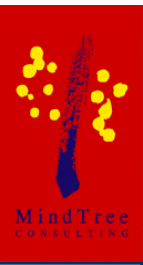


Life After 40s in IT

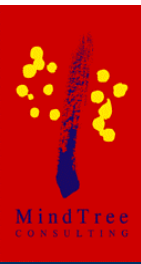
MindTree Lecture Series - 3



The three stages

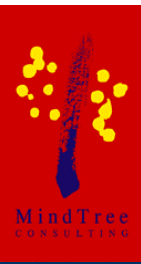
- 20-30: Self-Discovery
- 30-40: Self-Confidence
- 40-50: Self-Doubt





Have you heard of mid-life crisis?

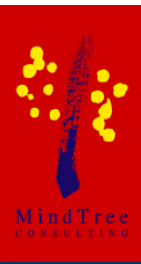
- Introduced by Dr. Elliot Jacques in 1965 in a study of creative geniuses
- Marked by abrupt changes in style or productivity about the age of 35
- Accompanied by a desire for change brought on by fears and anxieties about growing older



The two major transitions

- Adolescence: was meant to transform you from a child to an adult. It was not meant to be fun
- Mid-Life: Intended to transform you. You may not enjoy it. Mid-life is trying to take you some place positive – guiding you to psychological and spiritual wholeness
- Yet, it begins with an acute sense of incompleteness and inadequacy. Most pronounced are feelings of loss and anxiety
- In IT industry, there is a triple whammy – mid-life crisis, professional transition and accelerated obsolescence

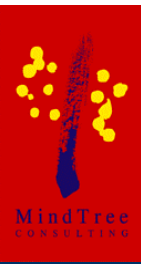




The acuteness of mid-life

“When people are in their 20s and 30s, a number of different career or personal paths are open. When they get in to their 40s, they begin to realize that they have made decisions that are either irrevocable or can be changed only with great difficulty. It is also a time that they begin to recognize that they have physical limitations”

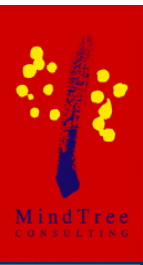
-Dr. Andrew Leuchter
Director, Adult Psychiatry, UCLA



The signs that you may be in transition

- Discontent with life/lifestyle that gave happiness for many years
- Boredom with things/people hitherto held interest or dominated your life
- Feeling adventurous – wanting to do something completely different
- Questioning the meaning of life, validity of past decisions
- Seeing how younger people have bridged the gap
- Confusion about who you are and where you are going

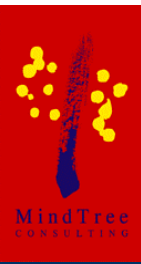




Some common manifestations

- Job change
- Role change
- Quitting to start a business
- Divorce, extra-marital relationship
- Strong urge to learning something very new

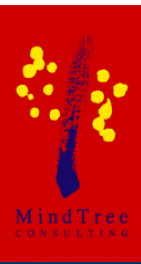




Prepare before it hits you

- Reassess the initial SWOT
- Take peer feedback
- Move out of the comfort zone
- Create a serious passion outside of work
- Socialize career ambition with spouse and enlist support
- Seek a mentor

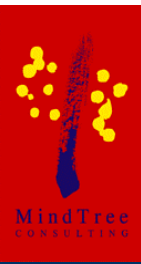




The Years between 35-40

- By this time, one should be good at two of the following four:
 - Managing resources
 - Managing technology
 - Managing complexity
 - Rain making
 - ✓ Master any 2
 - ✓ Multiply with volume

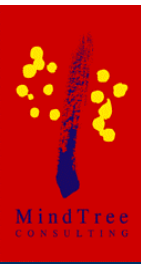




The Years between 35-40

- Locate opportunity that moves you to a third one from the list and place it ahead of cash and title
- Key organizational expectation during this phase: leverage
- You are expected to provide “inputs for Inputs”
- People feel uncomfortable by not directly impacting end-results
- It is also time to be comfortable with your limitations

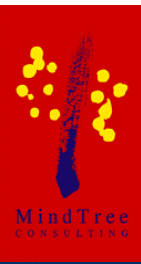




By the time you are 40...

- Your personal value clarification should have taken place
- You must be known for something you really do well
- You should have sharpened connective, cognitive and innovation capability
- You should have high organizational leverage through content, reach and impact
- You should be in a position to mentor others

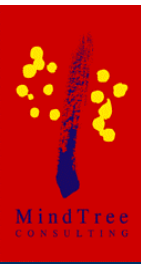




The problem of fulfillment

- Life is like a pitcher you are trying to fill up
- Most people have just one tap: their profession. Some time, it got to trickle or even dry up
- Seek fulfillment with multiple taps open. Some will be in full blast, some of the time. If one trickles, another will keep the fulfillment on

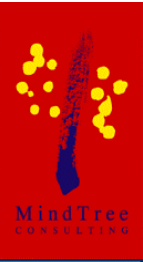




Try some of these

- Do more by doing less
- Learn something completely new – helps build self confidence, shifts focus from sense of inadequacy and rejuvenates
- Involve your spouse
- Take many small breaks – plan around something very new
- Be the sport
- Be your own benchmark

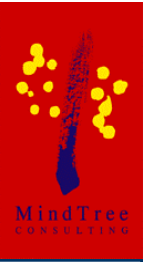




Try some of these...

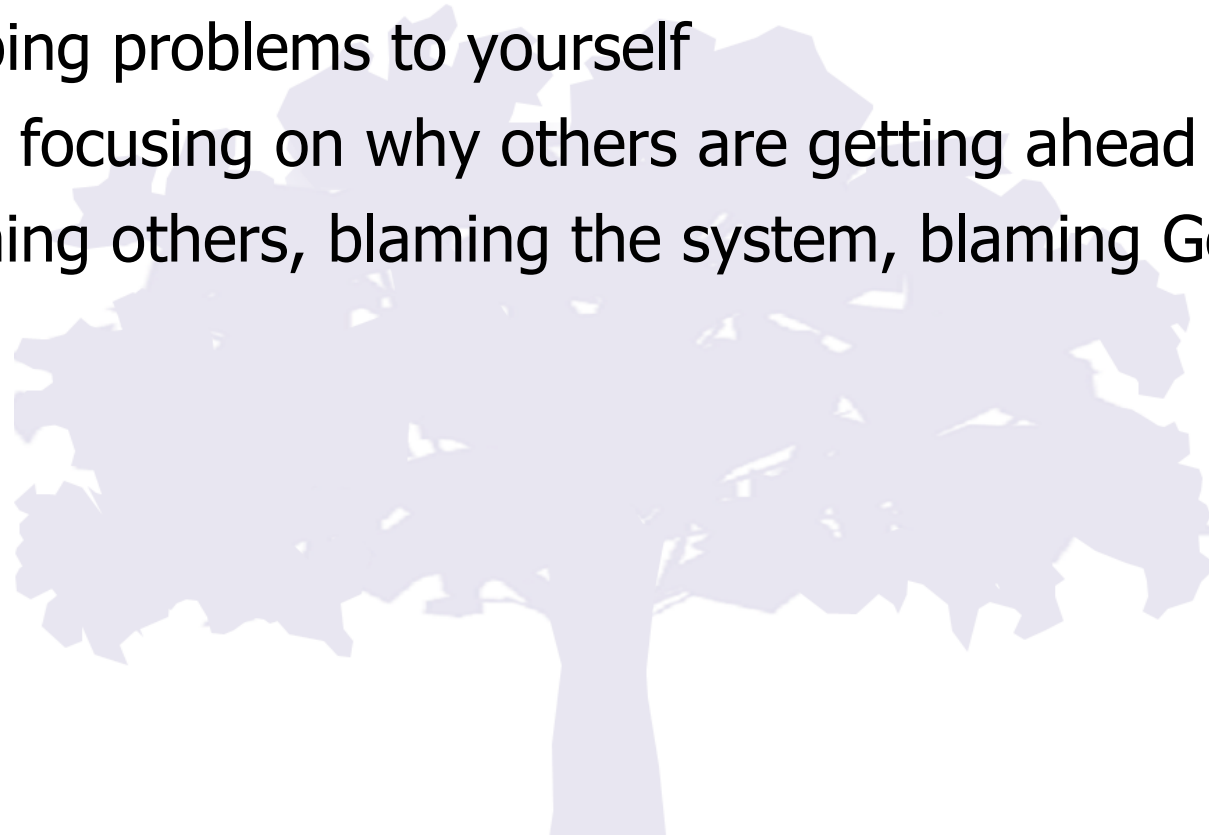
- Reread past appraisals, 360 degree feedback and seek patterns
- Proactively study professional practices in the outside world
- Groom a replacement
- Learn by observation
- Watch your health
- Pray

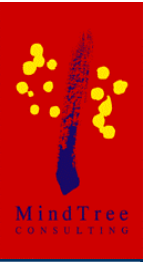




Mistakes people make

- Not recognizing professional crossroad as a subset of being on a personal crossroad
- Keeping problems to yourself
- Over focusing on why others are getting ahead
- Blaming others, blaming the system, blaming God

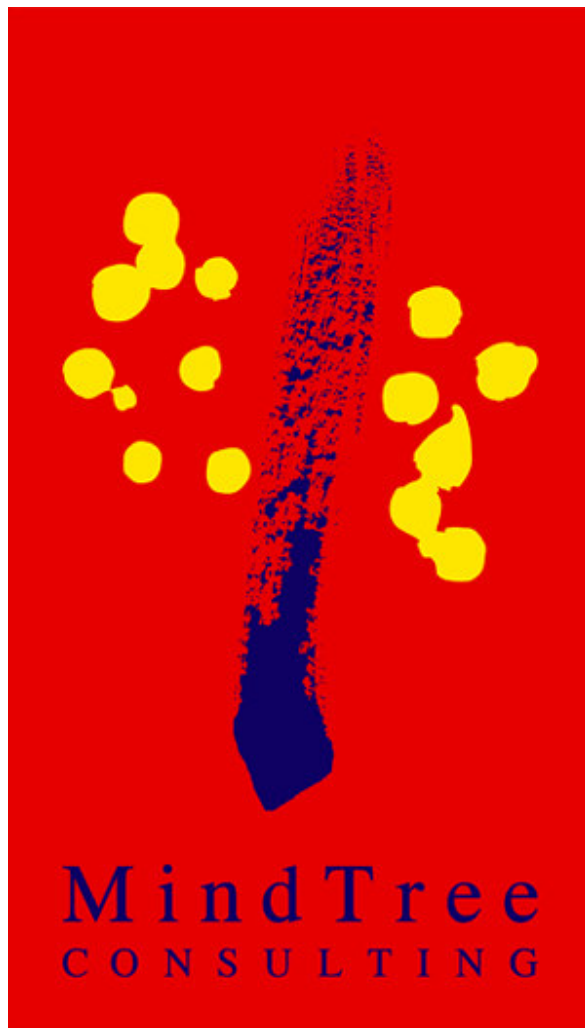




The last word

It is about a journey from who I want to be, to who I am and finally – who I am meant to be

A large, light purple silhouette of a tree is centered on the page. The tree has a thick trunk and a wide, spreading canopy with many irregular, leaf-like shapes. It is positioned behind the main text, serving as a background element.



Imagination

Action

Joy