How Will You Measure Your Life
Clayton M. Christensen
James Allworth & Karen Dillon

Book review by
Wahid Omar
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3 sections

Finding happiness in your career

Finding happiness in your relationships

Staying out of jail
Just because you have feathers....

- No quick fix to fundamental problems of life
- **How** to think vs **what** to think
- **We decide** our own strategies and methodologies
- ‘theories’ – scientific approach in looking at problems and issues and finding solutions
- Research, learning, thinking processes.....knowledge and wisdom
Finding happiness in your career

• What makes us tick
• The balance of calculation and serendipity
• Your strategy is not what you say it is

Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle. As with all matters of the heart, you'll know when you find it

Steve Jobs
Finding happiness in your relationships

• The ticking clock
• What job did you hire that milkshake for?
• Sailing your kid’s on Theseus’s ship
• The school of experience
• The invisible hand inside your family
Staying out of jails

• Just this once.....
The background

• Smart, intelligent, brightest, successful people end up unhappy
  – Broken family
  – Go to jail

• Manifestation of many crises faced by ‘western’ (but also our community) community

• Finding more balance life: career vs life
The 3 simple questions

How can I be sure that:

1. I will be successful and happy in my career
2. My relationships with my spouse, my children, and my extended family and close friends become an enduring source of happiness?
3. I live a life of integrity – and stay out of jail?
The best

• We have much richer values
• We have superior examples – Rasulullah and Sahabah and great personalities (eg: Quranic generation and generations that follow)
• Up to us to dig and find the best examples to follow
You are the best ummah singled out for mankind: you enjoin what is right (ma’roof), forbid what is wrong (munkar), and believe in Allah

Al-Imran 110
FINDING HAPPINESS IN YOUR CAREER
- Priorities – core decision-making criteria
- What motivates people
- What we like/plan, opportunities, challenges
- Execution, adjustment
- Managing resources – time, talent and energies
What make us tick

• Daily routines that make us happy, linking between jobs, satisfaction and family happiness
• Motivations and incentives
• Can incentive motivates?

Imagine a day of accomplishment at work, and happily heading home for a reunion with family and...

try to imagine the opposite
Incentives and motivation

• 1976 Jensen and Meckling – incentives vs performance
• But many people working
  – for non-profit and charities
  – Military
• Frederick Herzberg: Hygiene and motivation factors
Incentives and motivation

• Hygiene and motivation
• Hygiene: status, compensation, job security, work conditions, policies, supervisory practices
• motivators: challenging work, recognition, responsibility, personal growth
• Balancing of hygiene and motivators?
• motivators – love what we do, sense of contribution, meaningful, more motivated
• Problems start when doing things for the wrong reasons
What can we do

• Examine our reasons to search for happiness - search both hygiene and motivators
• Find opportunities that meaningful – learn new things to succeed and contributes more
• More money not necessarily more happiness
• Do not chasing a mirage

Being the richest man in the cemetery doesn't matter to me. Going to bed at night saying we've done something wonderful, that's what matters to me

Steve Jobs
The balance of calculation and serendipity

- While planning, strategizing and executing/implementing opportunities emerge
- Adjustment and modifications
- ‘entrepreneurial’ always experience this
- Do not ignore unanticipated opportunities (or threats)
the balance of calculation and serendipity

What may work:

A combination of push and pull of deliberate strategy and being open to unanticipated opportunities

...there could be exciting unanticipated opportunities out there for me....who knows?
the balance of calculation and serendipity

The process of adjustment (or change) can often be difficult, and it seems easier to just stick with what we have or already doing. That thinking can be dangerous. You’re only kicking the can down the road, and you risk waking up one day, years later, looking into the mirror, asking yourself: ‘What am I doing with my life?’
Your strategy is not what you say it is

• Utilization of resources in making things happen, strategies work/implemented

• Resources:
  – Time
  – Money
  – Energy

• Same strategy in business, careers and lives
Your strategy is not what you say it is

• Wrong measure of success (or different in perspective between top and lower ranks, between units, between staff)
• Priorities and resource allocation can create problems if not properly aligned

Apple success: deep internal understanding of what Jobs prioritized is why Apple has been able to deliver on what it says it’s going to do
Your strategy is not what you say it is

• Long-term or short-term focus?
• Political approach – between short-term survival of politicians or the future of the country
• Resources management is a continuous process – every moment, every decision how we spend energy and money
Your strategy is not what you say it is

• **Resources management on personal basis**
  – Personal time
  – Energy
  – Talent
  – Wealth

• **Resource allocations for**
  – Rewarding family relationships
  – Raising great children
  – Success in career
  – Community/social engagement
Your strategy is not what you say it is

- Limited resources to be distributed among many priorities
- The danger: allocate resources for immediate, tangible results and often more focus in career as this is the indicator of a ‘success’
- May have good intentions but wrongly allocating resources
- ‘overlook’ to invest more resources for long-term gains
“intimate, loving and enduring relationships with our family and friends will be among the sources of deepest joy....”

“Our careers provide the most very tangible, immediate achievement. In contrast, investments in our families don’t pay off for a very long time”

“..higher-achievers focus a great deal on becoming a person they want to be at work, and far too little on the person they want to be at home
• Very challenging
  – No single approach
  – Feeling of failure
  – External influence
  – Remember emergent and deliberate strategy
The ticking clock

• Danger of over investing resources in our careers
  – Time
  – Energy
• Neglecting family with the assumption they understand us to work hard
• It’s rare they will shout loud to get the attention
• The consequences – disaster
• And we can’t turn the clock back
The ticking clock

• The risk of sequencing life investment
  – Focus on career and later with family (children development)
  – By the time succeed in career the ‘game’ is over!!!

• Some tips in developing children
  – From early year
  – Communicating
  – Talking – face to face
  – Brain and intellectual development
What job did you hire that milkshake for?

- IKEA, milkshake – needs of customers (job to be done)
- School – children to feel successful and have friends
- Husband-wife
  - Jobs to be done?
  - Not who is doing what?
  - But ask what to be done?
- Sacrifice and commitment
The path to happiness in a relationship is not just about finding someone who you think is going to make you happy. It is about finding someone who you want to make happy, someone whose happiness is worth devoting yourself to.
He had seen many people tell themselves that they could divide their lives into stages, spending the first part pushing forward their careers, and imagining that at some future point they would spend time with their families – only to find that by then their families were gone.
Sailing your kid’s on Theseus’s ship

• DELL and Asus – risk of ‘excessive’ outsourcing
• Never outsource the future
• Capabilities to success

Capabilities

– **Resources** (people, equipment, technology, brands, information, cash, relationship)
– **Processes** (interact, communicate, coordinate)
– **Priorities** (decisions, strategy, vision, mission)
Our capabilities at home?

• Our children resources? (what)
  – Financial, time, energy, knowledge, talents, networking, experience

• Our children processes? (how)
  – What he does with resources, the way he thinks, how he ask insightful questions, how he solve problems, how he works with others etc

• Our children priorities? (why)
  – How children make decision
‘Outsourcing’ in children development

- ‘Removing’ circumstances for process development -
- We used to situation where children helping parents through various activities at home, with family/parents
- Now we send children to ‘enriching experience’
- ‘Imposing’ or ‘forcing’?
- Denies our children the opportunity to develop the processes they’ll need to succeed in the future
- We lost our ‘values’
- Whose children are they?
School of experience

• How do we equip children with the right capabilities?
• Abilities are developed and shaped by experiences in life
• Mistaken between resources and processes
• Let children learn and undergoing ‘hardship’ – to prepare for the future
• Celebrate success and failure

Not only good resume and excellent grade but to equip the right experience and never give up; never stop trying to help children get the right experience to prepare for life
The invisible hand inside your family

• To build a culture – preparing children for future challenges

In organisation/company:

Culture is a way of working together toward common goal that have been followed so frequently and so successfully that people don’t even think about trying to do things another way. If a culture has formed, people will autonomously do what they need to do to be successful

A unique combination of processes and priorities
The invisible hand inside your family

- Well plan, well thought
- Example: ‘kindness’
- NOT EASY and can be very tough
- Stay consistent, stay alert
- Culture happens, whether we want or not, but how we want to influence it
Staying out of jail

• The trap of marginal thinking – can be destructive
• ‘Just this once’ it’s ok
• Nick Leeson: started with small error
• Moral personal line – don’t cross even once
Conclusions

Our job, our family and integrity are very important components of our life.

It’s extremely hard to strike a balance between them to give us the ultimate happiness in life, but not impossible to achieve.

We find happiness in UTM.
We find happiness with our family.
We will never cross the moral line.