

Short Communication

SUCCESS: RESULT OF INTENTION AND LEARNING

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Abstract *Success has many parameters which determine the degree of success for different individuals. Now-a-days, level of satisfaction among individuals related to success is very low for students, employees or self employed. The question arises, What success is all about?, Why it is important to each and every individual? This article depicts the theoretical framework of the factors which generally inculcated with success. Basically success is a result of conscious efforts with positive intention, self-motivation, and active learning which turns into quick adaptation and that adaptation generate a sense of success among the masses. For all that purpose, the individual need to use their intellectual skills in a extraordinary manner which directs their behaviour towards success.*

Keywords *Success, Intellectual Skills, Behaviour*

Since many years, employees from either public or private organizations bother about their success on behalf of their organization, colleagues, co-workers, peers and many other factors which are either directly or indirectly related to their job environment because of which they have not achieved the limit where they want to be. But they never thought about the factors which were self associated and determine the limit of their success, because the success is not a result of short term efforts; it's kind of fruit which comes from dedicated & conscious efforts. Practically, if we think about success in a great extent, it depends on an individual how they use their intellectual capabilities to become and remain successful in life.

If we talk about the Late legendary Mr. Jobs, he was a totally successful person in his life, from an adopted child to become and remain number one was not an easy task for an extraordinary man, if that person does not use his/her intellectual skills in a extraordinary manner.

When we talk about the intellectual capabilities, the question comes in mind what does means intellectual skills. It means the ability to improve and think; means developing intelligence & smartness towards the specific object through which an individual wants to achieve the desire degree of success.

Basically, the intellectual skills which works like a yardstick for success of an Individual is surrounded by four pillars of human behavioural aspects namely;

- Intention
- Self Motivation
- Active Learning
- Adaptation

Following model suggest a theoretical approach to be success;

INTENTION

Intention can be defined as an aim that guides actions of an individual or the goal/purpose behind a specific set of actions. Intention is an anticipated outcome that guides our planned action. It defines the immediate needs of an individual towards a specific kind of behaviour which is shown by that person on a specific circumstance. Intentions so that influences the individuals behaviors and as a consequences of organizational outcomes and the degree of success of that individual (Ajzen, 1991).

What kind of intention an individual formulate within his/her mind, directs his/her behaviour. Through positive intention a person can achieve the desired degree of success. Employee joining an organization, should be aware of required skills and attitude to sustain the right position and balance with their goals and success. As quoted by late Mr. Jobs, "Innovation distinguished between a leader and a follower". That quote clearly defines the intentions of Mr. Jobs that he believed in innovation, because he wanted to be a leader.

SELF MOTIVATION

The second pillar of success is self motivation; basically the motivation is a process of inducing someone towards better performances through different kinds of incentives. But if we talk about the different types of motivation, there are two distinct types of motivation generally quoted in behavioral

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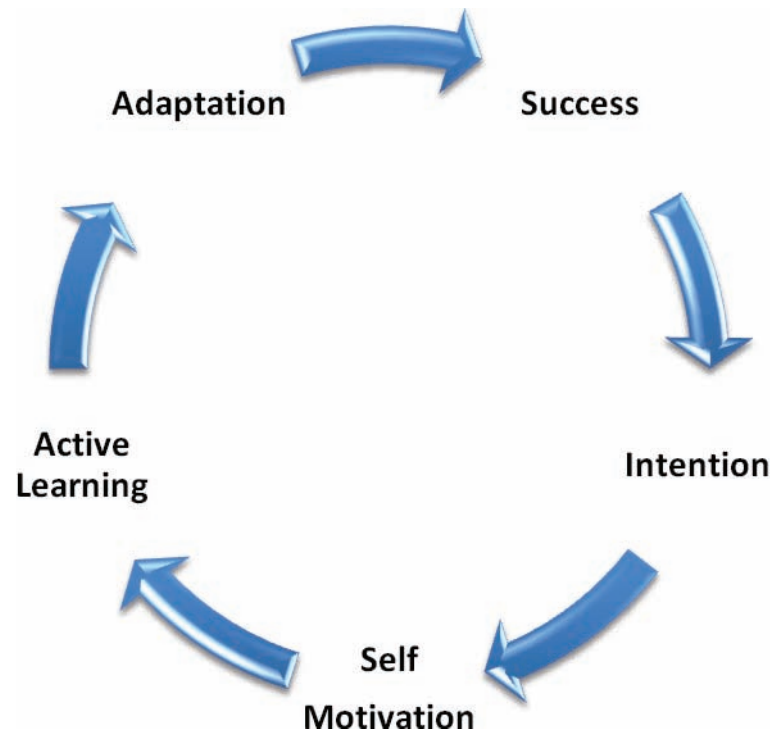


Fig 1 Pck Model of Success

sciences, one is intrinsic motivation and another one is extrinsic motivation. Intrinsic (self motivation) includes willingness of action especially in behaviour and Extrinsic motivation includes when one's try to induce someone's actions through some sort of incentives.

There is a famous line which was delivered by John F Kennedy at his inauguration in Washington on January 20 1961, is "Ask not what your country can do for you, ask what you can do for your country". This notion is also applicable in the organizations where each and every employee wants different kind of perks, benefits, recognition, etc. but for all these things what kind of contributions employee have made for their organization does matters.

In any circumstances, the self motivation (Intrinsic motivation) is another pillar of success, the willingness of individuals to do anything which can be a milestone for organizations and determine again the degree of success of that individual.

ACTIVE LEARNING

Learning never occurs in vacuum, for that the learner must construct information, experiences based on their unique perception. This pillar of success enables the individuals to know and analyze the variables or factors related to the job environment which leads to high thinking skills. In case of active learning, the individual need to actively participate in all kind of routine or non routine task with the peers,

Bonewell & Eison 1991, suggested learning works in peers. Such activities enable them to understand the nature of the task as well as to understand the important aspects which shell remain key points for better performances. It is a kind of problem solving pillar where individuals understand, analyses and interpret the situations. Where they feel difference in experience.

The active learning theories also suggest that the learner must be ready to face challenges and that gives them a value of increase retentions & comprehension of the specific field. This third tool also represents the team spirit and group dynamics of the individuals which gives them satisfaction, which works as a stair for reaching the top. Another wisdom of Mr. jobs, which work as a torch bearer for the learners, i.e. "The only way to do great work is love what you do. If you haven't found it yet, keep looking. Don't settle. As with all matters of the heart, you will now when you find it".

ADAPTATION

The final steps towards success is adaptation. It is a process which involve how quickly an individual mix-up themselves to the conditions which circulate the environment where the person exist. It shows the change in the behaviour of person to respond new or modified surroundings.

So when an individual try to act on behalf of the above factors surely that person will reach the point where others will recognize and count this as "Success". As Late Mr. Jobs

said “Be a yardstick of quality. Some people are not use to an environment where excellence is expected”. It suggest that we need to accept the changes as well as the environment, because that environment will create a kind of opportunity where one can flourish and also necessary for survival of human beings. Only up to a certain limit we can avoid problems, ultimately at a specific point we have to face the situation but if we adopt the environment at the beginning stage we will be able to know the deep understanding of the circulated factors as well as the pros and cons which

enables the individual to face any kind of circumstances. This adaptation is a key factor which does matters up eighty percent in the success of the masses.

Success is a choice of individuals to make. It requires commitment of our intellectual skills which hold ourselves accountable for creating a purposeful life. So the individuals must use their intellectual skills or capabilities with clear direction, purpose and understanding to remain successful in their respective area of interest.