

Ark VOYAGE



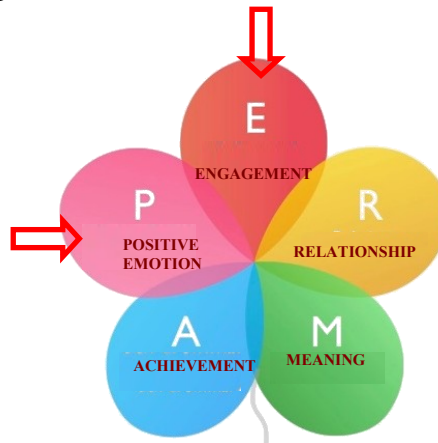
News Letter of Don Bosco Animation & Research Kendra, New Delhi

JUNE, 2018/ Vol. 7/ Issue 6

Captain Speaks... POSITIVE PSYCHOLOGY AND ENGAGEMENT



I am continuing my reflections on Positive Psychology in these series of **ARK Voyage**, the **DB ARK NEWS LETTER**. In the April Issue I spoke about the first letter – **P** - Positive Emotions - of the Acronym for the practice of Positive Psychology, namely **PERMA**. In this issue I am going to reflect on the second letter –**E**– Engagement



When your highest strengths match the highest challenges you rise high. Hence learn to recognize your strengths, name them, and use them to buffer the vicissitudes that come your way, and use them to buffer the vicissitudes that come your way.

When you are really **Engaged**, time stops for you. You are in flow. Flow is a state of being in immersion of yourself in an activity with full attention, participation, and involvement. You are fully awake. You become more creative. You take initiatives. You become one with what you are doing. In fact, it is a deep state where we create an extended period which plummets passion to its heights.



Engaged

You turn your job into a calling, and start using your strengths.

Learning takes place when flow occurs. When your highest strengths match the highest challenges you rise high. Hence learn to recognize your strengths, name them, and use them to buffer the vicissitudes that come your way.





Captain Speaks...(Contd.)



Strengths

How do you understand your strengths? They are your moral strengths, and not the talents. You can make a list of strengths, like gratitude, kindness, honesty, social skills, etc. Talents may be listed as your IQ, Musical ability, Dance, Singing, etc. Talents are a means to an end. Research has made a list of twenty four strengths.

Engagement is very important to well-being and happiness. In Engagement there is vigour, passion, hard work, and intensity. You really get absorbed in what you love.



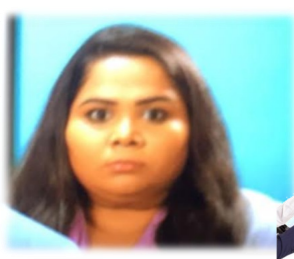
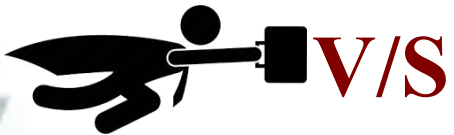
Tallents

If you look at Engagement and an Organization, we may discover two realities. On the one side, we learn how many people in an organization are really engaged in their work. Gallup's most recent Global Research has revealed that only 13 % of the employees worldwide are engaged at work. On the other hand, we look at the various steps taken by the managers to get more employees engaged in the organization.



HAPPY

The employees / staff who are engaged willingly go the extra mile, work with passion, feel proud of belonging to the organization. They will drive innovation to take the organization to higher heights.



GRUMPY

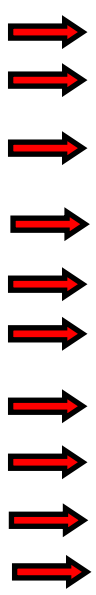
On the other hand, the non-engaged employees do just the minimum to fulfil the job requirements. They are uninspired and lack motivation. They suffer from a "this is enough mentality".



Engaged Employees V/S Unengaged Employees



- They speak and try towards maximum possibilities
- They are creative mentality
- They display vigour
- They are problem solvers
- They are optimistic
- They are motivated
- They are growth mind set
- Their beliefs, talents, goal, life-experiences drive their performance
- They enjoy well being
- They experience personal success



- They are stuck / 'this is enough'
- They are Lethargic
- They get drowned with problem and difficulties'
- They are satisfied with the minimum
- They are pessimistic
- They are disgruntled / dissatisfied
- They have static mind-set
- Their negativity and disorientation leads them to frustration and disappointment .
- They are emotionally sick
- They brood over their past failures



How does a Good /Effective Leader develop Engaged Team Members?



- i. He / She communicates well / Frequently.
- ii. He / She is Respectful to the team.
- iii. He / She Seeks their opinion.
- iv. He / She Appreciates the Team members.
- v. He / She Involves the members in decision making.
- vi. He / She celebrates moments of importance to them.
- vii. He / She Empowers them.
- viii. He / She Accompanies them in finding their voice and express it.
- ix. He / She Provides Opportunities to identify their strengths and use them in their role.
- x. He / She Facilitates the Alignment of their personal Vision to that of the Organization.



*Don Bosco says, ' There is a **vulnerable spot for good** in every boy and girl, in fact in every person. A good Educator identifies this 'spot', which modern psychology would call 'Senergy Point'. It is the extraordinary motivating factor which releases an excess of energy. **When 'Senergy Point' is triggered, passion issues forth. When passion gets coupled with perseverance, there emerges 'Grit'.***

A PERSON WITH GRIT IS AN ENGAGED PERSON!

~ Fr. Jog Arimpoor, sdb



VOC-5

Institution: Snehalaya, Palam, New Delhi.
Program : VOC-5 Towards Shores Beyond
Dates: 5th & 7th June , 2018
Animators: Fr. Joe Arimpoor, Mr. Abhishek ,
 Ms. Sneha Ms. Himanshi , Mr. Sekhar
Participants: 20

VOC -5: "Towards shores beyond..."

When these children have gone through the four module of VOC: i. "Understand me"

- ii. "Relate to me"
- iii "God Experience"
- iv. "Know my Rights"

Now they are ready to live the "Rights Way".
 This was the focus of VOC 5.



It is one thing to know what is one's rights are, but it is quite another thing to live "the Rights Way"



"Role Plays, and various Group Dynamics exercises" help the participants to acquire the skills necessary to live assertively.

Another important part of this module was NVC - Non Violent Communication. They learnt to distinguishes Observation, Feelings, Needs and Requests.

They were exhorted to practice this skills that they observe in the role plays.

VOC-6

Institution: Snehalaya, Palam, New Delhi.
Program : VOC- Young Evangelizers
Dates: 9th & 11th June , 2018
Animators: Fr. Joe Arimpoor, Mr. Abhishek ,
 Ms. Sneha Ms. Himanshi , Mr. Sekhar
Participants: 20

In VOC- 6 the participants were thrilled with the experience of the journey that they had gone through with previous five module. Now that they have experienced the "Passage to Wholeness" and the "Joy of Good News". They are eager to share their experience of this joy with others.

The Participants have experienced the Joy of Living the "Good News".

Now they are eager to go forth and share this JOY with others.



Fr. Joe Arimpoor blesses the children and commissions them to go fourth and share the "Joy of the Good News" that they have experienced. The Participants had a session where they put there heads together to draw up a list of activities through which they will share their experience and invite others to undergo this beautiful experience of the VOC program,

TEP (Teachers' Enhancement Program)

Institution: St. John's School Gwalior.
Program : TEP (Challenges in Education)
Dates: 16th & 17th June , 2018
Animators: Fr. Joe Arimpoor, Ms. Himanshi
Participants: 70 Teachers

Institution: St. Peter's Dabra .
Program : TEP (Challenges in Education)
Dates: 18h & 19th June , 2018
Animators: Fr. Joe Arimpoor, Ms. Himanshi
Participants: 80 Teachers

Engaged teachers - An asset to the school

One of the Challenges the school faces today is to develop, committed and motivated teachers.



When teachers get engaged in their mission of education, Time stops for them. They are ready "To go the extra Mile",



Engaged teachers in Action...

Engaged teachers are ever creative. They search for SIPER (Significant Innovative Powerful Empowering Radical) methods in teaching. Such teachers become loving and lovable. Students never forget them, they are ever grateful to such Genuine teachers.

Teachers with GRIT accomplish more



The Teacher remarked ...

"When we look at Fr. Joe, we understand what is 'GRIT' all about. At the age of seventy five he is able to stand the whole day and conduct the sessions with vigour, enthusiasm and so much of ease and serenity.

His passion for education preserves even now. Indeed, now we understand that Grit occurs when passion and perseverance go together.

Three things that impressed me most in this seminar are:

- i. We need to move from 'Teacher-Focused education' to 'Student-Focused education'.
 - ii. If we can provide 'empowering space' for the students in creative ways, we can win over any student, however naughty and rowdy he may be.
 - iii. Every child is special. The Teacher requires the art and the skills to identify the uniqueness of every child and his or her hidden talents and facilitates the expression and development of the same.
- We need more trainers like Fr. Joe!"



TEP (Teachers' Enhancement Program)

Institution: St. Mary's Morena.

Program : TEP (Challenges in Education)

Dates: 20th & 21th June , 2018

Animators: Fr. Joe Arimpoor, Ms. Himanshi

Participants: 90 Teachers

Institution: Little Flower School, Gorakhpur.

Program : TEP (Challenges in Education)

Dates: 26th & 27th June , 2018

Animators: Fr. Joe Arimpoor, Ms. Himanshi

Participants: 80 Teachers

Does School education kill Creativity?

The teachers agreed with the Fr Joe, when he quoted Sir Ken Robinson who says that school education kills creativity.



The teachers suggest ways and means to make education more creative.

Good News and Education



Education becomes HOLISTIC when a student become fully human and fully alive.

An effective teacher draws out all the intelligences in the child and facilitates their development, The highest and the best of all the intelligences implanted in us by God is the spiritual intelligence.

When a child becomes aware of the "Good New" implanted in him/her and learn to live by it, he experiences 'the Joy of the Good News'. When she/he shares this wonderful experience with others he becomes a young evangelizer. He is now Educator.



Teachers searching for ways to make education HOLISTIC

Everyone has a potential for creativity, only most decide that it's not worth to use it in their daily lives

TEP (Teachers' Enhancement Program)

Institution: St. Basil's School, Basti.
Program : TEP (Challenges in Education)
Dates: 28th & 29th June , 2018
Animators: Fr. Joe Arimpoor, Ms. Himanshi
Participants: 90 Teachers

Institution: Little Flower School.
Program : TEP (Challenges in Education)
Dates: 30th June & 1st July , 2018
Animators: Fr. Joe Arimpoor, Ms. Himanshi
Participants: 80 Teachers



Does my Vision align with that of the school ?

It was a revelation for the teachers to learn that the 'the Right People in the Right Bus' means that people whose personal vision is aligned with that of the organisation vision are working together in a school to take it to higher heights.



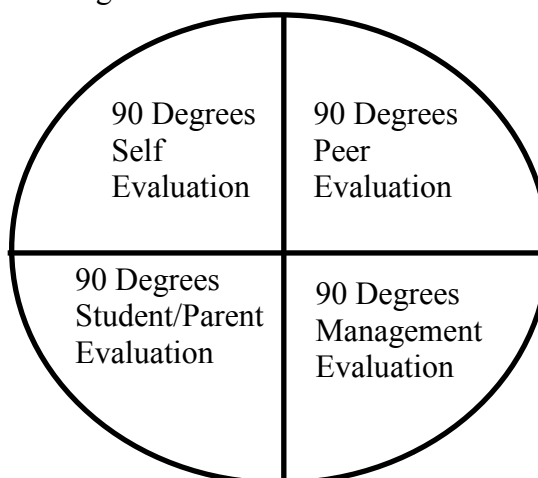
The Teachers searching for the best strategies to reach their vision

A school with a vision, But without adequate strategies shall be frustrated. Hence the challenge for the principle and staff is to develop strategies to ensure that the school aspires and move towards its vision.

360 degree Feedback system for the Teachers

The teachers were well motivated to introduce the 360 degree Feedback system in the school.

They proposed that the management should introduce first, 90 degree Self-evaluation then gradually year by year they can introduce Peer evaluation (90 Degrees), Client (Students and Parents) evaluation, then finally 90 degrees by the management.



360 Degree Feedback System



Teachers trying to develop feedback forms.



FJAF (Fr.Joe's Ark Family)



DB ARK expresses its gratitude to “Fr. Joe’s ARK Family Members” - the Support Group that enables DB ARK to fulfil its mission in favour of the youth especially the poor and the marginalised - by regularly praying for them and their intentions.

On every 19th, a Special Mass is offered for the same where all the Team Members join with the Director.

You are invited to become a member of **“Fr. Joe’s ARK Family”**
By making a small contribution either monthly or from time to time.



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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Towards shores beyond