics.com

EVENTS IN AUGUST!

ACCOUNTING, FINANCE AND BANKING BOOTCAMP

August 11–13, 2015

Klang Valley

Here is another amazing programme from TalentCorp for you! Designed to give students a clear understanding of the current trends in the market today, this bootcamp will give participants a taste of the realities in accounting, finance, banking and consulting.

This programme is for YOU if you are a penultimate/final year Malaysian student, regardless of your discipline of study. Any background will do – don’t miss this chance to hear and learn from experts (local and overseas).

For updates and registration information, go to www.facebook.com/StudentsMY

MEGA CAREERS & STUDY FAIR @ KLCC

August 22–23, 2015

11am–6pm

Halls 1 & 2, KLCC

With hundreds of graduate employers all over Malaysia, the Mega Careers & Study Fair @ KLCC is the best place for young jobseekers to meet and impress real recruiters.

Being the only three-in-one fair of its kind, the event comprises Malaysia’s 100 Careers Provider Fair as well as Postgraduate Studies Fair under one roof. Adding to the overall excitement is the “Social Media Hub” event; the talk of the town where leading online personas share their tips on getting noticed by companies!

This year, the fair will also be gracied by Jonathan Yabut, season one winner of Apprentice Asia, who will spend his time speaking to the crowd on his secrets to success as well as signing copies of his book, From Girl To Great.

Of course, the Mega Careers & Study Fair @ KLCC is never complete without plenty of goodies and giveaways – find out more about it at www.careersandstudy.com or facebook.com/MegaCareersAndStudyFair

DIODE PREVIEW

August 23, 2015

10am & 3pm

Petaling Jaya

Calling all parents! Join us, and bring your youths along too, to a free two-hour DIODE preview session and discover how they can improve their communication skills, self-confidence and leadership skills.

You will get to observe and engage in a series of proven and effective experiential activities from the DIODE Leadership Camp!

To secure your free seats at the preview, please register at www.diodoecamps.com

HR EXCELLENCE AWARDS

NOW calling for entries!

Organised by Human Resources magazine, the HR Excellence Awards 2015 celebrates leading organisations and HR practitioners in their drive for impactful HR strategies.

For entry submission and award categories, please visit www.hrmagazine.com.my/hr-excellence-awards or email suhails@humanresourcesonline.net for more details.
FROM CAMPUS TO CORPORATE

LIFT UP YOUR NECKLINE, LOWER THE HEMLINE!

By WENDY LEE
editor@leaderonomics.com

ONE to think of it, when I was in my teens – perhaps due to my guardians’ (parents and teachers included) strict upbringing – I had never worn anything that was considered to be “skimpy short” or “sexy”. It was also the years I spent in Chinese school and subsequently a local university which enforced conservative dress codes. Or perhaps I grew up watching The Little House On The Prairie as opposed to Keeping Up With The Kardashians.

Whatever the reason, I’m thankful for the values instilled in me, directly or indirectly, that dressing decently is part of our daily lifestyle; that you don’t have to show your cleavage or legs to gain attention.

FAST FORWARD TO TODAY

If you look at our youths today, the way they dress may sometimes make your heart skip a few beats. Just take a stroll during lunchtime at some of our corporate offices in Kuala Lumpur on Fridays, and you can see a multitude of fashions and styles that makes you wonder if they are adults or still in college.

What has changed? I believe it may well be one of these factors:

1. Social media
   - My teenage goddaughters literally scroll for hours for fashion inspirations every day from Instagram posts for their college outfits.
   - Online fashion wear
     - Just click on any online boutiques. You will see crop tops, jeggings, unbuttoned blouses, baggy loose tops, flared minis and short dresses.
2. Social circle influence
   - You can’t be wearing a maxi while all your friends are in minis.
3. Lack of parental guidance
   - Some teenagers are becoming more and more like their teenage ‘phase’ but most of the time they don’t.

Our youths are inundated with certain images and cultures in a way that we were not a decade ago. With the advent of social media, there is an explosion of provocative imagery everywhere – on television, Internet, movies and advertisements.

Saturated by these images, some teenagers dress so casually that they pay no heed to what is considered appropriate anymore.

I understand the need to fit in, to experiment when you are young, to have the freedom to express your own individuality. (Believe me, I was once a rebellious teen who hated my school pinafore and that two-inches-below-the-ear short hair.) But then again, during my days, there was no controversy Miley Cyrus wrecking my brains out. The danger is that without proper guidance, our youths would still carry the same image they have in college when they enter the working world.

THE INEVITABLE TRANSITION

As corporate brand and image trainers hear frequent complaints from top management on the inappropriateness of how the young ones dress up and carry themselves.

The most common ones are clothes that are too casual, revealing, short, tight, etc. What many youths don’t realise is that their sloppy or provocative dressing may have a big impact on the progression of their careers and even their personal lives.

So, for those of you transitioning from campus to corporate life, here’s something for you. Every piece of garment you put on yourself says something about you – your character, educational background, culture, family values, confidence and self-esteem.

There is no such thing as neutral clothing. Specific characteristics, traits, or design details in clothing function as cues to communicate a message.

ATTENTION: YOUNG MEN

- Torn, faded or baggy jeans may suggest that you have a careless and lazy attitude.
- Crumpled, un-ironed shirt gives an impression of you not paying attention to details.
- Working pants that are too tight – seen frequently in young adults nowadays – may suggest that you are not bothered about corporate settings.

ATTENTION: YOUNG LADIES

- Uncoordinated outfits and/or clashing colours give an impression of a disorganised and unprofessional you.
- Overly trendy clothing worn in a conservative profession might give the impression that you care more about fashion than your work.
- Frills, ruffles, lace and florals make you appear immature and less ready for an important project or position.
- Low-cut blouse and too-short skirt may portray you as lacking of self-control and awareness of appropriate dress code.
- Ill-fitting clothes display poor taste, and show that you are unaware of your physical liabilities.

Someone once said, “If you dress sexily, you attract sex. If you dress lovely, you attract love.” I’d like to add that, “If you dress respectfully, you attract respect.” So dress well, dress right!

Wendy Lee is president of Mabic (Malaysian Association of Brand & Image Consultants) and a director of BII (Brand Image International Institute). She is a firm believer that with style... there must be substance! To engage Wendy for personal branding and grooming in your organisation, email Training@leaderonomics.com

FOOD FOR THOUGHT

WHEN you walk out, you represent not only yourself, but your parents, your grandparents, your friends, your bosses and the company you work for. Therefore, you need to be aware of your own clothing cues, the messages you are sending, and the response you gain from them. The rules of the game change once you enter the working world. You dress not to gain attention, but for success!

So ladies, avoid anything that is too short, bare or ‘licky’. As Marilyn Monroe rightly pointed out, “Your clothes should be tight enough to show that you are a woman, but loose enough to show that you are a lady.”

Therefore, avoid:
- see-through blouse and low-cut tops
- exposing your undergarments
- skirts no shorter than three fingers above knee when standing
- clothes that are too tight, clinging, loose and baggy
- cropped pants, skirts, bubble skirts or skirts with irregular hemline.

Instead, opt for:
- working suits in dark solid colours – black, grey, navy, burgundy, etc.
- outfits with a maximum of two to three colours
- patterns or prints that are subtle and business-like
- tailored dress outfits with matching cardigan or blazer
- blouses with tailored skirt or pants
- shoes with heels and preferably covered.

In the words of Mark Twain, “clothes maketh the man”, i.e. you will be judged by the way you dress. So for the boys – avoid anything that is too long, big or tight.

Thus, a big no-no to:
- clothes that are creased, torn, faded, baggy and unflattering
- tight fitting shirts or skinny pants
- rugged fabrics like corduroy, denim
- clothes with cartoons or inappropriate prints
- underwear showing.

Opt instead for:
- jackets or suits in dark solid colours
- long sleeved business shirt in light colours only
- subtle patterns on ties
- tailored pants in dark colours – black, grey, navy.